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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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Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

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

Gofynnwch am / Ask for: Michael Pitman

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Thursday, 20 June 2019

Dear Councillor,

CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

A meeting of the Corporate Overview and Scrutiny Committee will be held in the Committee Rooms 2/3, Civic Offices Angel Street Bridgend CF31 4WB on **Wednesday, 26 June 2019 at 09:30.**

AGENDA

1. Apologies for Absence
To receive apologies for absence from Members.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members Code of Conduct adopted by Council from 1 September 2008 (including whipping declarations)
3. Approval of Minutes 3 - 8
To receive for approval the minutes of 03/04/2019
4. Social Services Annual Report 2018/19 9 - 58
Invitees:
Susan Cooper – Corporate Director, Social Services and Wellbeing;
Cllr Phil White – Cabinet Member – Social Services and Early Help;
Jacqueline Davies – Head of Adult Social Care;
Laura Kinsey – Head of Children's Social Care.
5. Bridgend Replacement Local Development Plan 2018-2033 Draft Vision & Objectives, Growth & Spatial Options 59 - 148
Invitees:
Mark Shephard – Chief Executive;
Jonathan Parsons – Group Manager - Planning & Development Services;
Richard Matthams – Development Planning Manager;
Gareth Denning – Policy Team Leader
Craig Wilson – Assistant Director Primary Care, Children's and Community Services for Merthyr & Cynon, Cwm Taf University Health Board;
Nerys Edmonds – Representative from Public Health Wales;
6. Nomination to the Public Service Board Scrutiny Panel 149 - 152

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| 7. | <u>Corporate Parenting Champion Nomination Report</u> | 153 - 156 |
| 8. | <u>Forward Work Programme Update</u> | 157 - 170 |
| 9. | <u>Overview and Scrutiny - Feedback from Meetings</u> | 171 - 176 |
| 10. | <u>Urgent Items</u>
To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 4) of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency. | |

Yours faithfully

K Watson

Head of Legal and Regulatory Services

Councillors:

JPD Blundell
NA Burnett
N Clarke
J Gebbie

Councillors

T Giffard
CA Green
M Jones
RL Penhale-Thomas

Councillors

RMI Shaw
JC Spanswick
T Thomas
CA Webster

MINUTES OF A MEETING OF THE CORPORATE OVERVIEW AND SCRUTINY COMMITTEE HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON WEDNESDAY, 3 APRIL 2019 AT 10:00

Present

Councillor CA Green – Chairperson

JPD Blundell
RL Penhale-
Thomas

N Clarke
RMI Shaw

J Gebbie
JC Spanswick

M Jones
CA Webster

Apologies for Absence

T Giffard and T Thomas

Officers:

Rachel Keepins - Scrutiny Officer

Invitees:

Cllr Richard Young - Cabinet Member Communities.

Mark Shephard - Interim Chief Executive

Martin Morgans - Head of Performance and Partnership Services

Supt Claire Evans - South Wales Police

Inspector Cheryl Griffiths - South Wales Police

Judith Jones - Partnership Co-ordinator.

111. DECLARATIONS OF INTEREST

Cllr Jon-Paul Blundell declared a personal interest in that he is a member of the Public Service Board (PSB) Assets Sub-Group.

Cllr John Spanswick declared a personal interest as he is a member of the PSB Overview and Scrutiny Panel.

Cllr Carolyn Webster declared a personal interest in that she is a Board member for the YMCA.

Cllr Rod Shaw declared a personal interest in that he is a member of the PSB Overview and Scrutiny Panel as well as a member of the South Wales Fire and Rescue Authority.

Cllr Martyn Jones declared a personal interest in that he is Director of a company that has provided professional consultancy services to the Community Safety Partnership.

112. APPROVAL OF MINUTES

RESOLVED: That the minutes of the meeting of Subject Overview and Scrutiny Committee 3 dated 17 September 2018 be approved as a true and accurate record.

113. SUPPORTING COMMUNITIES IN BRIDGEND TO BE SAFE AND COHESIVE

The Head of Performance and Partnership Services presented the report to the Committee the purpose of which was to receive an overview of the Bridgend Community Safety Partnership Priorities and Projects to review progress to date.

The Committee were advised that Bridgend Public Services Board (PSB) was established on 1 April 2016, following the introduction of the Well-being of Future Generations (Wales) Act 2015. At their meeting on 27 March 2017, the PSB took the opportunity to review the governance arrangements and priorities of the Bridgend

Community Safety Partnership (CSP). The PSB decided to embed the activities of the Bridgend CSP into its own assessment and planning activities and by making it a sub board of the PSB. The Crime and Disorder Act 1998 and subsequent legislation outlines clear responsibilities for community safety.

The Head of Performance and Partnership advised that a Strategy Group had been established which includes representatives from the 6 responsible authorities including:

- Police
- Police and Crime Commissioner
- Local Authority
- Fire and Rescue Service
- Health
- Probation

The Head of Performance and Partnership described the various responsibilities of the Strategy Group, the work it had undertaken including additional key areas of work as well as responding to community safety issues as they have arisen.

On the subject of funding the Committee were advised that funding was now centralised to make best use of the resources available to them. In this way, the Authority could be confident that they could look at issues holistically, reduce duplication and target where they needed. Key to this however was the reporting of crime, and this was the rationale provided for why Bridgend Town Centre and Maesteg had been focus areas for some of the CSP's work. The Committee were advised that the work was based on Anti-Social Behaviour (ASB) reports in the two areas and whilst appreciating Members' concerns over smaller, isolated communities, there simply wasn't the evidence to point in that direction. The Head of Performance and Partnerships stressed the importance of all crime being reported in order that Cabinet and the Corporate Management Board can then target and focus work appropriately.

The Committee expressed concerns over the Authority's continuous reduction to Youth Service provision citing it as necessary service to provide diversion for young people. The reliance now appeared to be on grant funding and the Third Sector. Members were advised that the Youth Offending Service would be returning to Bridgend to sit under the Community Safety Partnership who will provide suitable governance. In addition to this, the South Wales Police representatives explained that there was an increasing focus on restorative justice with all officers trained to provide community resolution. This involved the offender acknowledging what they had done and with the agreement of the victim, sometimes apologising or arranging to fix any damage caused. There was also a matrix score used for youths coming into custody where, should for example, this be their first offence, they may be referred to a restorative youth panel rather than put into the justice system.

It was reported that the proposed budget reductions to CCTV provision were currently on hold as this was seen as a key tool in reducing crime and improving community safety. Alternative options were being considered for addressing the budget reduction as well as improving CCTV provision such as updating equipment and using mobile cameras.

On the subject of neighbourhood policing the South Wales Police representatives reported that there had recently been a Neighbourhood Policing Review undertaken due to the acknowledgement that there was disparity in what neighbourhood policing was provided in different areas including that involving Police Community Support Officers (PCSOs). Data and information had been gathered looking at the demand across the whole Force and resource allocation would now be evidentially based. It was reported that there was very much a focus on multi-agency working as well as community

engagement and policing. It was also explained that the review has looked at a restructure of community meetings. Historically there had been issues at times with partners being able to attend which meant the meetings ended up being police centric. In addition to this PACT meetings were being examined due to the variation across the region in attendance and effectiveness. Reassurances were provided that where PACT meetings were successful, they would continue, but where they were perhaps not as effective, other initiatives would be put in place instead.

In response to queries regarding figures for those who self-harm, the South Wales Police representatives reported that unfortunately there was absolutely no way of measuring this due to the spectrum simply being too large and all agencies recorded these incidents under many different things. This had been recognised nationally. The example was given that in one year the ambulance service recorded 12,000 incidents of self-harm. Instead there was a focus on complete suicides and missed opportunities. There were also rapid response meetings and a suicide review group. It was reported that the work being carried out under the Bridgend Suicide and Self Harm Prevention Strategy was regarded as best practice and had been shared with Swansea as a result.

Concerns were raised in relation to the engagement of the Health Authority with other Partners, with the South Wales Police representatives highlighting that the subject of mental health was increasingly becoming a significant issue for the Police. It was reported that 95% of calls to 999 after 5pm were related to social mental health and not necessarily crime related. Likewise it was identified that individual Care Plans highlighted police as a main contact should something go wrong with a care plan. As a result the Police were targeting work with the Health Authority to try and get a more efficient system in place. The Committee agreed that this was not an appropriate use of police resource and more needed to be done to engage with Health and create more effective methods of dealing with such cases. The Head of Performance and Partnerships reported that there had historically been an issue with engaging Health colleagues when dealing with the Abertawe Bro Morgannwg University Health Board however there had been recent positive engagement with Cwm Taf regarding the PSB and it was hoped that this would continue.

The Committee wished to acknowledge the hard work of the police, and made particular reference to the recent work of an undercover female officer who worked on the Red Dragon project.

RESOLVED: The Committee expressed continued concerns over the historical cuts to the youth service provision and the fact that as a result there is now a heavy reliance on third sector support to provide this. Members commented that this was a good example of where the Authority's Medium Term Financial Strategy is flawed in that it does not look at the long term impact sufficiently enough. In view of the requirements of the Wellbeing of Future Generations Act, the Committee recommend that this be used as a lesson for future consideration of the budget reductions, by Cabinet and the Scrutiny Budget Research and Evaluation Panel, where more emphasis is placed on the long term impact and not just on the 1 or 4 year savings proposals.

The Committee noted the Head of Performance and Partnerships comments in relation to the early positive engagement with the Cwm Taf Health Board in relation to the work of the Community Safety Partnership but requested that a future update be provided to ascertain whether this engagement was ongoing and successful.

The Committee recommend that Cabinet write to Welsh Government to highlight to the Minister for Health and Social Services the issues that have previously been experienced by the Local Authority, the Police and other partner agencies in relation to engagement with the Health Authority. Going forward this needs to be a priority as meaningful, active engagement is vital in order to succeed in providing future services, particularly in relation to Mental Health.

The Committee requested that the Strategy be amended in relation to the Public Service Board Scrutiny arrangements as the Community Safety Partnership did not necessarily report to the Scrutiny Panel twice a year as a rule, due to other competing Forward Work Programme topics. With this in mind the Committee also queried whether two meetings of the PSB Scrutiny Panel were sufficient and requested that this be considered as part of the Scrutiny Forward Work Programme Workshops.

114. FORWARD WORK PROGRAMME UPDATE

The Scrutiny Officer presented the Forward Work Programme report highlighting the feedback from the last meeting, the Scrutiny Workshop scheduled to take place at the next meeting and the new proposed Scrutiny items.

- RESOLVED:
- (a) The Committee approved the feedback from their previous meetings and noted the responses
 - (b) The Committee:
 - i. Requested that in relation to the upcoming Scrutiny Forward Work Programme workshops discussion be held around the possibility of engaging other staff representatives of the Authority in scrutiny meetings and discussions to gain a more in depth understanding of service provision.
 - ii. Agreed to allocate the subject of the 'Local Development Plan' (LDP) for their meeting on 26 June 2019, with the 'Wellbeing of Future Generations Act –Self Evaluation' as a reserve item. In relation to the LDP item, Members requested that the report focus on the process involved for developing the plan – including what regard is given for the requirements for other services such as Health and Education? What regard is given for the impact on communities, the MTFs, employment opportunities, pressures on public services and the future sustainability of all these? The Committee also requested that representatives from Health and the Police are invited to attend this meeting.
 - (C) In relation to the Subject Overview and Scrutiny Committees FWP the Committee:
 - i. Agreed the additional items on the FWP;
 - ii. Agreed that the item titled 'Review of Enforcement Vehicle' needed to be more than just an information report but possibly too small for it to be an individual item. The Committee proposed that this be considered as part of another related topic. The scrutiny officer agreed to take the

comments back and see possibly where it could fit in with another item;

- iii. Agreed the following allocation for future items to Scrutiny Committees:
 - 3 June 2019 – SOSC 1 – Communication and Engagement
 - 5 June 2019 – SOSC 2 – Post 16 ALN Review
 - 12 June 2019 –SOSC 3 – Waste

115. TIMINGS OF MEETINGS SURVEYS

RESOLVED: The Committee noted that a survey of timings of meetings of the Council's Overview and Scrutiny Committee meetings will be undertaken and that the outcome of the survey will be reflected in the Programme of Meetings 2019/2020 to be considered at the Annual Meeting of Council on 15 May 2019.

The Committee did however ask that the survey include flexibility for other times such as on the half hours and make allowance for any further comments or suggestions.

116. URGENT ITEMS

The meeting closed at 12:30

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

26th JUNE 2019

REPORT OF THE CORPORATE DIRECTOR, SOCIAL SERVICES AND WELLBEING

SOCIAL SERVICES ANNUAL REPORT 2018/19

1.0 Purpose of Report

- 1.1 To present to the Committee, the Director of Social Services' draft Annual Report for 2018/19 for comment and request that Members note the judgements reached locally about social care services in Bridgend.
- 1.2 This is the tenth Annual Report of the Director of Social Services and is based on the Authority's self-assessment of the performance and delivery of social care services. The draft report is attached at **Appendix 1**.

2.0 Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 This report assists in the achievement of the following corporate priority/priorities:-
 1. **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.
 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.

3.0 Background

- 3.1 Following the implementation of the Social Services and Wellbeing (Wales) Act 2014, Care Inspectorate Wales (CIW) developed a new performance framework which aims to ensure that authorities are inspected using the wellbeing outcomes of the Act. The Act has two key policy objectives:
 - To improve the wellbeing outcomes for people who need care and support and
 - To reform social services law.

It seeks to:

- Transform the way in which social services are delivered, primarily through promoting people's independence and giving them a stronger voice and control;

- Promote partnership working in social care;
 - Enhance the preventative role of social care and health, setting out overarching wellbeing duties to reduce or delay the need for care and support.
- 3.2 The CIW framework provides the foundations of the Council's duty to report on the whole circle of care from commissioning, contracting, assessment, care management to service provision.
- 3.3 The methodology for the core programme for local authority inspection is built around the quality standards for local authority social services, issued under the Code of Practice, to measure social services' performance. These standards, in turn, reflect the national outcomes framework. The approach to inspection, engagement and performance review is similarly focused on outcomes, with an emphasis on engaging with people to learn about their experiences and listen to their views.
- 3.4 Guidance has been produced which includes a reporting template and page limit guidance to increase consistency of reporting across Wales.

4.0 Current Situation/proposal

- 4.1 The Social Services and Wellbeing (Wales) Act 2014, places strong emphasis on promoting the wellbeing of people who need care and support and carers who need support. It is important that the views and voices of people and their carers are heard.
- 4.2 The aim of this report is to provide the Council and people living in Bridgend County Borough with an overview of social care. It aims to highlight the progress made during the year and to identify priorities for 2019/20.
- 4.3 The preparation of the report involved an analysis, based on evidence, of the services that are provided. Staff across the services have contributed to the development of this report and there is much evidence within it of feedback from people who use social services.
- 4.4 The guidance for the report sets out the sections in relation to the six national quality standards for wellbeing. They are:
- Working with people to define and co-produce personal wellbeing outcomes that people want to achieve;
 - Working with people and partners to protect and promote people's physical and mental health and emotional wellbeing;
 - Taking steps to protect and safeguard people from abuse, neglect or harm;
 - Encouraging and supporting people to learn, develop and participate in society;
 - Supporting people to safely develop and maintain healthy domestic, family and personal relationships;
 - Working with and supporting people to achieve greater economic wellbeing, have a social life and live in suitable accommodation that meets their needs.

- 4.5 The report has sections on all of the above with hyperlinks (as the guidance suggests) to an array of reports and documents to evidence progress. There is also a glossary of terms.
- 4.6 The report also has an overview of Bridgend, plus summaries of the main achievements in 2018/19 and areas where progress has been delayed. The report also highlights the priorities for social services in 2019/20. The analysis draws on progress against the business plan for 2018/19, performance data for each service area in both adults' and children's social care, as well as feedback from service users, carers and staff.
- 4.7 The report demonstrates that services are generally effective in meeting the needs of people who require the support of social care. The report identifies that the services are improving overall, but it also identifies areas where improvement is needed and these are detailed in the priorities for 2019/20.

CIW Annual Performance Review 2018/19

- 4.8 As part of the overall performance monitoring and evaluation of social care services, CIW met with the Corporate Director, Social Services and Wellbeing and the two Heads of Service on 2nd May 2019. At this meeting, a summary of the performance throughout the year, including performance data, visits and reviews were discussed together with an outline of what is expected during 2019/20. CIW had also met separately with the Heads of Service throughout 2018/19 to discuss progress in individual areas.
- 4.9 A formal letter will be received for 2018-19 from CIW and is expected to be published in June 2019.

Priorities for 2019/20

- 4.10 The priorities for improvement in 2019/20 reflect the analysis of performance and try to address the increasingly challenging context: financial, demographic and level of need.
- 4.11 There are some whole service priorities and then more specific priorities for Adult Social Care and Children's Social Care. The Directorate will implement the actions as set out in the 2019 - 20 Social Services and Wellbeing Directorate Business Plan. This has a range of aims and commitments which sit under the three overarching Corporate Priorities, namely Supporting a successful economy, Helping people to be more self-reliant; Smarter use of resources. The key aims and actions are as follows:
- Give people more choice and control over what support they receive by providing early access to advice and information;
 - Continue to improve the ways in which the Council provides good information, advice and assistance to the public, including increasing the support available through local community co-ordinators;
 - Continue to involve service users, carers and communities in developing commissioning services;
 - Reduce demand through targeted early help and intervention programmes;
 - Support the development of a new generation of community health and wellbeing centres for our residents with health partners;

- Establish a new model of residential provision for looked after children and young people and seek the best ways of meeting their individual needs including support beyond the age of 18 by offering specialist accommodation;
- Finalise a transition service model to help disabled children move smoothly into adulthood;
- Support care leavers to secure appropriate accommodation;
- Work in partnership with the third sector, town and community councils and community groups to meet local needs;
- Work with partners and the third sector to strengthen communities and identify the best way of providing services locally;
- Enable community groups and the third sector to have more choice and control over community assets;
- Ensure a smooth transition into the new Cwm Taf Morgannwg Health Board region to ensure no citizen is adversely impacted as a result of the change;
- Support carers in maintaining their roles;
- Recruit and retain carers across the range of fostering services;
- Ensure Safeguarding is core business across the Council;
- Achieve the budget reductions identified in the medium term financial strategy;
- Develop the culture and skills required to meet the needs of a changing organisation;
- Provide learning and development opportunities for staff to meet future service needs.

4.12 There are additional specific priorities identified at the end of each section in the body of the report.

5.0 Effect upon Policy Framework and Procedure Rules

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

6. Equality impact Assessment

6.1 There are no equality implications in this report.

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

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

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

- Long Term – Social Services is demand led and the SSWBA focusses on sustainable prevention and wellbeing outcomes for the future. There

is a requirement to meet the needs of people in the longer term and, because of rising demographics and increasing complexity, the remodelling and transformation of services continues to be a priority.

- Prevention – the report is about the new approaches adopted by the Directorate in line with the SSWBA, for example, the provision of information, advice and assistance to enable people to remain independent for as long as possible. This will ensure that need is anticipated and resources can be more effectively directed to better manage demand.
- Integration – the implementation of the SSWBA requires local authorities to work with partners, particularly the NHS and the Police, to ensure care and support for people and support for carers is provided. The report evidences work with the Third Sector, enabling people to remain linked to communities, and work with young people to enable access to employment.
- Collaboration – The collaborative approaches described in the report, are managed and monitored through various remodelling and collaborative boards, for example, the Western Bay Partnership Board where there is cross sector stakeholder representation at both political and Officer level. The strategic planning and local delivery of integrated support and services are developed and agreed at a regional basis in order to provide the best possible intervention to people.
- Involvement – the key stakeholders are the people who use social care. There is considerable engagement including surveys, stakeholder meetings, feedback forms and the complaints process. The provision of accessible information and advice helps to ensure that the voice of adults, children and young people is heard.

8. Financial Implications

- 8.1 Whilst there are no direct financial implications, the report highlights service areas which are facing financial pressures, at a time of shrinking resources, and supporting people with increased complex needs and the changing demographics of the population of Bridgend County Borough.

9.0 Recommendation

- 9.1 It is recommended that the Committee notes the content of the Director of Social Services' draft Annual Report for 2018/19 and provides feedback to be considered before the final report is presented to Council on 24th July 2019.

Susan Cooper
Corporate Director Social Services and Wellbeing
May 2019

9. Contact officer

Susan Cooper
Tel: 01656 642251
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10 Background Documents

None

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DRAFT DIRECTOR OF SOCIAL SERVICES' ANNUAL REPORT 2018-19



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

www.bridgend.gov.uk



July 2019

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This document is also available in Welsh. Please note: This document links to a range of reports which are available in English in line with Council policy.

1. Introduction

Welcome to my annual report for 2018-19 which tells you about how Social Services in Bridgend County Borough Council have been delivered during the year and how well we are doing. Social Services across Wales operate under the policy direction of the Social Services and Wellbeing Act (The Act) and in my report last year I explained about the Act and how it puts the individual and their wellbeing at the centre of all that we do. The implementation of the Act continues to be a priority for us and has been a main driver for change and for new ways of working. As a re-cap, the main messages from the Act are:

- Making sure that we provide good quality advice, information and assistance to the people of Bridgend;
- Supporting and enabling people to make their own choices and to be more independent;
- Making sure that people are given voice and control to achieve what they want in life and that they are able to express the outcomes that they want for themselves;
- Recognising that carers also have support needs and that these should be given equal importance;
- Finding different ways to support people that will involve local communities.

We have to make sure that we can do all of the above whilst keeping children, young people and adults safe from harm. This is also at a time when resources are getting less and demand continues to increase. We need to continue to work closely with individuals, families, carers and partner agencies.

This report builds on what I reported on last year and it will give you some examples of what this means and the impact it has had on individuals. The report has been written in plain language so that it is easier to follow and understand but the information and reports that have been embedded as a link provide further detail and evidence of what we have been doing during the year.

I have used practical examples to show how things are changing and the impact that the new ways of working is having on individuals and families. It is important to note that although a lot has been achieved there is still more to be done but I can only give a flavour of the Directorate's work within this report. I hope the links which are embedded for the reader will provide further examples.

In line with the direction from Welsh Government Bridgend Social Services is required to work in collaboration with partners across the region. One of the most significant pieces of work during 2018/19 has been in response to the Health Board boundary change which has meant that from April 2019 the Community Health Services within the Bridgend County Borough transferred from ABMU Health Board to the new Cwm Taf Morgannwg Health Board. More information is included in our report to Cabinet in March 2019 attached here.



19.03.19 - Health Board Boundary cha



19.03.19 - HB Boundary Change A



19.03.19 - HB Boundary Change -

As a result Bridgend Council has left the former Western Bay region and is now working

in partnership with RCT, Merthyr and Cwm Taf Morgannwg Health Board in the new Cwm Taf Morgannwg (CTM) region. A key priority for the Council during this time has been to ensure that there is no negative impact on services and that there will be continuity of care and support for those citizens who receive a service from Bridgend Council and the Social Services and Wellbeing Directorate. Bridgend has already established good collaborative working with our new partners and we will continue to build and develop partnership arrangements during 2019.

2. Director's Summary of Performance

At the end of the financial year, every Council in Wales has to publish a report about its performance in order to evidence how the Council has met its priorities. This has to include a range of different information and includes financial details. Below is a short summary of some of the achievements in 2018-19 from Social Services and some information about our performance. The last section covers the big priorities we have identified are important for 2019 -20.

Cross Directorate

The Directorate continues to make good progress in meeting the requirements of the Act. There is now a collection of strong evidence that the culture within the Directorate has changed and that new ways of working have become embedded into day to day practice. Performance information is regularly monitored and evaluated and improvements are made as the need arises. We also make sure that we collect people's own stories as this is a powerful way of making sure that the individual voice is heard and also a way of demonstrating if our change in approach is making a real difference to individual people.

A number of developments, which different parts of the Directorate have been working on for some time, have all come to fruition during the year and we are confident that they will make a real difference and improvement to the way we deliver support and services but more importantly, to the outcomes that people will experience. Some of these developments include:

- The transition of two Council run Older People Residential Care Homes into two new Extra Care Schemes
- The transition of one Council run Older People's Residential Care Home to an independent provider who will transform it, over a period of time, into a home for people with dementia who need nursing care.
- The transition of one Council run Residential Care Home for children into an emergency and assessment unit
- Review of day services for older people and day service for people with a learning disability which includes more opportunities for people to be linked in with their own community
- A review of the support and services offered to carers and young carers so that we are able to be more effective in what we are able to offer and provide
- Development and improvement to the internal foster care service so that it can be more flexible and also offer more specialist and therapeutic placements for children.
- The first part of our Multi Agency Safeguarding Hub (MASH) became live in April 2018 and the full team was up and running by June 2018.

During 2018–19 we have further developed our approach to prevention and wellbeing and have worked with partners to deliver a range of support and community services which has helped prevent people feeling lonely and isolated and helped keep people out of statutory services, for example person centred assessments, community coordination, dementia friendly swimming, mobile falls programme. We have worked closely with the Third Sector to put together a Community Resilience Strategy that sets out how we will work with the Third Sector in the future.

Bridgend County Borough Council has been in the unique position of transferring into a different region and during the past year there has been a big focus on extracting ourselves from the Western Bay region whilst making sure that there would be no negative impact on anyone receiving a service from us or from any regional service that Bridgend was involved with. A priority for 2019 -20 will be establishing Bridgend into a new region and making sure that Bridgend is seen as an equal partner in the new arrangements.

Children's Social Care

The safe reduction of the number of looked after children remains a priority for Bridgend and during 2018-19 the numbers have continued to steadily decrease. At the time of writing this report the number of looked after children in Bridgend was 375 (as at 13th May 2019). The figure as at 31st March 2018 was 384 thereby evidencing a continual reduction. It is important that there is a continued focus on delivering early help, support and intervention as this will prevent children coming into the care system and this is a priority area for the Council. National grant funding has provided opportunities to further develop edge of care services and we have developed a number of new services including a 'Baby in Mind' service and a new model for Children's residential care has been implemented. Our hub opened in December 2018 and can provide two placements in emergency circumstances in addition to four for children and young people requiring a more in-depth assessment of their needs and suitable longer term options. Since opening, 16 children have been placed in this new provision and this has meant that we have avoided having to place these children out of the area.



The foster care service has developed alongside the new residential care model and we have successfully recruited a cohort of transitional carers which is integral to the new approach. Attached below is a report to our Corporate Parenting Committee which includes more information.



10.01.19 - Fostering
Remodelling.pdf

The Multi Agency Safeguarding Hub became fully operational in June 2018 with over 80 professionals based together and working more closely than ever before.

We have also commissioned a new four bedded model of supported living provision for care leavers which has been fully occupied since it opened.

Adult Social Care

The new assessment process has gained pace and continues to focus on ‘what is important to individuals’ so that attention is given to how that person can remain independent for as long as possible.

Ty Ynysawdre Extracare Scheme opened in December 2018 and the second Scheme is scheduled to open in May 2019 enabling the Council to close two of its residential care homes. A third Home has transferred to an independent provider and now Bridgend only has one remaining Council run Home. The longer term plans for this Home is to provide more flexible community reablement type beds.



We have reviewed and will now be recommissioning a number of our services that help support individuals to live as independently as possible, this includes:

- Shared Lives service (adult placement scheme)
- Direct Payment support service
- Carer’s services, including our Short Break services

PERFORMANCE

Some key 2018-19 performance data is included below:

Children’s Social Care



	2017-18	2018-19
• Number of new contacts during the year.	6677	7945
• Number of children who needed a child protection intervention. (This figure is the number of children where a section 47 investigation was started).	637	687
• The number of children on the child protection register at the end of the year	169	191
• The number of looked after children as at the end of March 2019. The safe reduction of children looked after remains a priority for the Council.	384	381

Adult Social Care

	2017-18	2018-19
The percentage of adults who completed a period of reablement and 6 months later have no package of care and support	58.27% 356/611	61.31% 385/628
The number of people who received a Telecare package during the year	3162	3451
Number of people who were supported in long term care (residential)	676	700

What did we say we would do in 2018-19? How did we perform?

In 2018-19 we said we would continue to build on the progress and achievements made the year before and we also said we would implement the actions that we set out in the Social Services and Wellbeing Business Plan.

Giving up my independence was very hard

I have all the necessary extras in my house, which enable me to continue to stay here

The following key priorities were identified as needing a focus during 2018-19 and below is a brief summary of how they have progressed during the year and further attention will continue in 2019-20 to ensure the progress continues:

- **To give people more choice and control over what support they receive by providing early access to advice and information:**

Still waiting on things that I have asked my social worker to do

The Directorate sends out an annual survey to all our customers and the feedback we have had this year tells us that this area has improved during 2018-19 in both adult and children's services. 72 % of children and 77.63% of adults told us they received the right advice and assistance when they needed it.

There are activities
I can take part in
everyday

- **Continue to improve the ways in which the Council provides good information, advice and assistance to the public, including increasing the support available through local community co-ordinators:**

The first point of contact for adults and adult carers is known as the Common Access Point (CAP). This team provides quality information and low level advice to people and will also direct people to a more appropriate support and service if required. This means that we can proactively manage the number of referrals coming into the statutory service whilst also ensuring that people have an effective response to their query.

- **Continue to involve service users, carers and communities in developing commissioning services:**

In 2018-19 we have held a number of engagement events in order to involve our service users, carers and communities in the further development of carers' support, direct payments, support providers and our shared lives services. As a result we have been able to commission new services in each of these areas with contracts due to start for a Carers Wellbeing Service, a Short Breaks (Respite) Provider Framework, a Direct Payments Support Service, and a new regional collaboration to start with the Vale of Glamorgan Council for our Shared Lives (Adult Placement) Scheme.

- **To reduce demand by investing in targeted early help and intervention programmes:**

Children's social care and early help services have worked together ensuring that support is provided to children and families at the most appropriate times and that, wherever possible, children and young people remain in the care of their families. This joined-up approach across the service areas that sit in separate Directorates is governed by a joint Early Help and Safeguarding Board which is chaired by the two Directors from the respective Directorates. Services that have been enhanced or established during the year are the Rapid Response team, Family Group Conferencing, Reflect and Baby in Mind. The latter is an innovative service locally designed to work with parents during the pre- and post-birth where there are concerns that a baby is at risk of becoming looked after.

- **Implement a new 52 week residential service model for disabled children and young people:**

The service was officially opened in January 2018 and is now fully occupied.

- **Establish a new model of residential provision for looked after children and young people:**

Our residential hub for children and young people opened in December 2018; the Hub provides two emergency beds and four assessment beds and since it opened the Hub has been able to provide a service for 16 children.

- **Finalise a transition service model to help disabled children move smoothly into adulthood:**

We have now recruited 5 Transition Social Work posts to work directly with young people and their families during their transition into adulthood. The development of this service has been slower than we wanted and therefore it continues to be a priority. The service has recently been evaluated and this is due to report in May 2019; the recommendations from the review will be taken forward in 2019-20.

- **To support carers in maintaining their roles:**

Following extensive consultation and engagement carried out with carers and key stakeholders during 2018-19, new, remodelled Carer's Wellbeing and Short Breaks services have been commissioned. The new contracts and service models for the Carer's Wellbeing service will commence in April 2019 and the Short Breaks services in July 2019. A review of carer assessment tools has been completed and work on outcome based assessment and plans of support is ongoing.

- **Recruit and retain carers across the range of fostering services:**

In 2018-19, we recruited 19 carers and 16 carers finished with us leaving an increase of three overall. The breakdown is below:

Recruited:		Terminated:		Sample of reasons
<i>General</i>	<i>3</i>	<i>General</i>	<i>12</i>	<i>Family commitments/Health concerns/Retirement</i>
<i>Kinship</i>	<i>11</i>	<i>Kinship</i>	<i>4</i>	<i>Child reached 18 / change in legal status/care plan</i>
<i>Parent/Child</i>	<i>2</i>			
<i>Transitional</i>	<i>3</i>			
Total:	19	Total	16	

- **To support the third sector, town and community councils and community groups to meet local needs:**

Work is being progressed at Bridgend Life Centre and a feasibility study is being taken forward with Awen to look at options for development of the Grand Pavilion. The redevelopment of Maesteg Town Hall will create opportunities for a wellbeing hub at Maesteg Sports centre. Some key achievements in 2018-19 include:

- *We worked with BAVO to recruit, train and deploy an additional 14 volunteers to support third sector opportunities;*
- *In partnership with Town and Community Councils there were 9700 visits to holiday wellbeing programmes by children and young people;*

- *A falls prevention network was supported with a falls awareness partner event and also a mobile falls programme developed via Halo leisure;*
- *As a local partnership, Bridgend achieved "excellent" in the Quest UK quality awards for active communities.*

○ **Enable community groups and the third sector to have more choice and control over community assets:**

Support is being provided for the community asset transfer work stream in the Communities Directorate and includes community sports facilities and community centres. Training events have established on safe management of community centres and a review of current licencing arrangements for centres in currently underway.

○ **To achieve the budget reductions identified in the medium term financial strategy:**

The Directorate has achieved the budget reduction targets that were set for 2018-19 and has already started working on the proposals for 2019-20. There has been regular financial planning and monitoring meetings involving, at times, the Chief Executive and Section 151 Officer. More detail on the financial planning of the Directorate can be found on page 35.

○ **Ensure appropriate services are available to children at risk from child sexual exploitation (CSE):**

The Child Sexual Exploitation Task Force has evolved into a multi-agency Child Sexual Exploitation and Missing Children Task Force. As a result of more effective monitoring, the numbers of children and young people monitored under the CSE protocol has reduced and we are now able to target specific areas that require more support like work within schools and night time activity which is known as the 'night time economy' within Bridgend.

• **Respond to the outcome of the consultation on the proposed Health Board Boundary change so that Bridgend will be ready to move into a new region and work in collaboration with different local authority and health board partners if required:**

A Transition Board with different work streams was established between the two Health Boards and BCBC. The work which was of most relevance to the Council was undertaken in the Partnership Work Stream and involved all the relevant partners. The work was completed in time for the change in April 2019.

• **Respond to the new strategy that will require more seamless services between health and social care as a result of the Parliamentary Review of Health and Social Care:**

The Directorate has continued to deliver integrated community services for Older People and has been building new relationships with colleagues in the new region (Cwm Taf Morgannwg) in order to develop integrated services in other areas. We have submitted a proposal into Welsh Government for Transformation funding and at the point of writing this report we are expecting to hear if we have been successful.

What we want to do in 2019-20?

We will implement the actions as set out in the 2019 - 20 Social Services and Wellbeing Directorate Business Plan. This has a range of aims and commitments which sit under the three overarching corporate priorities, namely Supporting a successful economy, Helping people to be more self-reliant; Smarter use of resources. The key aims and actions are as follows:

- Give people more choice and control over what support they receive by providing early access to advice and information;
- Continue to improve the ways in which the Council provides good information, advice and assistance to the public, including increasing the support available through local community co-ordinators;
- Continue to involve service users, carers and communities in developing and commissioning services;
- Reduce demand through targeted early help and intervention programmes;
- Support the development of a new generation of community health and wellbeing centres for our residents with health partners;
- Establish a new model of residential provision for looked after children and young people and seek the best ways of meeting their individual needs including support beyond the age of 18 by offering specialist accommodation;
- Finalise a transition service model to help disabled children move smoothly into adulthood;
- Support care leavers to secure appropriate accommodation;
- Work in partnership with the third sector, town and community councils and community groups to meet local needs;
- Work with partners and the third sector to strengthen communities and identify the best way of providing services locally;
- Enable community groups and the third sector to have more choice and control over community assets;
- Ensure a smooth transition into the new Cwm Taf Morgannwg partnership region to ensure no citizen is adversely impacted as a result of the change;
- Support carers in maintaining their roles;
- Recruit and retain carers across the range of fostering services;
- Ensure Safeguarding is core business across the Council;
- Achieve the budget reductions identified in the medium term financial strategy;
- Develop the culture and skills required to meet the needs of a changing organisation;
- Provide learning and development opportunities for staff to meet future service needs.

There are additional specific priorities identified at the end of each section in the body of this report.

3. How Are People Shaping Our Services?

It is essential that we involve people in the way our services are run and also in how we shape and deliver new developments and ways of working. As part of this, we look for feedback about what we are currently doing and we also consult and engage with children, young people, adults and carers in areas that we need to change and modernise.

Bridgend Social Services is committed to making sure that people are able to make their voice heard, whether this is about how services will be developed and delivered in the future or whether it is about a service that they are receiving now. Some examples of how we do this are by issuing surveys, inspections, contract monitoring processes, elected members rota visits, complaints and compliments and consultation events. During the last year we have held engagement and consultation events with young care leavers about how they want to be better engaged with service development and we have also held a number of events for young care leavers about what is important to them and what type of support they feel they need.

In Adult Social Care, we have engaged widely with individuals, their families and front line staff in the development of our residential care model and are planning to engage with people in relation to how we will run day services and day opportunities in the future.

In November 2018, we asked 460 children and young people and 1352 adults what they thought about the support and services that they were receiving from Bridgend. These were called surveys and they were developed by Welsh Government as part of the new Act. Below is a selection of some of the replies that we received.

Adults: A total of 1352 questionnaires were sent out to adults (over 18 years); 406 were returned, a response rate of 30%. Some of the comments received include:

"My voice is heard and listened to. My individual circumstances are considered. I live in a home that best supports me to achieve my wellbeing."

"I feel isolated in between visits off carers."

"I try to be independent but could not manage without the service I receive from you."

My care is fantastic and flexible for my needs

Feel isolated in my own home

Carers: A total of 48 questionnaires were sent out to carers; 15 were returned, a response rate of 31%. Some of the comments received include:

"Social Services, Dementia support and the staff in the home are my rocks."

"I have needed to prompt Care providers to involve me with decisions relating to my father's care."

Everyone has been helpful.

I am unable to find time to do things for myself

Children: A total of 460 questionnaires were sent to children (age 7-17 years); 51 were returned, a response rate of 12%. Some of the comments received include:

- “Don't know what I would do or where I would be without everyone”.
- “I feel safe in the hostel but when I am out I don't feel safe.”
- “I live in a happy home because they are lovely and kind. I feel they love me.”

We also receive complaints and compliments about our service. It is important that the Directorate responds quickly and effectively to all complaints with an expectation that the majority of complaints and concerns should be resolved as early as possible.

The table below shows the number of complaints and compliments received during 2018-19.

	Early Resolution (within 2 working days)	Stage 1 Formal process	Stage 2 Formal process	Corporate Complaints	Public Services Ombudsman	Compliments
Adults	54	19	3*	9	1	149
Children's	152	17	1	31	1	29
Business/Finance Support	2	2	—	1	1	5
Commissioned Services	26	—	—	—	—	
Total	234	38	4	41	3	183

*1 Stage 2 was subsequently withdrawn

During 2018-19, three complaints were received by the Ombudsman's Office, one of which related to Adult Social Care whereby the Ombudsman recommended that the Local Authority undertake a Stage 2 independent investigation which was commissioned in April 2019. One complaint related to finance support – residential charges whereby the Ombudsman decided the Council was entitled to reach its decision not to revisit the complaint and would not, therefore, be investigating it. The third complaint to the Ombudsman related to shortcomings with the handling of a complaint, as a result of which learning has been identified and actions implemented.

The 2018-19 draft Representations and Complaints Annual Report is being drafted and will be presented to Cabinet later in the year.



Care Inspectorate (Wales) (CIW)

The focus of work in 2018-19 has been to prepare for the implementation of the new Registration and Inspection of Social Care Act (Wales) Act (RISCA). All regulated services (including those commissioned and Council run/owned services) have needed to be re-registered and have to comply with the new requirements. This has included making sure that all front line staff have the required training and qualification in order to be registered. A number of workshops have been held to make sure that providers and managers are aware of the new requirements and a training plan has been developed to roll out knowledge and skills training in 2019-20. Registration sessions will also be held to support our staff complete their registration.

In Autumn 2018, CIW undertook engagement events with looked after children, care leavers and foster carers as part of a National Review of Care and Support for Looked After Children. Whilst some participants were positive about the support they receive, there were also some areas for improvement highlighted and an action plan is in place to address this. The action plan is attached here.



CIW Engagement
Event Action Plan De

In February 2019, CIW carried out an annual focussed activity which concentrated on advocacy and mentoring. The findings were positive and are detailed in the report attached here.



8.3.19 HOS re
findings of focussec

In February 2019, CIW carried out a focussed activity which concentrated on services to carers. The findings recognised that, from the sample reviewed, that the recording of discussions with people to complete the assessment and reach an outcome was generally insufficient to evidence good practice or accountable decision making. Improvement in this area is a key priority for us in 2019-20. The letter from CIW is attached here.



06.03.19 Letter to
HOS focussed activi

The required actions for improvement include:

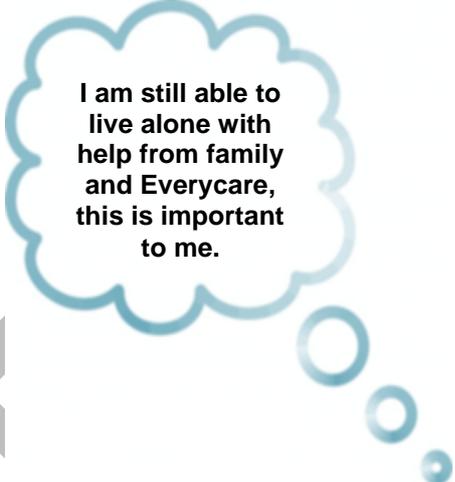
- Ensure the quality of recorded outcomes for carers
- Ensure the quality of recording on the assessment form and case record
- Quality assure carers' assessments to embed learning
- Increase the level of communication and consultation

This is being monitored through the Performance Management Board.

4. Promoting and Improving the Wellbeing of Those We Help

Quality Standard 1 – Working with people to define and co-produce personal wellbeing outcomes that people wish to achieve

As a re-cap, outcomes reflect what matters to a person, they should be personal to each individual and relate to their own particular circumstances. Outcomes relate to the impact or the difference a person wants to see in their own life. Last year my report explained how Bridgend was making sure that we supported people to achieve the things that are important to them and during this past year we have continued to develop these outcome focused approaches.



I am still able to live alone with help from family and Everycare, this is important to me.

19 staff have attended Collaborative Communications training this year and 48 staff have been through skills based training in applying BCBC's supervision policy. We will continue to offer bespoke training to support outcome focused approaches. The Adult Mental Health Team has developed a new community approach to supporting individuals in their recovery and 16 staff received training to adapt to a new way of working. 13 staff attended for working in Extra Care and this equipped them with skills and knowledge to support independence.

What were the main things we said we would do in 2018-19?

- Continue to safely reduce the number of looked after children by making sure that we provide effective help as early as possible and that we work with children, young people and their families to review their situation. This is an ongoing priority as effective intervention at the earliest opportunity is the most efficient way of supporting families to prevent children from becoming looked after.
- Continue to develop the social work approach to people who have experienced a difficult time involving intervention from acute hospital services, by helping them to stay independent and well. This will enable people to look after their own wellbeing more effectively.
- Continue to improve the ways in which the Council provides good information, advice and assistance to the public, including increasing the support available through local community coordinators.
- Continue to develop the community services model so that the service can be proactive and respond appropriately, at the right time, in the right way and by the right person. This is called 'anticipatory care' planning.
- Continue to involve service users, carers and communities in developing and commissioning services.
- To reduce demand by investing in targeted early help and intervention programmes.
- Review the pilot scheme for advocacy services for adults, the outcome of which will inform a new model of service and future commissioning arrangements.

How far did we succeed and what difference did we make?

I am fully involved in community activities. I have a care package that allows this

I can come and go as I want to

The times I require help, there are no carers available to assist.

- The number of children looked after by BCBC is gradually reducing. The average LAC numbers in 2017-18 was 387 and this average has reduced to 376 in 2018-19. The Council is refining and developing our Looked After Children Reduction Strategy and as part of this are positively engaging with Welsh Government who are reviewing LAC strategies and reductions across Wales in the early part of 2019.
- We have progressed the development of a new initiative – Reflect – that works with individuals who have previously had their children removed from their care. This assisted the individuals in understanding how their own experiences of being parented has contributed to their situation and support them in understanding child development and better ways of parenting.
- We introduced a new service called 'Baby in Mind' which provides intensive support for parents during the pre and post birth periods. This specialist service has led to a reduction of the number of parent and baby placements being used by the Local Authority from 10 in 2017-18 to 6 in 2018-19.
- In 2018-19, we started a Family Group Conference service which means we can more effectively engage with families to prevent children coming into care. Whilst it has been a positive development, the demand for the service has been great and therefore we are now considering ongoing funding arrangements.
- We have ensured that people living with sensory loss are able to access services in a way that supports their needs. This includes video signing and use of email, letter, fax and mobile text. We are also testing "Signvideo", this is a platform that gives deaf people, using BSL, access to the Common Access Point enabling them to make telephone calls confidently to hearing people through fully qualified interpreters.
- Community Occupational Therapy are working with Housing to review and streamline the current DFG process in order to improve user experience and outcomes. The outcome of this will be included in next year's Annual Report.
- We have invested Integrated Care Fund (ICF) money into Dementia services and as a result have developed a Dementia Link Service and a Dementia Day service.

These provide four pathways of support and intervention:

Support and intervention	Number of people accessed (December 2018- May 2019)
Information, signposting and advice	153
Assistance	43
Outreach	29
Care	17

This approach provides a team around the person to coordinate a persons' care and interventions to ensure that their future needs are planned for, as well as working to a person's strengths to support them to live well with dementia. For additional information please see attached a report to our Overview and Scrutiny Committee.



17.04.18 -
Dementia.pdf

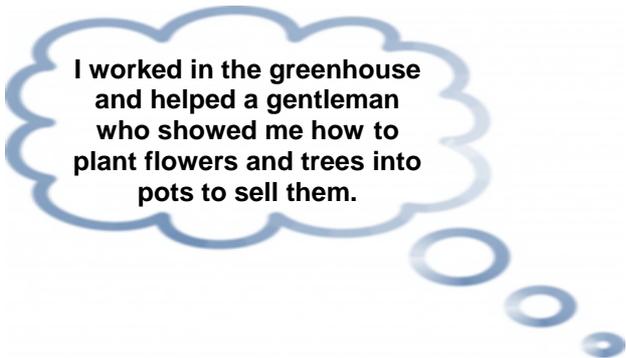
- The Council, in partnership with the Third Sector, has commissioned the Bridgend Voice & Choice (BVC) Advocacy Service, which commenced in July 2018. The service supports people, including carers, and is run on a hub and spoke model with a central contact point receiving 180+ initial inquiries, and with Independent Professional Advocates (IPAs) working from local specialist advocacy providers who supported 79 Individuals with 145 separate issues to the end of March 2019. The BVC service includes a remit to convene a Bridgend Advocacy Forum which is being used to embed awareness amongst local stakeholder agencies and to improve accessibility to more local advocacy 'spokes' in addition to the statutory IPA service.
- A service review was carried out in mental health and there was strong involvement from people who have used mental health services. This has resulted in changes to the team approach in order for there to be a stronger focus on prevention and wellbeing services. There are currently discussions with health colleagues within our new region to determine how best to achieve this. The team was also successful in gaining Supporting People funding for a team of support workers who are working to support people to live independently at home. A report went to the Cabinet Committee Equalities in March 2019. It is attached here for information.



26.03.19 - Mental
Health range of serv

- We have also reviewed the approved mental health practitioner (AMHP) arrangements. This involved creating one hub through which all AMHP work is allocated and supported. This has created a more organised and efficient and responsive service.

- In learning disability services, a 'peer support group' has been established with 10 participants. It is designed to help them develop the confidence to take part in community activities. All participants help each other to achieve personal goals and all now have either voluntary work or are in college. A number of people have been supported individually into work related activities; one young person reports on their first week working at the nursery garden centre.



I worked in the greenhouse and helped a gentleman who showed me how to plant flowers and trees into pots to sell them.

- Each older people community cluster network now holds a monthly meeting so that as part of the multi-disciplinary approach they can discuss people 'about whom they have a specific concern'. This model of care planning is referred to as 'anticipatory care planning' and it makes sure that there is an agreed contingency plan in place in case a person falls into 'crisis'. A total of 486 plans have been developed to date and 138 of these are active.

What are our priorities for next year and why?

- Safely reduce the numbers of looked after children will remain a priority for the Council and we will make sure that there continues to be robust monitoring and review in place.
- Review and re develop the Common Access Point, working across the council with colleagues to further develop other ways people can obtain information and advice and to introduce an on-line assessment tool.
- Review the existing adult social work arrangements to make sure they are fit for purpose going forward and then consult and agree a future social work model that will effectively meet the needs of the population within the County Borough of Bridgend.
- Work with the Third Sector to consolidate and monitor the new advocacy project.
- To complete the reorganisation of the mental health team and develop prevention and wellbeing networks across the County Borough.
- Realign existing resources to support closer links to the community connectors from the integrated network teams to build resilience.

Quality Standard 2 - Working with people and partners to protect and promote people's physical and mental health and emotional wellbeing

Bridgend Council is committed to working with people and making sure we fully involve them in the development of support services. Some examples of how we have done this in 2018-19 is included in the report.



We have a strong track record of working in collaboration with our partners. In 2018-19 it has been necessary to work across 2 regions as part of the transition work between ABMU Health Board and Cwm Taf Health Board. By working closely with all partners, including the Third Sector we have successfully ensured that the delivery of services has been seamless for the people of Bridgend. 2019-20 will be a transition year as we bed into the new regional partnership.

What were the main things we said we would do in 2018-19?

- Fully implement the Multi Agency Safeguarding Hub (MASH) in partnership with the police, probation and the health board.
- Develop a therapeutic team to wrap around Childrens' services so that we can better support children and young people who are experiencing difficulties or crisis. The service is intended to improve outcomes for children by increasing placement stability and prevent placements breaking down and children needing to move.
- Further develop our integrated community services so that the team can respond to need seven days a week as well as increasing the availability of nurses. This team is called the Acute Clinical Team and is part of the Community Resource Team.
- Start phase 2 of the re-modelling homecare service in order to ensure that we can consistently protect and promote people's wellbeing.
- Make sure that the work needed to develop a transition team is completed so that young people moving into adulthood have the right support at the right time.
- Develop the prevention and wellbeing agenda so that there is a stronger link with the rest of the Council and better focus and engagement with key partners. Continue to build up the evidence base which will show how such an approach can support people to remain independent and therefore reduce the likelihood of receiving ongoing support from Social Services; in the Act this is called 'managed care and support'. We will also make sure that all future commissioned services have a prevention and wellbeing approach.
- Communicate the co-production approach and the Third Sector work across the whole Council and implement the associated development action plan.

It's great here and I wouldn't go anywhere else if I had to be moved!

I have received excellent support from the CRT Team

How far did we succeed and what difference did we make?

- The first part of our MASH became live in April 2018 and the full team was up and running by June 2018. A Child and Adolescent Mental Health Service professional is part of the Information Advice and Assistance Service. This individual supports the information sharing between agencies and professionals and also assists with assessment and referrals of children and young people who are displaying mental/emotional vulnerabilities at the point of initial referral. During 2018-19 there were 7945 contacts received into the MASH, of which 1922 progressed to an assessment for care and support.
- 
- The Multi Agency Placement Support Service (MAPSS) has been established across Western Bay. This is a multi-disciplinary team that aims to help children with, or at risk of mental illness and emotional and behavioural difficulties by providing specialist placement support. The creation of the service was driven to improve the mental health and emotional wellbeing of looked after children with particularly complex needs; these children need carers who are resilient enough to provide them with a stable base from which to start to understand their story and start to develop positive relationship with care givers. 92% of the children referred to MAPSS have been supported to remain in the same placement. 18 children from Bridgend have been referred to the service. We are now working with partners in the new region to develop a similar service.
 - The transition team has established four transition social workers but we recognise that this is only the start and that there is still much more to do. An early evaluation of this service will be reporting in May 2019 and this will help inform the future model.
 - A Project Board has been convened to focus on Telecare and its further development. Initially the Board had to review the charging elements of the service to ensure charges were still relevant and in keeping with the rest of Wales. Phase 2 is now focused on extending the access to the benefits of Telecare to people not in receipt of care and support. The Telecare service has reviewed its current resources to introduce a post specific to Telecare and assistive technologies to ensure users benefit from the most up to date equipment and people will benefit from a single reference point for information and advice.
 - ICF has been used to increase the Acute Clinical Team (ACT) to 7 day working. This has enabled a greater access to its services with not only its caseload size increasing but the complexity of patient needs also changing. Since the beginning of February, ACT has now extended operational time of 8.30am-8.30pm.
 - The Assisted Recovery in the Community Service (ARC) which supports people with mental health issues, has increased the information that is provided to people and also has increased the number of drop in clinics. The current use of the drop in clinics shows an increase per quarter from the average 214 in 2017-18 to 290 for 2018-19. The annual attendance this year stands at 1,162 against the annual figure of 857 for 2017-18, an increase of 35%.

- Emotional Wellbeing sessions are delivered monthly at ARC for 2-3 hrs and have been well received. The majority of people seen are directed to a variety of community support systems and activities, including stress control and community counselling support, as well as self-help or self-directed interventions. There is also a therapy group for people showing anxiety which concentrates on their emotional and wellbeing. This is a short intervention and supplements the six week stress control groups which are delivered through the Living Life Well programme. This has also been delivered at the Carers Centre and in conjunction with the early help team to a small group of younger people.

Feedback from the Emotional Wellbeing Programme includes:

Very informative, good strategies taught, opened my eyes how to deal with people with anxiety/ depression – what a panic attack is and how it impacts on you as a whole

The group wasn't big, which made it easier to relax. Information given was very relevant to me/my issues

It was informative and helped me to learn more and understand how and why I feel like I do

What are our priorities for next year and why?

- Further develop the transition service and expand it to include partners from education and health.
- Further develop accommodation and placement opportunities for children and young people by greater collaboration with partners such as health and housing.
- Establish a MAPSS service with partners in the Cwm Taf Morgannwg region whilst also ensuring children and young people can still access the existing West Glamorgan service during 2019-20.
- Continue the work of the Telecare Development Board and implement the next phase of the Homecare developments.
- Use the new region to further develop mental health services in Bridgend including and the wider prevention and wellbeing networks.



Quality Standard 3 - Taking steps to protect and safeguard people from abuse, neglect or harm



Safeguarding is a core theme in everything we do. It is about protecting children, young people and adults from abuse or neglect and educating those around them to recognise the signs and dangers and to keep safe. Bridgend has been an active partner in the Western Bay Safeguarding Board and this is the link to their website: <http://www.wbsb.co.uk/> From April 2019, Bridgend will be joining the Cwm Taf Morgannwg Safeguarding Board and we have already been linking in with our new partners to make sure that we are part of the 2019 -20 regional safeguarding business plan. Safeguarding is a standing agenda item on the CMB agenda and the CMB/Cabinet agenda and this means that there is an opportunity for regular updates, monitoring and escalating of safeguarding issues. The safeguarding report that was presented to scrutiny is attached here. <U:\Scrutiny\Scrutiny - Committees 1, 2, 3 and Corporate from May 2017\2018-19\12.07.18 - Safeguarding Report.docx>

What were the main things we said we would do in 2018-19?

- Further work will be done to raise awareness about advocacy services for children to make sure that there is an increase in advocacy being offered and also an increase in the take up of advocacy support.
- To further integrate the children's and adults Safeguarding Teams so that systems and processes can be streamlined and more effective
- To make sure that we are fulfilling our responsibilities as set out in the Act within the secure (prison) estate.

How far did we succeed and what difference did we make?

- Safeguarding of children, young people and adults are now located together within the MASH team. This has made sure that there is greater synergy between the two areas
- Through close monitoring and oversight of case and risk management, the length of time that children's names remain on the Child Protection Register is reducing, meaning that children are deemed to be at risk of harm for a shorter period of time. The average length of time on the Child Protection Register:

2017/18	2018/19
265 days	254 days

However the number on the register for longer than 18 months as at 31st March 2019 was 19 whilst on 31st March 2018 the number was 9.

- With the introduction of the National Approach to Statutory Advocacy (NASA) during 2017/18, a total of 114 children and young people accessed issue-based advocacy that year. This reflected a consistent level of advocacy provision in Bridgend with ongoing work to improve practice and increase awareness of the NASA. In 2018/19 the number of new referrals reported for statutory advocacy was 151 for issue-based support, plus 65 Active Offers made in response to the NASA, with 48 Active Offers taken up by young people. The regional move coincided with re-commissioning advocacy services for children to also include an improved Independent Visiting service alongside the statutory advocacy. The incumbent provider in Bridgend will remain in place creating further opportunities to improve awareness, delivery and monitoring within a new regional arrangement.



18.12.18 - Advocacy
- Children's services.

- Part 11 of the SSWBA gives local authorities new responsibilities for prisoners who have care and support needs and live within the local authority boundary. During 2018 - 19 there has been a systematic review of the skill mix required for staff within the secure estate team and a permanent structure has now been put in place with the right type of skills mix in the staff team. We now employ two social workers and an occupational therapist. Attached is a report which gives more information.



24.05.18 - Secure
Estate.pdf

What are our priorities for next year and why?

- Finalise and implement the MASH Performance Management Framework
- Monitor the length of time children's names are placed on the Child Protection Register and reduce this time further ensuring this is done safely through effective risk management and with the intervention of timely, appropriate support services.
- The new National Safeguarding procedures are due to be finalised in 2019-20 and Bridgend will then align both adult and children safeguarding procedures as appropriate.
- Continue to work to increase the number of cases in which advocacy is being offered to children, young people and adults and the uptake of those who access advocacy support.
- Continue to work with partners to protect children and young people who are at risk of exploitation.
- Ensure ongoing clarity of pathways and response between the Adult first

I need help and support to understand and make choices

I feel safe and loved where I am and I live

point of contact, known as the Common Access Point (CAP) and the Multi Agency Safeguarding Hub (MASH) which provides that first point of contact for children.

- Ensure the safe delivery of planned care and support to people with identified eligible care needs within HMP Parc.

Quality Standard 4 - Encouraging and supporting people to learn, develop and participate in society

The Directorate works towards the corporate priority of 'helping people be more self-reliant' and our approach continues to be one which encourages people to be as independent as possible. Our aim is to support people to have more voice and control in their lives and in order to do this social care practitioners have been supported to gain the skills needed to have a mature conversation with people in order to develop an approach which builds on people's strengths and wants rather than the previous more traditional dependency style. Training opportunities have focussed on outcome focussed approaches. We also have many examples of how we have engaged with the users of our services to help shape the future delivery model. In children's services, the pathway between early help services and social care continues to be strengthened. The attached report provides more detail.



16.04.18 - Early Help and Childrens

What were the main things we said we would do in 2018-19?

- Continue to deliver training sessions on reflective practice and action learning across the whole Directorate.
- Make sure that effective supervision and quality assurance is embedded into practice and that there is a consistent quality assurance audit programme. This will demonstrate how well the assessment process and subsequent service delivery mechanisms support a person centred approach which builds on a person's own strengths and abilities.
- Make sure that we promote a co-production model for new service development.

How far did we succeed and what difference did we make?

- The revised Supervision Policy has been launched and an extensive programme of cross Directorate training on supervision to underpin the new policy has been delivered, this is based on outcome focused approaches and all managers are required to undertake this training. Throughout the year there have been ongoing action learning sets and some focused work on outcome based recording. Work is actively taking place to mainstream this approach into day to day practice.

- We won a Social Care Wales Accolade in the ‘developing a confident and sustainable workforce’ category for our First Year in Practice Programme. The biennial Accolades, organised by Social Care Wales recognise, celebrate and share excellent practice in social work, social care, early years and childcare.
- The first of the two new Extra Care Schemes opened in December 2018 and a team comprising local community coordinators, the provider of housing related support and social care are working with people within the new facility to support them to develop their interests and social activities within the scheme and within the local community. At the time of writing many of these interventions are new and still emerging.



- We continued to deliver training sessions on reflective practice and action learning across the whole Directorate. In Adult Social Care, 22 staff have attended training on action learning, and action learning is now used as an effective tool to assist practitioners in both problem solving and reflective practice.
- Training for staff working within Children’s Social Care teams offered the opportunity for practitioners to apply theoretical perspectives to practice and for them to consider their own approaches to improving outcomes for children.
- Further work is planned for 2019-20 to promote outcomes focussed practice within the frontline children’s teams, supporting practitioners to have “better conversations” that capture the voice of the child. Sessions based on alternative communication strategies will support those working with children with disabilities to have their voices heard.
- The Quality Assurance Framework is live and 119 files were audited in 2018-19.



What are our priorities for 2019/20 and why?

- Ensure a whole service implementation of the relaunched risk and resilience guidance within Children’s Social Care and fully integrate the outcome focussed model of social work into practice within children’s social care.
- Roll out the training on reflective practice to therapies staff in Adult Social Care within our integrated services. This will help the work to further develop approaches that will support progress towards achieving people’s aspirations and goals around what matters to them
- Embed within short term assessment services an approach to developing resilience for individuals returning to live independently in their own homes
- Extend the number of community connectors for people in core services to ensure that they are not excluded from the opportunities of connection with their own communities
- Make sure that effective supervision and quality assurance is embedded into practice and that there is a consistent quality assurance audit programme. This will demonstrate how well the assessment process and subsequent service delivery mechanisms support a person centred approach which builds on a person’s own strengths and abilities.

Quality Standard 5 – Supporting people to safely develop and maintain healthy domestic, family and personal relationships



I have good neighbours, we look out for each other



Social Services, Dementia support and the staff in the home are my rocks.

Bridgend is committed to supporting people to feel happy and fulfilled and this standard is about helping people to achieve healthy and safe relationships at home, in their own communities and with the people they are close to. Our aim has not changed from last year as we recognise that this is an ongoing aspiration, therefore, we want to support all our ‘customers’ to be as socially active as possible, to feel they can make decisions for themselves and keep themselves safe as well as making a contribution to others and in the community in which they live.

What were the main things we said we would do in 2018-19?

- Continue to develop the individual community knowledge base of the Community Dementia Support Workers to ensure opportunity to share this knowledge of local support is available to all people and their significant others accessing their service.
- Target the recruitment of foster carers so that we have a wider range of choice and skills in order to find local placements for those children that require a more specialist placement. We will focus on recruiting transition carers which are part of the proposed new model for placement provision. We will also have a focus on recruiting individuals or families who could provide supported lodgings placements and, therefore, safely enable young people to leave foster care and become more independent. We will make sure that we build the support care service so that they can more effectively work to prevent children becoming looked after and can also support families to be reunited and children rehabilitated home.
- To strengthen the opportunities for people, known to Social Services and therefore in 'managed care and support' to engage with and be connected to their communities.
- Finalise a transition service model to help disabled children move smoothly into adulthood.



How far did we succeed and what difference did we make?

- The community dementia support workers continue to develop their knowledge base; evidence suggests they regularly signpost people each month to, for example, Age Connect, Community Cafes, Befriending support and Halo activities.
- Bridgend appointed a Fostering Development Officer to give a greater focus on the recruitment of foster carers and also to broaden our advertising campaign to include radio, social media, newspapers, Wales Online, within GP Surgeries and leaflet stands have been set up in a number of different service areas and centres. We also undertook a thematic approach such as a new-year campaign, LGBT awareness and 'empty nesters'. The fostering team have met with Church leaders who will in turn promote fostering to their congregations and host a meet and greet evening for potential and existing carers. We also promote our service via our dedicated website. The table on page 9 details the profile of foster carers; 19 were recruited in 2018-19.
- In May 2018, we held a focussed campaign targeting Transitional Carers to launch Fostering Fortnight. This was not only positive for recruitment but aided retention of foster carers as many of the cohort attended and participated in the event.
- We have undertaken an analysis of demand in supported lodgings for the 16+ Service. Whilst the current cohort of providers have consistently retained vacancies over the course of the year, it has been recognised that more providers will enable better matching to take place.

- In 2018-19, we approved an additional two Parent and Child Carers, alongside approval of a further 11 kinship carers and six general and transitional fostering households.
- Transitional social workers have been appointed. A review of the service has been undertaken and will be reporting their findings in May 2019. This will help inform the future service model. The number of young people supported by the transition team as at 31st March 2109 was 19.
- Building resilient communities and helping people to access support closer to where they live is being rolled out throughout the short and long term services. There are excellent examples of further work on delivering dementia friendly approaches within the East North and West networks. The transformation and review team have led on developing robust approaches to meeting need through building on People's strengths and personal networks.



What are our priorities for next year and why?

- Finalise and implement the preferred model for the transition service.
- Strengthen the opportunities for people in managed care and support to engage with and be connected to their communities
- Produce a recruitment and retention strategy to underpin the work in fostering and recruit a new group of liaison foster cares and a further three Transitional Carers as part of the new model of placement provision.

Quality Standard 6 - Working with and supporting people to achieve greater economic wellbeing, have a social life and live in suitable accommodation that meets their needs



One of the corporate priorities for the Council is to 'support a successful economy'. It is important that people have a suitable place to live and feel safe in their own home, that they have comfortable social networks but that they also have the opportunity to improve their income.

What were the main things we said we would do in 2018-19?

- To support more young people to participate in apprenticeship opportunities across the Council. We will also evaluate the experiences of those who have participated in apprenticeships and be proactive in identifying progression routes into employment.
- We will implement a policy to ensure a consistent approach to support care leavers attending university.
- To review our joint intentions with our partners in the light of the National Dementia Action Plan.
- Implement and monitor the new direct payments policy, procedure and action plan.



On the whole, my carers are kind, helpful but sometimes they are in a rush to get in and out

I am supported to go out, do my cooking and visit community hubs

How far did we succeed and what difference did we make?

- The Children's Commissioner introduced the St David's fund, which has enabled young people to be financially supported to make improvements to their social lives and to their accommodation. In Bridgend, we have supported young people to access this fund; some examples of the difference this has made are provided below:
 - Supported a young person with Asperger's to attend college by funding a monthly train pass and helped another with enrolment costs for a college course enabling them to continue with their education;
 - Supported young people to set up home – one example being a home in social housing for a young person threatened with homelessness whilst living with his father;
 - Supported a young person with business costs to help set up and equip their beauty therapy business;
 - Supported a young person with extreme anxiety and who struggles to go out/mix with others by buying them a laptop which will enable them to undertake an online course with the Open University to improve their confidence and prospects for the future.

- There were nine looked after children and care leavers who were able to access apprenticeship opportunities during 2018-19.
- Cabinet approved a new policy to financially support care leavers through university but also supports them to claim financial support in the same way as all young people. This means that young care leavers are learning the skills they need to help them become more independent as young adults. Bridgend currently supports 9 care leavers in university. The report to Cabinet plus the Policy is available here.



19.03.19 - University fees Policy.pdf



19.03.19 - University Fees - Appendix 1 -

- We have reviewed the accommodation options available to care leavers, and have worked in collaboration with housing colleagues and other partner agencies. This has allowed us to increase the variety of supported accommodation options that are available to care leavers when they choose to leave care.
- During 2018 -19 we began a comprehensive assessment of the accommodation needs of people with a learning disability, mental health issues, vulnerability that makes them at risk of homelessness in transition from children's to adult services or leaving care. This involved mapping each person's individual needs and then considering what accommodation services are available and what new ones need to be developed. A strategic document with a five year action plan is being produced and will be available in 2019.
- There has also been an options appraisal in relation to how the 'Shared Lives' service can be most effectively delivered in the future. The report went to Cabinet in February 2019. It is attached below. The new scheme started in May 2019.



19.02.19 - Shared Lives.pdf



19.02.19 - Shared Lives Plus_ - append

- The local authority and the health board, continue to support the roll-out of dementia friendly communities in Bridgend through the commissioning of a service from the Alzheimer's Society which is working collaboratively with Bridgend Association of Voluntary Organisations. The areas of Pencoed and Bridgend Town will become dementia friendly in 2019-20. Archbishop McGrath comprehensive school is a dementia friendly school and has created dementia champions within the student population.
- ICF grant has been used to train the domiciliary workforce in new ways of working so that they are ready for the registration process by Social Care Wales. We are also committed to making sure that all managers and front line staff have the knowledge and skills to deliver quality dementia care services.
- A series of workshops have been held to launch the revised policy and practice guidance for Direct Payments. The briefings introduced staff to Bridgend's new Direct Payments strategy and described the aims, principles, and duties in relation to Direct Payments linked to the Act. The purpose of these briefings was also to encourage innovative thinking and take up of Direct Payments. Over 100

practitioners have attended these workshops and we will be monitoring the use of Direct Payments during 2019-20. For further information, please see reports below.



13-02-19 - Direct Payments.pdf



13-02-19 - Direct Payments Appendix



13.02.19 - Direct Payments -APPENDIX

What are our priorities for next year and why?

- To continue to develop the accommodation options for care leavers
- To update the general financial policy for care leavers to ensure that care leavers are able to access financial support in order to meet their needs
- We will continue to develop dementia friendly communities across the Borough of Bridgend. We are committed to making sure we have a sustainable approach to being 'dementia aware'.
- In learning disability services we will complete the strategic accommodation plan and implement an action plan to further develop accommodation models and create new ones. This work is coordinated through an accommodation group.
- We will with our new partners in the Cwm Taf Morgannwg region to develop our joint intentions for the development of services for people with dementia.



5. How We Do What We Do

Our Workforce and How We Support their Professional Roles

Bridgend County Borough Council is committed to ensuring that the social care workforce, not just within the Council but across the whole sector, has the appropriate skills, training and development opportunities in order to keep up with the new legislation. We firmly believe that a competent and trained workforce is the key to making sure that we are able to deliver quality services at the right time, in the right way and to the right person. Bridgend receives funding from Welsh Government via the Social Care Wales Workforce Development Grant which has been used to support the implementation of the Social Services and Wellbeing (Wales) Act 2014 and the Regulation and Inspection of Social Care (Wales) Act 2016.

The grant for 2018/19 came into the Western Bay region to support improvement of care and support across all providers and organisations. For 2019/20 the grant will be allocated to the Cwm Taf Morgannwg region and will support both local and regional priorities for the training, development and qualification provision for the social care workforce.

The grant allocation for Bridgend for 2018-19 was £321,786 to which the Local Authority added a mandatory contribution of £137,908.29. There have been 5848.5 attendance days at learning and development events during the period April 2018 to March 2019.

Below are just a few examples of learning and development activity carried out during 2018-19.

- Bridgend launched the All Wales Induction Framework for Health and Social Care (AWIFHSC) in February of this year in the form of workshops and Managers are aware and are actively ensuring all new staff commence the Induction Framework when they start work. Social work staff are responsible for maintaining their professional development and their 90 hours study following their registration with Social Care Wales.
- 80 domiciliary care workers are currently undertaking a QCF Health and Social Care Qualification at levels 2 or 3, the rest of the BCBC domiciliary workforce hold the required qualification for registration with Social Care Wales by April 2020.
- 12 social care workers from across the sector have been supported to undertake the *Step up to Management* (Social Care Wales) programme for aspiring social care and health managers across Wales. Six staff achieved the award during this year with six currently on the programme. The programme delivered by the University of South Wales aims to provide social care and health workers with the knowledge and understanding needed to make the transition into a leadership and management role.
- Bridgend co-ordinated 41 practice learning placements for social work students. 24 of these were within Local Authority Social Care teams, 16 provided by third sector agencies and 1 at Parc Prison
- We won a Social Care Wales Accolade in the 'developing a confident and sustainable workforce' category for our First Year in Practice Programme. The biennial Accolades, organised by Social Care Wales recognise, celebrate and share excellent practice in social work, social care, early years and childcare. Bridgend has supported 16 newly qualified social workers through this programme in 2018 – 19.
- 15 social workers have completed the Continuing Professional Education & Learning (CPEL) Consolidation Programme.
- Training activity has responded to an increasing number of challenges around mental capacity, Deprivation of Liberty Standards (DoLS), and best interest decisions, some resulting in Court of Protection hearings. Training on assessing mental capacity, and good practice in chairing and attending Best Interest meetings has been provided to over 100 social work staff. .
- Bridgend (in partnership with Linc) delivered a programme of training to support the new model of residential Extra Care provision within the Borough. This included three four day staff induction programmes. A fifth day has been provided by Health colleagues in aspects of Fundamentals of Health Care to include continence care, hand washing, diabetes, and other key health aspects in supporting people.
- We developed a new practice guidance and toolkit for Children's social care staff - Working with Risk and Resilience to Achieve Better Outcomes. The guidance

explored approaches to assessing and analysing risk and is now embedded into core safeguarding training.

- Children's Residential Child Care Workers received training in BBAART (Brain, Behaviour, Attachment, Assessment, Resilience and Trauma.) The 8-week programme based on the neuroscience behind attachment, trauma and resilience, supports staff to provide evidence based interventions. There have been 125 attendances on this programme since the approach was introduced.
- We have delivered a training programme, for mental health professionals to support their work with carers. The training was co-produced with carers of people living with mental health conditions
- The Directorate has worked closely with HR colleagues as part of the ongoing transformation programme. This has included workforce planning activities, the management of change, learning and development and staff engagement. Examples include:
 - The recruitment and retention strategy, including the development of casual recruitment to assist with capacity and reduce reliance upon agency workers. Three experienced Social Workers were appointed during the year to offer additional capacity to front line teams;
 - Developed workforce information reports;
 - Introduced and implemented new staff structure for extra care provision; and TUPE transferred staff to new residential provider;
 - Implemented new management structure for Children's Social Care and new integrated Directorate Business Support structure;
 - Promoted safeguarding related training across the whole Council (to date 748 employees in Social Services and Wellbeing completed the Violence Against Women Domestic Abuse and Sexual Violence e-learning module);
 - Supported the recruitment and development of Apprenticeships across the Council, including the Social Services and Wellbeing Directorate and developed a work placement programme tailored to meet the skills and interests of our looked after children who were in Year 11;
 - Undertook a council wide staff survey, 25% of the Social Services and Wellbeing Directorate staff participated.

Priorities for 2019 -20

- During 2019/20 we will be supporting senior care staff and managers from in-house and independent provider services to undertake the TAQA (Training and Assessment and Quality Assurance) award, this qualifies them to assess competency in line with Framework requirements.
- We will be developing learning and development opportunities for staff working at the point of delivery of Information Advice and Assistance (IAA) which will be in line with the Social Care Wales IAA Competency.
- Workshops are being planned to increase staff awareness of advocacy support services, duties under the Social Services & Well-being (Wales) Act 2014 and good practice.

- Building on the success of the residential re-modelling, 2019-20 will see BBAART training further developed/adapted for the target audience and out to the wider Children's Services workforce, including staff working in transition accommodation. This will better equip staff to understand the behaviours they are presented with and in turn ensure a more appropriate response to the needs of the young people they are supporting.
- In line with the developments in foster care we will review of the Foster Care training programme to ensure that Bridgend develops and promotes innovative practice that upskills staff and promotes a learning culture within the service. This will be aligned to the National Fostering Framework and the All Wales Health and Social Care Induction Framework.
- We are awaiting the release of the Social Care Wales Assessment of Carers Toolkit in order to inform a learning and development programme for staff. We will also make available the e Learning Resource to improve awareness of carer's issues.
- Drive forward arrangements for the mandatory registration of the Domiciliary Care workforce.

Use of technology

We are always looking at ways to improve the use of technology to support our work. Some examples of this are detailed below:

Electronic scheduling system

The CRT and Homecare services recently tendered for a new scheduling system. The new system, which will be implemented in 2019 - 20 will allow the roster changes to be made as soon as circumstances change. The system is also intuitive and easy to use – saving Care Coordinators time when scheduling visits and ensuring that all contracted staff are fully utilised to maximise the care capacity available.

Care Workers will be able to see live schedule updates on their mobile phones, upcoming visit information, case notes, and send and receive messages to / from the office.

Self-Assessment Tool

We are exploring the options to enable Bridgend citizens to assess their own needs and recommend aids and adaptations or health and wellbeing support to enhance their independence/ quality of living standards at their homes. A business case has been prepared to commission a self-assessment tool, via a Third sector provider. There are a number of advantages of this, such as:

- Unlocks, understands and analyses valuable data to better understand demand and our citizens needs therefore enhancing our citizen centric values
- Workload of front line staff, Occupational Therapists and availability of hospital beds are under pressure, by providing a way of Citizens independently enhancing their safety, health and wellbeing contributes to easing these pressures on Council services and the NHS

APP for care leavers

Work is underway to develop an APP for care leavers that will provide a platform for sharing information such as benefits, housing, young people's forums in addition to a means of consulting with children and young people who are looked after or are care leavers from Bridgend.

WCCIS improvements

The main achievements in 2018/19 are as follows:-

- Foster payments have gone live and is demonstrating success;
- Forms regarding Adults' Assessment, Review and Care Plan have been re-designed on the system and will be tested in early 2019/20 before going live;
- Development of CRT Community Health practitioners use of WCCIS –Western Bay initiative;
- Re-ablement staff, including health staff, are now using WCCIS;
- Work has begun to enable Social Services Complaints monitoring and reporting through WCCIS. This will be taken forward to conclusion in 2019/20;
- Work has started on the re-design of the Childrens services documents – this will be taken forward in 2019/20;
- Adult Safeguarding is now live and fully using the system to record their work/interventions.

Our Financial Resources and How We Plan For the Future

Across the UK, councils are facing unprecedented challenges in the face of reduced Government funding and increased demands on essential services. The difficult financial position is set to continue for a number of years to come and in our Medium Term Financial Strategy (MTFS) we estimate that, between 2019-20 and 2022-23, Bridgend County Borough Council could have to make further savings of up to £33 million.

The Council's net budget in 2018-19 was £266 million. To achieve a balanced budget, the Council's budget included savings proposals of £6 million. One of the Council's key principles in developing its Medium Term Financial Strategy is to meet its statutory obligations and direct its resources towards its corporate improvement priorities.

The net budget for Social Services in 2018-19 was £65 million. The services have worked very hard toward achieving MTFS savings and contain expenditure within budget. It should be noted that Adult Social Care has been subject to over £6.6 million of MTFS budget reductions over the past four years (2015/16 to 2018/19) and Children's Social Care has been subject to over £1.3 million MTFS budget reductions over the past four years (2015/16 to 2018/19), whilst the demand on services has remained high.

The Council has robust monitoring and review processes in place to ensure that the MTFS is delivering. Regular reports come into the corporate management board (CMB) and the monthly joint meeting between the Cabinet and CMB. There is a quarterly corporate performance assessment (CPA) which is attended by Cabinet, CMB and Heads of Service. At this meeting the Directors have to present their performance for the quarter which includes the budget position and progress against the MTFS and this is open to challenge from members of the board.

The service also has the necessary checks and balances in place and service managers and finance work closely to ensure that budgets are effectively managed and monitored. Monthly updates are provided to the director, Heads of Service and group managers on the budget position and regular finance updates are provided to the two re-modelling

boards where progress on the change programme is matched against the savings targets.

In light of the significant budget pressures facing the Social Services and Wellbeing Directorate, the service has developed an updated financial plan identifying plans and actions that are being implemented in order to maintain a balanced budget over the next three years. However, it needs to be recognised that the Directorate may also be required to find additional MTFs savings over the next three years to contribute to the overall budget pressures facing the Council. Current savings identified for 2019/20 is £1.2 million and the budget reduction proposals current set out in the MTFs is attached for information.



Copy of MTFs
Budget Reduction F

Our Partnership Working, Political and Corporate Leadership, Governance and Accountability

In December 2017, Welsh Government issued a consultation entitled 'Effective Partnership Working in Bridgend – Proposed Health Board Boundary Change to Align Decision Making across Health and Local Government'. The consultation closed in March 2018 and the outcome was that community health services within the County Borough of Bridgend transferred from ABMU Health Board to Cwm Taf Morgannwg Health Board.

During the year as part of the transition to a new region Bridgend continued to work in partnership across Western Bay but has also started to develop closer working relationships with the Cwm Taf region in preparation for 2019.

In Bridgend, Cabinet and the corporate management board (CMB) continue to meet informally on a fortnightly basis which provides the opportunity to oversee the business of the Council, share the overall direction for the Council and make sure that we are promoting the One Council approach so that important issues such as the MTFs, safeguarding and transformation are on the agenda.

We have a simple vision for Bridgend County Borough Council, to 'always act as one Council working together to improve lives.' The corporate plan was reviewed during the year and updated as appropriate and 'Working Together to Improve Lives' sets out the corporate priorities and the direction of travel:

- Supporting a successful economy;
- Helping people be more self- reliant;
- Smarter use of resources.

There is a clear link to the Social Services and Wellbeing Directorate Business Plan which sets out the priorities for 2018-19 and is attached here for information.



SSWB Business
plan 2018-19 follow

For Social Services, 'helping people be more self-reliant' means that we will continue to develop our approaches and practice so that we can appropriately take early steps to reduce and prevent people from becoming vulnerable or dependent on us and our services.



Bridgend County Borough Council takes its role as corporate parents seriously and the Cabinet has a Corporate Parenting Committee (one of two Cabinet Committees) that meets quarterly. The Cabinet Committee consists of all Cabinet members including the Leader and Deputy Leader plus representatives of all Groups and Corporate Parenting Champions appointed and representatives of every Overview and Scrutiny committee. It makes important policy decisions about the services and provision for care experienced children and care leavers. Overview and Scrutiny committees also consider policies and developments in Social Services and makes recommendations.

Links to all of the 2018-19 Cabinet, Council, Corporate Parenting and Overview and Scrutiny Committee reports and minutes that relate to social care can be accessed *Please find attached the link to all reports here:*
<https://democratic.bridgend.gov.uk/ieDocHome.aspx?Categories>

As previously mentioned, there is a quarterly corporate performance assessment (CPA) meeting which is attended by Cabinet, CMB, Scrutiny Chairs and Heads of Service. At this meeting, the Directors have to present their performance for the quarter which includes the budget position, performance against business plan actions and targets, sickness and progress against the MTFs and this is open to challenge from members of the board. Specifically, the CPA monitors:

- the Council's improvement priorities and its commitments which are set out in the corporate plan, which can be accessed through the Council's website, please see link here:
<https://www.bridgend.gov.uk/my-council/council-priorities-and-performance/documents-and-key-publications/>
- key success indicators-measures and service actions that are linked to national and Directorate performance indicators and progress against Directorate priorities;
- the budget allocated to each Directorate and the progress against savings-targets;
- corporate risks.

On a quarterly basis, the Corporate Director of Social Services and Wellbeing, with the two Heads of Service meet with all of the Directorate managers. This ensures open communication and updates on national, regional and local matters. It is important that staff feel part of this process and are able to contribute to the ongoing development of

the service and also to recognise the hard work and achievements collectively and as individuals. The director also meets regularly with front line staff and carries out a number of service visits throughout the year.

6. Accessing Further Information and Key Documents

Page Reference	Description
Page 3	Report and appendices to Cabinet 19/03/2019 – Health Board Boundary Change
Page 5	Report to Corporate Parenting Committee 10/01/2019 – Fostering Remodelling
Page 14	CIW Engagement Event Action Plan Autumn 2018
Page 14	CIW Annual Focussed Activity Report February 2019
Page 14	CIW Annual Focussed Activity Letter February 2019
Page 17	Report to Overview and Scrutiny Committee 17/04/2018 – Dementia Support
Page 17	Report to Cabinet 26/03/2019 – Mental Health Range of Services
Page 23	Report to Cabinet 18/12/2018 – Advocacy Children’s Services
Page 23	Secure Estate Report 24/05/2018
Page 24	Report to Scrutiny 16/04/2018 – Early Help and Children’s Social Care
Page 30	Report and appendices to Cabinet 19/03/2019 – University Fees Policy
Page 30	Report and appendices to Cabinet 19/02/2019 – Shared Lives
Page 30	Direct Payments report and appendices 13/02/2019
Page 36	MTFS Budget Reduction Report 2019/20

Page Reference	Description
Page 36	Social Services and Wellbeing Directorate Business Plan 2018/19

7. Glossary

- **ABMU** – Abertawe Bro Morgannwg University Health Board
- **Adult Safeguarding** - The Social Services and Well-being (Wales) Act 2014 came into force on 6/4/2016. Part 7 of the Act specifically relates to safeguarding “adults at risk”.
 - An “**adult at risk**” is an adult who:-
 - (a) is experiencing or is at risk of abuse or neglect;
 - (b) has needs for care and support (whether or not the authority is meeting any of those needs); and
 - (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.”
 - There is a statutory duty for partner agencies to report and adult at risk to the local authority. “Abuse” means physical, sexual, psychological, emotional or financial abuse and includes abuse taking place in any setting, whether in a private dwelling, an institution or any other place. Adult Services lead and co-ordinate the actions taken alongside our partner agencies, amongst which are the Health Board and South Wales Police.
- **Advocacy** - Section 181(2) of the Social Services and Wellbeing (Wales) Act 2014 defines “advocacy services” as: services which provide assistance (by way of representation or otherwise) to persons for purposes relating to their care and support. Part 10 of the 2014 Act sets out the requirements for local authorities in relation to advocacy, which are to:
 - Ensure that access to advocacy services and support is available to enable individuals to engage and participate when local authorities are exercising their statutory duties in relation to them; and
 - To arrange an independent professional advocate to facilitate the involvement of individuals in certain circumstances.
 - An advocate is defined as an ‘appropriate individual’ who can speak on behalf of someone who is facing barriers to communicating or understanding, *weighing-up, or deciding on information related to services that they receive. Advocacy services come in a variety of forms, and range from informal, peer and voluntary advocacy through to the provision of paid and professional advocates.*
- **Anticipatory Care Planning (ACP)** - is an approach to proactive planning with individuals, who have been identified as being at risk of losing their independence due to illness, increasing frailty or disability; it gives them the opportunity to participate in a co-produced planning process that will help them to make decisions about future care and support. This approach helps to improve the quality of the

experience for people by minimising the need for crisis intervention through proactive planning.

- **Assisted Recovery in the Community (ARC)** - The Assisting Recovery in the Community Service (ARC), is a joint integrated service between Bridgend County Borough Council and Health. ARC is a service which provides day time opportunities for individuals with mental health issues. It offers assessment and support to enable people experiencing mental health problems to access mainstream community facilities and activities as well as specialist services. It has been developed as part of the modernisation of mental health services.
- **Baby in Mind** – this is an innovative service locally designed to work with parents during the pre- and post-birth where there are concerns that a baby is at risk of becoming looked after.
- **BAVO** – Bridgend Association for Voluntary Organisations
- **Better at Home service** – see Reablement below
- **Child Protection** - All public and voluntary organisations in Bridgend County Borough are committed to safeguarding the welfare of children and young people and rely on members of the public to report concerns to them. Any concerns raised about a child being abused are reported to the on-duty social worker.
- **Child Sexual Exploitation (CSE)** - this is the coercion or manipulation of children and young people into taking part in sexual activities. It is a form of sexual abuse involving an exchange of some form of payment which can include money, mobile phones and other items, drugs, alcohol, a place to stay, “protection” or affection. The vulnerability of the young person and grooming process employed by perpetrators renders them powerless to recognise the exploitative nature of relationships and unable to give informed consent. (All Wales Protocol CSE 2008)
- **Common Access Point** - an integrated team within the Community Resource Team. Citizens carers and professionals can access Information advice and support via one contact telephone number. A Multidisciplinary Team makes decisions about the most appropriate priority and pathway required to deliver the best outcomes for individuals and will liaise with the appropriate service to facilitate access to enabling short term assessment and acute clinical services.
- **Community Network (Hub)** - A system of empowered localities in the form of Locality Networks which will be developed around natural communities as a key platform for local service planning and delivery. They will be built around Primary Care, Community and Social Care teams, working together across agreed populations to plan and deliver integrated, core, out-of-hospital services.
- **Community Resource Team** - A joint Health Board and BCBC resource team serving the Bridgend community networks. The Community Resource Service is a multi-disciplinary, multi-agency team established to respond to the individual needs of people who are frail or have physical disabilities or long term chronic conditions to avoid inappropriate hospital admissions and facilitate earlier hospital discharge. The team provides community support ranging from just a few days to up to six weeks. The focus is on short term interventions to support people to remain at home outside long-term hospital settings.
- **CIW** - Care Inspectorate Wales (CIW) - CIW is part of the Welsh Government. They are responsible for regulating, inspecting and reviewing social care services and standards.
- **Cwm Taf Morgannwg** - this is the Health Board region that includes Rhondda Cynon Taf County Borough Council, Merthyr Tydfil County Borough Council and Bridgend County Borough Council.

- **Dementia Friendly Communities** – this is a city, town or village where people with dementia are understood, respected, supported, and confident they can contribute to community life.
- **Direct Payments** - Social Services can provide a cash payment directly to people whose needs have been assessed by Social Services as being eligible to receive services, so they can arrange and purchase their own support. They might use the money to:
 - employ someone directly to help with their care (a Personal Assistant)
 - buy care from a private registered care agency
 - make their own arrangements instead of using Social Services day care or respite care
- **Extracare Housing** - is one of a number of options for an older person who needs personal care or other type of support, but who wants to retain a degree of independence and is able to live safely on their own. An Extra Care Housing Scheme is usually a group of flats built on the same site (some providers offer bungalows), providing specialised accommodation and support services 24 hours a day. The accommodation can be rented or bought, both by an individual and by a couple. Older people living in them enjoy the freedom of having their own front door and the peace of mind from knowing staff are available if they are needed.
- **Information Advice and Assistance service** – As part of the Social Services and Well-being (Wales) Act 2014, which provides the legislative basis for Social Services in Wales from 6th April 2016, there is a requirement for the provision of information, advice and assistance - local authorities, with the assistance of Local Health Board partners, must secure the provision of a service for providing people with information and advice relating to well-being, care and support in their area, and (where appropriate) assistance in accessing these.
- **Integrated Care Fund (ICF)** – Welsh Government guidance states that it is funding which is available to help health boards and partners in local authorities and other partners to work together to support:
 - frail and older people
 - people with a learning disability
 - children with complex needs due to disability or illness
 - carers, including young carers.

It helps support older people to maintain their independence and remain at home, avoiding unnecessary admissions to hospital or residential care and delays when someone is due to be discharged from care.

The fund is also being used to support the Integrated Autism Service, the Welsh community care information system, and the Dementia action plan.

- **Local Community Co-ordination (LCC)** - LCC is an approach to supporting people who are vulnerable through disability, age, ill health or adverse life events to live good lives in their communities. It helps people to draw support from their communities by working to increase both the capacity of individuals and of communities. LCC works as a single, local point of contact supporting people in their community.
- **MAPSS** – Multi Agency Placement Support Service - MAPSS is a multi-disciplinary team that aims to help children with, or at risk of mental illness and emotional and behavioural difficulties by providing specialist placement support.
- **MASH** - Multi Agency Safeguarding Hub. This is an integrated approach where a number of agencies work together in one place, sharing information and making collaborative decisions. Interventions are put in place at the earliest opportunity across the MASH partnership. A MASH focuses on vulnerability for the purpose of Safeguarding children and vulnerable adults. It does this by receiving referrals from

professionals and from the public. The outcomes of this process inform the level of risk to the vulnerable person and can escalate or de-escalate the concern so that appropriate action is taken. A MASH is a confidential environment, which means that all material, sensitive or not, can be revealed to another agency to decide what approach is needed by frontline staff. A MASH provides the opportunity for agencies to do this better by providing all professionals with more information on which to make better decisions.

- **Reablement** – This is critical to supporting timely discharge from hospital (Also known as Step Down support). The Western Bay model is based on supporting effective safe discharge from hospital either into a residential or community based reablement service. Timely discharge is supported within Bridgend with the service known as Better at Home. This provides a short term bridging care service that supports people with levels of care whilst they wait for either the initiation of a reablement service or the restart of a current package of care; this can be usually up to 5 days, depending on the complexity of the discharge. Although, if someone has only been in hospital a short time their existing care package can usually be reinstated within 3 days. Step up reablement provides a therapy led service that aims to address deterioration in the person's condition, putting an individual's independence and ability to remain at home at risk.
 - **Regulation and Inspection of Social Care (Wales) Act (RISCA)** - This Act places service quality and improvement at the heart of regulation, strengthen protection for those who need it, and ensure services deliver high-quality care and support. This Act supports the aims of the Social Services and Well-being (Wales) Act 2014 which enshrines the rights of people using care and support services into law.
 - **Shared Lives** - The Bridgend Shared Lives Scheme is a service where adults with learning disabilities are offered short term, long term or emergency care with Shared Lives Carers. The care is delivered in the home of a Shared Lives Carer, thereby enabling people referred to the scheme to live in the community as independently as possible in a family environment. The shared lives scheme in Bridgend offers a real choice to individuals about their accommodation arrangements and provides an alternative to residential and supported living placements by offering support in a family environment which has worked very well for the people on the scheme.
 - **Social Care Workforce Development Plan – SCDWP**
 - **Social Services and Wellbeing (Wales) Act 2014** - The Social Services and Wellbeing (Wales) Act 2014 received Royal Assent in May 2014. It provides a legal framework for the policy aims of the Welsh Government in relation to social services, bringing together Local Authorities' duties and functions. The Act has two key policy objectives:
 - To improve the well-being outcomes for people who need care and support and
 - To reform social services law.
- It seeks to:
- Transform the way in which social services are delivered, primarily through promoting people's independence and giving them a stronger voice and control;
 - Promote partnership working in social care;
 - Enhance the preventative role of social care and health, setting out overarching wellbeing duties to reduce or delay the need for care and support.
- **Telecare** – Our vision for Telecare services in Bridgend County Borough: *'A person is able to access and use Telecare as the part of a care plan or a preventative measure which enables them to continue to live in and perform daily tasks within their home irrespective of the limitations imposed by their frailty or*

disability'. Equipment is provided to support the individual in their home and tailored to meet their needs. It can be as simple as the basic community alarm service, able to respond in an emergency and provide regular contact by telephone. As well as responding to an immediate need, Telecare can work in a preventative mode, with services programmed to monitor an individual's health or well-being. Often known as lifestyle monitoring, this can provide early warning of deterioration, prompting a response from family or professionals. The same technology can be used to provide safety and security through bogus caller and burglar alarms.

- **Third Sector** – in contrast to the public sector and the private sector, the Third Sector can be defined as the “not for profit” sector or the voluntary sector. The Third Sector is identified as a key partner in the delivery of preventative services; able to work effectively in the community supporting people in social settings and with creative and enterprising activities, maintaining their independence and delaying or reducing escalation to higher levels of managed care and support.
- **Transition** – Definition: “Transition may be defined as the life changes, adjustments, and cumulative experiences that occur in the lives of young adults as they move from school environments to independent and living environments” (Wehman, 2006). The National Service Framework for Children, Young People and Maternity Services in Wales 2005 states “Young people who require continuing services, such as those who are disabled or chronically ill, young people with persistent mental illness or disorders, vulnerable young people and their families and carers, and care leavers, are offered a range of coordinated multi agency services, according to assessed need, in order to make effective transition from childhood to adulthood”

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

26th JUNE 2019

REPORT OF THE CORPORATE DIRECTOR – COMMUNITIES

BRIDGEND REPLACEMENT LOCAL DEVELOPMENT PLAN (LDP) 2018-2033

DRAFT VISION & OBJECTIVES, GROWTH & SPATIAL OPTIONS

1. Purpose of the Report

- 1.1 To report to Overview and Scrutiny Committee the draft vision and objectives, growth and spatial strategy options for the Bridgend Replacement Local Development Plan (LDP).

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. 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 Bridgend Replacement Local Development Plan (LDP) is a high level strategy document which must be prepared by the Council. The LDP sets out in land-use terms the corporate priorities set out above. The future Replacement LDP will be required to express in land-use terms the wellbeing objectives and priorities of the Bridgend Public Services Board's Well-being Plan.

3. Background

- 3.1 The technical reports (attached as appendices A, B & C) provide background information in respect of the draft vision & objectives, growth options and spatial strategy options proposed for the Replacement LDP.
- 3.2 It is intended that these technical reports will inform the ongoing pre-deposit engagement and participation and inform the preparation of the preferred strategy and subsequent stages of plan preparation:

- Technical Report 1: Draft Vision and Objectives (attached as Appendix A);
- Technical Report 2: Draft Strategic Growth Options (attached as Appendix B);
- Technical Report 3: Draft Spatial Strategy Options (attached as Appendix C).

4. CURRENT SITUATION -

4.1 An executive summary for each technical report is provided below:

4.2 Technical Report 1: Draft Vision and Objectives (Appendix A)

4.3 In order to tackle key issues and guide and manage future development, the existing LDP identified a clear vision of what the County Borough should look like in 2021 and the objectives to deliver that vision. Therefore, as part of the LDP review process its vision and objectives need to be revisited to ensure they remain relevant to local needs and aspirations up to 2033 (2033 is the Replacement LDP expiry date).

4.4 Vision

4.5 It is important to reiterate that the existing LDP has been broadly successful and delivered many significant benefits for the residents of the County Borough. Therefore, it is considered logical to build upon and update the existing LDP vision to ensure it complements the Bridgend Well-being Plan (BWBP) and expresses, in land use terms, those elements of the BWBP that relate to the development and use of land. However, it is important to recognise that the LDP cannot deliver all of the local wellbeing outcomes as many issues will extend beyond the direct influence of 'land-use planning'. Nevertheless, the LDP will contribute towards creating the right conditions to support their delivery.

4.6 The draft LDP vision is set out below and incorporates the 4 BWBP objectives (highlighted in *blue text*).

4.7 ***Bridgend County Borough will continue to be transformed to become a sustainable, safe, healthy and inclusive network of communities comprising strong, interdependent, connected and *cohesive* settlements that can offer *people*:***

- ***the best start in life by providing effective learning environments to secure the best possible outcomes for learners;***
- ***provide opportunities to reduce social and economic inequalities; and***
- ***an improved quality of life and a healthy environment for all people living, working, visiting and relaxing in the area.***

4.8 Objectives

4.9 The revised LDP Vision shall be delivered through 4 redrafted Strategic Objectives and which seek to reflect updated national policy and legislation and address the local

issues facing the County Borough. These four draft strategic objectives are central to the Replacement LDP. They are:

- SP1 To Produce High Quality Sustainable Places (Placemaking).
- SP2 To create active, healthy, cohesive and social communities.
- SP3 To create Productive and Enterprising Places.
- SP4 To Protect and enhance our Distinctive and Natural Places.

4.10 In addition 25 specific objectives have been formulated to create the right conditions to address the various social, cultural, environmental and economic well-being outcomes.

4.11 It is also important to note that future LDP policies will be cross-cutting in their nature and will cross-reference to the goals and objectives of the Well-being of Future Generations (WBFNG) and BWBP. **The vision and objectives will continually be refined during the review process based on stakeholder engagement and the outcomes of a refreshed evidence base.**

4.12 **Technical Report 2: Strategic Growth Options (Appendix B)**

4.13 A range of evidence has been analysed to inform the basis for Bridgend's housing and economic growth from 2018-2033, including the Welsh Government Projections along with a number of alternative scenarios. This evidence has been used to devise a Low, Mid and High Growth Option to inform the Replacement LDP.

4.14 The Low Growth Option is based on a period of reduced growth and net migration flows to the area from 2009/10 to 2011/12, estimating a low build rate of 271 dwellings per annum. It would also restrict economic growth and development in the area, projecting a minimal change in employment per annum (+13).

4.15 The Mid Growth Option is grounded in post-recession trends, estimating residential growth of **505 dwellings per annum** and **employment growth of 266 per annum** over the plan period. This Option would induce similar levels of residential development to those witnessed in recent years and see more established working aged households remaining in the County Borough.

4.16 The High Growth Option would result in delivery of **681 dwellings per annum**, based on long term trends that incorporate pre-recession migration levels. Not only would the High Growth Option result in an increase to recent build levels and associated **employment growth of +475 per annum**, it would be based partly on migration trends influenced by the unusual socio-economic conditions prior to the recession.

4.17 Overall, the Mid Growth Option therefore appears to be the most appropriate to align regeneration based growth aspirations with realistic levels of delivery. It balances both household formation and migration rates with planned growth in local employment and associated infrastructure in a manner that would see a continuation of recent average growth trends.

4.18 Background context: The importance of building new homes

- 4.19 As well as delivering new homes to meet the needs of newly forming households, increasing housing supply will provide the scale of growth needed to secure investment in infrastructure, facilities and additional benefits for local communities. Planning for such levels of development will also act as a key driver of economic growth across Bridgend and the wider region.
- 4.20 For one, housing growth provides scope to deliver **additional affordable housing** to offer safety and security for local families unable to meet their needs in the housing market. This can include social rent for those most in need and shared equity schemes for first time buyers struggling to get onto the property ladder. The levels of Social Housing Grant received by the Council in recent years are not guaranteed to be sustained over the life of the LDP, and, in any case, only meet an element of identified local need. Planning for growth therefore plays an important role in securing developer contributions to provide integrated affordable housing within new developments to foster sustainable, mixed tenure communities.
- 4.21 Building new homes also helps to ease some of the pressure on the housing market by boosting supply and preventing house prices rising uncontrollably in an otherwise constrained housing market. This helps to improve general market affordability and provide sufficient properties for **future generations** to live in Bridgend County Borough.
- 4.22 Building new homes also has a huge impact on the labour market by generating **new employment opportunities**. Residential development initially creates jobs for construction workers along with those in associated occupations and supplier companies. This induces a multiplier effect, as new residents move into the vicinity and local business and services benefit from increased revenue. Longer term economic growth then becomes sustainable as investors, a skilled workforce and major employers are attracted into the area, leading to further revenue being recycled throughout the local economy. This can improve community job prospects and reduce the need for residents to commute out of the County Borough for employment purposes.
- 4.23 Growth in house building also brings new opportunities to **secure accompanying infrastructure** such as improved **education provision**, health facilities, leisure facilities and transport links.
- 4.24 The occupiers of the new homes ultimately place more demand on existing infrastructure, which is already at capacity in some areas. Planning for growth therefore provides a key opportunity to appraise the impacts on existing infrastructure, identify delivery requirements and then address deficiencies through planning obligations.
- 4.25 For example, significant housing growth will give rise to demand for school places in the future. If there is limited or no spare capacity in the existing school(s), the proposed development places a burden on the community which can be resolved through developer contributions. Small levels of growth may only support interim solutions such

as extensions, although sustainable growth at a strategic scale would be supported by new school provision and the other necessary infrastructure.

4.26 Equally, capacity issues at major road junctions (that may be further exacerbated by new development) can be addressed by requiring new traffic management provision, new roads, and improved public transport links to accommodate the levels of growth required. The scale of the improvements are necessarily dictated by the scale of any new development within the vicinity and comprehensively planned developments provide greater opportunities for major infrastructure upgrades.

4.27 Sustainable levels of growth can therefore be planned for in a manner that will enable significant improvements to physical and social infrastructure to increase the functionality and attractiveness of Bridgend County Borough for residents, investors and businesses.

4.28 Infrastructure Delivery Plan (IDP)

4.29 The next stage in the process will result in the publication of 'Deposit Plan' which will identify all the 'site specific allocations' and will be supported by an **Infrastructure Delivery Plan** (IDP). This document will include details of the infrastructure identified by the Council and other service providers as being needed to support the delivery of the emerging Local Development Plan. It will explain:

- What infrastructure is required and how it will be provided (e.g. co-location, etc.).
- Who is to provide the infrastructure?
- How will the infrastructure would be funded?
- When the infrastructure could be provided.

4.30 The discussions and meetings with infrastructure providers, agencies and other key stakeholders, both within the Council and external organisations will intensify, in order to ensure a comprehensive understanding of what is needed. This process will enable these infrastructure providers to think more strategically in terms of future provision and the challenges brought about by growth in the long term. The IDP will bring all these agencies' plans together in one document. This should encourage inter-relationships between parties and provides an opportunity to share information and possibly infrastructure.

4.31 General consultation with key Infrastructure Service Providers

4.32 The table below is not an exhaustive list but rather summarises the role of our key stakeholders in the Replacement LDP process:

Public Health Wales	PHW will assist the Council in preparing a Health Impact Assessment HIA. This document is a key means by which proposed development can be evaluated
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	to assess the likely impact on the health of the population.
Health Board	The Health Board will assist the Council in determining the number of new health care facilities required to support the growth levels identified in the plan.
Police and Fire Service	The Police and Fire Service will provide comments on specific site allocations.
Natural Resources Wales	NRW will advise on biodiversity and other environmental issues.
Utility Providers (e.g. Welsh Water)	The Utility Providers will identify the level of new infrastructure required to support the growth levels identified in the plan.
Education Department	The Education Department will identify the number of new schools required to support the growth levels identified in the plan.
Transport Department	Will identify what improvements are required to the highway network.

4.33 A full list of key consultation bodies is detailed in Appendix 1 of the Replacement LDP Delivery Agreement 2018.

<http://democratic.bridgend.gov.uk/documents/s16061/BCBC%20REPLACEMENT%20LDP%202018-2033%20LDP%20DELIVERY%20AGREEMENT.pdf?LLL=0>

4.34 **Technical Report 3: Draft Spatial Strategy Options (Appendix C)**

4.35 In addition to setting out the level of growth needed over the plan period, the Replacement LDP (2018-2033) must put forward a clear spatial strategy for where this development should take place within the County Borough. The consideration of 'realistic' growth and spatial options is an important part in the preparation of the LDP and are intended to facilitate discussion and inform the 'Preferred Strategy' consultation document.

4.36 Technical Report 3 therefore puts forward 4 possible Spatial Strategy Options for accommodating the distribution of housing and employment growth anticipated over the Revised LDP plan period (2018-2033):

- **Option 1: Continuation of the existing LDP Regeneration Strategy** - Prioritise the re-use of previously developed land and direct growth to sites within the Strategic Regeneration Growth Areas (SRGA's) and existing settlement boundaries (SDB).
- **Option 2: Public Transport Hubs and Strategic Road Corridors Strategy** – growth is directed to major public transport hubs and the strategic highway network (M4).

- **Option 3: Prioritise growth to the North of the M4 (Valleys Strategy)** - new development would focus on the existing SRGAs of Maesteg and the Llynfi Valley and the Valleys Gateway, with the delivery of existing commitments on brownfield sites being the focus in settlements outside of these areas. The strategy would also identify a Strategic Hub in the north of the Borough in accordance with the Welsh Government's Ministerial Valleys Taskforce.
- **Option 4: Regeneration and Sustainable Urban Growth-led Strategy** – this is hybrid of options 1, 2 and 3 which would balance the requirement to deliver the County Borough's housing requirement and Council's regeneration objectives.

4.37 **Preferred Spatial Strategy Option**

- 4.38 Based on current evidence and the options appraisal set out in Technical Report 3 (Appendix C), Option 4 has been identified as the preferred spatial strategy that will enable the Council to achieve the most sustainable form of development and address existing capacity issues in the County Borough.

5. **Effect Upon Policy Framework and Procedure Rules**

- 5.1 The Planning and Compulsory Purchase Act 2004 and regulations of the Town and Country Planning (Local Development Plan) (Wales Regulations 2005) requires that a Local Planning Authority must commence a full Review of its LDP every 4 years.

6. **Equality Impact Assessment**

- 6.1 There are no direct implications associated with this report. However the policies contained within any Replacement LDP will require an equalities impact assessment to be carried out.

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

- 7.1 The Replacement LDP will be prepared in accordance with the 7 Wellbeing goals and the 5 ways of working as identified in the Act.

8. **Financial Implications**

- 8.1 The cost of the LDP Review will be met from the Development Planning budget and an existing LDP earmarked reserve and carried out by development planning staff with expert advice and evidence procured from consultants and through collaboration with neighbouring authorities as required.

9. **Recommendation**

- 9.1 That Overview and Scrutiny Committee note the contents of Technical Reports 1, 2 and 3 (attached as appendices A, B & C) as the basis for preparing the Preferred

Strategy document that will be published for formal public consultation in October / November 2019.

Jonathan Parsons

Group Manager – Planning and Development

26th June 2019

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APPENDIX A

BRIDGEND REPLACEMENT LOCAL DEVELOPMENT PLAN (LDP) 2018-2033

TECHNICAL REPORT 1: DRAFT VISION & OBJECTIVES

1. PURPOSE OF THE REPORT

- 1.1 To report the draft vision and objectives for the Replacement LDP (2018-2033).

2. INTRODUCTION

- 2.1 In order to tackle key issues and guide and manage future development, the existing LDP identified a clear vision of what the County Borough should look like in 2021 and the objectives to deliver that vision. Therefore, as part of the LDP review process its vision and objectives need to be revisited to ensure they remain relevant to local needs and aspirations up to 2033 (2033 is the Replacement LDP expiry date).

3. VISION

3.1 Background Context: Existing LDP Vision (2013-2021)

- 3.2 In order to tackle key issues and guide and manage future development the existing LDP identified a clear vision of what the County Borough should look like in 2021. Therefore as part of the review process this needs to be revisited to ensure it remains relevant to local needs and aspirations. The existing LDP Vision was developed through stakeholder engagement and informed by a range of key strategies including the Bridgend Community Strategy. It states that:

- 3.3 ***By 2021, Bridgend County Borough will be transformed to become a sustainable, safe, healthy and inclusive network of communities comprising strong, interdependent and connected settlements that can offer opportunities, an improved quality of life and environment for all people living, working, visiting and relaxing in the area. The catalysts for this transformation will be:***

- ***a successful regional employment, commercial and service centre in Bridgend;***
- ***a vibrant waterfront and tourist destination in Porthcawl;***
- ***a revitalised Maesteg;***
- ***a realisation of the strategic potential of the Valleys Gateway; and***
- ***thriving Valley communities.***

- 3.4 In 2013 the Community Strategy was replaced by the Single Integrated Plan (SIP): 'Bridgend County Together' replacing four previous statutory plans:

- *Community Strategy;*
- *Social Care and Well Being Plan;*
- *Children and Young People's Plan; and*
- *Community Safety Plan.*

- 3.5 The SIP identified the following priority areas:
- *People in Bridgend County are healthier;*
 - *People in Bridgend County are engaged and empowered to achieve their full potential;*
 - *People in in Bridgend County benefit from a stronger and more prosperous economy; and*
 - *Bridgend County is a great place to live, work and visit.*
- 3.6 The SIP has been replaced by a Local Well Being Plan which is a requirement of the Well Being of Future Generations Act (2015). The Well Being and Future Generations Act established Public Service Boards for each local authority area in Wales who must improve the economic, social environmental and cultural well-being of its area by working to achieve the well-being goals. As part of its responsibility the Bridgend PSB has produced a well-being assessment which assesses the state of economic, social, environmental and cultural well-being in Bridgend. The LWBP objectives are set out below:
- *Objective 1 Best Start in Life;*
 - *Objective 2 Support Communities in Bridgend to be safe and cohesive;*
 - *Objective 3 Reduce Social and Economic Inequalities; and*
 - *Objective 4 Healthy Choices in a Healthy Environment.*
- 3.7 Replacement LDP Draft Vision (2018-2033)
- 3.8 It is important to reiterate that the existing LDP has been broadly successful and delivered many significant benefits for the residents of the County Borough. Therefore, it is considered logical to build upon and update the existing LDP vision to ensure it complements the LWBP and expresses in land use terms, those elements of the LWBP that relate to the development and use of land. However, it is important to recognise that the LDP cannot deliver all of the local wellbeing outcomes as many issues will extend beyond the direct influence of 'land-use planning'. Nevertheless, the LDP will contribute towards creating the right conditions to support their delivery.
- 3.9 The draft LDP vision is set out below and incorporates the 4 LWBP objectives (highlighted in **blue text**).]
- 3.10 ***Bridgend County Borough will continue to be transformed to become a sustainable, safe, healthy and inclusive network of communities comprising strong, interdependent, connected and cohesive settlements that can offer people:***
- ***the best start in life by providing effective learning environments to secure the best possible outcomes for learners;***
 - ***provide opportunities to reduce social and economic inequalities; and***
 - ***an improved quality of life and a healthy environment for all people living, working, visiting and relaxing in the area.***

4. OBJECTIVES

4.1 Background Context: Existing LDP Objectives (2013-2021)

4.2 The existing LDP Vision is delivered through 4 Strategic Objectives and 23 specific objectives which seek to address the national, regional and local issues facing the County Borough. These four strategic objectives are at the centre of the LDP: They are: To produce high quality sustainable places; To protect and enhance the environment; To spread prosperity and opportunity through regeneration; and To create safe, healthy and inclusive communities.

4.3 Replacement LDP – Draft Objectives (2018-2033)

4.4 It is necessary that the Replacement LDP objectives reflect the goals and objectives of the Future Wellbeing of Future Generations Act and the Local Wellbeing Plan. The existing Local Development Plan was developed in the context of a Strategic Environmental Assessment incorporating a Sustainability Appraisal, and as such the existing plan broadly aligns with the Wellbeing goals of the Well-being of Future Generations Act (Act) 2015 (FWBG). Further to this, the LDP Review Report (endorsed by Council on 20th June 2018) included an ‘assessment of compatibility’ of the existing LDP objectives against the Future Wellbeing of Future Generations Act goals. This assessment concluded that the existing 4 Strategic LDP Objectives (and 23 specific objectives) already make a significant contribution to achieving a range of Well Being goals which is considered hugely positive. However, the LDP review process presents an opportunity to further refine the objectives to ensure the replacement plan continues to make a significant contribution towards creating the right conditions to support the delivery of the FWBG Act and the Local Wellbeing goals and objectives.

4.5 Special consideration also needs to be given to Planning Policy Wales (Welsh Government’s national planning policy) which has recently been redrafted to emphasise the importance of the Well-being of Future Generations (Wales) Act, Environment Act and Active Travel Act. Planning Policy Wales is now based upon the following topic areas which will provide the basis for restructuring the Replacement LDP:

- Placemaking;
- Active and Social Places;
- Productive and Enterprising Places; and
- Distinctive and Natural Places.

4.6 The revised LDP Vision shall be delivered through **4 redrafted Strategic Objectives** and which seek to reflect updated national policy and legislation and address the local issues and facing the County Borough. These four draft strategic objectives are central to the Replacement LDP: They are:

- SP1 To Produce High Quality Sustainable Places (Placemaking).
- SP2 To create active, healthy, cohesive and social communities.
- SP3 To create Productive and Enterprising Places.
- SP4 To Protect and enhance our Distinctive and Natural Places.

- 4.7 In addition 25 specific objectives (set out in the tables below) have been formulated to create the right conditions to address the various social, cultural, environmental and economic well-being outcomes. **It is also important to note that future LDP policies will be cross-cutting in their nature and will cross-reference to the goals and objectives of the FWBG Act and Local Well-being Plan.** The draft vision and objectives will continually be refined during the review process based on stakeholder engagement and the outcomes of a refreshed evidence base.
- 4.8 **Note:** the ‘assessment of compatibility’ of the Replacement LDP objectives against the Local Well Being Plan goals and objectives is currently being undertaken.

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APPENDIX B

BRIDGEND REPLACEMENT LOCAL DEVELOPMENT PLAN (LDP) 2018-2033 TECHNICAL REPORT 2: STRATEGIC GROWTH OPTIONS

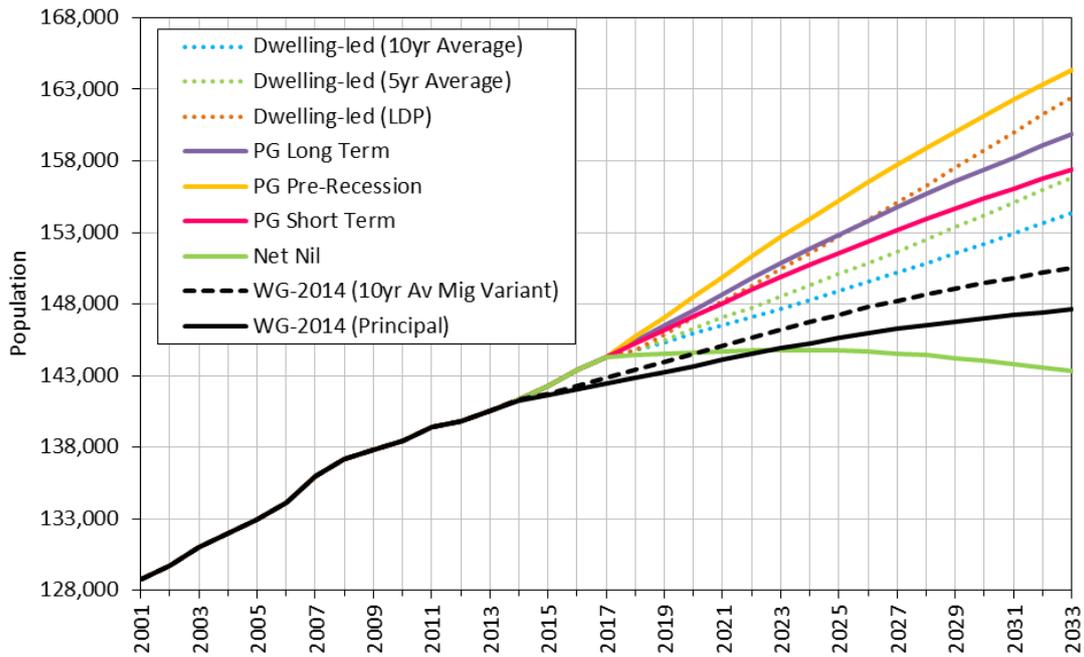
1. PURPOSE OF THE REPORT

- 1.1 To report the strategic growth options for the Replacement LDP (2018-2033).

2. INTRODUCTION

- 2.1 The Vision of the Replacement LDP is focused on the continued transformation of Bridgend County Borough into an interrelated network of safe, healthy and inclusive communities that connect more widely with the region to catalyse sustainable economic growth. This is to be achieved by maintaining and developing strong, interdependent, cohesive settlements whilst also protecting and enhancing the County Borough's environmental and heritage assets. Additional employment, commercial and residential development is to be focussed around the primary key settlement of Bridgend and the other main settlements to achieve sustainable patterns of growth that support existing local services and facilities.
- 2.2 In order to inform the appropriate level of housing and employment provision to deliver this Vision, a range of trend based assumptions need to be duly considered to identify how existing household compositions, characteristics and employment growth will influence future household formation rates and levels of in-ward migration. The 2014 based Welsh Government (WG) Population and Household Projection Variants form a key part of the evidence base in this respect, although it is also important to consider alternative scenarios to test the impacts of different assumptions over the 2018-2033 period.
- 2.3 The Council has therefore commissioned Edge Analytics to produce a technical paper (Bridgend Demographic Analysis & Forecasts 2019) to provide a range of population, housing and employment growth evidence to inform the emerging LDP. This builds on the WG variants to provide a range of other projections that capture the latest historical population estimates for Bridgend and base their migration flow assumptions on alternative histories. The technical paper also provides a demographic profile of Bridgend, illustrating its geographical context and components of population change before examining how much housing growth might be needed should different scenarios take place.
- 2.4 In addition to the WG 2014-based 'Principal' and '10yr Average Migration' variant projections, four demographic and three dwelling-led scenarios have been developed as part of this technical paper. Population change for the 2018–2033 period ranges from -0.8% under the Net Nil scenario to +12.8% under the POPGROUP Pre-Recession scenario as outlined in Figure 1 overleaf. In order to translate household projections to potential dwelling requirements, it is important to apply an allowance to take account of second homes and a level of vacancy necessary to sustain an efficient housing market. Hence, each of the scenarios have been estimated in conjunction with a vacancy rate of 4.8%, based on the 2011 Census vacancy rate for Bridgend County Borough.

Figure 1: Bridgend Population Growth 2001-2033



Source: Edge Analytics

- 2.5 This range of population based scenarios form the basis for nine separate household and employment projections, which are summarised later in this paper, before being translated into three primary growth options (low, mid and high). These three growth options are then analysed in terms of how far they align with the issues the replacement LDP is seeking to address. The recommended growth option to deliver the Objectives of the Replacement LDP is then ultimately justified.

3. LINKING POPULATION, HOUSEHOLD AND EMPLOYMENT GROWTH

- 3.1 Whilst there is not always an unequivocal relationship between homes and jobs, it is vital to consider the two elements in tandem when determining a sustainable level of growth to underpin the Replacement LDP. Analysis has therefore been undertaken by Edge Analytics to determine the likely demographic impact of different growth trajectories on homes and jobs. The relationship between the two variables has effectively been quantified by measuring the link between employment growth and the changing size of the resident population. Employment growth estimations have specifically been driven by forecasting population size and structure, estimating the size of the labour force, considering commuting ratios and making assumptions on unemployment rates. This exercise has provided different levels of employment that could be supported under the projected scenarios.
- 3.2 As the nature of the assumptions made do influence the estimated employment growth that could be supported by the population forecast, it is important to consider some of these elements in more detail.
- 3.3 In terms of commuting, the 2011 Census recorded 61,551 workers living in Bridgend and 60,767 people working in Bridgend, which produces a net out-commuting ratio of 1.01 (i.e. there are slightly more workers living in the County Borough than employment available). More recent Welsh Government data on commuting patterns (2018) also reaffirms this net out-commuting ratio, meaning 1.01 has been applied and fixed throughout the forecast period.

- 3.4 The proportion of the labour force that is unemployed also has to be duly considered. Despite higher unemployment in the 2009-2012 period (akin to national trends), Bridgend's unemployment rate was lower than that recorded for Wales and Great Britain between 2012 and 2016 before rising slightly to 5.2% in 2017. The modelling tracks historical data to 2017, remaining fixed thereafter. However, an Experian based alternative unemployment rate has also been modelled that forecasts the unemployment rate will reduce over the plan period, from 5.2% in 2018 to 4.2% by 2033. This would represent the lowest recorded unemployment rate for Bridgend and has been used in tandem with the fixed rate for comprehensiveness; producing somewhat more immoderate results as a proxy.
- 3.5 These core assumptions have been used to estimate the level of employment growth that could be supported by the six demographic and three dwelling-led scenarios. The assumptions have also been used to generate an Employment-Led Scenario by linking employment growth to population growth.
- 3.6 Overall, the population growth rate range of -0.8% (under the Net Nil Scenario) to +12.8% (under the POPGROUP Pre-Recession Scenario) is estimated to support an employment change of -239 per annum to +524 per annum over the 2018–2033 plan period. Each of the scenarios will now be outlined in turn.
- 3.7 **Scenario 1: WG 2014-Based Principal Scenario.**
- 3.8 The first scenario replicates the WG 2014-Based Projection, incorporating trends on births, deaths and migration from the preceding five years. This projection presents the lower end of the household growth range identified in the paper, estimating an average annual dwelling growth of **271 dpa** (dwellings per annum) over the 2018–2033 plan period. This is partly due to the derived assumptions being based on a period of reduced net migration flows to the area from 2009/10 to 2011/12. The figure of 271 dpa is lower than the current LDP dwelling requirement of 646 dpa and also below average completions over the last 5 (491 dpa) and 10 years (422 dpa).
- 3.9 The previously outlined core assumptions on economic activity rates, commuting ratios and unemployment levels can be used to estimate the extent of employment growth that can be supported by this scenario. Assuming no change in the unemployment rate over the plan period (i.e. 5.2%) results in an estimated decline in average employment by -30 per annum. However, with an improvement in the employment rate over the plan period (i.e. with unemployment reducing from 5.2% in 2018 to 4.2% by 2033), there will be an estimated annual change of +13 pa. This is because a slightly higher level of employment is estimated to be supported. In either case, the decline or minimal growth in the labour force over the plan period is driven by low net migration flows operating together with a more rapidly ageing population profile.
- 3.10 **Scenario 2: WG 2014-Based (Ten Year Average Migration) Scenario.**
- 3.11 This scenario replicates the WG Ten Year Average Migration Variant, which takes migration trends into account over a longer time period (i.e. 2004/05–2013/14); a period that encompasses a diverse range of economic conditions. Population growth is higher than estimated in the previous scenario (which only took five years of migration history into account) and an additional 995 households are projected to form from 2018-2033. In order to accommodate the estimated demographic change suggested by the Ten Year Variant, **340 dpa** would therefore be required over the

plan period. This scenario would produce a dwelling requirement below recent average dwelling completion numbers across Bridgend County Borough.

3.12 This level of household and dwelling growth would support a modest increase in employment of +78 per year on average assuming the fixed rate of unemployment, or +122 per year based on the reducing level of unemployment. This is due to the higher levels of migration and population growth underpinning this scenario and therefore a greater labour force working in the County Borough over the plan period.

3.13 **Scenario 3: POPGROUP Short Term Scenario.**

3.14 The Short Term Scenario is based on internal migration rates plus international migration flow assumptions over a six-year historical period (2011/12–2016/17). This time period is akin to the WG projection (i.e. 5–6 years), although also includes the latest three years of population statistics to derive assumptions. This scenario captures the lower net international migration evident since 2011, although estimates higher population growth than the previous projection, supporting an average annual dwelling growth of **505 dpa** over the 2018–2033 plan period. This level of growth is closer to that identified in the current LDP and is broadly in line with (albeit very slightly exceeding) the five-year dwelling completion average.

3.15 The six year post-recession demographic trends that form the foundation for this projection would support a greater level of employment growth (+219 per annum based on the fixed rate of unemployment) than in any of the WG 2014-Based Scenarios. This is not only driven by higher population growth *per se*, but an increase in working age households, particularly around the 35-44 age group. Assuming a reduction in unemployment levels over the life of the plan would lead to a higher employment estimation of +266 per annum under this scenario.

3.16 **Scenario 4: POPGROUP Long Term Scenario.**

3.17 The Long Term scenario varies to the previous projection in that it is based on internal migration rates and international migration flows from a full sixteen-year period (2001/02–2016/17). Therefore, it captures high net international migration prior to 2011 along with lower net international migration in the latter half of the historical period. These longer-term migration flow trends produce a higher estimated growth rate of **570 dpa** over the plan period. This level of growth is more than double the WG 2014-Based Principal Scenario and exceeds both the five year and ten year dwelling completion averages for Bridgend County Borough.

3.18 The population change and younger age profile estimated under this scenario reflects the continuation of longer-term migration trends. This level of growth could support an annual employment change of +332 per annum based on the fixed unemployment rate assumption or +380 based on the reduced unemployment rate assumption.

3.19 **Scenario 5: POPGROUP Pre-Recession Scenario.**

3.20 This scenario bases its migration assumptions on the seven year period prior to the recession (2001/02–2007/08), thereby factoring in a significant period of high net migration (internal and international) to Bridgend. Consequently, this projection represents the highest of the ten scenarios as it is not fettered by lower migration rates evident post 2011. Therefore, significant population change of 12.8% is estimated by this scenario, translating into an average dwelling growth of **681 dpa**.

This exceeds the current LDP dwelling requirement and is nearly 1.5 times the average number of residential completions over the past five years.

3.21 This level of household and associated dwelling growth supports the highest estimated employment change across the ten scenarios, at +475 pa based on the fixed unemployment rate assumption or +524 pa based on the reduced unemployment rate assumption. This is primarily due to the extent of the predicted population change driven by a more youthful population as a result of unusually high net in-migration trends.

3.22 **Scenario 6: Net Nil Scenario.**

3.23 The purpose of this scenario is to test the impact of zero net migration. Internal and international migration in-flows and out-flows are effectively balanced to depict how natural change alone could affect future household growth. This scenario projects a decline in population and only a relative minor increase in households over the plan period, translating into a **124 dpa** growth rate. This illustrates the extent to which population change in Bridgend is driven by migration and would arguably not provide a robust basis to inform the replacement LDP's housing requirement figure.

3.24 Indeed, this scenario estimates a significant decline in employment (-239 pa based on the fixed unemployment rate or -198 based on the reduced unemployment rate assumption), reflecting the reduction in labour force over the plan period. This is due to the lack of any net migration flows coupled with a significantly ageing, economically inactive population profile.

3.25 **Scenario 7: Dwelling-Led (LDP) Scenario.**

3.26 This scenario replicates the projected growth levels used to inform the existing LDP, utilising a **646 dpa** growth rate in each year of the forecast period. This is the highest of the dwelling-led scenarios considered, reflecting the current LDP's high growth approach, which planned for significant residential development to deliver the Regeneration-Led Strategy. This scenario would support a significant change in employment over the 15 year period, at +404 pa based on the fixed 5.2% unemployment rate or +452 pa using the assumption that unemployment will decrease from 5.2% to 4.2% over the life of the plan.

3.27 **Scenario 8: Dwelling-Led (10 Year Average) Scenario.**

3.28 The 10 Year Dwelling-Led Scenario is based on residential completions in Bridgend County Borough from 2008/09 to 2017/18, producing a dwelling growth rate of **422 dpa**. One key benefit of considering this level of growth is that it's based on local delivery in the decade following the recession, which provides a relatively balanced overview grounded in local socio-economic conditions. Lower dwelling growth under the Dwelling-Led (10yr Average) Scenario captures more modest net in-migration, thus resulting in smaller population change (+6.6%). This has a direct impact on future employment; estimating the lowest level of growth amongst the dwelling-led scenarios at +130 pa to +175 pa based on the fixed or reduced unemployment assumption, respectively.

3.29 **Scenario 9: Dwelling-Led (5 Year Average) Scenario.**

3.30 Similarly, this scenario applies dwelling growth of **491 dpa** in each year of the forecast period, based on the last five years of completions (2013/14–2017/18). This mirrors more recent evidence of dwelling building, with population growth following

housing growth over this period. On average, there have been 69 more units per annum delivered over the last five years compared to the last ten years.

3.31 This level of growth would support an employment change of +214 pa based on the fixed unemployment assumption or +260 pa based on the reduced unemployment assumption. There are thus similarities to the level of employment growth estimated by the POPGROUP Short Term Scenario, which is also based on post-recession trends.

3.32 **Scenario 10: Employment-Led Scenario (Experian Forecast).**

3.33 This scenario differs to the previous nine in that it is employment-led. Therefore, instead of estimating the level of employment that the relevant forecast population growth trajectory could support, it considers the potential impact of employment change on population and housing growth. This has been enabled by measuring the relationship between growth in employment with the changing size of the resident population and its labour force.

3.34 Over the plan period, the Experian forecast estimates a decline in the level of workplace-based employment in the County Borough, from 64,700 in 2018 to 64,500 by 2033. The annual employment change is set to fluctuate over this period, although analysing the fifteen years as a whole reveals a small average annual decline of -13 workplace-based employment places. This forecast therefore suggests lower population change would be required to support the annual change in employment than estimated by the other demographic and dwelling-led scenarios.

3.35 Utilising identical economic activity rates and commuting ratios, this Employment-Led Scenario estimates dwelling growth of **312 per annum** using the fixed 5.2% unemployment rate, or **276 dpa** using the Experian based unemployment rate (that reduces from 5.2% in 2018 to 4.2% by 2033). The reason for the variance is because a lower unemployment rate assumes a smaller proportion of the economically active labour force will be unemployed over the plan period. Therefore, there is less of a need for net in-migration to support the annual change in employment as a greater proportion of new employment opportunities will be taken by previously unemployed households that are already residing locally. In turn, this results in lower population and associated dwelling growth.

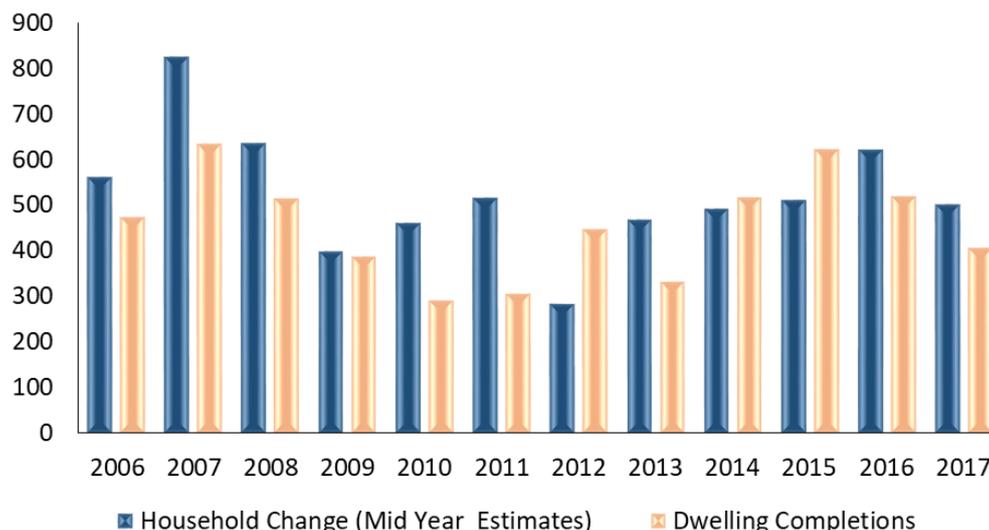
3.36 The lower 276 dpa estimate is closely aligned to the population change projected by the WG 2014-Based Principal Scenario, whereas the higher 312 dpa estimate is closer to the WG 2014-Based Ten Year Average Migration Scenario. However, both Employment-Led estimates of dwelling growth are lower than the levels projected under the other demographic trend (POPGROUP) and dwelling-led scenarios already presented in this paper. This is primarily due to the fact that lower estimated levels of in-migration and population growth are required to support the Employment-Led scenario.

4. PAST BUILD RATES COMPARISON AND MID-YEAR ESTIMATES

4.1 The high growth, regeneration-led Spatial Strategy that underpins the current LDP has been broadly successful, especially in bringing forward a number of residential and mixed-use allocated sites (primarily on brownfield land) within the County Borough. In order to provide context, it is helpful to compare the number of dwellings delivered over the course of the current Plan with the annual household change identified in the latest set of WG Mid-Year Household Estimates. Household Estimates are similar to projections, although they are based on past population

estimates as opposed to future population projections. The chart below provides a visual comparative overview for reference.

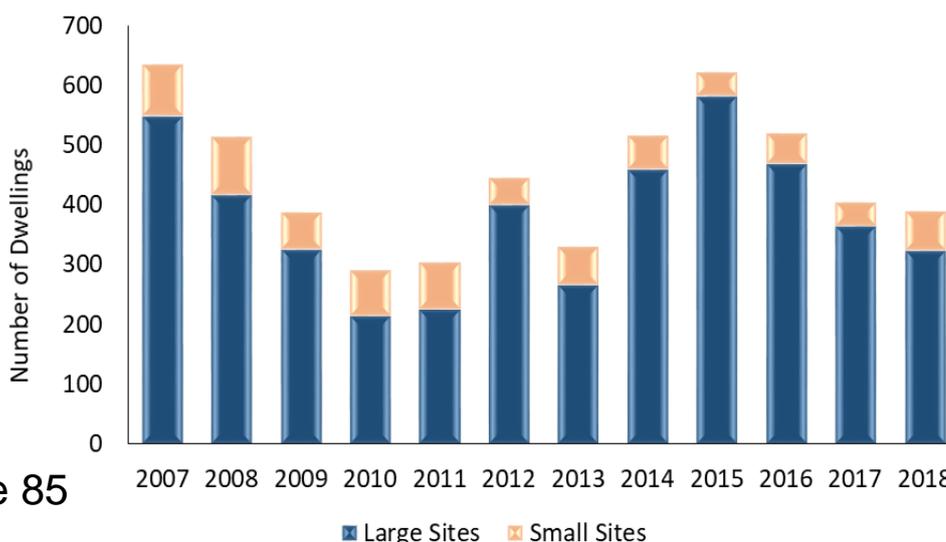
Figure 2: Comparison between Dwelling Completions and Mid-Year Household Estimates



4.2 The current LDP’s high growth strategy is clearly evidenced by the fact that the annual requirement of 646 dwellings has exceeded the annual increase in households by 15% on average (incorporating a 4.8% dwelling conversion factor). However, actual build rates have been broadly in line with the estimated annual household increase, notwithstanding fluctuations across both datasets since 2006. The data identified in the Mid-Year Household Estimates has been incorporated into the three aforementioned POPGROUP based Scenarios (3, 4 and 5) to ensure the most recent demographic information is projected forward as part of the range of alternative scenarios.

4.3 Figure 3 analyses the small and large site completions to a greater extent, including the most recent 2018 based residential completions data. There was undoubtedly a rise in completions following adoption of the current LDP in 2013, although this has gradually levelled off to the 400 unit per annum mark in 2017 and 2018. The five year average of 491 dwellings per annum therefore represents a relatively balanced level of growth over the last decade. Small site completions (sites of less than 10 units) have been generally steady over the period shown, averaging at 51 units per annum over the past five years.

Figure 3: Joint Housing Land Availability Study Completions



5. ALTERNATIVE GROWTH OPTIONS

5.1 Having considered the numerous scenarios and their varying household, dwelling and employment estimations, it is now pertinent to formulate a set of Strategic Growth Options (Low, Mid and High) to help inform the housing requirements of the Replacement LDP. The scenario-derived basis for each of these options will now be duly outlined in turn, as will their appropriateness as growth options to successfully deliver the Key Issues, Drivers, Vision and Objectives of the Replacement LDP.

5.2 Low Growth Option

5.3 Whilst the Net Nil Scenario is effectively the lowest of the ten growth scenarios outlined previously, it only tests the impact of zero net migration. This is not a robust basis to inform potential housing supply considering migration will play a significant role in Bridgend's household and employment growth over the plan period.

5.4 The Low Growth Option will therefore be based on the WG 2014-Based Principal Scenario, which incorporates trends on births, deaths and migration from the five years preceding 2014. The base time period includes a phase of reduced net migration flows into Bridgend County Borough meaning this projection estimates the second lowest level of household growth of the ten aforementioned scenarios. It also estimates a negative to minimal change in the labour force over the plan period due to the low level of net migration coupled with a rapidly ageing population profile that contains a smaller proportion of economically active workers. This is due to the large numbers of people born after the war moving into the 60+ age group over the next several years along with a simultaneous decline in many younger age groups (most significantly the 45-54 age category due to the impacts of lower net migration growth). The Low Growth Option therefore presents limited scope to counter balance this ageing population despite estimating some minor growth in the 40-44 age group category.

5.5 This level of growth would result in a modest 3.3% population increase (+4,743 individuals) or 6.3% increase in households (+3,865) across the County Borough up until 2033, with a resulting dwelling requirement of 271 units per annum. This would necessitate a lower level of house building than witnessed in recent years, with build rates reducing to just over half the number delivered over the past five years on average. Employment is also set to decline by -30 per annum on average based on a fixed unemployment rate assumption, or increase only slightly by +13 per annum based on a reduced unemployment rate assumption. Even the more optimistic unemployment rate scenario would still therefore not support significant employment growth within the replacement Plan. For purposes of comparison, the Employment-Led Scenario estimates very similar levels of dwelling growth and a small decline in workplace-based employment places per annum; suggesting lower population change would be required to support the annual change in employment.

5.6 Underpinning the replacement LDP on the Low Growth Option (with a dwelling requirement of 271 units per annum and employment of +13 per annum) would be likely to result in:

- An increase in the proportion of older and elderly people living in the County Borough, impacting upon the type of housing required (i.e. more ground floor level access properties) and service providers across public and private sectors.
- A smaller growth in school aged children, placing less pressure on the capacity of existing schools, although providing reduced scope to secure additional provision through planning gain.

- A decline in working aged people residing within the County Borough and a minimal growth in the local labour force to support local employment provision.
 - A reduction in the levels of nil grant affordable housing secured through the planning system.
 - Deficiencies in access to good quality open space being exacerbated due to insufficient growth to support additional provision and/or upgrades to existing provision.
- 5.7 A significant proportion of the 4,065 dwellings required under this Growth Option could be accommodated on existing LDP allocations and/or sites that already form part of the five year housing land supply. As such, minimal additional allocations would be required to accommodate this level of growth, thereby reducing pressure on greenfield sites. Protection and enhancement of the County Borough's environmental and heritage assets is undoubtedly a key issue for the replacement LDP, although this equally has to be balanced against the economic and employment growth ambitions of the Plan. The Low Growth Option would therefore not catalyse a level of growth that would support economic development or indeed the wider plethora of issues that the Replacement LDP is seeking to address.
- 5.8 Put succinctly, the projection does not take into account more recent household formation and migration patterns that have been evident since the recession. The residential build rate would therefore be too low to provide sufficient accommodation for newly forming households based on these phenomena. A Plan founded on such negative trends would be likely to lead to a decline in the number of economically active households both remaining within and being attracted to Bridgend County Borough, with notable depopulation amongst the established 35-44 age group. This would simultaneously lead to a proportionate increase in households aged 60+ and therefore a growing number of economically inactive people residing within the County Borough. In the medium term, the area could become increasingly unattractive to new employers and major employers may also be inclined to leave Bridgend over time due to the lack of an active, skilled labour force within the local population base.
- 5.9 Many of the key issues and drivers of the revised Plan seek to secure sustainable economic growth, diversify the employment sector and attract inward investment across the County Borough. Proceeding with the Low Growth Option would render this very difficult to achieve and could affect Bridgend's ability to continue performing a sub-regional employment and service centre role that promotes sustainable forms of travel. This is a crucial point given that the revised Plan also aims to maximise the County Borough's ability to both secure socio-economic benefits from and contribute towards the success of the Cardiff Capital Region City Deal. The level of growth associated with this Option would not provide the level of infrastructure, connectivity improvements and economic opportunities required to achieve this aim.
- 5.10 With supply constrained to this level, house prices are also likely to increase locally due to insufficient supply, thereby worsening affordability issues across the County Borough. The revised Plan seeks to address affordability by delivering affordable housing to meet identified need, extending housing choice in the Valleys areas, and creating places with a balanced mix of housing that promote sustainable, active travel opportunities. All of these issues are difficult to address with such low growth and the scope to secure affordable housing as part of private developments will be severely hampered, thereby limiting the scope to deliver socially balanced, mixed tenure communities.

- 5.11 In summary, therefore, the Low Growth Option is heavily influenced by recession laden trends and it is questionable as to how far this Option could deliver a Vision that seeks to catalyse sustainable economic growth that will connect the County Borough with the wider region. Perhaps most notably, this Option would lead to significant out-migration amongst economically active households and an increasingly ageing population residing locally, which could impair the County Borough's ability to attract and retain employers. Whilst pressure on greenfield sites would be lower, this level of growth would therefore not deliver significant long term economic well-being, new supporting infrastructure and services for the local population to utilise. It would also perform poorly in terms of providing affordable housing and could result in house prices increasing due to lack of supply. For these reasons, this Option is not considered optimal to provide a sufficient level of housing development and employment growth to underpin the replacement Plan. Proceeding on this basis would render it difficult to deliver against the range of issues the Plan is seeking to address.
- 5.12 **Mid Growth Option**
- 5.13 A number of different scenarios provide growth levels that can be used to inform a Mid Growth Option. The WG 2014-Based Ten Year Migration Scenario captures longer term migration trends for 2004/05–2013/14, which somewhat fetters the reduced migration flows in more recent years. This scenario projects a level of growth that is just below the 10 Year and 5 Year Dwelling-Led Scenarios. However, the POPGROUP Short Term Scenario is based on migration over a six-year historical period (2011/12–2016/17); updated to include the latest three years of population statistics. This means there are more recent components of change (i.e. births, deaths, internal and international migration trends) used to calibrate the assumptions. This latter scenario reflects the most recent post-recession trend based data available, would appear deliverable based on recent trends and would also facilitate an element of economic aspiration to inform the housing requirement within the replacement LDP. The Mid Growth Option will therefore be based on the POPGROUP Short Term Scenario.
- 5.14 The Mid Growth Option would result in a population increase of 8.4% or 12,151 people. This would equate to an 11.6% (+7,219) increase in households or 505 dwellings per annum from 2018-2033. As with the other growth options, a significant proportion of people will move into the 60+ age category, signifying an ageing local population. However, much of the **household change** is projected to emulate from the 35-44 age group category with a modest growth in children and teenagers. Other working age groups are nonetheless set to decline, although not to the same extent as with the Low Growth Option. This is primarily because this Option incorporates more recent mid-year population estimates (2014/15–2016/17) that have recorded higher net in-migration to Bridgend.
- 5.15 This is linked to the housing completions over a similar period, which have been higher in the past five years (491 dwellings per annum on average) compared to the preceding five years (353 dwellings per annum on average). The more favourable economic climate since 2014 is significant reason for this change, with an up-turn in house building and mortgage availability. Whilst past build rates are not robust enough in isolation to underpin a revised housing requirement, the more positive trends in recent years do align with the overall direction of the revised Plan, which aims to continue the transformation of Bridgend by catalysing sustainable economic growth.

- 5.16 Correspondingly, the post-recession trends that form the foundation for this Option would support a much more notable level of employment growth (+219 per annum based on the fixed rate of unemployment) than estimated under the Low Growth Option. This is primarily driven by the increase in those working age households around the 35-44 age group, notwithstanding the ageing population structure more broadly. Future unemployment rates are difficult to predict at this stage and changes to unemployment rates over the next fifteen years would influence the level of employment growth that could be supported. However, in order to remain optimistic in the context of a revised Plan that seeks to facilitate the delivery of high quality workspaces and job opportunities, the reduced unemployment assumption will be utilised to show the level of employment that could be supported by the population forecast. This estimates +266 growth in jobs per annum. Relatively speaking, the Dwelling-Led (5 Year Average) Scenario estimates a very similar level of employment growth, reaffirming that this level of growth appears pragmatic based on recent delivery in Bridgend County Borough.
- 5.17 For purposes of comparison, the Economic Evidence Base Study (EEBS) has analysed the Experian economic forecast of job growth by sector across the County Borough, estimating that there will be 2,400 more jobs in 2033 compared to 2018 (i.e. 160 per annum). The difference between this employment growth forecast and the aforementioned Employment-Led Scenario is that employment growth by sectors is usually measured as 'Full Time Equivalent' posts, whereas demographic projections are based on a 'people' measure of employment (i.e. workplace-based employment). As acknowledged in the EEBS, the headline forecast of total job growth hides growing and declining sectors. Some of the largest growing sectors are not those that conventionally occupy 'employment space', such as health, residential social care and education. However, there is some growth in the B class uses, such as office sectors, some construction and warehousing / wholesale, which normally require employment land, albeit offset by a decline in traditional manufacturing. When considering sector change, the size of stock and land requirements, the EEBS suggests there is effectively zero change in floor space required over the plan period, as 'gains in office jobs are offset by losses in industrial sectors'. However, 2ha of new land has been delivered in recent years with no increase in floor space stock, which suggests 2ha of land is needed per annum over the plan period to allow for any unexpected losses from the stock. This conclusion is further reinforced by the findings of a 'past-take up approach'.
- 5.18 However, the Experian forecast is effectively driven by the Low Growth Option (i.e. the Welsh Government Principal Projection). There is a distinct acknowledgement in the EEBS that the Mid Growth Option could result in a boost in labour supply over and above this forecast, although the associated additional number of new jobs is deemed to be an upper estimate. As the baseline forecast shows, net additional job growth is primarily expected to be outside of the B Class sectors. However, planning on the basis of zero additional B Class growth would introduce a risk that too little land is provided, which could act as a constraint to growth. This would certainly not accord with the Strategic Objectives of the revised Plan, in particular Strategic Objective 3, which aims to 'create Productive and Enterprising Places' across the County Borough.
- 5.19 Therefore, the EEBS also presents a converse assumption that all the additional jobs estimated under the Mid Growth Option would require B Class land and floor space on the basis that the boosted, skilled labour force would encourage firms to locate or expand in Bridgend. This is admittedly considered a highly optimistic assumption as only half of new jobs are typically B class jobs. However, this assumption would ensure that sufficient employment land is allocated in the event that this prospect

occurred. Hence, the EEBS suggests it would be sensible for up to 4 ha of employment land to be provided for per annum; 2 ha to manage 'baseline growth' and an additional 2 ha to manage the potential labour supply and job demand flowing from the Mid Growth Option. An additional margin is not deemed necessary as this assumption is deemed likely to be an overestimate.

5.20 Basing the LDP on this Mid Growth Option would require residential build rates to continue on a relatively similar scale to those achieved in recent years, with a 3% annual average increase. This would produce an annual requirement of 505 dwellings with employment growth of +266 per annum. The Mid Growth Option is likely to produce:

- Growth in school aged children, placing some pressure on existing schools. However, this level of residential delivery would provide scope to secure additional provision through planning gain to fund extensions and/or new schools.
- An increase in the proportion of older and elderly people living in the County Borough; impacting upon the type of housing required (i.e. more ground floor level access properties) and service providers across public and private sectors.
- Growth in established households around the 35-44 age group, which will primarily fuel employment growth, notwithstanding a proportion of other working aged people leaving the County Borough.
- Opportunities to secure significant affordable housing through the planning system.
- Opportunities to secure and/or enhance public open space and recreation provision through planning gain.

5.21 In comparison to the previous option, the Mid Growth Option would undoubtedly place some pressure on greenfield sites. This is especially given that the majority of existing, viable, brownfield regeneration sites have recently been delivered under the current LDP or are committed and expected to come forward within the next few years. However, after all remaining viable opportunities on previously developed land and/or underutilised sites are exhausted, this level of growth could still be accommodated in a sustainable manner through complementary allocations on the edge of existing settlements. This approach would not be to the detriment of the strategic objectives that seek to protect and enhance the distinctive and natural places across the County Borough, rather conducive to delivery of the full plethora of issues that the replacement plan is seeking to address.

5.22 Fundamentally, the Mid Growth Option would incite sustainable levels of development that would meet the needs of newly forming households and lead to more established households both moving into and remaining within the County Borough. The more recent trend based levels of growth would also result in less outward migration across other economically active age groups. These phenomena would counter-balance the naturally ageing population in Bridgend and provide more scope to incite job creation. Put succinctly, areas with housing growth will attract skilled workforces within their growing populations and thereby act as alluring bases for new employers to consider moving into or expanding within.

5.23 The Mid Growth Option would enable sustainable economic growth in the County Borough in accordance with many of proposed strategic policies. It would notably help to achieve a better balance between the location of jobs and housing, facilitate delivery of job opportunities and provide a realistic level and variety of employment land. Indeed, the findings of the EEBS suggests that the replacement LDP will

require less employment land than the current LDP to achieve these objectives (i.e. 4 ha per annum) as there was significant over-allocation of employment land previously. However, this forecasted level of provision is considered more than sufficient to help maintain an accessible, long term supply of local employment land, which is key to creating productive and enterprising places, whilst also helping deliver the ambitions of the Cardiff Capital Region City Deal.

- 5.24 In addition, this level of growth would capitalise upon existing service and employment facilities, thus inducing a local multiplier effect to increase revenue for and therefore vitality of local business and services. Simultaneously, residents would be able to benefit from sustainable access to service centres and public transport links; helping minimise additional traffic congestion by improving active travel infrastructure and reducing car dependencies. Development of this scale and nature would contribute towards several strategic aims of the revised Plan that seek to support the viability of town and district centres, build a more self-reliant economy and deliver accessible well-connected neighbourhoods.
- 5.25 This level of growth would also provide significant opportunities to secure affordable housing as part of private residential schemes, which will deliver the right level and type of residential development; ensuring that a significant proportion is affordable and accessible to all to meet the identified needs of the County Borough.
- 5.26 Overall, the Mid Growth Option is based on post-recession demographic trends (from 2011/12 to 2016/17), that have recorded higher net in-migration to Bridgend over this period, linked to the build rate. Progressing along this trajectory would induce similar levels of residential development to those witnessed in recent years and see more established working aged households both remaining in and being attracted to the County Borough. It therefore follows that the size of the available labour force is likely to be higher than estimated under the Low Growth Option, which would in turn encourage firms to locate or expand in Bridgend County Borough. Whilst this Option would place an element of pressure on some greenfield sites, growth would be accommodated in a sustainable manner at the edge of existing settlements. This would provide significant scope to deliver necessary infrastructure, secure affordable housing and complement existing centres by linking new homes to jobs and services via sustainable multi-modal forms of transport. This Growth Option would deliver against the full range of issues the replacement Plan is seeking to address and enable realisation of all four Strategic Objectives.
- 5.27 **High Growth Option**
- 5.28 The POPGROUP Pre-Recession Scenario projects the highest level of growth across the ten scenarios, primarily because its migration assumptions are based on a period of significant economic growth from the seven years (2001/02–2007/08) prior to the recession. This represents a level of growth that just exceeds the existing Dwelling-Led LDP Scenario, which was grounded in similarly favourable socio-economic trends to deliver high regeneration-led growth aspirations. The Pre-Recession Scenario will therefore form the basis for the High Growth Option, which indicates the level of growth conceivable with significant, sustained economic growth and particularly favourable market conditions.

- 5.29 This High Growth Option would result in a significant (12.8%) increase in the County Borough's population, with population growth of 18,683 over the life of the revised plan. This would produce a 15.6% increase in households (+9,725), translating into an annual dwelling requirement of 681 from 2018-2033. For context, proceeding with this High Growth Option would require a 39% increase in house building based on the last 5 year average, or a 61% increase in house building based on the last 10 year average. The change in households is primarily driven by growth in the 35-44 age category and it is also worth noting that other working age groups exhibit far more negligible declines than in other scenarios. However, as with the Low and Mid Growth options, a growing proportion of the population is set to move into the 60+ age category.
- 5.30 This level of population change and the younger age profile estimated under this scenario assumes that the pre-recession period of high net migration into Bridgend will re-occur over the life of the replacement Plan. In turn, this level of growth could support an annual employment change of +475 per annum based on the fixed unemployment rate assumption or +524 based on the reduced unemployment assumption. Again, to remain consistent and optimistic regarding levels of unemployment over the life of the plan, the latter assumption will be used to inform this Option.
- 5.31 The High Growth Option (projecting growth of 681 dwellings and +524 employment growth per annum) would likely result in:
- Significant growth in school aged children, placing more pressure on existing schools. However, this level of residential delivery would provide a more substantial opportunity to secure additional provision through planning gain to fund extensions and/or new schools.
 - The most significant increase in the proportion of older and elderly people living in the County Borough (compared to the other two Options); impacting upon the type of housing required (i.e. more ground floor level access properties) and service providers across public and private sectors.
 - A more stable number of working aged people residing within the County Borough, with a notable increase in established households around the 35-44 age group, justifying relatively large growth in employment provision.
 - Opportunities to secure more significant affordable housing through the planning system than has been achieved in recent years.
 - Increased opportunities to secure and/or enhance public open space and recreation provision.
- 5.32 This Option is estimated to support nearly double the number of jobs compared to the Mid Growth Option, owing to a more youthful and economically active projected population. This is based on an assumption that the high period of net migration during the lead up to the recession will be repeated and sustained over the life of the revised Plan, which will, in turn, attract a much larger labour force into the County Borough. The EEBS concluded that the number of jobs supported under the Mid Growth Option is likely to be an upper estimate of what can be delivered and that any further uplifts in growth are unlikely to be realised. This is because the labour supply within the regional population is relatively fixed over the life of the Plan and it is questionable as to whether the high levels of international migration exhibited prior to the recession will be replicated over the duration of the next 15 years. The EEBS also warns against the cumulative effects of several Councils within the region planning for more homes than demographic trends suggest are required. It states that household sizes would need to fall further (notwithstanding the already

increasing prevalence of smaller households) and that formation rates would need to increase in order to support delivery of such a high number of additional homes.

- 5.33 This level of growth would conceivably support a far more considerable number of jobs than the Mid Growth Option based on the projected population change. However, there is an element of uncertainty as to whether planning for this level of growth would help achieve an equilibrium between the number of economically active people moving into the County Borough and the number of employers relocating and/or expanding within the same vicinity. As the EEBS states, Bridgend is currently rather self-contained in this respect, with no significant commuting imbalance. The Mid Growth Option would help to grow the County Borough in a similarly sustainable manner, with balanced numbers of homes and jobs. However, planning for much larger scale growth could undoubtedly alter this balance, leading to a notable increase in out-commuting for work purposes and additional traffic congestion along the major highway network. This is because employment land take-up has been around 2 ha per annum in recent years and the EEBS recommends planning for no more than 4ha of new land per annum over the life of the revised Plan. It is therefore highly unlikely that employment land take-up will exceed this level, meaning the High Growth Option would considerably increase the chance of new households living in the County Borough and working elsewhere. This would certainly contravene some of the key issues the revised plan is seeking to address, such as promoting sustainable forms of transport and reducing the need for people to travel long distances to work.
- 5.34 Moreover, this level of growth does not align as closely with the Strategic Objectives of the replacement LDP. There is specific emphasis on providing a **realistic** level and variety of employment land to facilitate delivery of high quality workspaces and job opportunities. The High Growth Option would necessitate planning for a much higher level of employment than what the EEBS deems practical. Equally, the replacement LDP seeks to achieve a better balance between the location of jobs and housing and there is a risk that planning for too high a level of growth would undermine this objective.
- 5.35 Another key point to note is that residential build levels of this scale have not been achieved in the County Borough and it is highly doubtful that there will be a sudden and sustained upturn in build rates in the region of 39% to 61% (based on the last 5 to 10 year average, respectively). Planning for a level of housing provision that is significantly in excess of the need for the County Borough could result in unnecessary environmental and landscape impacts, especially considering that many of the existing brownfield land opportunities have already been developed or are committed under the current LDP. Therefore, approximately 7,000 dwellings would need to be allocated on new greenfield sites to deliver this Option. This level of growth may prove undeliverable if demand is not forthcoming, which is pertinent considering the High Growth Option is reliant on in-migration returning to the unprecedented levels witnessed prior to 2008/09.
- 5.36 There can be no dispute that the High Growth Option would help address the affordability issues of the County Borough as it would provide the most significant scope to deliver additional affordable units per annum. However, this is not considered an over-riding factor as the housing need identified in the LHMA could be met through the Mid Growth Strategy in combination with Social Housing Grant delivered schemes over the life of the Plan.
- 5.37 The Vision of the replacement Plan seeks to deliver sustainable levels of growth to the established towns in a manner that supports existing local services and facilities,

whilst also protecting and enhancing the County Borough's environmental and heritage assets. It also aims to channel regeneration led Growth towards Porthcawl and the valley settlements; most notably Maesteg and the Llynfi Valley. The risk with the High Growth Option is that it may place too much emphasis on outright economic growth and could lead to delivery of excessive greenfield sites at the expense of more sustainable urban extensions and regeneration schemes. This may render it difficult to balance the four strategic objectives and achieve an equilibrium between economic growth and sustainable development. The Mid Growth Option would conversely facilitate more sustainable levels of growth to enable these objectives to occur without being reliant on a significantly high and unprecedented level of net migration.

6. CONCLUSION

- 6.1 This paper has outlined a range of evidence to inform the basis for Bridgend's housing and economic growth from 2018-2033. The core Welsh Government Population and Household Projection Variants have been analysed alongside a range of alternative trend based projections. The latter incorporate more recent data from Mid-Year Estimates and a broad range of historical demographic scenarios with varying migration assumptions. These scenarios have been benchmarked against recent dwelling completions to help add context in terms of past build rates. As suggested in the draft Development Plans Manual, this evidence base has been translated into a Low, Mid and High Growth Option to inform the Replacement LDP.
- 6.2 The Low Growth Option requires significantly less housing than the Mid Growth Option (just over half the requirement) as it is based on a period of reduced net migration flows to the area from 2009/10 to 2011/12. It therefore estimates a low build rate of 271 dpa, which may well assist with easing pressure on service provision, infrastructure and greenfield sites, although would not catalyse a level of growth that would support economic development or indeed the wider plethora of issues that the Replacement LDP is seeking to address. The residential build rate would ultimately be too low to provide sufficient accommodation for newly forming households, leading to out migration of economically active households and an increasing ageing population profile. This Option would therefore support minimal employment growth per annum (+13), hampering development of a skilled, local labour force, which could significantly impact upon the County Borough's attractiveness to employers. In time, this could hinder Bridgend's ability to continue performing a sub-regional employment and service centre role that will benefit from and contribute towards the success of the Cardiff Capital Region City Deal. As such, this Option is not considered optimal to provide a sufficient level of housing development and employment growth to underpin the replacement Plan.
- 6.3 The Mid Growth Option would see a population increase of 8.4% to 155,013 by 2033, with a dwelling requirement of 7,575 (505 dpa) and employment growth of 3,990 (266 pa) over the plan period. This appears to be a level of growth that is realistic based on the past five year average build rate whilst also being robustly grounded in post-recession demographic and migration trends (from 2011/12 to 2016/17). Whilst there is not an abundance of viable, previously developed sites and/or underutilised sites remaining in Bridgend, this level of growth could still be accommodated in a sustainable manner through complementary allocations on the edge of existing settlements. Delivering this level of growth would meet the needs of newly forming households, enabling the attraction and retention of an economically active labour force to counter-balance the naturally ageing population in Bridgend. This growing pool of skilled labour would subsequently render Bridgend County Borough an attractive prospect for employers to move into or expand within. The Mid Growth

Option would therefore help to achieve a better balance between the location of jobs and housing, facilitate delivery of varied job opportunities and provide a level of employment land deemed realistic by the EEBS. This will prove key to creating productive and enterprising places, whilst also helping deliver the ambitions of the Cardiff Capital Region City Deal. In addition, this Growth Option would provide significant scope to deliver necessary infrastructure, secure affordable housing and complement existing centres by linking new homes to jobs and services via sustainable multi-modal forms of transport.

- 6.4 The High Growth Option would result in delivery of 681 dpa, based trends that incorporate pre-recession migration levels. This Option is estimated to support nearly double the number of jobs (+524 pa) compared to the Mid Growth Option, owing to a more youthful and economically active projected population. However, it is questionable whether planning for this level of growth would help achieve an equilibrium between the number of economically active people moving into the County Borough and the number of employers relocating and/or expanding within the same vicinity. The EEBS concluded that the number of jobs supported under the Mid Growth Option is likely to be an upper estimate of what can be delivered in Bridgend County Borough and additional over-supply of dwellings could lead to a proliferation in unsustainable commuting patterns. Residential build levels of this scale have also not been achieved in the County Borough and it is highly doubtful that there will be a sudden and sustained upturn in build rates to this extent. The High Growth Option is reliant on in-migration returning to the unprecedented levels witnessed prior to 2008/09, which is unlikely, and it also places too much emphasis on outright economic growth. Proceeding on this basis could lead to delivery of excessive greenfield sites at the expense of more sustainable urban extensions and regeneration schemes, thereby rendering it difficult to achieve an equilibrium between economic growth and sustainable development.
- 6.5 Overall, the Mid Growth Option therefore appears to be the most appropriate to achieve a balanced and sustainable level of economic growth that will facilitate the continued transformation of the County Borough into a network of safe, healthy and inclusive communities that connect more widely with the region. Progressing along this trajectory would induce similar levels of residential development to those witnessed in recent years, see more established working aged households remaining in the County Borough to support realistic levels of employment growth and provide significant scope to secure complementary infrastructure. This Growth Option would deliver against the full range of issues the replacement Plan is seeking to address and enable realisation of all four Strategic Objectives.

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Bridgend

Demographic Analysis & Forecasts

January 2019

DRAFT

edge analytics

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Demographic statistics used in this report have been derived from data from the Office for National Statistics licensed under the Open Government Licence v.3.0.

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The authors of this report do not accept liability for any costs or consequential loss involved following the use of the data and analysis referred to here; this is entirely the responsibility of the users of the information presented in this report.

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1 Introduction

Requirements

- 1.1 In 2013, Bridgend County Borough Council (CBC) adopted its Local Development Plan (LDP), identifying a housing growth target of 9,690 for the 2006–2021 plan period, an average of +646 dwellings per annum (dpa). This housing growth target was underpinned by Cambridge Econometrics (CE) projections for Bridgend and Wales, using 2008-based fertility and mortality assumptions from the Office for National Statistics (ONS) in combination with assumptions on migration linked to economic growth forecasts.
- 1.2 Bridgend CBC is seeking to formulate a new LDP, providing an outlook on population, housing and employment in the Bridgend Unitary Authority (Bridgend) for the 2018–2033 plan period. The Council has commissioned Edge Analytics to provide a range of population, housing and employment growth evidence to inform this emerging LDP.

Approach

- 1.3 The analysis presented in this report considers the impact of demographic, housing and employment change in Bridgend, conforming to the new guidance provided by WG's Draft Development Plan Manual¹. The economic analysis presented in this report will be subject to update to reflect analysis currently being undertaken by Peter Brett Associates (PBA).
- 1.4 To inform the analysis and forecasting presented in this report, the latest available evidence from a range of sources, including:
- Mid-year population estimates and components of change to 2017 from the ONS
 - Historical housing completions
 - Welsh Government (WG) 2014-based population and household projections
 - Vacancy rate statistics from the 2001 and 2011 Censuses
 - Travel to work statistics from the 2011 Census
 - Unemployment rate statistics to 2017
 - Labour market participation forecasts from the Office for Budget Responsibility (OBR)
 - Experian September 2018 economic forecasts
- 1.5 Edge Analytics has used its POPGROUP technology to develop a range of demographic, housing and employment growth scenarios for Bridgend. Under each of the scenarios, historical statistics for the

¹ Welsh Government (November 2018). Development Plans Manual Edition 3. Draft Manual (Informal Consultation)

2001–2017 time-period have been included, with results presented for Bridgend’s 2018–2033 plan period.

- 1.6 In this draft report, the scenario analysis is prefaced with a demographic profile of Bridgend, illustrating its geographic context, components of population change (births, deaths, and migration) and its historical patterns of international and domestic migration (**Section 2**).
- 1.7 The starting point of the scenario analysis is the WG 2014-based population and household projections for Bridgend (**Section 3**). Alternative trend scenarios using variant migration assumptions are developed and compared to the WG 2014-based benchmark scenario (**Section 4**). Sensitivity analysis on household formation under the demographic scenarios is also considered, using assumptions from the WG 2008-based household projection model.
- 1.8 **Section 5** presents employment-led scenarios, estimating population and housing growth linked to future employment growth under the Experian (September 2018) forecast for Bridgend. Key assumptions on economic activity rates, unemployment and commuting link economic and demographic change.
- 1.9 **Section 6** summarises the evidence, providing Bridgend CBC with a suite of population, housing and economic growth outcomes to consider in the formulation of its new LDP.

2 Bridgend Profile

Geography

2.1 With a population of 144,288 in 2017, Bridgend is home to approximately 5% of the Welsh total, making it the eighth largest of the 22 Unitary Authorities (UA). Bridgend borders Neath Port Talbot to the North-West, Rhondda Cynon Taff to the North-East and Vale of Glamorgan to the South-East (Figure 1). The M4 runs through Bridgend, connecting the UA to Cardiff and Newport to the east and Swansea to the west. The Bridgend UA has four large settlements (Bridgend, Porthcawl, Pyle and Maesteg) with the central and north-eastern areas having relatively low population density, in comparison.

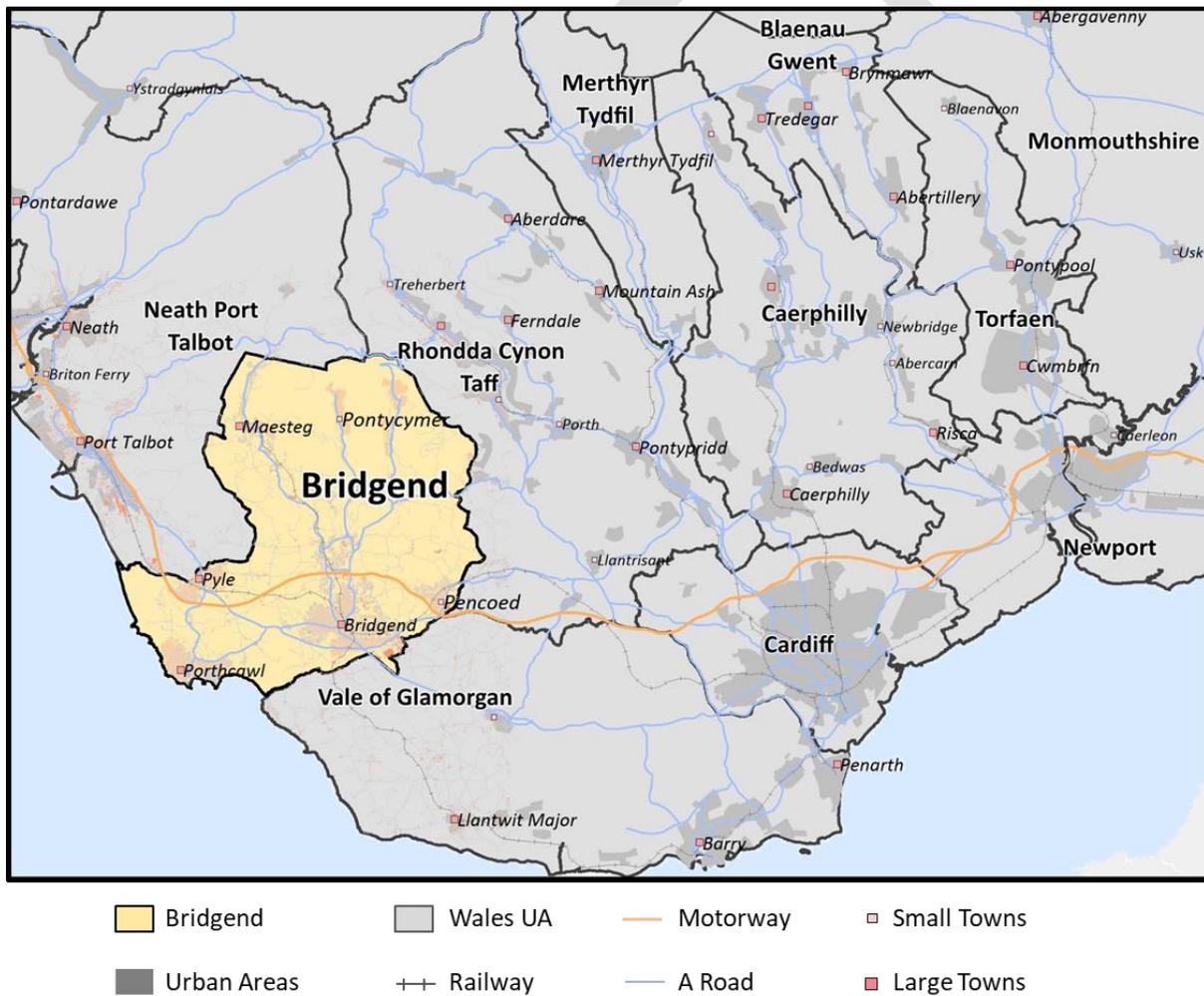


Figure 1: Bridgend geographical context

Population Growth Profile

2.2 Since 2001, Bridgend’s population has increased by approximately +15,500 people, a 12.1% increase in sixteen years. Higher annual population growth (averaging +0.9% per annum) was recorded pre-2008, with a +0.6% per annum average thereafter.

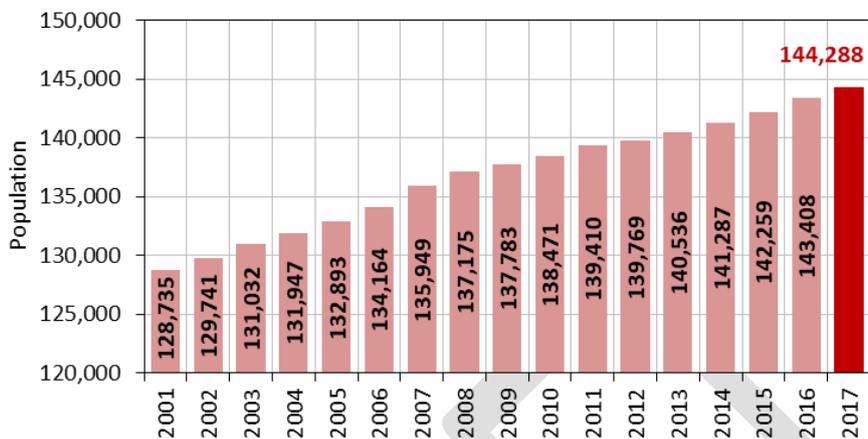


Figure 2: Bridgend Population 2001–2017 (Source: ONS)

2.3 Only Cardiff has experienced a higher population growth rate than Bridgend since 2001, with an estimated 17% increase (+52,668) over the 16-year period. Bridgend’s 12.1% growth compares to the national average of 7.4%. The neighbouring UAs of The Vale of Glamorgan (9.6%), Neath Port Talbot (5.7%) and Rhondda Cynon Taff (3.1%) have all achieved lower growth rates than Bridgend.

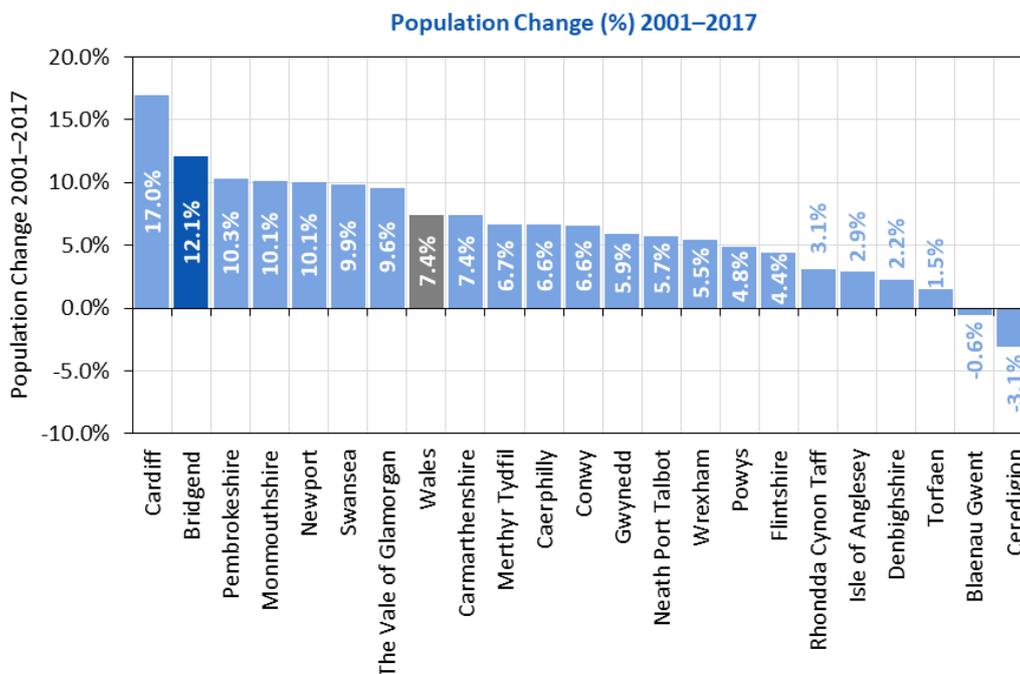


Figure 3: Population change in Wales 2001–2017 (Source: ONS)

- 2.4 Between the 2001 and 2011 Censuses, population was estimated through the application of births, death, internal and international migration flows to the previous year's population estimate. Following the 2011 Census, the 2002–2010 MYEs were 'rebased' for alignment with the 2011 MYE and to ensure the correct transition of the age profile over the 2001–2011 decade. The rebasing of the MYEs involved the recalibration of the components of change, with differences between the 2011 MYE and 2011 Census-based MYE referred to as 'unattributable population change' (UPC). The UPC adjustment for Bridgend over the 2001–2011 period was +3,363 (+363 per year).
- 2.5 The ONS has not attributed UPC to any one component of change, however given the robustness of recording births and deaths; it is likely associated with migration, particularly international migration estimation.
- 2.6 A net inflow from internal (domestic) migration has been the dominant driver of population change since 2001/02 (Figure 4). Notably lower net migration flows were recorded 2009–2010 and 2011/12, recovering thereafter. Since 2001/02, net internal migration has averaged +585 per annum. Including UPC in net international migration increases its estimated average annual net inflow from +83 pa to +293 pa (2001/02–2016/17).

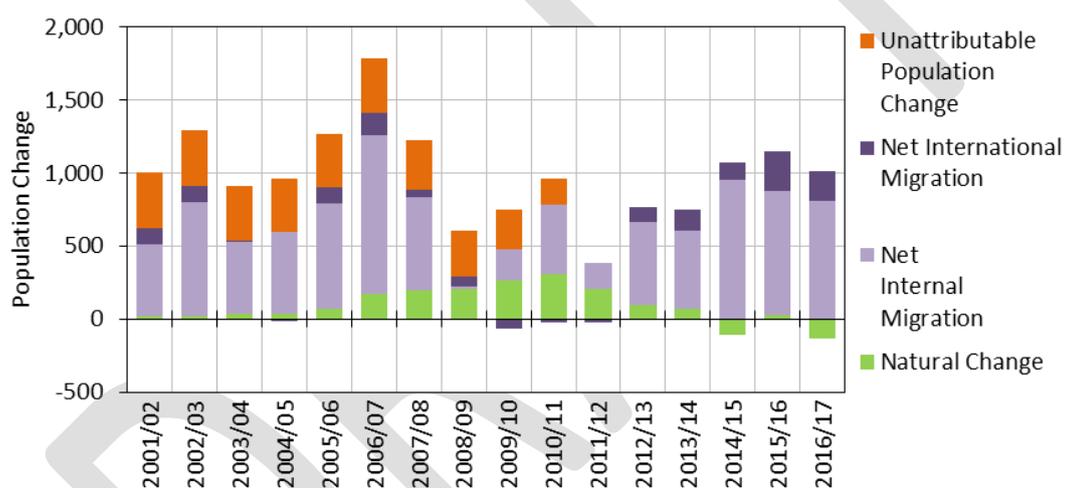


Figure 4: Bridgend components of population change 2001/02–2016/17
(Source: ONS)

- 2.7 Natural change (i.e. the balance between births and deaths) has typically had a small but predominantly positive impact on population change (Figure 4), but this has changed in recent years with a decline in birth numbers and a rise in the number of deaths. Over the 2006/07–2011/12 period a notable rise in births, operating with lower recorded deaths, resulted in natural change having a more positive impact on population growth (averaging +227 pa). Since 2010/11, birth numbers have declined steadily whilst the number of deaths has increased. A net loss of population from natural change has been the result.

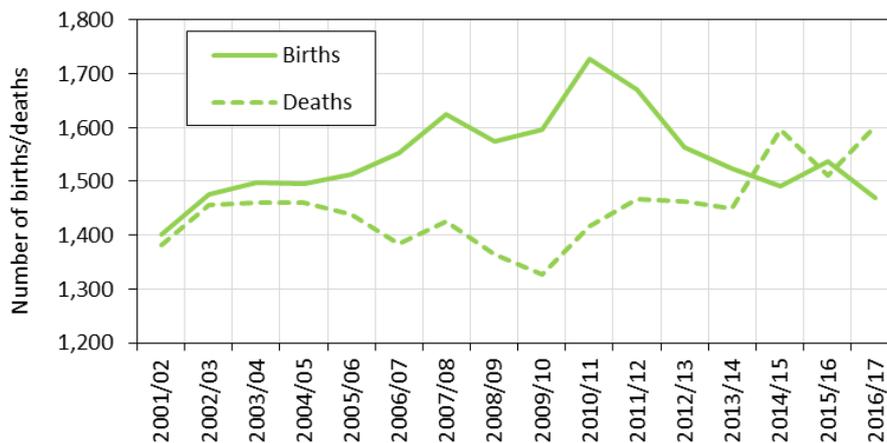


Figure 5: Bridgend births and deaths 2001/02–2016/17 (Source: ONS)

Internal Migration

2.8 Internal migration statistics record the inflow and outflow of population to and from Bridgend, from and to elsewhere in the UK. Net internal migration has had a positive impact on population change since 2001 (Figure 6).

2.9 Between 2001/02 and 2007/08 inflows to Bridgend from the rest of the UK were notably higher than outflows, resulting in a large annual net inflow (averaging +682 pa). A sharp fall in inflows in 2008/09 resulted in a notably small net inflow, recovering thereafter. Since 2014/15, a rise in outflows has been recorded, tracking the steady rise in inflows but maintaining a higher net inflow.

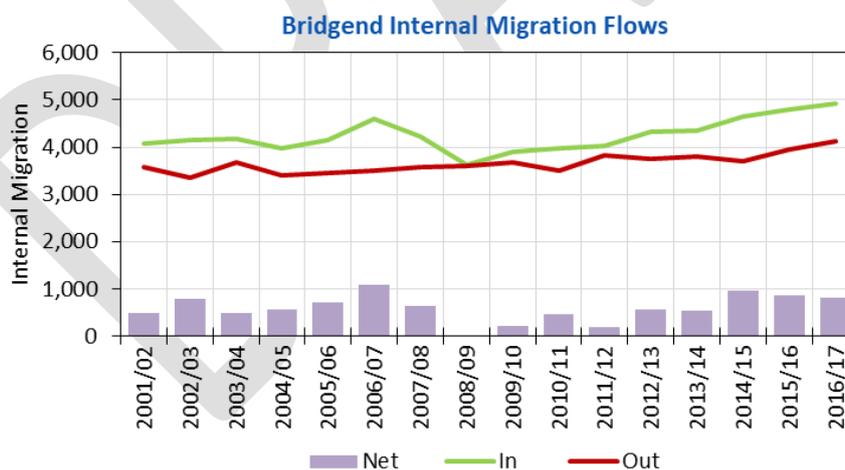


Figure 6: Bridgend internal migration flows 2001/02–2016/17 (Source: ONS)

2.10 In terms of migration linkages between Bridgend and surrounding areas, the largest positive net migration exchanges since 2001 (i.e. higher inflow than outflow) have been with Rhondda Cynon Taff (+176 pa), Cardiff (+105 pa) and The Vale of Glamorgan (+100 pa). For the net outflow exchange, the dominant net outflow has been to neighbouring Neath Port Talbot (-32 pa) and Swansea (-14 pa).

2.11 The full profile of historical in-, out- and net migration flows between Bridgend and its surrounding Unitary Authorities are summarised in Figure 7. Rhondda Cynon Taff, Cardiff and The Vale of Glamorgan have been net exporters of population to Bridgend since 2001/02, with inflows from the UAs remaining higher than outflows in all years, notwithstanding 2011/12 for Cardiff.

2.12 Smaller migration flows have been recorded between Bridgend and UAs Neath Port Talbot, Swansea and Carmarthenshire. Since 2004/05, inflows and outflows have tracked each other, resulting in a small net migration exchange.

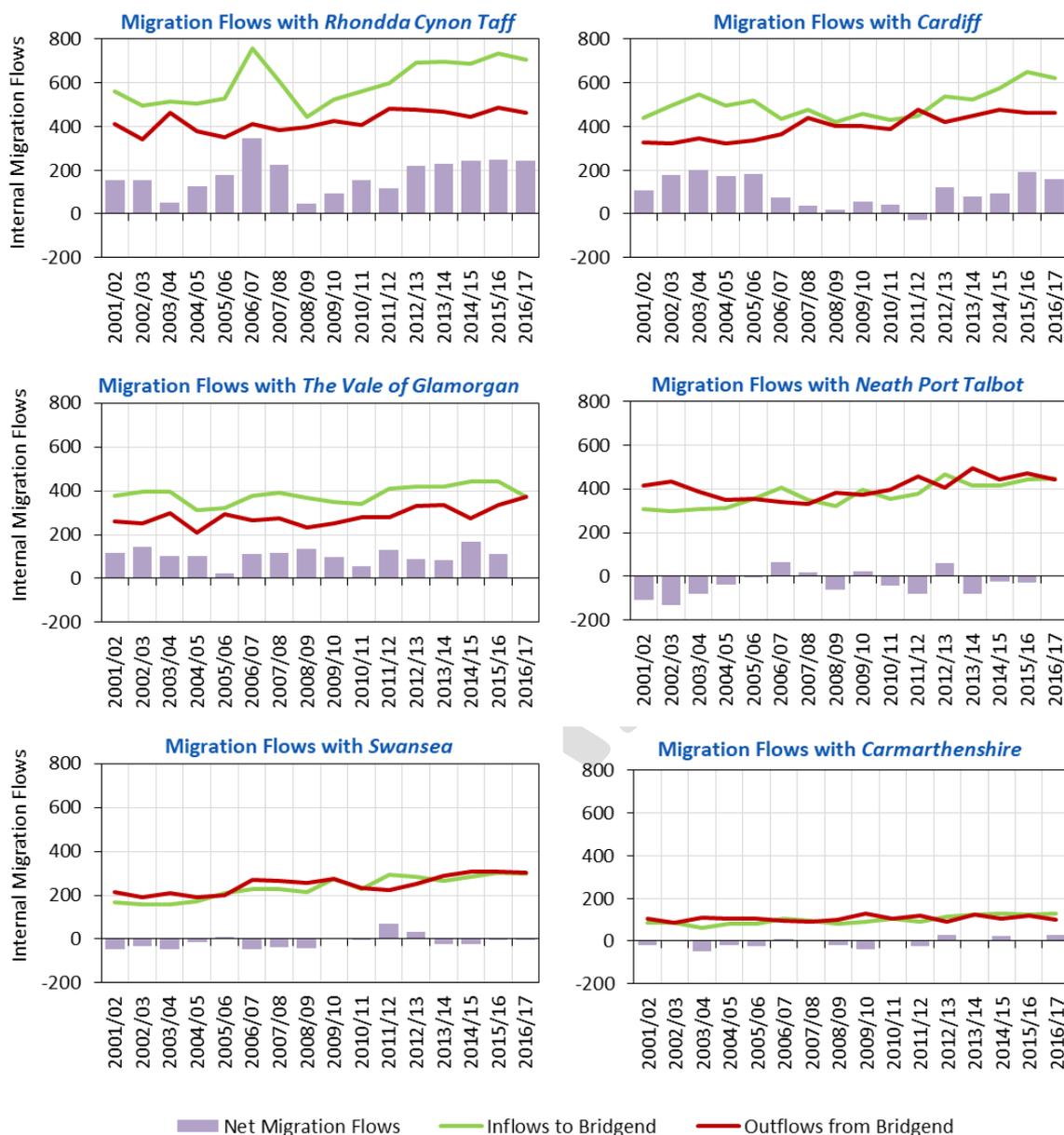


Figure 7: Historical migration flows between Bridgend and unitary authorities (2001/02–2016/17)
Source: ONS

2.13 The age profile of migration reveals that Bridgend has experienced a net inflow in all age groups, with the exception of the 15–19 age group (Figure 8). The large net outflow at age 15–19 is

associated with the student population migrating out of Bridgend for higher education, with a smaller return flow recorded in the 20–24 age groups.

2.14 The net inflow of the 30–44 young family age groups is mirrored in the 0–14 age groups, as family populations have moved to Bridgend. A net inflow has been recorded in each of the older age groups (65+), contributing to an ageing population profile.

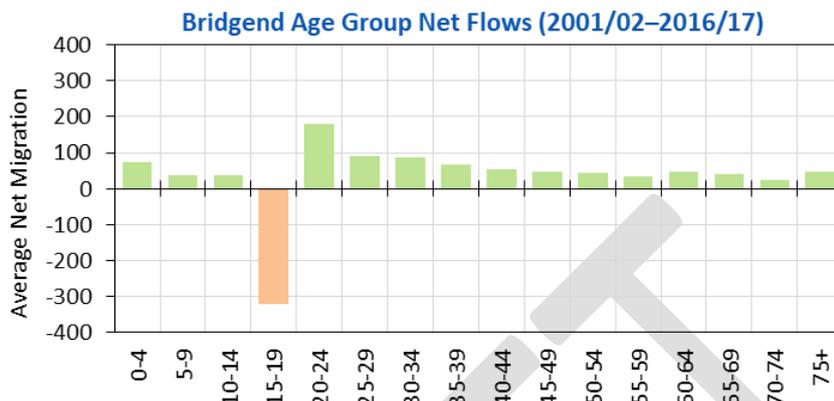


Figure 8: Average annual net migration by age group (2001/02–2016/17)
Source: ONS

International Migration

2.15 NINo statistics provide an alternative but complementary view of immigration linked to migrant worker populations (Figure 9). NINo registrations peaked in 2007 (486), driven by a significant increase in in-migration from Poland. Following the 2007 peak, NINo registrations fell to 175 in 2009, spiking again in 2010 and 2016 (268 and 303 respectively), with the latter driven by an influx of Romanian workers. In 2017, fewer registrations were recorded, driven by a fall in Romanian worker registrations. A similar trend occurred at national level, with a fall in Polish, Romanian and Spanish workers resulting in lower 2017 NINo registrations.

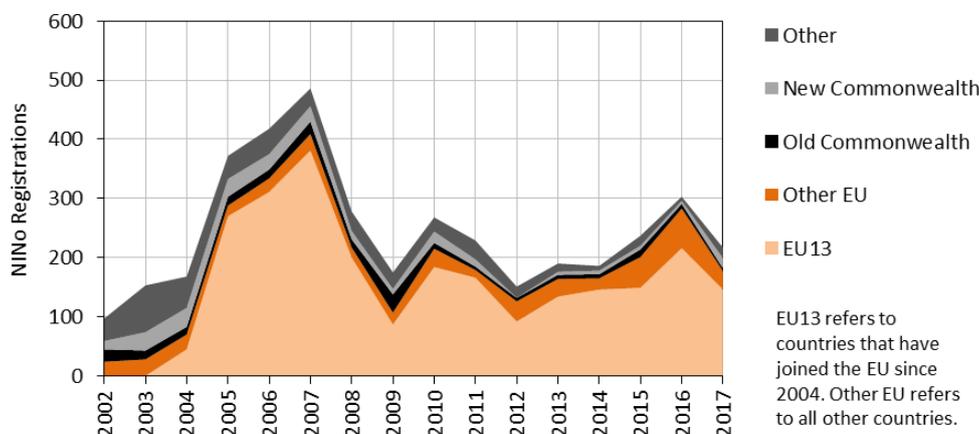


Figure 9: Bridgend NINo registrations by country of origin 2002–2017 (Source: DWP)

Housing Completions

2.16 A comparison of Bridgend’s estimated population growth with the history of annual housing completions reveals some consistency (Figure 10).

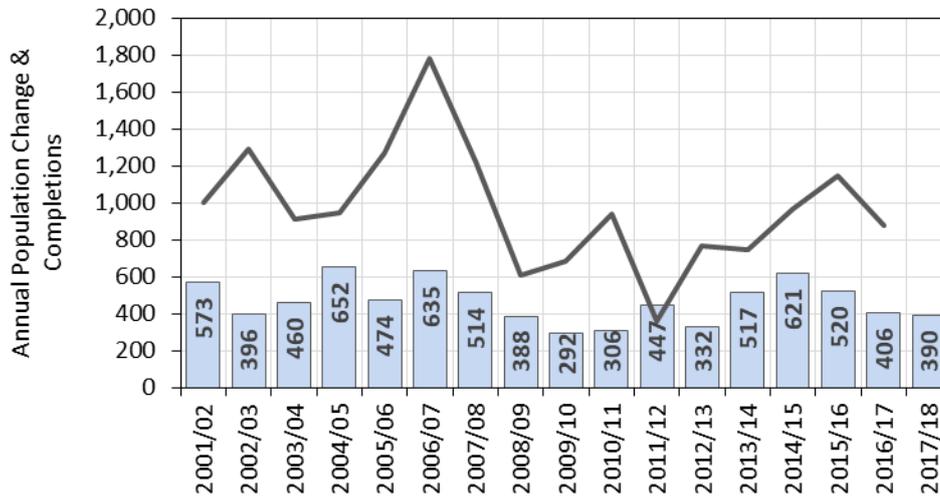


Figure 10: Bridgend housing completions and population change (2001/02–2017/18)

2.17 Higher housing growth to 2007/08 corresponds with higher population growth, reducing during the 2008/09–2011/12 period. In the last five years (2013/14–2017/18), housing completions have averaged +491 per annum, with population growth following higher housing growth in 2013/14–2015/16.

Population Age Profile

2.18 In considering future housing and labour force, the changing age structure of Bridgend’s population is a key factor. Figure 11 presents Bridgend’s population age profile in 2001 and 2017. Compared to 2001, a greater proportion of the population now resides within the 50+ age groups, as the large birth cohorts of the 1950s and 60s have aged.

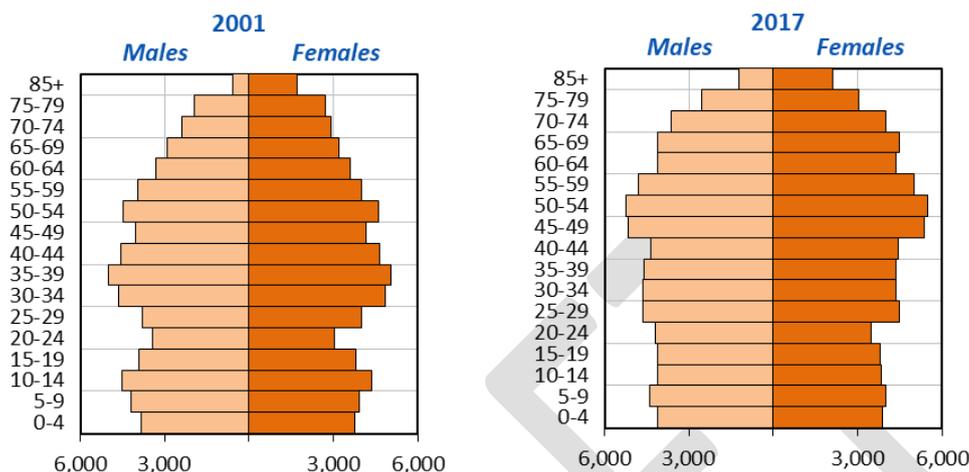


Figure 11: Bridgend population age structure comparison: 2001 and 2017

2.19 It is the 65+ and 80+ age groups that have seen the largest growth rate since 2001 (+36% and +34% respectively), with accelerated growth in the 65+ age group since 2008 (Figure 12). The 16–64 population increased to 2008, remaining relatively stable thereafter, with a population growth of 10% over the 2001–2017 period. The 0–15 age group recorded an annual decline to 2011, increasing thereafter (-1% change over the 2001–2017 period, -370 people).

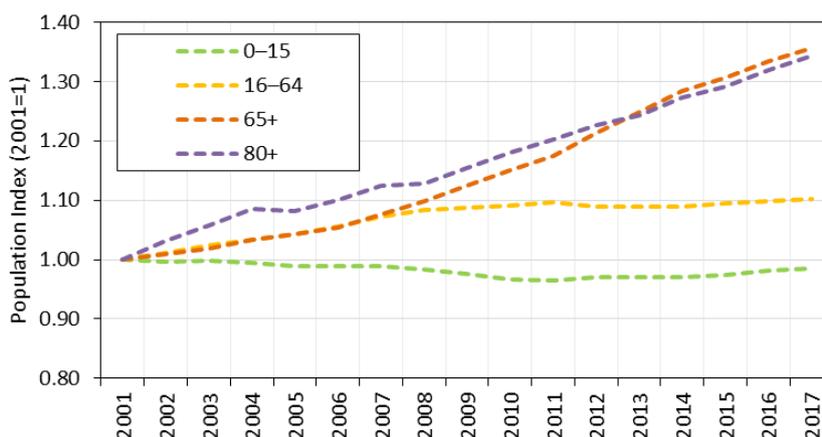


Figure 12: Bridgend population growth index by age group 2001–2017

2.20 Table 1 presents Bridgend’s and Wales’ population age profile in 2001 and 2017, providing an indication of the share of older age groups relative to the rest of the population. Between 2001 and 2017, the proportion of Bridgend’s population aged 65+ increased from 17% to 20%, an increase of

+7,612 aged 65+ over the sixteen year period. This is higher than estimated for Wales, with only 21% of its population aged 65+ in 2017, compared to 17% in 2001.

Table 1: Bridgend & Wales' population age profile (2001 & 2017)

<i>Indicator</i>	Bridgend		Wales	
	<i>2001</i>	<i>2017</i>	<i>2001</i>	<i>2017</i>
Percentage 65+	17%	20%	17%	21%
Percentage 80+	4%	5%	5%	5%
OAD	26	32	28	33

*OAD = Old Age Dependency Ratio
(Population Aged 65+/Population Aged 16–64)*

3 Welsh Government Projections

Population Projections

- 3.1 The WG 2014-based population and household projections provide the starting point for the analysis of future growth outcomes for Bridgend. The 2014-based projections are the latest available, incorporating fertility, mortality and migration assumptions based on an historical five-year period prior to 2014 within its 'Principal' projection.
- 3.2 Under the WG 2014-based 'Principal' projection, the population of Bridgend is estimated to grow by approximately 5.0% over the 2014–2039 projection period; a population increase of +7,049 (Figure 13). In Bridgend's LDP 2018–2033 plan period, a 3.3% increase is estimated, equivalent to an additional +4,743 population.

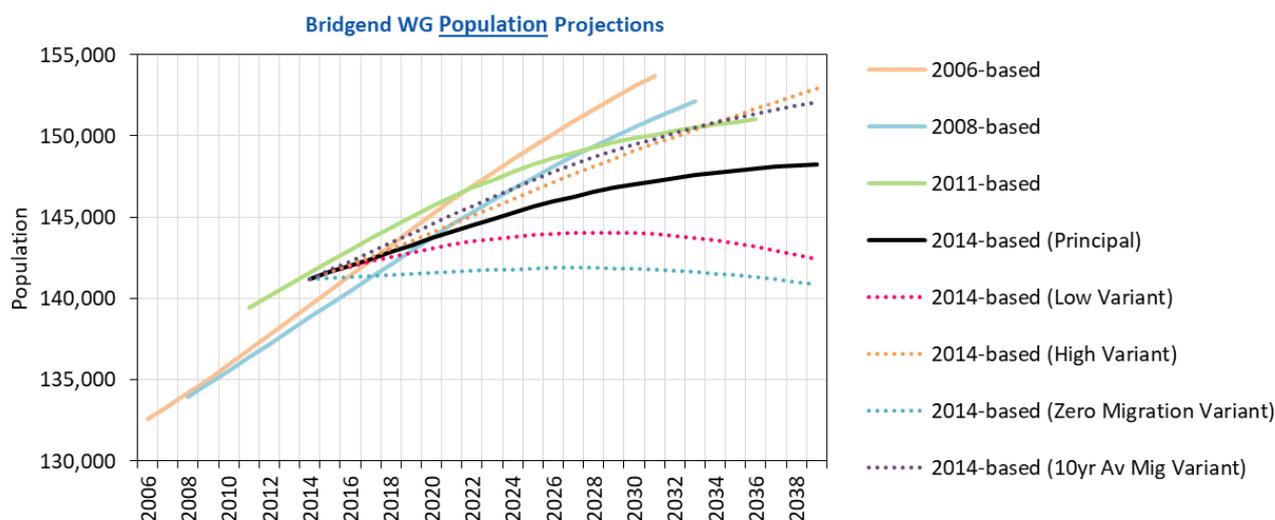


Figure 13: WG population projections for Bridgend

- 3.3 Under the 2014-based 'Principal' projection, the population of Bridgend is lower than that estimated under each of the previous WG projections. For the 2018–2033 LDP plan period, the WG 2011-based projection estimated population growth of +4.2% (+6,118 persons), with the WG 2008-based projection estimating a population growth rate more than double the rate of growth under the WG 2014-based projections (+7.0%, +10,002 persons).
- 3.4 The WG 2014-based *variant* projections² present a range of population growth rates, driven by alternative assumptions on migration and natural change. Under the 'High' and 'Low' variants, different fertility and mortality rates are assumed, with the 'High' variant assuming higher fertility

² <https://gov.wales/docs/statistics/2017/171019-local-authority-population-projections-technical-en.pdf>

and lower mortality (i.e. higher natural change) and the 'Low' variant assuming lower fertility and higher mortality (i.e. lower natural change). The 'Zero Migration' variant assumes no migration (i.e. population is driven by births and deaths only), whilst the '10yr Average Migration' variant draws its migration assumptions from the 2004/05–2013/14 period.

- 3.5 Lower rates of growth are estimated under the 'Zero Migration' (0.2%) and 'Low' (0.8%) variants, whilst the 'High' and '10yr Average Migration' variants each estimate population change of 5% (2018–2033).
- 3.6 The components of population change which underpin the 2014-based 'Principal' projection for Bridgend are presented in Figure 14, with historical components of change for 2001/02–2013/14 included for comparison³.

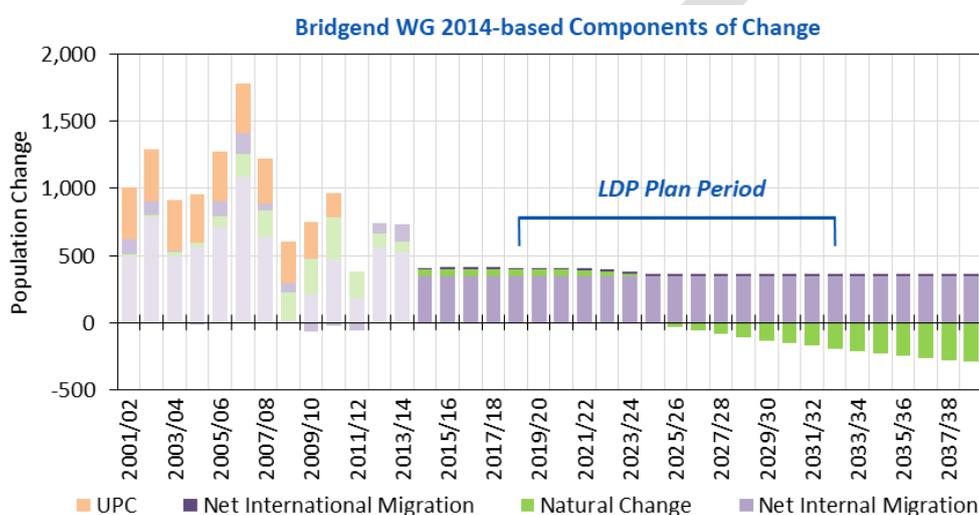


Figure 14: WG 2014-based Principal projection components of change (2001/02–2038/39)

- 3.7 Under the WG 2014-based 'Principal' projection for Bridgend, net internal migration is estimated to continue to be the key driver of population growth, averaging +350 per year. Whilst this is representative of the preceding five years, it remains lower than that evidenced over the longer term historical period.
- 3.8 Conversely, net international migration is expected to have a positive but small impact on population change in Bridgend, averaging +13 per year. This captures the lower levels of net international migration post 2011, but remains significantly lower than the net international migration totals estimated with the inclusion of UPC.
- 3.9 Natural change is estimated to have a reducing impact on population change, becoming negative over the latter half of the projection period as the population ages. The negative effect of natural change from 2025/26 onward is driven by a notable rise in the estimated number of deaths compared to births.

³ These refer to the pre-revised MYEs (2012–2014) preceding the WG 2014-based projection.

3.10 Under the WG 2014-based ‘High’ and ‘Low’ variants, the same average annual net internal and international migration is estimated, with differing levels of natural change impacting population growth. Under the ‘High’ variant, higher natural change is estimated, driven by increased births and a fall in deaths (Figure 15). Conversely, the ‘Low’ variant estimates natural change to have an increasingly negative impact on population growth, with lower birth numbers exceeded by higher deaths.

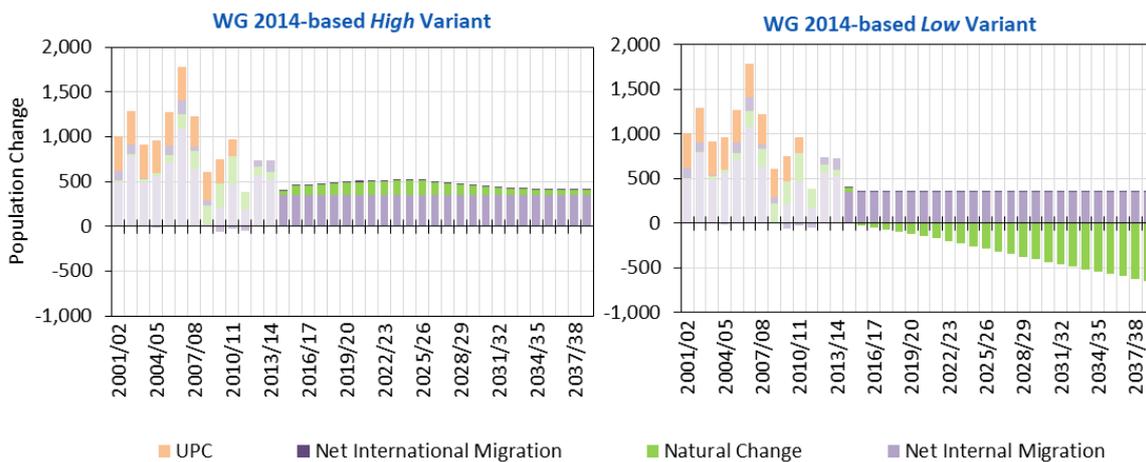


Figure 15: WG 2014-based High and Low variant projections components of change (2001/02–2038/39)

Household Projections

3.11 The WG 2014-based household projections provide the ‘starting point’ in the assessment of housing need, underpinned by the 2014-based population projection model. For the 2018–2033 plan period, the 2014-based ‘Principal’ household projection model estimates household growth of +3,865 (6.4%). This is lower than estimated under the 2011-based and 2008-based household projection models, which estimated an increase of +4,765 (7.7%) and +9,049 (13.8%) respectively (Figure 16).

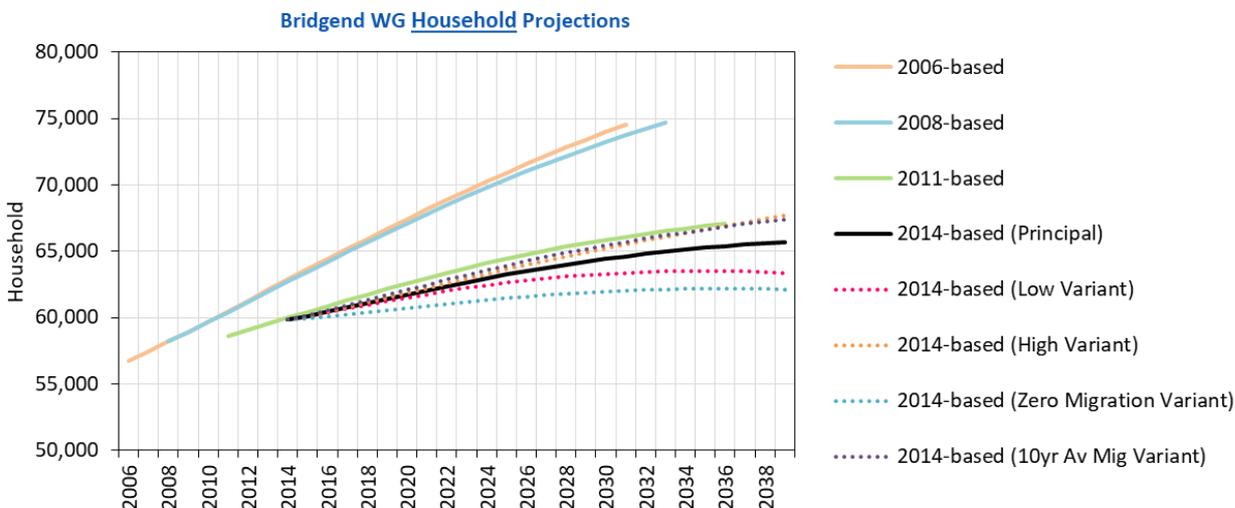


Figure 16: WG household projections for Bridgend

- 3.12 Applying assumptions from the WG 2014-based household model to the variant population projections, results in a range of household growth. Lower population growth under the 'Zero Migration' and 'Low' variants result in lower projected household growth (+1,699 and +2,515 respectively) over the 2018–2033 plan period. Conversely, higher population growth under the '10yr Average Migration' and 'High' variants, drive higher household growth over the plan period (+4,860 and 4,917 respectively).
- 3.13 A comparison of projected growth by household size between the WG 2014-based and 2008-based projections (Figure 17), indicates higher growth rates in smaller households (1 person, 2 person and 3 person) and a greater decline in the larger 4 person and 5+ person households under the WG 2008-based projection. This is a common feature in the household models for each of the Welsh UAs.

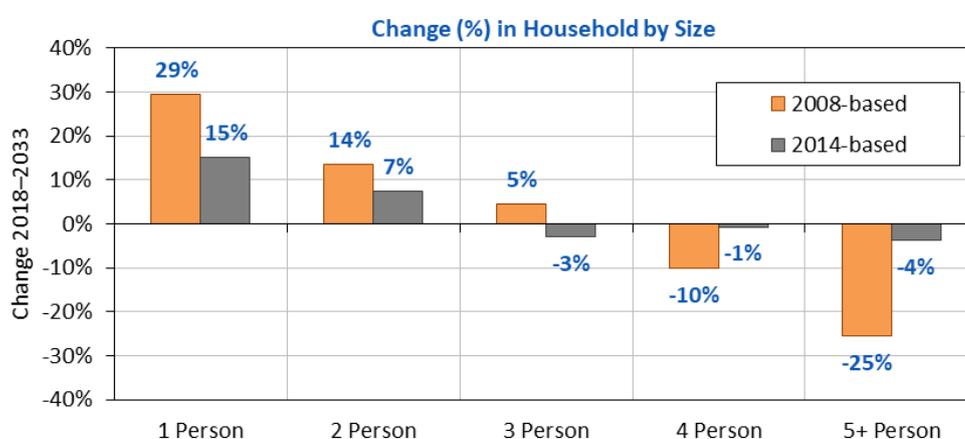


Figure 17: Comparison of Welsh Government 2008-based and 2014-based household projections by size for Bridgend (Source: StatsWales)

- 3.14 Underpinning the household projection for Bridgend are assumptions on membership rates and average household size. Membership rates calculate the proportion of the household population (i.e. excluding the population in communal establishments) in each household category. The average household size then determines the number of households required to support the estimated household population.
- 3.15 For the 2018–2033 plan period, the WG 2014-based household projection estimates a decline in average household size for Bridgend, from 2.29 to 2.22 (-0.07), driven by increased population in the older age groups. This compares to the average household size forecast under the WG 2008-based household projection model, which estimated a reduction from 2.14 in 2018 to 2.00 in 2033, a -0.14 decrease.

4 Demographic Scenarios

Scenario Definition

- 4.1 There is no single definitive view on the likely level of growth expected in Bridgend. Ultimately, a mix of demographic, economic and local policy issues will determine the speed and scale of change.
- 4.2 In Section 3, the WG 2014-based population and household projections for Bridgend have been presented, in comparison to the earlier WG 2008-based projections. In line with the draft development plan, a range of scenarios have been configured to consider the impact of alternative migration assumptions on future population, housing and employment growth. In addition, dwelling-led scenarios have been developed using the adopted LDP target and historical housing completions, to consider the potential implications of a continuation of past housing completions on population and economic change over the 2018–2033 plan period.
- 4.3 In addition to the WG 2014-based ‘Principal’ and ‘10yr Average Migration’ variant projections, four demographic and three dwelling-led scenarios have been developed:
- **WG 2014-based:** this replicates the WG 2014-based population projection.
 - **WG 2014-based (10yr Average Migration):** replicates the WG 2014-based 10yr average migration variant population projection. Migration assumptions are based on the ten year period prior to 2014 (i.e. 2004/05–2013/14).
 - **PG Short Term:** Internal migration rates and international migration flow assumptions are based on a six-year historical period (2011/12–2016/17). This is a similar time period to the WG projection (i.e. 5–6 years), but includes the latest three years of population statistics in the derivation of assumptions.
 - **PG Long Term:** Internal migration rates and international migration flow assumptions are based on the full sixteen-year historical period (2001/02–2016/17).
 - **PG Pre-Recession:** Internal migration rates and international migration flow assumptions are based on the seven-year period pre-2008 (2001/02–2007/08), in which higher net in-migration flows to Bridgend were recorded.
 - **Net Nil:** Internal and international migration flows are balanced between in and out-flows resulting in zero net migration.
 - **Dwelling-led (LDP):** Annual dwelling growth of +646 dpa is applied in each year of the forecast period, based on the adopted LDP.

- **Dwelling-led (10yr Average):** Annual dwelling growth of +422 dpa is applied in each year of the forecast period, based on the last ten years of completions (2008/09–2017/18).
- **Dwelling-led (5yr Average):** Annual dwelling growth of +491 dpa is applied in each year of the forecast period, based on the last five years of completions (2013/14–2017/18).

- 4.4 The demographic trend and dwelling-led scenarios incorporate mid-year population, migration, births and deaths statistics for 2001–2017 (i.e. three additional years of historical data to the WG projection). Household and dwelling growth under the demographic scenarios has been estimated using assumptions from the WG 2014-based household projection model in conjunction with a vacancy rate, which takes account of the number of vacant properties or second homes in Bridgend. The 2011 Census records a vacancy rate of 4.8% for Bridgend, an increase since the 2001 Census (3.5%). The scenarios presented here apply the 2011 Census vacancy rate for Bridgend.
- 4.5 Under the dwelling-led scenarios, assumptions from the WG 2014-based household projection model are used to determine the relationship between the defined annual change in dwellings and population growth.

Scenario Outcomes

- 4.6 The 2001–2033 population growth trajectories for all scenarios are presented in Figure 18. In Table 2, each of the scenarios is summarised in terms of population and household growth for the 2018–2033 plan period, alongside the average annual net migration and dwelling growth outcomes.
- 4.7 Population change for the 2018–2033 period ranges from -0.8% under the **Net Nil** scenario to +12.8% under the **PG Pre-Recession** scenario. Notwithstanding the **Net Nil** scenario, population change is higher under each of the trend based demographic scenarios than estimated under the **WG 2014-based (Principal)** scenario, driven by increased net migration flows to the area and subsequently a smaller net loss due to natural change.
- 4.8 Population decline is estimated under the **Net Nil** scenario (-0.8%), illustrating the extent to which population change in Bridgend is driven by migration. Under the **Net Nil** scenario, the population size and age structure is estimated to support an average annual dwelling growth of +124 dpa (2018–2033).
- 4.9 The **WG 2014-based (Principal)** scenario presents the lower end of the population growth range, estimating a 3.3% growth over the 2018–2033 plan period. Notably lower net migration is estimated under the **WG 2014-based (Principal)** scenario, capturing the period of reduced net migration flows to the UA over the 2009/10–2011/12 period in the derivation of its assumptions. Under the **WG 2014-based (Principal)** scenario, an average annual dwelling growth of +271 dpa is estimated.
- 4.10 Of the demographic trend based scenarios which take account of three additional years of historical migration, the **PG Short Term** scenario results in the lowest population growth, capturing the lower

net international migration evident since 2011. Population growth of 8.4% under the **PG Short Term** scenario supports an average annual dwelling growth of +505 dpa over the 2018–2033 plan period.

- 4.11 The PG scenarios that incorporate migration flows evident over the first half of the historical period, estimate higher average annual net migration over the plan period; +927 pa under the **PG Long Term** and 1,155pa under the **PG Pre-Recession** scenario.
- 4.12 Whilst the **PG Long Term** scenario captures the high net international migration evident pre-2011, lower net international migration recorded over the latter half has a dampening effect on future migration assumptions. Population change of 9.9% under the **PG Long Term** scenario results in an average annual dwelling growth of +570 dpa.
- 4.13 The **PG Pre-Recession** scenario draws its migration assumptions from the 2001/02–2007/08 period, capturing the period of high net migration to Bridgend. As a result, future estimation of net migration is highest under the **PG Pre-Recession** scenario (averaging +1,155 per year). Population change of 12.8% under the **PG Pre-Recession** scenario is estimated to support an average annual dwelling growth of +681 dpa, higher than the LDP target and average historical completions.
- 4.14 Of the dwelling-led scenarios, population change is highest under the **Dwelling-led (LDP)** scenario, driven by higher housing growth target and subsequent net migration to support the annual growth of +646 dpa (2018–2033). Lower dwelling growth under the **Dwelling-led (10yr Average)** scenario reduces the need for net in-migration, thus resulting in lower population change (6.6%). The dwelling-led scenarios based on historical completions (i.e. a 5-year and 10-year average) result in population change lower than estimated under the PG trend scenarios, whilst the adopted LDP target presents the upper end of the dwelling growth range.
- 4.15 Under the demographic scenarios, population change of -0.8% to +12.8% over the 2018–2033 plan period, would support an average annual dwelling growth range of 124–681 dpa, using assumptions from the WG 2014-based household projection model and the 2011 Census vacancy rate of 4.8% for Bridgend. If the vacancy rate were to reduce over the plan period, the number of dwelling required to support the same population growth trajectory would be lower. For example, returning the vacancy rate to Bridgend’s 2001 Census value (3.5%) over the 2018–2033 plan period, would reduce the average annual dwelling growth under each demographic scenario by approximately 65 dpa. Under the dwelling-led scenarios, a reduction in the vacancy rate would require higher population growth, an uplift of approximately 1.7 percentage points.

Bridgend Scenario Outcomes

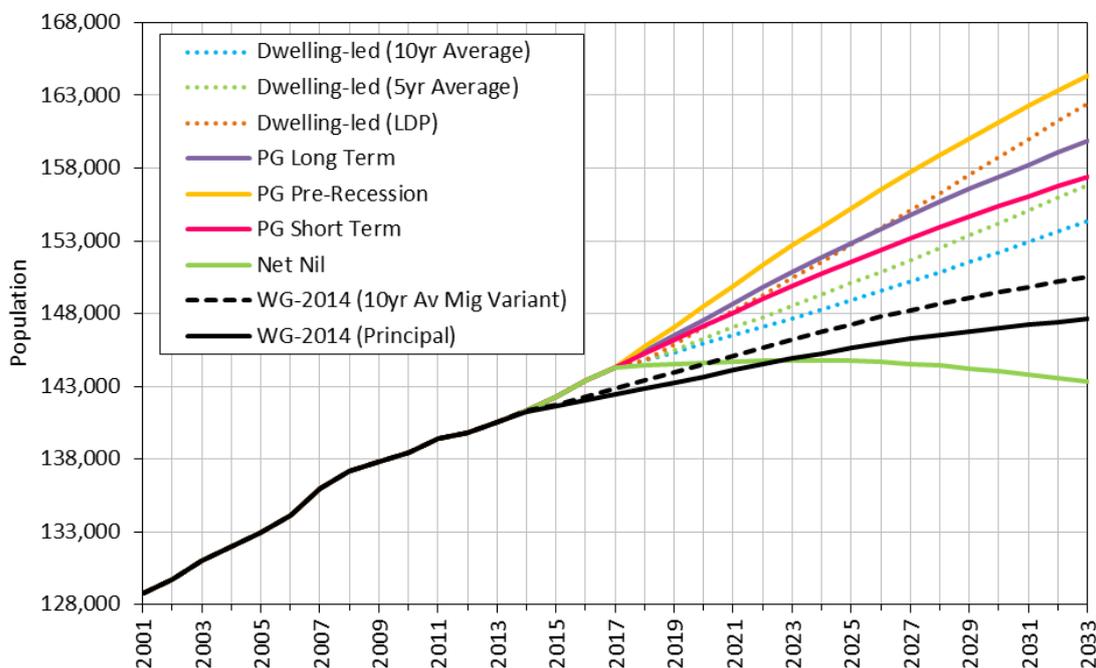


Figure 18: Bridgend population growth 2001–2033

Table 2: Bridgend scenario outcomes 2018–2033

Scenario	Change 2018–2033				Average per year	
	Population Change	Population Change %	Households Change	Households Change %	Net Migration	Dwellings
PG Pre-Recession	18,683	12.8%	9,725	15.6%	1,155	681
Dwelling-led (LDP)	17,687	12.2%	9,228	14.9%	1,114	646
PG Long Term	14,454	9.9%	8,147	13.1%	927	570
PG Short Term	12,151	8.4%	7,219	11.6%	824	505
Dwelling-led (5yr Average)	12,095	8.4%	7,011	11.3%	784	491
Dwelling-led (10yr Average)	9,615	6.6%	6,027	9.7%	638	422
WG-2014 (10yr Av Mig Variant)	7,071	4.9%	4,860	7.9%	470	340
WG-2014 (Principal)	4,743	3.3%	3,865	6.3%	363	271
Net Nil	-1,127	-0.8%	1,775	2.9%	0	124

Scenarios ranked in order of population change, with dwelling-led scenarios highlighted in grey. 2011 Census vacancy rate applied.

Population Age Profiles

4.16 The ageing population of Bridgend is a key factor when considering future housing requirements of the area. The change in the population age profile associated with each scenario over the 2018–2033 plan period is presented in Figure 19. There is substantial population growth projected in the 60+ age groups under all scenarios.

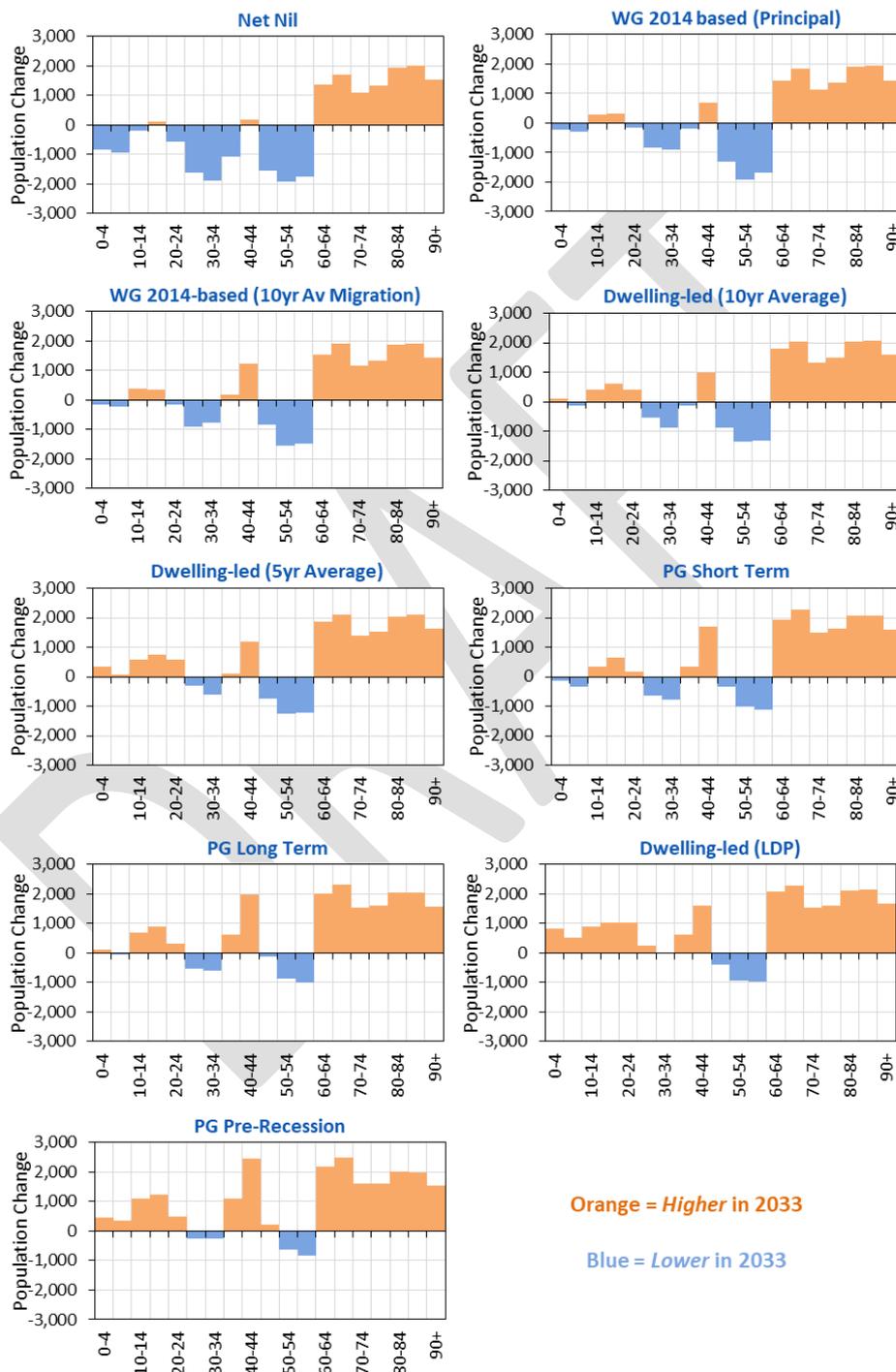


Figure 19: Bridgend population change by 5-year age group (2018–2033)

- 4.17 Under the **Net Nil** scenario, balanced net migration flows result in population decline in all 0–59 age groups (notwithstanding the 15–19 and 40–44 age groups), illustrating the extent to which migration is an important influence on population change in these age groups.
- 4.18 The WG 2014-based scenarios estimate a greater decline in the 45–54 age groups compared to each of the PG scenarios. This is due to lower net migration growth impacts.
- 4.19 The **PG Short Term** scenario estimates a greater decline in the young adult (25–34) age groups and lower growth in the 35–44 age groups, compared to the **PG Pre-Recession** and **PG Long Term** scenarios; a result of lower net international migration flows.
- 4.20 Under the **PG Pre-Recession**, **PG Long Term** and **Dwelling-led (LDP)** scenarios, a more youthful population age structure is maintained, driven by higher net migration flow assumptions. Growth in the 35–44 family age groups under these scenarios is mirrored in the 0–14 age groups.

Household Membership Rates

- 4.21 The latest WG 2014-based household projection model suggests significantly lower household growth for Bridgend compared to its 2008-based equivalent. The 2008-based model was underpinned by higher population growth, but also by household membership rates which estimate a higher rate of household growth.
- 4.22 To evaluate the potential impact of higher household formation on housing growth in Bridgend, each of the demographic scenarios has been configured using membership rate assumptions from the WG 2008-based household projection model (Table 3).

Table 3: Population change and average annual dwelling growth 2018–2033

Scenario	Change 2018–2033		Average Annual Dwelling Growth	
	Population Change	Population Change %	2014-based	2008-based
PG Pre-Recession	18,683	13%	681	923
PG Long Term	14,454	10%	570	799
PG Short Term	12,151	8%	505	724
WG-2014 (10yr Av Mig Variant)	7,071	5%	340	539
WG-2014 (Principal)	4,743	3%	271	460
Net Nil	-1,127	-1%	124	293

- 4.23 Under each of the demographic scenarios, changes to the household membership rates and household size, influence the level of household and dwelling growth required to support the estimated change in population. Under the WG's 2008-based membership rate and household size assumptions, a greater level of household growth is estimated, resulting in notably increased

dwelling growth over the 2018–2033 period, compared to the 2014-based equivalent. This is driven by a greater number of smaller households (i.e. '1 person' and '2 person' categories), operating in tandem with fewer '5+ person' households.

- 4.24 Under the **WG 2014-based (Principal)** scenario, the application of the 2008-based membership rates results in a dwelling growth of 460 dpa, an additional +190 dpa compared to the estimated dwelling growth under the 2014-based membership rate assumptions. The **PG Pre-Recession** scenario results in the highest dwelling growth of 923 dpa under the 2008-based membership rates, an uplift of approximately +242 dpa from its 2014-based equivalent.
- 4.25 Whilst the use of the WG 2008-based assumptions in this analysis illustrates the extent to which previous targets were underpinned by notably higher growth assumptions, it is deemed appropriate that given the prevailing economic and demographic conditions and in accordance with the draft Development Plan Manual, the emerging LDP dwelling growth target should be underpinned by the latest WG 2014-based household projection model.

5 Economic Growth

Context

- 5.1 The demographic scenarios presented in Section 4 provide an indication of the potential impact of a continuation of past migration trends upon future population change and housing growth in Bridgend. It is evident that historical migration trends in Bridgend have been influenced by economic factors, resulting in lower net migration to the UA over the 2008/09–2011/12 period. It is therefore important to consider future population and housing change in Bridgend in context of its changing economy.

Linking Population & Employment

- 5.2 Using POPGROUP technology, employment-led scenarios have been developed to consider the potential impact of employment change upon population and housing growth in Bridgend. POPGROUP quantifies the likely demographic impact of an economic growth trajectory by measuring the relationship between employment growth and the changing size of the resident population and its labour force.
- 5.3 Key to determining the relationship between population growth and employment growth are three assumptions on: (i) economic activity rates (also known as labour force participation rates); (ii) unemployment rate; and (iii) commuting ratio.
- 5.4 **Economic activity rates** determine the proportion of the population that is actively engaged in the labour force, either employed or unemployed. In the analysis presented here, Bridgend's economic activity rates have been adjusted in line with the Office for Budget Responsibility's (OBR) (July 2018)⁴ forecast of long-term changes to age-specific labour force participation.
- 5.5 Applying OBR forecasts to Bridgend estimates that between 2018 and 2033 economic activity rates in the older age groups will increase, with the largest growth expected in the female age groups (Figure 20). The male 35–54 age groups are expected to experience a small decline in economic activity rates, whilst an increase is expected in the female equivalent. Over the 2018–2033 plan period, the *aggregate* economic activity rate (16–89) is estimated to reduce, from 59% in 2018 to 57% in 2033.

⁴ <https://obr.uk/fsr/fiscal-sustainability-report-july-2018/>

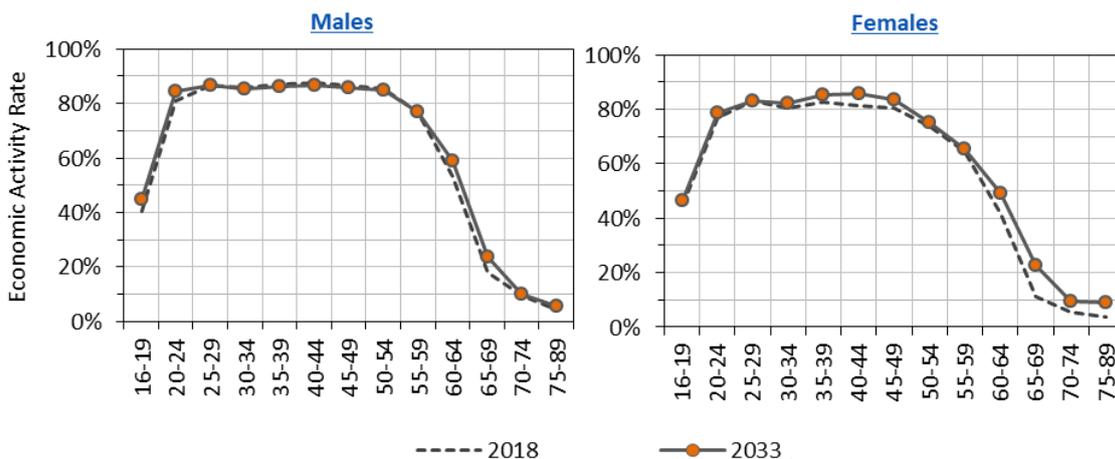


Figure 20: Bridgend economic activity rates (Source: Census & OBR)

5.6 The **unemployment rate** determines the proportion of the labour force that is unemployed (and as a result, the proportion that is employed). Bridgend experienced a period of higher unemployment over the 2009–2012 period, reflective of national trends. Between 2012 and 2016, Bridgend’s unemployment rate fell to a point lower than that recorded for Wales and Great Britain. 2017 recorded a small increase in the unemployment rate for Bridgend (5.2%), whilst national rates continued to fall. In the analysis presented here, the unemployment rate tracks historical data to 2017, remaining fixed thereafter.

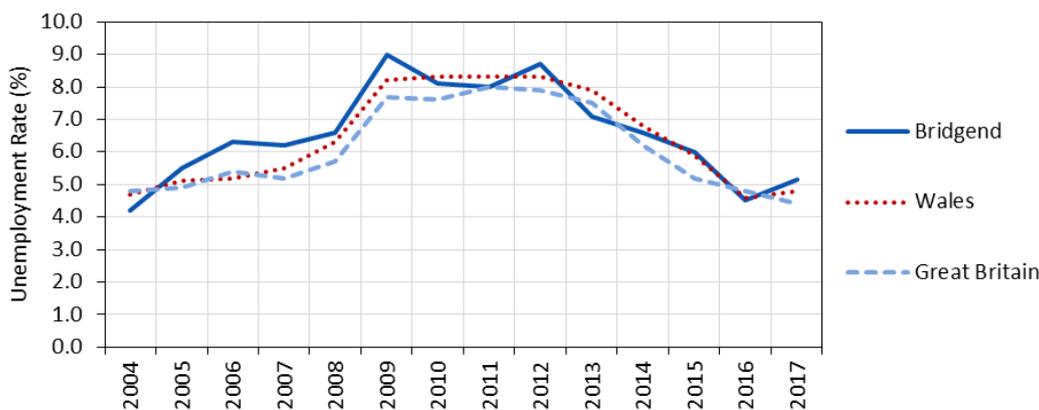


Figure 21: Bridgend unemployment rate (Source: ONS model-based estimates)

5.7 The **commuting ratio** is the balance between local employment and the size of the resident workforce. A commuting ratio greater than 1.00 indicates a net out-commute (i.e. the number of resident workers in an area is greater than the level of employment). A commuting ratio less than 1.00 indicates a net in-commute (i.e. the employment total is greater than the number of resident workers).

5.8 The 2011 Census recorded 61,551 workers living in Bridgend and 60,767 people working in Bridgend, the balance between the two results in a net out-commuting ratio of 1.01 (i.e. more workers living in

the UA than employment available). Latest 2017 statistics from the Welsh Government⁵ also indicate a net out-commuting ratio of 1.01 for Bridgend. For detail on commuting patterns and flows, refer to Appendix A. In the scenarios analysis a commuting ratio of 1.01 has been applied, fixed throughout the forecast period. Refer to Appendix A for more detail on commuting patterns in Bridgend.

Employment-led Scenarios

- 5.9 For Bridgend's 2018–2033 LDP plan period, the Experian (September 2018) forecast estimates a decline in the level of workplace-based employment in the UA, from approximately 64,700 in 2018 to 64,500 by 2033 (a decline of -200). The annual change in employment reveals variation from +100 to -100 over the 2018–2033 period, an average annual decline of -13 pa (Figure 22).



Figure 22: Bridgend annual change in workplace-based employment (Source: Experian)

- 5.10 For comparison with the Experian employment growth forecast for Bridgend, the estimated employment growth that could be supported by the six demographic and three dwelling-led scenarios has been calculated (Figure 23); applying the key assumptions on changing economic activity rates, fixed unemployment and a fixed commuting ratio as detailed above.

⁵ <https://stats.wales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Employment/Commuting/commutingpatterns-by-welshlocalauthority-measure>

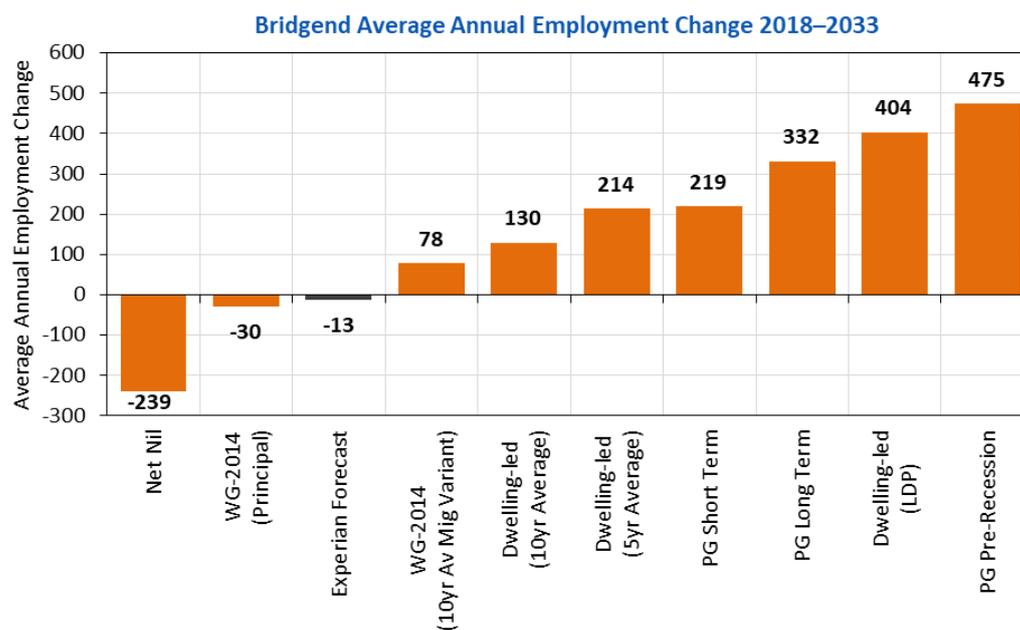


Figure 23: Average annual employment change under the trend-based, dwelling-led and Experian (September 2018) economic forecast 2018–2033

- 5.11 It is estimated that the population growth rate range of -0.8% to 12.8% (**Net Nil** and **PG Pre-Recession** respectively) could support an employment change of -239 pa to +475 pa over the 2018–2033 plan period. The annual decline in employment change estimated under the **Net Nil** and **WG 2014-based (Principal)** scenarios reflect the estimated decline in labour force over the plan period, driven by zero or lower net migration flows operating in tandem with a more rapidly ageing population profile. The **PG Pre-Recession** scenario records higher employment growth over the plan period (+475 pa), driven by higher population change and the maintenance of a more youthful population as a result of estimated higher net in-migration to Bridgend. Population change and age profile estimated under a continuation of long-term migration trends (**PG Long Term**) could support an annual employment growth of +332 per annum.
- 5.12 The Experian (September 2018) forecast for Bridgend estimates an annual decline in employment of -13 pa over the 2018–2033 plan period. This suggests lower population change would be required to support the annual change in employment, than estimated under the demographic PG trend and dwelling-led scenarios.
- 5.13 Using an employment-led formulation of the POPGROUP model, the population and housing growth implications of the Experian economic forecast is estimated. Economic assumptions are consistent with those applied to the demographic and dwelling-led scenarios, with the impact of an alternative unemployment rate also considered (Table 4).
- 5.14 The commuting ratio has been fixed at 1.01 throughout the plan period, an assumption also made in the Experian economic forecast. Economic activity rates have been adjusted in line with the OBR forecast (i.e. consistent with the demographic scenarios) which assumes an overall decline in economic participation rates, a trend also estimated under the Experian economic model. Two alternative unemployment rate (UR) assumptions are considered:

- **UR Fixed:** Unemployment rate is fixed at the 2017 value of 5.2% throughout the plan period (i.e. consistent with the unemployment rate assumptions applied to the demographic and dwelling-led scenarios)
- **UR Reducing:** Unemployment rate reduces over the plan period, from 5.2% in 2018 to 4.2% by 2033. This is the lowest recorded unemployment rate for Bridgend and is broadly in line with Experian assumptions in 2033⁶.

Table 4: Employment-led Scenario Outcomes 2018–2033

Employment-led (Experian) Scenario	Change 2018–2033				Average per year		
	Population Change	Population Change %	Households Change	Households Change %	Net Migration	Dwellings	Employment
UR Fixed	5,590	3.8%	4,450	7.2%	386	312	-13
UR Reducing	4,304	3.0%	3,938	6.3%	310	276	-13

Household and dwelling growth estimated using assumptions from the WG 2014-based household projection model. Employment growth, economic activity and commuting ratio assumptions are consistent for each, only the unemployment rate differs.

- 5.15 To support the average annual employment change of -13 per annum, it is estimated that population growth ranges from 3.0% to 3.8% over the plan period. Whilst this is closely aligned to the estimated population change under the WG 2014-based (Principal) scenario, it remains lower than estimated under each of the demographic trend (PG) and dwelling-led scenarios, driven by lower net in-migration required to support the Experian forecast change in employment.
- 5.16 In assuming no change in the unemployment rate over the plan period (i.e. UR Fixed), an average annual net in-migration of +386 pa drives population change of 3.8%. This results in an average annual dwelling growth of +312 per year (2018–2033).
- 5.17 Assuming an improvement in the unemployment rate over the plan period, reduces the need for net in-migration (+310) to support the annual change in employment, a smaller proportion of Bridgend's labour force are unemployed. As a result, lower population change and subsequent dwelling growth is estimated under the 'UR Reducing' scenario (3.0% and +276 pa).
- 5.18 Applying membership rate and average household size assumptions from the WG 2008-based household projections, would increase the estimated annual dwelling growth range under the employment-led scenarios from 276–312 to 467–508 dpa, a 65% increase.

⁶ Experian (September 2018) forecast estimates the unemployment rate to fall to 4.1% in 2033.

6 Summary

- 6.1 Bridgend County Borough Council is in the process of updating its LDP. Taking account of the latest demographic evidence, this document has presented a range of population and household forecasts in accordance with the WG Draft Development Plans Manual, including trend-based, housing-led and employment-led scenarios.
- 6.2 Migration has been Bridgend's key driver of population growth since 2001. Bridgend has an ageing population profile, with a substantial increase in the 65+ and 80+ populations since 2001, a trend that is expected to continue over the LDP plan period.
- 6.3 The latest WG 2014-based population and household projections for Bridgend suggest significantly lower growth than previously estimated under the WG 2008-based projection, driven by notably lower net in-migration to Bridgend and lower household formation. Whilst the WG 2014-based '10yr Average Migration' and 'High' variants project higher population growth (5%) than the Principal projection (3%), they remain notably lower than the WG 2008-based projections (7%) (2018–2033).
- 6.4 The WG 2014-based population and household projections present the starting point in the assessment of future housing requirement for Bridgend. Acknowledging the importance of migration on population change in Bridgend, and in accordance with the WG Draft Development Plans manual, four alternative trend scenarios have been developed using POPGROUP technology. These consider variant migration histories; **PG Short Term** (six-year migration history 2011/12–2016/17), **PG Long Term** (sixteen-year migration history 2001/02–2016/17), **PG Pre-Recession** (2001/02–2007/08) and a balanced (**Net Nil**) migration flow.
- 6.5 In addition, the migration and subsequent population growth required to support housing growth targets based on past completion rates and the adopted LDP has been considered, using assumptions from the WG 2014-based household projection model.
- 6.6 The **Net Nil** scenario estimates the lowest population growth (-1%) over the plan period, illustrating the extent to which population growth in Bridgend is driven by migration. The **WG 2014-based (Principal)** scenario estimates population growth of 3%, with an average annual dwelling growth of +271 dpa.
- 6.7 The PG scenarios capture the latest historical population estimates for Bridgend, basing their migration flow assumption on alternative histories. Larger net in-migration flows under the PG scenarios, results in higher population and dwelling growth than estimated under the **WG 2014-based (Principal)** scenario. The **PG Long Term** and **PG Pre-Recession** scenarios capture the higher net migration flows evident in the first half of the historical period, whilst lower net international migration post-2011 have a dampening effect on the **PG Short Term** scenario. Under the PG demographic scenarios, a population growth range of 8%–13% is estimated, with an associated dwelling growth range of 505–681 dpa (2018–2033). Higher household formation associated with

the WG 2008-based household model increases the dwelling growth range to 724–923 dpa over the plan period.

- 6.8 The population growth estimated under each of the dwelling-led scenarios (7%–12%) sits within the range of demographic scenario outcomes. The analysis suggests that a continuation of past migration trends would result in housing growth requirements that exceed recent completions histories. The current adopted LDP sits at the upper end of the population growth range, driven by higher net in-migration flows.
- 6.9 The Experian (September 2018) forecast for Bridgend, operating in tandem with assumptions on economic activity rates, unemployment and commuting ratio, is estimated to require lower net in-migration to support the average annual change in employment (-13 pa), than forecast under the trend and dwelling-led scenarios. With changes to Bridgend’s economic activity rates in line with the OBR forecasts and with a stable unemployment rate and commuting ratio, population growth of 4% and an associated dwelling growth of +312 pa is estimated to support the Experian employment change. An improvement in the unemployment rate reduces the need for net in-migration to support the employment growth, resulting in lower population and dwelling growth (3% and +276 dpa respectively).
- 6.10 Higher net in-migration flows and subsequent population change estimated under each of the trend-based scenarios (notwithstanding **WG 2014 (Principal)** and **Net Nil**), would support a level of employment growth that is higher than estimated under the Experian (September 2018) forecast for Bridgend.

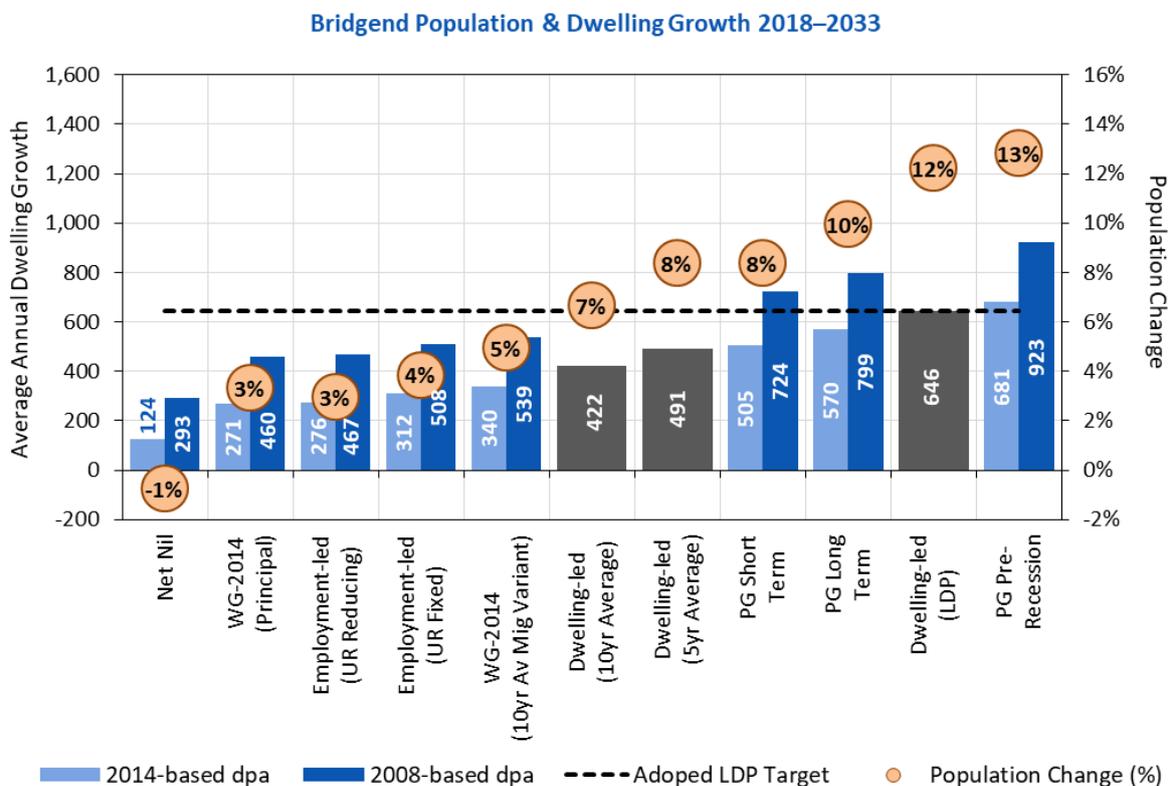


Figure 24: Bridgend population change and average annual dwelling growth (2018–2033)

Appendix A

Bridgend Commuting Patterns

- A.1 This Appendix provides additional detail on the 2011 Census commuting patterns in Bridgend, together with a comparison of changes in commuting ratio over the 2001–2011 Census decade.
- A.2 The 2011 Census recorded 61,551 workers living in Bridgend, with approximately 71% of these both living and working within the UA (Figure 25). 8% of workers in Bridgend commute Cardiff, 5% to Neath Port Talbot, 4% to Rhondda Cynon Taf, 3% The Vale of Glamorgan and Swansea and 5% to other parts of Wales and England.

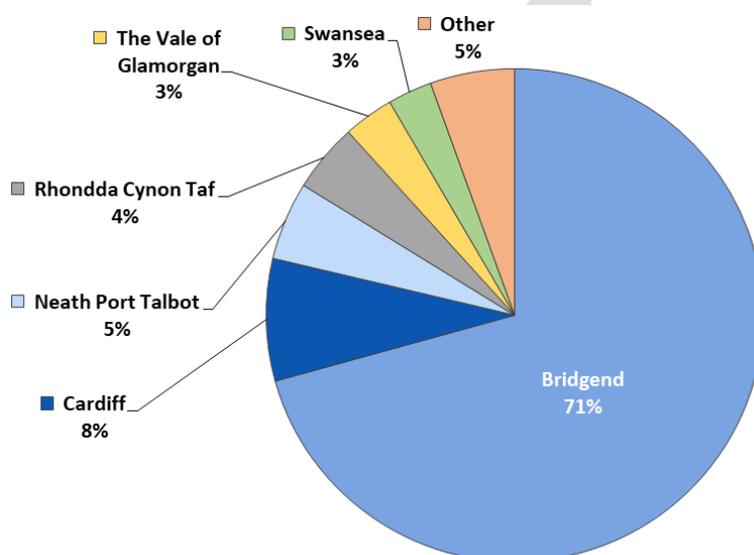


Figure 25: Where do people who live in Bridgend work?
(Source: 2011 Census)

- A.3 Approximately 60,767 workers were recorded in Bridgend, with 72% of these also resident in the UA (Figure 26). 7% of the workers commute from neighbouring Rhondda Cynon Taf, 6% from Neath Port Talbot, 4% from The Vale of Glamorgan and Cardiff and 3% from Swansea.

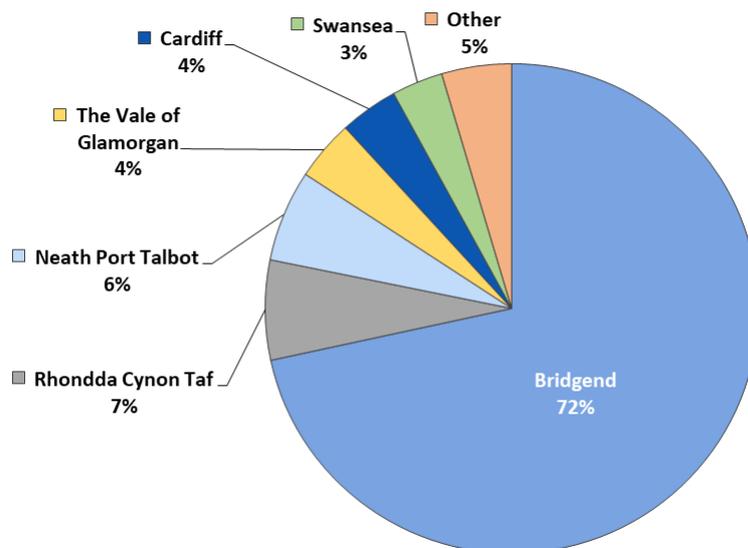


Figure 26: Where do people who work in Bridgend live?
(Source: 2011 Census)

A.4 The commuting ratio determines the balance between the number of resident workers (i.e. the employed labour force) and the level of employment in Bridgend. Whilst both the number of workers and level of employment increased over the 2001–2011 Census decade; the number of workers remained higher than level of employment available, resulting in a 1.01 net out-commute, albeit at a lower level than recorded in the 2001 Census.

Table 5: Bridgend UA 2001 and 2011 Census commuting ratios

Bridgend UA	2001 Census	2011 Census
Workers	52,777	61,551
Employment	50,586	60,767
Commuting Ratio	1.04	1.01

Note: 2001 data from Census Table T101 – UK Travel Flows ; 2011 data from Census Table WU02UK - Location of usual residence and place of work by age .

Appendix B POPGROUP Methodology

Forecasting Methodology

- B.1 Evidence is often challenged on the basis of the appropriateness of the methodology that has been employed to develop growth forecasts. The use of a recognised forecasting product which incorporates an industry-standard methodology (a cohort component model) removes this obstacle and enables a focus on assumptions and output, rather than methods.
- B.2 Demographic forecasts have been developed using the POPGROUP suite of products. POPGROUP is a family of demographic models that enables forecasts to be derived for population, households and the labour force, for areas and social groups. The main POPGROUP model (Figure 27) is a cohort component model, which enables the development of population forecasts based on births, deaths and migration inputs and assumptions.
- B.3 The Derived Forecast (DF) model (Figure 28) sits alongside the population model, providing a membership rate model for household projections and an economic activity rate model for labour-force projections.
- B.4 For further information on POPGROUP, please refer to the Edge Analytics website (<http://www.edgeanalytics.co.uk/>).

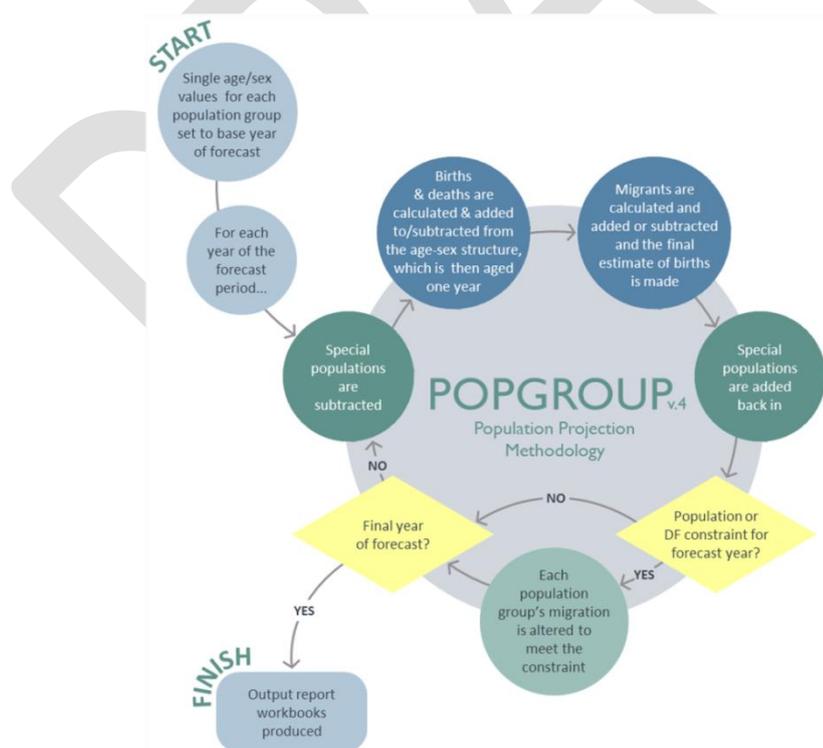


Figure 27: POPGROUP population projection methodology

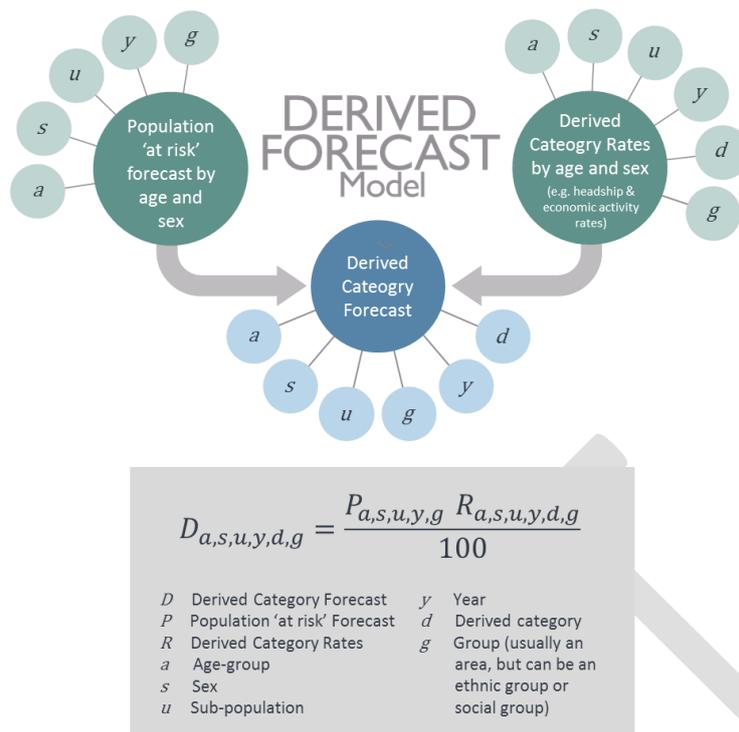


Figure 28: Derived Forecast (DF) methodology

APPENDIX C

BRIDGEND REPLACEMENT LOCAL DEVELOPMENT PLAN (LDP) 2018-2033

TECHNICAL REPORT 3: SPATIAL STRATEGY OPTIONS

1. PURPOSE OF THE REPORT

- 1.1 To report the Spatial Strategy options for the Replacement LDP (2018-2033).

2. INTRODUCTION

- 2.1 In addition to setting out the level of growth needed over the plan period (refer to Technical Report 2 - Appendix B), the Replacement LDP must put forward a clear spatial strategy for where this development should take place within the County Borough.

- 2.2 The consideration of 'realistic' growth and spatial options is an important part in the preparation of the LDP and are intended to facilitate discussion and inform the 'Preferred Strategy' consultation document. Each spatial option will need to have regard to legislation, national planning policy, local and regional strategies. Furthermore, the Plan must take account of the specific characteristics, assets and issues which are prevalent and form a development plan which promotes and guides development in the best way for the County Borough of Bridgend.

- 2.3 Therefore, this paper puts forward 4 possible Spatial Strategy options for accommodating the distribution of housing and employment growth anticipated over the Revised LDP plan period (2018-2033):

- **Option 1: Continuation of the existing LDP Regeneration Strategy -** Prioritise the re-use of previously developed land and direct growth to sites within the SRGA's and existing settlement boundaries (SDB).
- **Option 2: Public Transport Hubs and Strategic Road Corridors Strategy –** growth is directed to major public transport hubs and the strategic highway network (M4).
- **Option 3: Prioritise growth to the North of the M4 (Valleys Strategy) -** new development would focus on the existing Strategic Regeneration Growth Areas (SRGAs) of Maesteg and the Llynfi Valley and the Valleys Gateway, with the delivery of existing commitments on brownfield sites being the focus in settlements outside of these areas. The strategy would also identify a Strategic Hub in the north of the Borough in accordance with the Welsh Government's Ministerial Valleys Taskforce.
- **Option 4: Regeneration and Sustainable Urban Growth-led Strategy –** this is hybrid of options 1, 2 and 3 which would balance the requirement to deliver

the County Borough's housing requirement and Council's regeneration objectives.

3. BACKGROUND CONTEXT

3.1 Evidence Base

3.2 The ongoing review of data, statistics and information is key to the LDP review process. Work has commenced on data gathering and collation and the findings shall be published throughout the preparation of the Revised LDP. Of particular relevance at this early stage in the process is the:

- Annual Monitoring Reports (AMRs) that monitor the progress of the existing LDP;
- The existing LDP Review Report (approved by full Council in June 2018) that highlights a number of principle reasons for the review and concludes that a 'full revision' of the Plan is necessary';
- Bridgend Public Services Board Well-being Plan (2018);
- The draft Vision and Objectives Technical Paper (Appendix A) - which sets out the key considerations for the County Borough and identifies a clear vision of what the County Borough should look like in 2033 and the objectives to deliver that vision (2033 is the Replacement LDP expiry date); and
- Strategic Growth Options Technical Paper (Appendix B) which sets out the projected growth requirements for the County Borough of Bridgend.

Political Engagement

3.3 To date, there has been extensive consultation undertaken with Elected Councillors through LDP training sessions and Development Control Committee. The Development Control Committee (LDP Steering Group) primary purpose is to take political ownership of the Revised LDP and ensure that the plan making process is managed in accordance with those relevant procedures and protocols. The Development Planning Section will also continue to liaise with Town and Community Councils through this Forum and on an individual basis as required.

3.4 Consultation with Key Stakeholders

3.5 The process for preparing the Replacement LDP encourages a wide range of organisations and groups to work with the Council to help set the broad strategy of the plan from a very early stage of preparation. While the Council as Local Planning Authority (LPA) is responsible for producing the plan (and the Development Control Committee provides the political steer) it is essential that its preparation is undertaken

in conjunction with our key stakeholders (A full list of consultation bodies is set out in Replacement LDP Delivery Agreement).

4. SPATIAL STRATEGY OPTIONS FOR THE DISTRIBUTION OF GROWTH

- 4.1 In addition to setting out the level of growth needed over the plan period, the Replacement LDP must put forward a clear spatial strategy for where this development should take place within the County Borough.
- 4.2 A separate technical paper has been published as part of the LDP evidence base setting out projected population and household change up until 2033 (attached as Appendix B). This paper has been informed by the 'Bridgend Demographic Forecasts 2019' Report prepared by Edge Analytics and is a key piece of evidence in identifying how much growth is required in the County Borough for the Replacement LDP plan period (2018-2033).
- 4.3 In accordance with Welsh Government guidance it is important that only realistic and achievable options to accommodate growth are set out rather than list all eventualities. The Options for Growth have established that growth is required to sustain the County Borough of Bridgend area. A no growth option is therefore not possible and is not presented within this paper.
- 4.4 The options identified assume that housing development without employment / jobs in the same broad location, and vice versa, is less sustainable and is to be avoided. Similarly, infrastructure improvements need to be aligned with new development, including improvements to transport networks, utilities, green infrastructure, health, education and social facilities. **Consequently, the term 'development' is used in the Spatial Options for Growth to refer to the balance of housing, employment and the accompanying infrastructure.**
- 4.5 No single option is considered preferable at this stage and there remains scope and flexibility for the options to be adapted to take account of additional factors.
- 4.6 The Strategic Environmental Assessment – Sustainability Appraisal (SEA-SA) will assess the anticipated impacts of each Spatial Option against the Objectives of the LDP.
- 4.7 Therefore, the 4 possible Spatial Strategy Options for accommodating the distribution of housing and employment growth anticipated over the Revised LDP plan period (2018-2033) are discussed below.
- 4.8 **Option 1: Continuation of the existing LDP Regeneration led Strategy.**
- 4.9 This option is broadly a continuation of the existing LDP regeneration led strategy and proposes to prioritise the re-use of previously developed land (brownfield) and direct growth to land within existing settlement development boundaries.

- 4.10 In terms of background context, the existing Regeneration-Led Spatial Strategy was developed to provide a land use framework, to help realise the regeneration aspirations and priorities of the Council, and make the most meaningful contribution with respect to securing social, environmental and economic benefits for the communities of the County Borough. Taking into account the spatial distribution of regeneration activities and needs, development is directed to settlements and parts of the County Borough which will benefit the most and where there are opportunities for securing the greatest positive impacts and benefits of growth.
- 4.11 In line with the above, four Strategic Regeneration Growth Areas (SRGAs) at: Bridgend; Porthcawl; Maesteg and the Llynfi Valley; and The Valleys Gateway together with four Strategic Employment Sites at: Brocastle, Waterton, Bridgend; Island Farm, Bridgend; Pencoed Technology Park, Pencoed; and Ty Draw Farm, North Cornelly were identified to deliver a range of mixed-use developments and facilities. The re-use of brownfield and under-utilised land in this way at the time (and still is) viewed by national policy as a key way to creating a more sustainable pattern of development. Therefore the overall preference of the existing LDP Strategy has been for the development of land within urban areas, especially on previously developed 'brownfield' sites, before considering the development of greenfield sites. The level of development and growth identified in the LDP has taken into account how much development would be required to have a significant regenerative effect, the availability of sites for development in that area, existing settlement patterns, having regard to the social and economic function and identity of settlements and to relevant environmental considerations.
- 4.12 A review of the LDP Annual Monitoring Reports has shown that the Regeneration-Led Spatial Strategy that underpins the LDP has been broadly successful, especially in bringing forward a number of residential and mixed-use allocated sites (primarily on brownfield land) within the County Borough. The delivery of sites has been especially successful within the Strategic Regeneration Growth Areas of Bridgend and the Valleys Gateway. The implementation of the LDP Strategy has however been less successful in the Strategic Regeneration Growth Areas of Maesteg and the Llynfi Valley and Porthcawl. This has largely been attributed to land-ownership issues and assembly and viability issues especially within the upper areas of the Llynfi Valley. The advantages and disadvantages of continuing with this strategy are set out below.
- 4.13 Advantages
- This option promotes the development of land within urban areas, especially on previously developed 'brownfield' sites, before considering the development of greenfield sites and direct growth to sites within existing settlement development boundaries. This option would broadly be consistent with Planning Policy Wales (National Planning Guidance) in terms of prioritising 'brownfield' sites.
 - The regeneration objectives of the Council would continue to be promoted.

- Growth would be directed to sustainable urban locations close to public transport and the strategic highway network.
- The strategy will continue to seek to revitalise Maesteg by recognising its role as the principal settlement serving the Llynfi Valley which has the potential capacity and infrastructure to accommodate future growth; and deliver the Porthcawl Waterfront Regeneration Site.

4.14 Disadvantages

- the majority of existing brownfield regeneration sites identified in the existing LDP have been delivered or are committed (and expected to come forward within the next few years especially within Bridgend and the Valley's Gateway Growth Areas). Whilst additional brownfield opportunities exist in the Valley's Gateway area, there are capacity issues at Junction 36 of the M4 which could constrain further growth being delivered without significant investment in the associated infrastructure to relieve these constraints. In particular, north-south movements across the Junction are at capacity, which affects the connectivity of the Valleys Gateway (and the Valleys beyond) with jobs and services in Bridgend. Any potential solution to this bottleneck is likely to require a level of financial investment that is larger than local in scale and will incur a timetable for implementation that will extend far beyond the plan period.
- The implementation of the LDP Strategy has been less successful in the Strategic Regeneration Growth Areas of Maesteg and the Llynfi Valley and Porthcawl. This has largely been attributed to land-ownership issues and assembly and viability issues especially within the upper areas of the Llynfi Valley. This is due to complex land ownership / assembly issues, significant site reclamation costs and a lack of financial viability. This is particularly prevalent on larger scale sites that are considered strategic in nature and of a size required to accommodate the scale of new house building required to fulfil the amount of growth indicated by the population projections. Without significant policy interventions, it is difficult to envisage how these blockages can be removed. The delivery of such sites will be rigorously tested during the LDP review process.
- As such additional viable and deliverable sustainable greenfield sites are required to deliver future housing requirements for the County Borough up to 2033, especially given that the housing land supply within the County Borough has fallen below the 5 year minimum requirement. The scope to do this in the settlements to the north of the M4 is severely restrained by geographical and topographical constraints – especially in the Ogmere & Garw Valleys, where settlements are linear in nature and have limited existing services and facilities (Option 3 discusses this issue in more detail).

4.15 **Conclusion**

- 4.16 Option 1 prioritises the re-use of previously developed land and directs growth to sites within existing settlement boundaries (SDB) and is a continuation of the existing LDP Regeneration-led Strategy. A review of the Annual Monitoring Reports has shown that the Regeneration-Led Spatial Strategy that underpins the LDP has been broadly successful, especially in bringing forward a number of residential and mixed-use allocated sites (primarily on brownfield land) within the County Borough. The delivery of sites has been especially successful within the Strategic Regeneration Growth Areas of Bridgend and the Valleys Gateway.
- 4.17 It is important to recognise that the implementation of the LDP Strategy has however been less successful in the Strategic Regeneration Growth Areas of Maesteg and the Llynfi Valley and Porthcawl. This has largely been attributed to land-ownership issues and assembly and viability issues especially within the upper areas of the Llynfi Valley. If the Council decided to proceed with Option 1 (continuation of the existing LDP strategy) it would not be able to deliver the County Borough's future housing requirements and it is likely that such a strategy would be considered unsound at the LDP public examination.
- 4.18 **Option 2: Public Transport Hubs and Strategic Road Corridors:** growth is directed to major public transport hubs and the strategic highway network (M4).
- 4.19 This Option proposes to locate new development within key settlements and functional corridors along main, established transport routes. Sites would be allocated for development based on their geographical proximity to public transport hubs (including existing train stations and bus routes) and the strategic highway network (M4), where there is current or planned infrastructure in place to accommodate the levels of growth required. This Option would aim to improve local to regional connectivity and develop sustainable multi-modal transport environments that benefit from public transport, walking and cycling opportunities alongside road links.
- 4.20 Bridgend has a unique geographical position between the two city-regions in South Wales. In particular, there are strong historical transport links to Cardiff, which will only become more deeply entrenched as the Cardiff Capital Region develops, providing plentiful opportunities for the County Borough to exploit a wider regional market.
- 4.21 The transportation network in Bridgend is dominated by highways, which total 793 kilometres in length and carry approximately 1.3 billion vehicle kilometres of traffic. The 18 kilometres of the M4 motorway running through the County Borough provide three key gateways at junctions 35, 36 and 37, which naturally align with established settlements at Pencoed, Bridgend and North Cornelly / Pyle, respectively. These road linkages represent a significant pull factor for development to take place within the County Borough.
- 4.22 In addition, Pencoed, Bridgend and Pyle Railway Stations are all on the South Wales Main Line, served by the Swansea to Cardiff regional train service. This provides a frequent service from the east to the west of the County Borough itself in addition to

the two cities. Bridgend and Pencoed Stations also benefit from the Manchester to Carmarthen service, with Bridgend also connecting directly to London Paddington. There are Council-owned park and ride sites at Pencoed and Pyle stations and a private park and ride site at Bridgend Station, with medium term plans to upgrade the capacity of the Pyle park and ride facility (as identified in the Local Transport Plan).

4.23 The three motorway junctions and key train stations operating on the South Wales Main Line align with existing settlements to pinpoint relatively natural growth corridors, summarised below for ease of reference:

4.24 **Settlements with Stations on main Railway Corridors:**

- Bridgend
- Pencoed
- North Cornelly / Pyle

4.25 **Settlements located on the Key Strategic Road Network (M4)**

- Bridgend (Junction 36)
- Pencoed (Junction 35)
- North Cornelly / Pyle (Junction 37)

4.26 This Option aims to closely align growth with sustainable development principles. Developing new homes in close proximity to good public transport networks means that these forms of travel should be naturally perceived as straightforward and attractive by residents from the outset. New developments would also be integrated within established communities (i.e. Bridgend, Pencoed and North Cornelly / Pyle), all of which already benefit from existing services, facilities and employment clustered around the railway stations.

4.27 The three M4 Junctions also act as significant gateways into the County Borough, with existing infrastructure in place to help facilitate development of a range of uses. Focussing growth around these Junctions could lead to enhancement of multi-modal transport corridors to stimulate development by providing direct links between the main residential areas and employment centres. This approach should facilitate complementary transport uses to ensure growth can be incorporated in an integrated and co-ordinated way.

4.28 Advantages

- The three settlements are well placed to offer service and employment opportunities to ensure that new developments are not functionally separate, isolated settlements.
- Providing realistic public transport options will incentivise residents to utilise these services as viable and realistic alternatives to the car. This will especially be apparent if the services are frequent, reduce travel time overall and combat parking problems near employment and within busy town and city centres.

Improvements to public transport along these key growth corridors will also provide an equitable basis for access and mobility.

- In addition to the train stations, new developments close to existing settlements will prove far easier to serve by bus. This can be facilitated through extensions and tweaks to the existing bus network as opposed to establishing new routes, which habitually prove costly and perhaps unfeasible, especially with reduced availability of subsidy.
- Sustainable growth in these areas would necessarily be accompanied by safe walking and cycling linkages alongside green infrastructure to provide logical routes grounded in Active Travel principles. This could help promote more active lifestyles, combat social isolation and provide close linkages to the key places (i.e. employment, education or recreation) residents will need to travel to.
- Channelling growth into these areas would induce a local multiplier effect to increase revenue for and therefore viability of local business and services. This would sustain economic development and incite job creation as the hubs would increasingly be seen as attractive places for business to locate, given the growing employment base and availability of skilled labour.

4.29 Disadvantages

- Development may not accord with market demand and lead to a number of sites being advertised primarily based on their proximity to the major highway network. This could encourage high levels of car usage, place pressure on settlements with infrastructure related constraints and lead to local traffic increasingly slowing down long distance traffic as a consequence.
- New residents may be far less concerned with accessing existing local centres and instead place more emphasis on finding the fastest routes onto the major road networks. This could therefore lead to an unintended preponderance of car-based housing estates with little else to offer in terms of Active Travel, place making and connectivity opportunities.
- There could be capacity issues at the three motorway junctions (35, 36 and 37), which is crucial for the efficient operation of this stretch of the M4. There are currently limitations at Junction 36 in particular, where current and future development pressures are predicted to lead to the generation of excessive car traffic. These pressures are beginning to turn the M4 into a distributor of local traffic, which should not be the case. Additional growth will therefore be hindered around this particular section of the strategic road corridor without significant action being taken initially.

- It is questionable whether the rail network could accommodate the level of growth that would be channelled into these hubs, especially at Pencoed and Pyle Stations, to meet the movement requirements of the new residents.
- Sustainable settlements elsewhere would be overlooked in terms of their ability to accommodate growth. This Option would also fail to address the socio-economic needs of the Llynfi, Garw and Ogmore Valleys, Porthcawl and other rural areas across the County Borough.

4.30 Conclusion

4.31 Overall, this Option is based on promoting sustainable development by focussing on established transport hubs at North Cornelly / Pyle, Pencoed and Bridgend. It aims to channel growth towards these key settlements through enhancement of multi-modal transport corridors that promote public transport and access to the major highway network. This Option would provide opportunities to closely link new residential development to employment, recreation and education uses through active travel principles, thereby promoting healthier, more socially inclusive lifestyles. It could also help boost the local economies of these existing key settlements by rendering the centres more attractive for development and increasing the pool of labour.

4.32 However, improvements to rail infrastructure and expansion of services could be restricted by capacity constraints, especially at Pyle and Pencoed Stations along with Junction 36. This Option would be largely dependent on investment decisions across the region, which is beyond local decision making alone.

4.33 Elements of this Option are similar to the existing LDP's strategy in that it is based on directing growth to sustainable urban locations. However, a key difference is that this proposed Option overlooks large parts of the County Borough, notably Porthcawl, Maesteg and the Llynfi Valley, thereby ignoring the role of such sustainable settlements elsewhere.

4.34 Whilst there are certainly elements of this Option that would promote sustainable forms of development and catalyse positive socio-economic change, it arguably fails to provide a comprehensively robust rationale to justify a spatial strategy alone. However, it is perhaps suitable to provide useful high level context to inform the chosen spatial strategy.

4.35 **Option 3: Prioritise growth to the North of the M4 - a Valleys led Strategy**

4.36 By following this spatial option, new development would focus on the existing Strategic Regeneration Growth Areas (SRGAs) of Maesteg and the Llynfi Valley and the Valleys Gateway, with the delivery of existing commitments on brownfield sites being the focus in settlements outside of these areas. The strategy would also identify a Strategic Hub in the north of the Borough in accordance with the Welsh Government's Ministerial Valleys Taskforce.

- 4.37 This Spatial Strategy concentrates new development in those communities to the north of the M4 that are most in need of social, economic and environmental regeneration. It builds on existing regeneration activities and programmes and provides the opportunity to enhance the range and quality of local services aimed at reducing levels of social exclusion.
- 4.38 This Strategy would direct a large proportion of future growth to the Llynfi Valley, especially the Upper Llynfi Valley and Maesteg where there is scope and site capacity on existing brownfield land associated with Maesteg Washery, the former Cooper Standard site and the former Coegnant Colliery reclamation area, straddling the settlements of Caerau and Nantyllyon. Such development would sustain and promote Maesteg's role as the principal settlement serving and benefiting surrounding settlements. Maesteg also has the infrastructure to accommodate further growth, notably with respect to proposals in the South Wales Metro prospectus to enhance the Bridgend – Maesteg rail line. This could potentially include increased frequency of services and enhancement of heavy rail sections of the route.
- 4.39 There is also the opportunity to build on the strategic potential of the Valleys Gateway area by directing further development to this most accessible and central location within the County Borough. This area also offers considerable scope and capacity most notably in the settlements of Tondu, Sarn, Aberkenfig and Bryncethin where large sites have the potential of coming forward for mixed-use schemes, by means of the re-assessment of existing redundant, underutilised employment sites and through the priorities of the schools' modernisation process and candidate site submissions.
- 4.40 In view of the area's pivotal role in serving the valleys there may be a requirement for the release of further land for employment purposes, especially if as a result of the re-assessment process of underutilized existing sites for mixed-use, there is potentially less land available specifically for employment purposes.
- 4.41 Some settlements, particularly in the Garw and Ogmore Valleys, which are in need of regeneration, have fewer development opportunities. Settlements in this location are particularly constrained by difficult topography and inadequate infrastructure. Therefore, pursuit of this spatial option may require the relaxation of certain settlement boundaries, and provision for the release of some urban fringe or greenfield sites immediately adjacent to existing settlements within these communities. However, there are also a number of brownfield redevelopment opportunities, especially within the settlements of Bettws, Blackmill, Blaengarw and Nantymoel, which have the potential of delivering mixed-use schemes for the benefit of the wider community. The strategy will seek to exploit the varied landscape of the Garw and Ogmore Valleys by identifying opportunities for cultural and tourism related developments.
- 4.42 This Strategy would recognise the work of the Welsh Government's Ministerial Valleys Taskforce which has identified Northern Bridgend as one of its Strategic Hubs in its Our Valleys, Our Future Delivery Plan. The key priorities of the plan are: good quality jobs and the skills to do them; better public services; and my local community. The plan identifies 7 strategic hubs to be created across the South Wales Valleys as a

focus for targeted public investment to provide opportunities for the private sector to invest with a primary focus on job creation, skills development and entrepreneurship. The specific issues leading to the areas designation as a hub are the transport connectivity challenges faced by this part of the borough which promotes a sense of isolation from Bridgend and Pencoed. This Strategy would promote measures to improve the A4063 between Sarn and Maesteg, increase capacity of Junction 36 of the M4 to cater for additional north to south movements, and encourage Active Travel schemes to link new development to existing travel hubs. The implementation of any such improvements would depend on the identification of sufficient financial resources to fund them.

4.43 Advantages

- This option could strengthen the vitality of the Valley settlements, and assist with the deliverability of affordable housing in areas and settlements of greatest need, reducing patterns of social exclusion and isolation.
- The strategy is similar to that of the existing LDP, seeking to deliver regeneration benefits through the allocation of new housing developments on previously developed sites particularly those in the Upper Llynfi Valley which have not yet been delivered. A brownfield strategy accords with the goals of Planning Policy Wales.
- The strategy will continue to seek to revitalise Maesteg by recognising its role as the principal settlement serving the Llynfi Valley which has the potential capacity and infrastructure to accommodate future growth.
- It will build on the success of the existing Valleys Gateway SRGA and will continue to recognise the strategic potential of this area providing opportunities for further development and the delivery of facilities serving the whole of the County Borough.
- The strategy will support Council-wide carbon reduction targets and promote climate change mitigation by working with local communities to identify suitable locations for local authority-scale renewable energy projects in the Ogmere and Garw Valleys and to continue to promote the Upper Llynfi Valley Heat Network Project.
- Will seek to address the challenges posed by poor connectivity between Pencoed and Bridgend and the Valley communities through finding and funding solutions to the capacity issues of north to south movements at Junction 36 of the M4, the improvements required to the A4063 and planned investment to the rail line between Bridgend and Maesteg.

4.44 Disadvantages

- The majority of existing brownfield regeneration sites identified in the Valleys Gateway SRGA in the existing LDP have been delivered or are committed and expected to come forward within the next few years. Whilst additional brownfield opportunities exist in this area, there are capacity issues at Junction 36 of the M4 which could constrain further growth being delivered without significant investment in the associated infrastructure to relieve these constraints. In particular, north-south movements across the Junction are at capacity, which affects the connectivity of the Valleys Gateway (and the Valleys beyond) with jobs and services in Bridgend. Any potential solution to this bottleneck is likely to require a level of financial investment that is larger than local in scale and will incur a timetable for implementation that will extend far beyond the plan period.
- The implementation of the LDP Strategy has been less successful in the Strategic Regeneration Growth Area of Maesteg and the Llynfi Valley. Of housing completions on allocated sites across the borough, only 0.2% have been in the Maesteg and Llynfi Valley SRGA. This is due to complex land ownership / assembly issues, significant site reclamation costs and a lack of financial viability. This is particularly prevalent on larger scale sites that are considered strategic in nature and of a size required to accommodate the scale of new house building required to fulfil the amount of growth indicated by the population projections. Without significant financial intervention from Welsh Government, it is difficult to envisage how these blockages can be removed. The delivery of such sites will be rigorously tested during the LDP review and could see it fail at the first hurdle.
- As such additional viable and deliverable sustainable greenfield sites will be required to deliver future housing requirements for the County Borough up to 2033, especially given that the housing land supply within the County Borough has fallen below the 5 year minimum requirement. The scope to do this in the settlements to the north of the M4 is severely restrained by geographical and topographical constraints – especially in the Ogmore & Garw Valleys, where settlements are linear in nature and have limited existing services and facilities. At a minimum, this would require the extension and/or relaxation of settlement boundaries and lead to the allocation of unsustainable greenfield sites located away from main transport hubs. This will entrench existing patterns of disconnection between homes and jobs and will be at odds with the Placemaking agenda advocated by Planning Policy Wales.
- The level of growth that will need to be identified to fulfil the LDP Strategy may be considered unsustainable in terms of the capacity of existing and proposed transport links. In addition to capacity issues at Junction 36 of the M4, the delivery of improvements to the A4063 between Sarn and Maesteg is dependent on securing the necessary level of investment despite being programmed in the Local Transport Plan. The only train service north of the M4 is a single track route linking Bridgend to Maesteg, with zero potential to extend

the route to serve additional new stations on the Ogmere and Garw Valleys. Financial decisions relating to measures to increase the frequency of services on the Bridgend to Maesteg train line reside with the Welsh Government and are not seen as a short term measure in the development of the South Wales Metro.

- No new strategic residential sites would be allocated in the key settlements of Bridgend, Porthcawl, Pencoed or Pyle. These are recognised as having an important sub-regional or regional role in the Settlement hierarchy of the Borough, and being the principal centres of services, jobs and community facilities. This continuing role may be weakened by the lack of growth over the plan period, calling into question the Borough's capability to deliver significant levels of high quality residential and employment land for the wider Cardiff Capital Region.

4.45 Conclusion

- 4.46 This Spatial Strategy concentrates new development in communities in need of social, economic and environmental regeneration. It builds on existing regeneration activities and programmes and provides the opportunity to enhance the range and quality of local services aimed at reducing levels of social exclusion.
- 4.47 Pursuit of this strategy would focus growth on those locations that have previously seen little in the way of private sector investment. This could improve the built environment, especially in the north of the County Borough, by encouraging the regeneration of previously developed land. However the Valley settlements have traditionally had low market demand, increased costs associated with land reclamation and limited physical and social infrastructure. There is little evidence to suggest house prices have shown any indication of improving in recent times, whilst the physical and topographical characteristics of this part of the borough present a viability challenge for sites of all sizes. This Strategy will therefore require innovative public/private partnership approaches to succeed.
- 4.48 If the Council decided to proceed with Option 3 it would not be able to deliver the County Borough's future housing requirements such a strategy would be considered unsound at the LDP public examination, as it would be difficult to demonstrate a sufficient quantity of deliverable sites could be allocated to accommodate the population growth indicated. Demonstrating site viability is recognised as a critical issue in the LDP process and the failure to do so would leave the Council at high risk of failing to sustain a 5 year housing land supply, which in turn could lead to Developer's submitting proposals for greenfield sites throughout the Borough. Pursuing this Spatial Option would not address the failings of the existing Bridgend LDP.

4.49 **Option 4: Regeneration and Sustainable Urban Growth - led strategy**

4.50 This options proposes to continue to focus growth on Bridgend, Porthcawl, Maesteg and the Llynfi Valley recognising that some 'greenfield' sites may be required to deliver future housing requirements for the County Borough up to 2033.

4.51 Pencoed and Pyle are identified as areas that could accommodate sustainable growth in recognition of their strategic locations on the M4 and proximity to railway stations – **Officers are liaising with Transport for Wales to assess the impacts of additional growth on the rail network.**

4.52 Sustainable growth in the Llynfi, Ogmore and Garw Valleys will be stimulated to stem decline and maintain viable communities but without compromising the landscape, which is seen as a key regeneration driver in terms of encouraging tourism. This strategy could also allow for a Strategic Hub north of the M4 to be developed (subject to the identification of a suitable site).

4.53 Finally, sustainable growth in the County Borough's 'Local Service Settlements' will be encouraged by flexibly defining the Settlement Development Boundaries where practical, to accommodate a range of sites thus enabling them to be considered for sustainable development provided that it does not detrimentally impact the historic and natural environment.

4.54 Advantages

- Builds on the successes of existing LDP strategy and provides enough flexibility to address the elements that have underperformed i.e. Porthcawl and Maesteg the Llynfi Valley.
- Continues to focus on the delivery of existing brownfield regeneration sites allocated in the existing LDP but also and identifies viable, deliverable and sustainable greenfield sites to help meet the County Borough's future housing needs.
- New sustainable growth will help deliver Welsh Government's placemaking agenda.
- New sustainable allocations could will contribute towards the energy needs of Wales with a focus on the promotion of renewable and low carbon energy in particular building upon the Local Energy Strategy that identifies suitable locations for District Heating Networks.
- This option will promote multi-functional green infrastructure with an emphasis on its integration with existing and new development.
- This strategy will bring about growth based on key transport hubs and the strategic road network/corridors (as such new development will be located and designed in accordance with the transport hierarchy (PPW) to prioritise the use

of sustainable transport, reduce related airborne pollution, reduce the need to travel, reduce the dependency on private vehicles and help deliver Active Travel routes in the County Borough.

- Growth centred on key transport hubs and strategic road network will assist and sustain economic development and job creation in accordance with sustainable development objectives.

Negatives

- This strategy unfortunately cannot change the current viability challenges in the Valley settlements, however the plan will continue to put a framework in place that would allow sustainable development to come forward (if viable) in line with the Council's regeneration objectives and sends a clear message that the Valley settlements are not being overlooked.
- This strategy does not resolve the capacity issues at Junction 36 (M4) and prevents development to the east of Bridgend and Valley's Gateway area.

4.55 Conclusion

4.56 This option builds on the successes of existing LDP strategy and provides enough flexibility to address the elements that have underperformed i.e. Porthcawl and Maesteg the Llynfi Valley. Crucially, this options continues to focus on the delivery of existing brownfield regeneration sites allocated in the existing LDP but would also need to identify viable, deliverable and sustainable greenfield sites. In addition, Pencoed and Pyle are identified as areas that could accommodate additional sustainable development in recognition of their location on strategic road and rail network to help meet the County Borough's future housing needs.

4.57 In line with the Council's existing regeneration agenda, sustainable growth in the Llynfi, Ogmore and Garw Valleys will be stimulated to stem decline and maintain viable communities but without compromising the landscape, which is seen as a key regeneration driver in terms of encouraging tourism. This strategy could also allow for a Strategic Hub north of the M4 to be developed (subject to the identification of a suitable site).

4.58 Finally, sustainable growth in the County Borough's 'Local Service Settlements' will be encouraged by flexibly defining the Settlement Development Boundaries where practical, to accommodate a range of sites thus enabling them to be considered for sustainable development provided that it does not detrimentally impact the historic and natural environment.

4.59 **Preferred Spatial Strategy Option**

4.60 Based on the appraisal above and current evidence, Option 4 is likely to be identified as the preferred spatial strategy that will enable the Council to achieve the most sustainable form of development, meet the Replacement LDP Objectives and address existing infrastructure capacity issues.

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26th February 2018

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

26 JUNE 2019

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

NOMINATION TO THE PUBLIC SERVICE BOARD SCRUTINY PANEL

1. Purpose of Report

- 1.1 The purpose of the report is to request the Committee to nominate three Members to sit on the Public Service Board Scrutiny Panel.

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

- 2.1 The key improvement objectives identified in the Corporate Plan 2018–2022 have been embodied in the Overview & Scrutiny Forward Work Programmes. The Corporate Improvement Objectives adopted by Council on 22 February 2018 and formally set out the improvement objectives that the Council will seek to implement between 2018 and 2022. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

3. Background.

- 3.1 From 1 April 2016, the Well-being of Future Generations (Wales) Act 2015 introduced statutory Public Services Boards (PSB) across each local authority area in Wales. PSBs work together to improve the social, economic, cultural and environmental well-being of the board's area. The Act specified that one Committee take an overview of the overall effectiveness of the Board which this Authority determined to carry out via a PSB Overview and Scrutiny Panel which is now proposed to sit under the remit of the Corporate Overview and Scrutiny Committee.
- 3.2 The purpose of the Panel is to review and scrutinise the efficiency and effectiveness of the PSB and its decisions as well as the governance arrangements surrounding it. The Panel will hold up to two meetings a year and will make reports or recommendations to the Board regarding its functions, with the aim of enhancing its impact. These recommendations are to be presented to the Corporate Overview and Scrutiny Committee for approval prior to submission to the Board.
- 3.3 A copy of any report or recommendation made to the Public Service Board must be sent to the Welsh Ministers, the Commissioner and the Auditor General for Wales.
- 3.4 The membership of the PSB Panel is determined annually and incorporates three Members from the Corporate Overview and Scrutiny Committee, one

Member from each of the Subject Overview and Scrutiny Committees and counterpart representatives that sit on the Public Service Board.

4. Current Situation / proposal.

- 4.1 In addition to the one Member nominated from each of the three Subject Overview and Scrutiny Committees, the Committee is asked to nominate a further three Members to sit on the Public Service Board Scrutiny Panel.

5. Effect upon Policy Framework and Procedure Rules.

- 5.1 The work of the Corporate Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend.

6. Equalities Impact Assessment

- 6.1 There are no equalities impacts arising from this report.

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

- 7.1 The Act provides the basis for driving a different kind of public service in Wales, with 5 ways of working to guide how public services should work to deliver for people. The following is a summary to show how the 5 ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

- Long-term - The establishment of the PSB Panel will assist in the long term planning of the business of the Council by the continuation of effective relationships with other organisations to improve wellbeing in Bridgend County now and in the future.
- Prevention - The PSB Overview and Scrutiny Panel will monitor the Public Service Board's objectives and priorities within the Wellbeing Plan which address underlying causes of problems and prevent them getting worse or happening in the future.
- Integration - The report supports all the wellbeing objectives.
- Collaboration - The PSB Panel supports partnership working with other organisations both locally and regionally.
- Involvement - The PSB Panel will maintain a relationship with other Organisations through effective partnership working and act as a critical friend to ensure the PSB are involving

citizens of Bridgend when making decisions that affect them.

8. Financial Implications

8.1 There are no financial implications arising from this report.

9. Recommendation

The Committee is asked to nominate three Members of the Corporate Overview and Scrutiny Committee to sit on the Public Service Board Scrutiny Panel.

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Background Documents

None

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

26 JUNE 2019

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

CORPORATE PARENTING CHAMPION NOMINATION REPORT

1. Purpose of the Report.

- 1.1 The purpose of this report is to request the Committee to nominate one Member as its Corporate Parenting Champion to represent the Committee as an invitee to meetings of the Corporate Parenting Cabinet Committee.

2. Connection to Corporate Improvement Objectives.

- 2.1 The key improvement objectives identified in the Corporate Plan 2018-2022 have been embodied in the Overview & Scrutiny Forward Work Programmes. The Corporate Improvement Objectives were adopted by Council on 22 February 2018 and formally set out the improvement objectives that the Council will seek to implement between 2018 and 2022. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

3. Background

- 3.1 Corporate Parenting is the term used to describe the responsibility of a local authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent' therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.¹
- 3.2 In order to further develop and enhance the Council's corporate parenting role with its partners, a Corporate Parenting Cabinet Committee comprising all Members of Cabinet was established by Cabinet on 4 November 2008.
- 3.3 The inaugural meeting of the Cabinet Committee was held on 27 November 2008 where it was agreed that the Cabinet Committee will meet bi-monthly. The terms of reference for the Cabinet Committee are:
 - to ensure that looked after children are seen as a priority by the whole of the Authority and by the Children and Young People's Partnership;

¹ Welsh Assembly Government and Welsh Local Government Association 'If this were my child... A councillor's guide to being a good corporate parent to children in care and care leavers', June 2009

- to seek the views of children and young people in shaping and influencing the parenting they receive;
- to ensure that appropriate policies, opportunities and procedures are in place;
- to monitor and evaluate the effectiveness of the Authority in its role as corporate parent against Welsh Government guidance.

3.4 At its inaugural meeting, the Cabinet Committee requested that a Corporate Parenting “Champion” be nominated from each of the Overview and Scrutiny Committees to become permanent invitees to the Cabinet Committee.

4. Current Situation / Proposal.

4.1 The Committee is requested to nominate one Member as its Corporate Parenting Champion to represent the Committee as an invitee at meetings of the Corporate Parenting Cabinet Committee.

4.2 The role of the Corporate Parenting Champion is to represent their Overview and Scrutiny Committee, partaking in discussions with Cabinet over items relating to children in care and care leavers.

4.3 It is also suggested that in this role each Champion considers how all services within the remit of Scrutiny affect children in care and care leavers and encourage their own Committee to bear their Corporate Parenting role in mind when participating in Scrutiny.

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

5. Effect upon Policy Framework and Procedure Rules.

5.1 The work of the Corporate Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend.

6. Equality Impact Assessment.

6.1 There are no equality impacts arising from this report.

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

7.1 The Act provides the basis for driving a different kind of public service in Wales, with 5 ways of working to guide how public services should work to deliver for people. The following is a summary to show how the 5 ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

- Long Term – The establishment of the Corporate Parenting Cabinet Committee demonstrates the Authorities long term commitment to improving and strengthening their role as Corporate Parents to care leavers and Looked After Children.
- Prevention – The Corporate Parenting Cabinet Committee are preventative in their nature and ensure that appropriate policies, opportunities and procedures are in place for all care leavers and Looked After Children
- Integration – This report supports all the well-being objectives
- Collaboration – All members are Corporate Parents and this report supports collaborative working with Cabinet and Members of Scrutiny and emphasises the role of Corporate Parents for all Elected Members.
- Involvement – Corporate Parent Champions provide practical support and guidance to children in care and care leavers to ensure they achieve their well-being goals

8. Financial Implications.

8.1 None.

9. Recommendation.

The Committee is asked to nominate one Member of the Committee as its Corporate Parenting Champion to represent the Committee at meetings of the Corporate Parenting Cabinet Committee

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Background Documents

Bridgend County Borough Council Constitution

Part II of the Local Government Act 2000: Executive Arrangements

Report of the Corporate Director – Children to Cabinet, 4 November 2008: Establishment of a Corporate Parenting Cabinet Committee

Report of the Corporate Director – Children to the Inaugural Meeting of the Corporate Parenting Cabinet Committee, 27 November 2008

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

26 JUNE 2019

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

OVERVIEW AND SCRUTINY FORWARD WORK PROGRAMME 2019-20

1. Purpose of Report.

1.1 To present:

- a) the items due to be considered at the Committee's meeting scheduled to be held on 17 July 2019 and seek confirmation of the information required for the subsequent meeting, scheduled to be held on 25 September 2019.
- b) a list of potential Forward Work Programme items for formal prioritisation and allocation to each of the Subject Overview and Scrutiny Committees.

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

2.1 The key improvement objectives identified in the Corporate Plan 2018–2022 have been embodied in the Overview & Scrutiny Forward Work Programmes. The Corporate Improvement Objectives were adopted by Council on 22 February 2018 and formally set out the improvement objectives that the Council will seek to implement between 2018 and 2022. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

3. Background.

3.1 Under the terms of Bridgend County Borough Council's Constitution, each Overview and Scrutiny Committee must publish a Forward Work Programme (FWP) as far as it is known.

3.2 An effective FWP will identify the issues that the Committee wishes to focus on during the year and provide a clear rationale as to why particular issues have been selected, as well as the approach that will be adopted; i.e. will the Committee be undertaking a policy review/ development role ("Overview") or performance management approach ("Scrutiny").

3.3 The FWPs will remain flexible and will be revisited at each COSC meeting with input from each SOSC and any information gathered from FWP meetings with Corporate Directors and Cabinet.

4. Current situation / proposal.

4.1 Attached at **Appendix A** is the Corporate Overview and Scrutiny forward work programme which includes the items scheduled for the next meeting which is set to

be held on the 17 July 2019. It is for the Committee to determine any further detail to request as part of these reports including any additional invitees they wish to attend to assist the Committee in its deliberations.

- 4.2 In addition to this, the Corporate Overview and Scrutiny Committee have responsibility for setting and prioritising the overall forward work programme for the Subject Overview and Scrutiny Committees.
- 4.3 Attached at **Appendix B** is the SOSCs FWP which includes the topics prioritised and agreed by the COSC for the next set of SOSCs in Table 1, as well as a list of proposed future topics at Table 2.
- 4.4 All lists have been compiled from suggested items at meetings of each of the Overview and Scrutiny Committees. It also includes information proposed from Corporate Directors, detail from research undertaken by Scrutiny Officers and information from FWP Development meetings between the Scrutiny Chairs and Cabinet.

Corporate Parenting

- 4.5 Corporate Parenting is the term used to describe the responsibility of a local authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent' therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.¹
- 4.6 In this role, it is suggested that Members consider how each item they consider affects children in care and care leavers, and in what way can the Committee assist in these areas.
- 4.7 Scrutiny Champions can greatly support the Committee in this by advising them of the ongoing work of the Cabinet-Committee and particularly any decisions or changes which they should be aware of as Corporate Parents.

Identification of Further Items

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

5. Effect upon Policy Framework & Procedure Rules.

- 5.1 The work of the Corporate Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or

¹ Welsh Assembly Government and Welsh Local Government Association 'If this were my child... A councillor's guide to being a good corporate parent to children in care and care leavers', June 2009

improve economic, social or environmental wellbeing in the County Borough of Bridgend.

6. Equality Impact Assessment

6.1 There are no equality impacts arising directly from this report.

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

7.1 The Act provides the basis for driving a different kind of public service in Wales, with 5 ways of working to guide how public services should work to deliver for people. The following is a summary to show how the 5 ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

- Long-term - The approval of this report will assist in the Planning of Scrutiny business in both the short-term and in the long-term on its policies, budget and service delivery
- Prevention - The early preparation of the Forward Work Programme allows for the advance planning of Scrutiny business where Members are provided an opportunity to influence and improve decisions before they are made by Cabinet
- Integration - The report supports all the wellbeing objectives
- Collaboration - Consultation on the content of the Forward Work Programme has taken place with the Corporate Management Board, Heads of Service, Elected Members and members of the public
- Involvement - Advanced publication of the Forward Work Programme ensures that the public and stakeholders can view topics that will be discussed in Committee meetings and are provided with the opportunity to engage.

8. Financial Implications.

8.1 The delivery of the Forward Work Programme will be met from within existing resources for Overview and Scrutiny support.

9. Recommendation.

9.1 The Committee is recommended to:

- a) Identify any additional information the Committee wish to receive in relation to their items scheduled for 17 July 2019 and their subsequent meeting including invitees they wish to attend within **Appendix A**;
- b) Confirm the items prioritised and delegated to the Subject Overview and Scrutiny Committees for contained within **Appendix B**;
- c) Identify additional items using the criteria form for future consideration on the Scrutiny Forward Work Programme.

DATE OF MEETING	COMMITTEE	SUBJECT
5 Sept 2019	SOSC 3	Sports Provision Playing Field Charging Strategy
9 Sept 2019	SOSC 1	Post 16 Education - Consultation
16 Sept 2019	SOSC 2	
9 Oct 2019	SOSC 1	Plasnewydd – Escalation from MSEP
10 Oct 2019	SOSC 2	
4 Nov 2019	SOSC 3	

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Corporate Overview and Scrutiny Forward Work Programme 2019-20

Meeting Date	Item	Scrutiny Officer	Author	Further Information	Invitees
Page 161 17-Jul-19	2018-19 End of Year Financial Performance			To review financial performance for end of year 2018-19	Cabinet and CMB; Cllr Smith apols Gill Lewis, Interim Head of Finance;
	Social Services and Wellbeing Future Service Delivery Plan			Members requested to receive alongside Financial Performance 2018-19	Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help. Jacqueline Davies, Head of Adult Social Care; Laura Kinsey, Head of Children’s Social Care;
	Q4 End of Year Performance Information Only			End of year performance report addressing how the Authority has met its corporate plan commitments, milestones and indicators - report for information along with written feedback from Scrutiny Chairs from CPA in order for the Committee to highlight any areas that need to be picked up on the FWP.	NA
25-Sep-19	Budget Monitoring 2019/20 - Q1 Forecast			To review and monitor financial performance for Q1	Cabinet and CMB; Gill Lewis, Interim Head of Finance;
	Digital Transformation			To receive an update on recommendations made on 26 September 2018. • Members have requested to receive a financial plan detailing the current spend to date, any underspend/overspend and projected spend for the duration of the programme; • Members query if the subscriptions for e-billing had increased or if Officers had considered offering a small discount as an incentive as recommended previously; • An update on the 'Bridgend Report It' app and Members recommendation for the app include the ability to reporting overflowing litter bins and the need for grass cutting; • An update on Tourism having its own webpage with its own button on the Councils homepage.	Martin Morgans, Head of Performance and Partnership Services Deputy Leader
07-Nov-19	Budget Monitoring 2019/20 - Q2 Forecast			To review and monitor financial performance for Q2	Cabinet and CMB; Gill Lewis, Interim Head of Finance;
13-Jan-20	Q2 Performance 2019-20 Information Only			Quarter 2 performance report addressing how the Authority is meeting its corporate plan commitments, milestones and indicators - report for information along with written feedback from Scrutiny Chairs from CPA in order for the Committee to highlight any areas that need to be picked up on the FWP.	NA
	Medium Term Financial Strategy 2020-21 to 2023-24			To receive 2020-21 MTFS Proposals for Chief Executive Directorate.	Mark Shephard, Interim Chief Executive; Deputy Leader; Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing; Gill Lewis, Interim Head of Finance and S151 officer.
	Medium Term Financial Strategy 2020-21 to 2023-24 and Draft Budget Consultation Process			Collate all Subject Overview and Scrutiny Committee and BREP feedback and comments for approval.	NA

Page 162		Corporate Plan			To comment on the Council's draft Corporate Plan including its improvement priorities, revised actions and the associated commitments and indicators.	Cabinet and CMB; Gill Lewis, Interim Head of Finance;
	13-Feb-20	Budget Monitoring 2019-20 – Q3 Forecast			To review and monitor financial performance for Q3	Cabinet and CMB; Gill Lewis, Interim Head of Finance;
		Capital Strategy and Treasury Management Strategy 2019-20 Onwards			Scrutiny Chairs agreed to review this item annually prior to the report going to Cabinet. Received last year on 11 Feb - Check timings for Cabinet	
	23-Mar-20	TBC				
		TBC				
	Items for the future					
		Collaboration - Internal and with Third Sector			7 Explore why the Authority has not progressed joint services for HR other than the current pension system, as well as Finance and Democratic Services. 8 Internal collaboration – how are Corporate Directors learning from one another; what can be learnt, what positive aspects can be shared and how can this be transferred appropriately across other Directorates; Third Sector - eg. BAVO - how much do we provide to them and what do they do with it. How are the LA benefiting from collaborative work - value for money and contribution to budget savings	Representative from BAVO
		Cardiff Capital Region City Deal			Members have asked to receive an annual report with a Bridgend County Borough focus.	
		Procurement and Contracts			Members have asked to receive information on homecare contracts and employment contracts with BCBC; How do we ensure ethical procurement is carried out? An update on the outcomes of the Procurement business review What monitoring process is in place with contractors to ensure compliance? Who is obligated to guarantee compliance? How can public accountability be assured if information within a contract is restricted to Members? Have any financial penalties been issued as a result of a breach of contract?	
		Wellbeing and Future Generations Act - Self Evaluation			To receive the Authority's Self Evaluation on the WFG Act to monitor progress on how the Authority is working towards meeting the requirements of the Act. <i>Is proposed that this be followed up with a workshop for all Scrutiny Members as to how Scrutiny needs to take forward their own requirements under the Act. Response coming from Commissioner in June (ish) so best Scrutiny receive after this.</i>	Mark Shephard, Interim Chief Executive Gill Lewis, Interim Head of Finance; Wanda Kirby, Corporate Performance Manager
		Ford Engine Plant			The Committee discussed the possible job losses from the Ford engine plant in Bridgend and were pleased to know that the Council were readily available to support the employer and employees. Members request to revisit this topic at a future meeting when a decision has been confirmed to explore the wider implications of the closure of Ford engine plant.	

Page 163	Digital Transformation		<p>To receive an update on recommendations made on 26 September 2018.</p> <ul style="list-style-type: none"> • Members have requested to receive a financial plan detailing the current spend to date, any underspend/overspend and projected spend for the duration of the programme; • Members query if the subscriptions for e-billing had increased or if Officers had considered offering a small discount as an incentive as recommended previously; • An update on the 'Bridgend Report It' app and Members recommendation for the app include the ability to reporting overflowing litter bins and the need for grass cutting; • An update on Tourism having its own webpage with its own button on the Councils homepage. 	Martin Morgans, Head of Performance and Partnership Services Deputy Leader
	Potential item for Scrutiny Chairs Research Group/REP		<p>Feedback from BREP on subject of Collaboration with the Police - The Panel highlighted the need to work more closely with the Police and therefore proposed that an item be considered to look at Policing of the borough on a local level. Members proposed the following points and areas be considered:</p> <p>a) As the delegated powers to the Police and PCSO's varies between local authorities, the Panel recommend that clarification be provided on what powers have been assigned to the Police and what has been retained by the LA to inform all Members, members of the public, Inspectors and PCSOs;</p> <p>b) How often does the Chief Executive and Leader meet with key people in the Police to discuss and align priorities;</p> <p>c) How often do both the Corporate Director – Operational and Partnership Services and the Corporate Director - Communities meet with their counterparts in the Police to discuss community policing and safety within the County Borough and align priorities.</p> <p>d) The need for a joint plan between Police and the LA; Explore how the Authority is collaborating with the Police and to what extent they have been approached to share the monetary burden especially in enforcement; Update on valleys Task Force How are the LA benefiting from collaborative work - value for money and contribution to budget savings</p> <p><i>Scrutiny to confirm what they are looking for in terms of communities input e.g. Fleet Depot.</i></p>	Mark Shephard, Interim Chief Executive (Lead) Corporate Director Communities; Chief Constable SWP Police and Crime Commissioner Cllr Richard Young
	Collaboration Work with the Police		<p><i>Item proposed by SOSC 2.</i></p> <p>The Committee agreed that the subject of Partnerships and Joint Working in relation to Prevention and Wellbeing, such as in respect of the Police and Fire Service, be put forward for the CORP FWP.</p> <p><i>(Does this not fit with the above?)</i></p>	
	Partnerships and Joint Working			
	Scrutiny Chairs Research Group		<p>Practice , Policy and review of reported "near misses".</p> <ul style="list-style-type: none"> - How many near misses have been reported? - How did we respond? - What lessons have been learnt? <p>Scrutiny Chairs have agreed to carry out an 'Information Gathering' exercise, interviewing representatives from schools, governors from schools and parents to present alongside the Officer report.</p> <p>School H&S Audits</p> <p>With reference to a recommendation made by BREP 2018 - The Panel request that an assessment of School Crossing Patrol and possible alternatives is included in this report</p>	Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Health and Safety rep
	Strategic Review of Health & Safety Responsibilities			
	Supporting Communities in Bridgend to be Safe and Cohesive		<p>At it's meeting in April 2019, the Committee noted the Head of Performance and Partnerships comments in relation to the early positive engagement with the Cwm Taf Health Board on the work of the Community Safety Partnership. The Committee requested that a future update be provided to ascertain whether this engagement was ongoing and successful.</p>	
Incident and Near Misses Reporting Procedure		<p>To scrutinise new policy and how the Authority is taking it forward. How the Authority has implemented lessons learnt. for comments and possible recommendations</p> <p><i>(Is a slight link to Strategic Review of Health and Safety Responsibilities but is wider than this so proposal to wait until after Research Project - if it is held in near future)</i></p>		

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Scrutiny Forward Work Programme

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

Date	Subject Committee	Item	Specific Information to request	Rationale for prioritisation	Proposed date	Suggested Invitees	Prioritised by Committees
08-Jul-19	SOSC 2	Safeguarding	To include: Safeguarding activity in both Children and Adult Services; Safeguarding arrangements in Cwm Taf. To include information on Child & Adult Practice Reviews - details of reviews over last 12 months - what recommendations have come out of them, how have they been responded to, how have they helped inform future work to help safeguard children & adults. Possibly invite SOSC 1 to attend also.		Should receive an annual update. Last received in July 2018.	Susan Cooper Corporate Director Social Services and Wellbeing; Clr Phil White, Cabinet Member – Social Services and Early Help; Jacqueline Davies, Head of Adult Social Care; Laura Kinsey, Head of Children's Social Care; Elizabeth Walton James, Group Manager Safeguarding and Quality Assurance; Terri Warrilow, Adult Safeguarding and Quality Manager; Nicola Echanis - Head of Education and Family Support, Education and Family Support Services DCI Phil Sparrow, South Wales Police Louise Mann, Head of Safeguarding, Cwm Taf University Health Board	
08-Jul-19	SOSC 1	Local Authority Estyn Report	Local Authority Estyn Report and Local Authority Response		Timings TBC - when go to Cabinet and then to Scrutiny	Lindsay Harvey, Interim Corporate Director - Education and Family Support; Clr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Andy Rothwell, CSC Senior Challenge Advisor; Andrew Williams, Acting Assistant Director CSC	
08-Jul-19	SOSC 1	Post 16 Consultation - Response to comments and recs	Provide a response/update to SOSC 1 as part of the feedback report			N/A	
08-Jul-19	SOSC 1	MSEP - Plasnewydd Primary School - Response to Comments and Recommendations	Follow up on recs from report that went to Committee on 29 April 2019 <i>(not a main item - may require short discussion or none at all- up to Committee)</i>			Lindsay Harvey, Interim Corporate Director - Education and Family Support; Clr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Andy Rothwell, CSC Senior Challenge Advisor; Andrew Williams, Acting Assistant Director CSC	
11-Jul-19	SOSC 3	Local Area Energy Strategy and Smart Energy Plan	Scrutiny Chairs agreed to bring this item into Scrutiny to assist with the production and implementation of the energy plan. Item to be allocated to a date following the Annual Meeting in 2019.			Mark Shephard, Interim Chief Executive; Clr Hywel Williams, Deputy Leader (representing Cllr Young); Zak Shell, Head of Operations - Community Services; Michael Jenkins - Team Leader Sustainable Development Ieuan Sherwood - Group Manager - Economy, Natural Resources & Sustainability	
11-Jul-19	SOSC 3	Corporate Parenting Nominations PSB Nominations	Scrutiny Report to nominate an individual Member to sit on the Corporate Parenting Cabinet-Committee			N/A	
05-Sep-19	SOSC 3	Sports Provision Playing Field Charging Strategy	Pre-decision item as part of consultation over strategy - to receive outcome of consultation before going to Cabinet in September			Mark Shephard, Interim Chief Executive Clr Richard Young, Cabinet Member – Communities; Zak Shell, Head of Operations - Community Services; Kevin Mulcahy, Group Manager - Highways & Green Spaces; Philip Beaman, Green Spaces and Bereavement Services Manager; Guy Smith, Community Asset Transfer Officer; Andrew Thomas, Group Manager - Sports and Physical Activity.	

16-Sep-19	SOSC 2	Youth Offending Service	Directorate to produce a report outlining progress against inspection recommendations	Proposed by Directorate		Lindsay Harvey, Interim Corporate Director - Education and Family Support; Clr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help.
09-Oct-19	SOSC 1	Plasnewydd	MSEP Escalation to Committee			Lindsay Harvey, Interim Corporate Director - Education and Family Support; Clr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Andy Rothwell, CSC Senior Challenge Adviser; Head and COG and Challenge Adviser?
09-Mar-20	SOSC 1	Tynyrheol	MSEP Escalation to Committee			Lindsay Harvey, Interim Corporate Director - Education and Family Support; Clr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Andy Rothwell, CSC Senior Challenge Adviser; Head and COG and Challenge Adviser?
		Highways	<ul style="list-style-type: none"> To receive an updated on a previous recommendation for Officers in Communities to work with the Digital Transformation team to improve the use of information sharing through ICT and explore options of the development of an app for residents and Councillors to use to enable them to report issues in their areas; Members have asked to be provided with an action plan along with timelines. 	Prioritised by at FWP Workshop	Last received June 2018	Mark Shephard, Interim Chief Executive Clr Richard Young, Cabinet Member – Communities; Zak Shell, Head of Operations - Community Services; Kevin Mulcahy, Group Manager - Highways & Green Spaces;

TABLE B						
For prioritisation						
Item		Rationale for prioritisation	Proposed date	Suggested invitees		
Page 167	SW National Review into LAC Information only	The Committee requested that the outcome of the CIW investigation into Looked After Children be provided to Scrutiny for information when it becomes available. <i>Report to be presented to Corporate Parenting on 29 May 2019</i>		Self assessment and action plan due at end of year. Outcome report should be ready for March.	N/A	
	Review of Enforcement Vehicle	COSC agreed that the item titled 'Review of Enforcement Vehicle' needed to be more than just an information report but possibly too small for it to be an individual item. The Committee proposed that this be considered as part of another related topic. The scrutiny officer agreed to take the comments back and see possibly where it could fit in with another item. It was suggested that FWP Planning meeting with Scrutiny Chairs and Cabinet Members that there be an general annual report on Enforcement and that the findings should include requested data in relation to the Enforcement Vehicle as outlined below: In February 2018 SOSC 3 requested to receive an update on the enforcement vehicle to enable Members to monitor performance 6-12 after implementation. Possibly an information report. • Detailed feedback on the vehicles use; • How are the recordings reviewed? • Statistics in relation to letters sent and details of enforcement.	SOSC 3 Prioritised this item - 18 March 2019		Mark Shephard, Interim Chief Executive Cllr Richard Young, Cabinet Member – Communities; Zak Shell, Head of Operations - Community Services;	
Remodelling Children's Residential Services Project	SOSC 1 requested that the item be followed up by Scrutiny in the future for monitoring purposes, incorporating evidence of outcomes. <i>A report is due to go to Corporate Parenting 6 March 2019. Do Members want to receive as information only or as a discussion item?</i>		Corporate Director proposed for later in the year, say Dec 2019	Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help;		
Youth Offending Service Restructure	<i>TBC with Officers at next OPM</i> <i>Requested at CPA to go to Scrutiny</i> To receive the agreed constitution of the new board, terms of reference etc and forward work plan. <u>Scrutiny to monitor and influence progress against the improvement plan.</u>		Consider during July?	Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration;		
Member and School Engagement Panel - Annual Report	Annual Update to - SOSC 1 on the work of the Member and School Engagement Panel			Spring term 2019 - Plasnewydd Primary School; Summer term 2019 - Ogmole Vale Primary School; Autumn term 2019 - Tynyrheol Primary School.		
Strategic Review of Health & Safety Responsibilities	Practice , Policy and review of reported "near misses". - How many near misses have been reported? - How did we respond? - What lessons have been learnt? With reference to a recommendation made by BREP 2018 - The Panel request that an assessment of School Crossing Patrol and possible alternatives is included in this report Scrutiny Chairs have agreed to carry out an 'Information Gathering' exercise, interviewing representatives from schools, governors from schools and parents to present alongside the Officer report. Item to include information gathered from Scrutiny Chairs Research Group	Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Health and Safety rep	Wait until after scrutiny research group completed	Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Gary Squire, Health and Safety Manager Mark Shephard, Interim Chief Executive		
Post 16 Education - Consultation	Report scheduled to go to Cabinet in April 2019 incorporating comments from Scrutiny. This is a further report to receive hard options now going forward for Post-16 Education. Incorporate Penybont model- for discussion		Timings TBC with SIG - when go to Cabinet and Scrutiny etc around Oct 2019 approx	Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Andy Rothwell, CSC Senior Challenge Advisor; Managing Director CSC		
Education Outcomes	See Feedback from 30 January 2019		Feb-20	Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Andy Rothwell, CSC Senior Challenge Advisor; Managing Director CSC Representative from School Budget Forum Headteacher Representation		

<p>New Curriculum Changes</p>	<p>Report on changes to new curriculum and how this is impacting on schools</p> <p>Need to determine purpose of report - whether this needs scrutinising or presentation to Members outside of Committee</p>		TBC - 2020	<p>Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Andy Rothwell, CSC Senior Challenge Advisor; Managing Director CSC</p> <p>Headteacher representation</p>	
<p>Page 168</p> <p>Home to School Transport</p>	<p>To provide assurances on rationalisation of Learner Transport as far as possible in order to make budget savings: Update on pilot that school transport team proposing to run in Spring and Summer terms 2017-2018 - to support the enforcement of bus passes on home to school transport contracts. As part of this pilot, the Authority is also investigating opportunities to track the use of our school bus services by individual pupils. Update on Recommendation from BREP: The Panel recommend the need for the Authority to adopt a Corporate approach in relation to Home to School Transport maximising the LA's minibuses such as those used for day centres. It is proposed that this be supported by slightly amending the opening and closing times of day centres so that the buses can be available for school transport. Other aspects that could be considered include the exploration of whether school staff could transport children and young people instead of hiring independent drivers. To test and scrutinise the current licensing and school transport regime to gain assurances that it provides adequate protection against the potential of putting children and vulnerable children at risk from those who are in a position of trust. Changes to the DBS status of their employees to be scrutinised to ensure that children are not being put at undue risk. To provide robust scrutiny and recommendations on how the current regime can be improved. To provide assurances to the public and maintain public confidence in the system of school transport Report to include Update on the current arrangements of how licensing and school transport operates within the County Borough since the change in 2015 to the Police National Policy for disclosing non-conviction information to the local authority. Information to include a report from South Wales Police on its approach to disclosing information it holds about licencees following arrests, charges and convictions. What is the current relationship between the local authority's licensing and school transport departments in relation to the disclosure of information from South Wales police? Is there sufficient oversight on behalf of the local authority and a risk of contractors withholding information which may prejudice the continuation of their contract? Further proposed that Communities be invited to add to report and attend meeting to update Committee on safe routes assessment to determine what work has been undertaken since funding was allocated to this over a year ago.</p>	<p>Receipt of the external review of transport report not due until end of August.</p>	<p>SOSC 2 Prioritised. Corp Director proposed November at the earliest.</p>	<p>Lindsay Harvey, Corporate Director - Education and Family Support; Cllr Phil White, Cabinet Member for Social Services & Early Help (To stand in for Cllr Smith); Cllr Richard Young, Cabinet Member Communities Nicola Echanis, Head of Education and Early Help. Mark Shephard, Interim Chief Executive; Zak Shell, Head Of Operations - Community Services; Robin Davies, Group Manager Business Strategy and Performance; Sue Cooper, Corporate Director Social Services and Wellbeing.</p>	
<p>Plastic Free Bridgend</p>	<p>To receive an update on the previous recommendations made: • Members suggest that the Authority should take the lead on reducing single use plastic and encourage local businesses to follow suit. Officers responded that this would be discussed at Cabinet/CMB; • Members recommend that the Authority use social media to communicate what can be recycled at kerbside and at Community Recycling Centres; • Receive an update on the procurement of an external contractor to undertake enforcement action on littering in the Borough;</p>			<p>Mark Shephard, Interim Chief Executive Cllr Richard Young, Cabinet Member – Communities; Zak Shell, Head of Operations - Community Services;</p>	
<p>Empty Properties</p>	<p>• To consider the impact of the removal of the 50% discount, after a suitable period of time to allow it to have an affect; • To receive evidence that demonstrates the 'Activity' of work that has been undertaken across the Authority given the crossovers and links this subject has with other services; • To consider the pilot project mentioned by Officers where the Authority was looking to engage and work with RSLs to support property owners from a management perspective with the overall aim being to return a property back to use; • To monitor the performance and outcomes of the strategy including scrutiny of the national PIs for empty properties contained within the Authority's Corporate Plan as well as any further underlying targets and expected outcomes related to the strategy; • To consider how the Authority deals with property owners who persistently refuse to engage with the Council. • To consider any future alternative strategy that relates to Commercial properties.</p>			<p>Martin Morgans, Head of Performance and Partnership Services Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing Cllr Hywel Williams, Deputy Leader Helen Rodgers - Revenues Manager Lynne Berry - Group Manager Housing & Community Jonathan Flower - Senior Strategic Officer</p>	
<p>Emergency Accommodation</p>	<p>• To receive a more detailed option appraisal with reference to the replacement facility in Brynmenyn in the short, medium and long term including costings and timescales; • To receive an update in relation to Members recommendation to explore the opportunity to utilise surplus Local Authority owned buildings; • Members request a site visit to the Kerrigan Project direct access floor space facility that is managed by Gwalia.</p>			<p>Martin Morgans, Head of Performance and Partnership Services Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing Cllr Hywel Williams, Deputy Leader Helen Rodgers - Revenues Manager Lynne Berry - Group Manager Housing & Community Jonathan Flower - Senior Strategic Officer</p>	
<p>Supporting People Grant</p>	<p>Following the implementation of the Homelessness Strategy, Members have requested to receive a further report on the Supporting People Grant and provide an update in relation to what steps have been implemented as recommended by the Independent Review undertaken.</p>			<p>Mark Shephard, Interim Chief Executive (possible Apologies) Sue Cooper, Corporate Director Social Services and Wellbeing Martin Morgans Lynne Berry Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing Ryan Jones, Supporting People Strategy Planning and Commissioning Officer</p>	
<p>Secure Estate</p>	<p>Possibly an information report to follow up on recommendations made.</p>			<p>Susan Cooper Corporate Director Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help; Jacqueline Davies, Head of Adult Social Care; Laura Kinsey, Head of Children's Social Care;</p>	
<p>Welsh Community Care Information Systems (Information Report)</p>	<p>Corporate Director offered an to members on how WCCIS has developed over the last few years. Members agreed to receive this at a future meeting</p>			<p>NA</p>	

<p>Early Help and Childrens Social Care</p> <p>Page 169</p>	<ul style="list-style-type: none"> • Detail of the process for a child coming into care - From a referral being received to a decision being made; • How is ongoing support established as well as any associated costs; • How is the step down or step up process monitored? • If individuals need support from more than one service (such as IFSS and Baby in Mind) how do services work together to monitor the individual? • Historical data to enable Members to determine if there has been any progress made; • Report to include clearer evidence of outcomes; • More examples of case studies outlining processes, challenges and outcomes achieved; • Members raised concerns regarding the freedom that schools have in the framework for teaching Personal and Social Education for preparing youngsters with Life Skills especially in Flying Start areas. Members therefore request details of what and how pupils are taught and how they monitor its effectiveness. 			<p>Lindsay Harvey, Interim Corporate Director - Education and Family Support;</p> <p>Clr Charles Smith, Cabinet Member for Education and Regeneration;</p> <p>Nicola Echanis, Head of Education and Early Help;</p>	
<p>ALN Reform</p>	<p>To receive an update on implementation on the act.</p>			<p>Lindsay Harvey, Corporate Director - Education and Family Support;</p> <p>Clr Charles Smith, Cabinet Member for Education and Regeneration;</p> <p>Nicola Echanis, Head of Education and Early Help.</p> <p>Michelle Hatcher, Group Manager Inclusion and School Improvement</p> <p>Elizabeth Jones, Additional Learning Needs Transformation, Central South;</p> <p>Denise Inger, Chief Executive Director SNAP Cymru;</p> <p>Caroline Rawson, Assistant Chief Executive Director SNAP Cymru</p> <p>John Fabes, Specialist Officer Post 16 Education & Training.</p>	
<p>Empty Commercial Property</p>	<p>Members requested that the report include:</p> <ul style="list-style-type: none"> - Members understand that the Council are concentrating on domestic housing in the first instance when implementing the Empty Property Strategy, but have requested to receive a report on plans for empty commercial property when the timing is appropriate. 			<p>Mark Shephard, Chief Executive.</p>	
<p>Homelessness Strategy</p>	<p>Members requested that the report include:</p> <ul style="list-style-type: none"> - Progress on implementation of the strategy; - Report to include information on vulnerable groups such as ex-offenders and care leavers. 			<p>Mark Shephard, Interim Chief Executive (Possible Apologies)</p> <p>Martin Morgans, Head of Performance and Partnership Services</p> <p>Clr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing</p> <p>Lynne Berry, Group Manager, Housing & Community Regeneration;</p> <p>Joanne Ginn, Housing Solutions Team Manager.</p>	
<p>Mental Health Strategy</p>	<p>Members requested that the report include:</p> <ul style="list-style-type: none"> - Members acknowledged that the Council are compiling a Mental Health strategy and recommended that the Council take into account the statistic that 95% of emergency calls received by the police after 5.00pm are in relation to mental health. 			<p>Susan Cooper, Corporate Director, Social Services and Wellbeing;</p> <p>Clr Phil White, Cabinet Member – Social Services and Early Help;</p> <p>Lindsay Harvey, Corporate Director -</p>	
<p>Waste</p>	<ul style="list-style-type: none"> • Receive an update on the recommendation for the Leader to make contact with local supermarkets and food manufacturers to phase out the use of black plastic and also to Welsh Government to encourage them to enforce the approach; • Receive an update on the alternative imagery regarding the clarification of vehicle and sizes permitted to enter the Council's CRC; • Receive an update on the recommendation of exploring the possibility of an additional dropdown box or a coding system to aid filtering subject matter to support what concerns are raised within each Directorate. 			<p>Mark Shephard, Interim Chief Executive</p> <p>Clr Richard Young, Cabinet Member – Communities;</p> <p>Clr Hywel Williams, Deputy Leader;</p> <p>Zak Shell, Head of Operations - Community Services</p>	
<p>Dementia Care</p>	<p>Members requested that this remain on the FWP to see what progress has been made since this last camee to Committee in April 2019</p> <ul style="list-style-type: none"> • An update on plans to enable alternative options for short break beds • Members have asked for an update in relation to carrying out dementia awareness training through Corporate Training; • Facts and figures on Dementia Care through Cwm Taf. 			<p>Susan Cooper Corporate Director Social Services and Wellbeing;</p> <p>Clr Phil White, Cabinet Member – Social Services and Early Help;</p> <p>Jacqueline Davies, Head of Adult Social Care;</p>	
<p>School Governing Bodies</p>	<p>MSEP expressed concerns over Governor training and whether it was sufficient enough to enable School Governors to carry out their role effectively. The Panel requested that this be investigated by Scrutiny with a view to a recommendation that Governor training be reviewed and improved to make it more effective and fit for purpose. Members proposed that a job description, for example, be provided when schools advertise for Parent Governors to ensure that the right people apply for the position and understand what is expected of them.</p> <p>At SOSC 1 on 29 April 2019, Committee also concluded the following in relation to comments from MSEP:</p> <ul style="list-style-type: none"> • Due to the fact that there are currently approximately 41 vacancies for School Governors, Members recommend that the promotion and advertising for these appointments are considered; • That the proposed School Governor job description also include the days of scheduled meetings to outline what commitment the post would necessitate; • Due to training sessions being cancelled due to non-attendance, Members request that the promotion of School Governor training sessions is explored; • That a selection of School Governor representatives are invited to attend the meeting to provide their views. <p><i>(see responses to this feedback)</i></p>				
<p>Movement of Pupils</p>	<p><i>From MSEP Plasnewydd (raise at next OPM with Lindsay/Nicola)</i></p> <p>Based on evidence received, the Panel requested that a scoping exercise be carried out by Scrutiny Officers to determine whether there is an item suitable for Scrutiny in relation to the movement of pupils from Welsh Schools to English schools within the County Borough.</p>				

Supporting Communities in Bridgend to be Safe and Cohesive Page 170	<p>Committee received CSP in April 2019: The Committee noted the Head of Performance and Partnerships comments in relation to the early positive engagement with the Cwm Taf Health Board on the work of the Community Safety Partnership. The Committee requested that a future update be provided to ascertain whether this engagement was ongoing and successful.</p> <p>Also made recommendation: <i>The Committee recommend that Cabinet write to Welsh Government to highlight to the Minister for Health and Social Services the issues that have previously been experienced by the Local Authority, the Police and other partner agencies in relation to engagement with the Health Authority and that going forward this needs to be a priority as meaningful, active engagement is vital in order to succeed in providing future services, particularly in relation to Mental Health.</i></p> <p><i>Has been informally agreed that the recommendation hold off being sent to Cabinet until the future update received to see if engagement with Cwm Taf continues to be positive. (Cabinet report drafted in folder)</i></p>				
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The following items for briefing sessions or pre-Council briefing		
Specific Information to request		
Item		
Social Services Commissioning Strategy	To include information on what work has taken place following the Social Services and Wellbeing Act population assessment. To also cover the following: <ul style="list-style-type: none"> • Regional Annual Plan • Bridgend Social Services Commissioning Strategy 	
Cwm Taf Regional Working	Update on situation and way forward with Regional Working with Cwm Taf? How will we undertake Regional working?	
Residential Remodelling - Extra Care Housing	Site visit to current Extra Care Housing and then to new site once work has begun	
Changes to Education Outcomes	Update on how education outcomes are now being reported based on new WG legislation	

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

26 JUNE 2019

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

OVERVIEW AND SCRUTINY – FEEDBACK FROM MEETINGS

1. Purpose of Report.

- 1.1 To present the feedback from the previous meetings of the Corporate Overview and Scrutiny Committee for discussion, approval and actioning.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

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

1. **Supporting a successful economy** – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
2. **Helping people to be more self-reliant** – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
3. **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 All conclusions, recommendations and requests for additional information made at Overview and Scrutiny Committee meetings are sent to Officers for a response to ensure that there are clear outcomes from each topic investigated.
- 3.2 These are then presented to the relevant Scrutiny Committee at their next meeting to ensure that they have received a response.
- 3.3 For Subject Overview and Scrutiny Committees (SOSC), when each topic has been considered and the Committee is satisfied with the outcome, the SOSC will then present their findings to the Corporate Overview and Scrutiny Committee (COSC) who will determine whether to remove the item from the Forward Work Programme (FWP) or to agree it remains an item for future consideration and prioritisation.

4. Current situation / proposal.

- 4.1 Members will recognise that capturing and assessing the impact of Scrutiny is not

an easy task as the outcomes of Scrutiny activity are not always tangible and able to be measured in a systematic way.

- 4.2 Whilst 'outputs' like the number of recommendations approved by Cabinet or accepted by Officers may shed light, this does not reveal the extent to which the substance of the recommendations were actually implemented and whether or not intended outcomes were achieved.
- 4.3 Sometimes there are no measureable outputs from Committee discussion yet the opportunity for Cabinet Members and Officers to reflect on proposed courses of action has influenced the way in which the proposal was implemented. It is important to reflect some of the intangible effects of Scrutiny and its ability to influence decision makers through discussion and debate.
- 4.4 With this in mind, during the Overview and Scrutiny Workshops held in May 2019, Members discussed the regular feedback received from Officers in relation to Scrutiny Committee recommendations and comments. Evidence presented at the workshops indicated that there was a gap in the Scrutiny process for the follow up and actioning of recommendations to Officers which made it difficult to evidence what impact each Committee had achieved.
- 4.5 As a result Members agreed that a more effective process for considering and following up on feedback was required and recommended that the FWP and the feedback from meetings be presented to Scrutiny Committees as two separate items. This would firstly give the feedback more importance on the agenda and also an opportunity for the Committee to consider it in more detail.
- 4.6 This process will also take into account a previous recommendation made by Wales Audit Office whilst undertaking a review of Scrutiny - 'for the Council to ensure that the impact of scrutiny is properly evaluated and acted upon to improve the function's effectiveness; including following up on proposed actions and examining outcomes'.
- 4.7 It is recommended that the Committee approve the feedback and responses to the comments and recommendations prepared by Members at the previous meeting (Attached as **Appendix 1**), allocate Red, Amber and Green (RAG) statuses to each recommendation where appropriate and action the feedback as needed.
- 4.8 The RAG status would consist of the following:

Red – where there has been no response;
Amber – where Members consider the recommendation/comment requires follow up action, for example where a recommendation has been accepted but there would be a need for follow up to see if it has been implemented;
Green – where Members consider a suitable response has been provided and no follow up action is required.
- 4.9 The Committee would then monitor these RAG statuses on an ongoing basis and action as they see appropriate. For Amber statuses, it is proposed that updates be provided after six months to allow time for the recommendation to be implemented.

4.9 It is further recommended that this process be used to monitor any feedback from Cabinet in response to any pre-decision scrutiny items that are then presented to them and any further formal recommendations that are sent from Scrutiny to Cabinet.

5. Effect upon Policy Framework & Procedure Rules.

5.1 The work of the Corporate Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend.

6. Equality Impact Assessment

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

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

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 arising from this report.

9. Recommendation.

9.1 The Committee is recommended to consider the attached feedback and Officer's responses (Appendix 1) and:

- a) Allocate RAG statuses where appropriate;
- b) Make any further comments in relation to Officer's responses.

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Background Documents: None

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Date	Item	Members wished to make the following comments and conclusions:	Response/Comments
03-Apr-2019	Supporting Communities in Bridgend to be Safe and Cohesive	1. The Committee expressed continued concerns over the historical cuts to the youth service provision and the fact that as a result there is now a heavy reliance on third sector support to provide this. Members commented that this was a good example of where the Authority's Medium Term Financial Strategy is flawed in that it does not look at the long term impact sufficiently enough. In view of the requirements of the Wellbeing of Future Generations Act, the Committee recommend that this be used as a lesson for future consideration of the budget reductions, by Cabinet and the Scrutiny Budget Research and Evaluation Panel, where more emphasis is placed on the long term impact and not just on the 1 or 4 year savings proposals.	For consideration at future Budget meetings by both Members and Cabinet
		2. The Committee noted the Head of Performance and Partnerships comments in relation to the early positive engagement with the Cwm Taf Health Board on the work of the Community Safety Partnership. The Committee requested that a future update be provided to ascertain whether this engagement was ongoing and successful.	Scrutiny will pick up on for future FWP
		3. The Committee recommend that Cabinet write to Welsh Government to highlight to the Minister for Health and Social Services the issues that have previously been experienced by the Local Authority, the Police and other partner agencies in relation to engagement with the Health Authority and that going forward this needs to be a priority as meaningful, active engagement is vital in order to succeed in providing future services, particularly in relation to Mental Health.	The Chair has agreed to receive an update from the Head of Performance and Partnerships, to ascertain whether engagement is still ongoing and successful in the first instance and then accelerate the recommendation further if progress has not been made.
		4. The Committee requested that the Strategy be amended in relation to the Public Service Board Scrutiny arrangements as the Community Safety Partnership did not necessarily report to the Scrutiny Panel twice a year as a rule, due to other competing Forward Work Programme topics. With this in mind the Committee also queried whether two meetings of the PSB Scrutiny Panel were sufficient and requested that this be considered as part of the Scrutiny Forward Work Programme Workshops.	Strategy amended

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