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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



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*Rydym yn croesawu gohebiaeth yn Gymraeg.
Rhowch wybod i ni os mai Cymraeg yw eich
dewis iaith.*

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Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

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

Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Thursday, 15 July 2021

Dear Councillor,

COUNCIL

A meeting of the Council will be held remotely - via Microsoft Teams on **Wednesday, 21 July 2021** at **15:00**.

AGENDA

1. Apologies for absence
To receive apologies for absence from Members.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest from Members/Officers in accordance with the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 5 - 52
To receive for approval the minutes of 19/05/21 and 23/06/21
4. To receive announcements from:
(i) Mayor (or person presiding)
(ii) Members of the Cabinet
(iii) Chief Executive
5. To receive announcements by the Leader
6. Review of Corporate Plan Targets For 2021-22 Following the Impact of Covid-19 53 - 60
7. Capital Programme Outturn 2020/21 and Quarter 1 Update Report 2021-22 61 - 86
8. Annual Treasury Management Outturn 2020/21 87 - 104
9. Elected Member Learning and Development Strategy 105 - 126
10. Democratic Services Committee Annual Report 127 - 130

11. Standards Committee Annual Report 131 - 136
12. Diversity in Democracy 137 - 180
13. Review of Political Balance - Changes to Committee Membership 181 - 186
14. To receive the following Questions from:

Councillor Altaf Hussain to the Leader/Cabinet Member - Communities

Up to £ 20 million could be spent over the next 2 years to improve the look of shops, support and start – up of businesses, subsidise bus fares and increase bin collections in Swansea. Every ward in Swansea will share in a package of support. Swansea Council would be covered by a Council underspending in 2020-2021. Instead, in Bridgend, there is a 3.9% increase of Council tax in 2021-2022 without any benefit to wards or residents of the borough.

Could the Leader let the Council know about his plans, if he has any, of helping residents of our Borough and what legacy he would like to leave behind at the end of his term in 2022?

15. Quarterly Debate Item - Post Covid Education and Family Support Priorities

16. Urgent Items

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

Note: Please note: Due to the current requirement for social distancing this meeting will not be held at its usual location. This will be a virtual meeting and Members and Officers will be attending remotely. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact cabinet_committee@bridgend.gov.uk or tel. 01656 643147 / 643148.

Yours faithfully

K Watson

Chief Officer, Legal, HR & Regulatory Services

Councillors:

S Aspey
SE Baldwin
TH Beedle
JPD Blundell
NA Burnett
MC Clarke
N Clarke
RJ Collins
HJ David
P Davies
PA Davies
SK Dendy
DK Edwards
J Gebbie
T Giffard

Councillors

M Hughes
A Hussain
RM James
B Jones
M Jones
MJ Kearn
DRW Lewis
JE Lewis
JR McCarthy
D Patel
RL Penhale-Thomas
AA Pucella
JC Radcliffe
KL Rowlands
B Sedgebeer

Councillors

JC Spanswick
RME Stirman
G Thomas
T Thomas
JH Tildesley MBE
E Venables
SR Vidal
MC Voisey
LM Walters
KJ Watts
CA Webster
DBF White
PJ White
A Williams
AJ Williams

RM Granville
CA Green
DG Howells

RMI Shaw
CE Smith
SG Smith

HM Williams
JE Williams
RE Young

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COUNCIL - WEDNESDAY, 19 MAY 2021

MINUTES OF A MEETING OF THE COUNCIL HELD REMOTELY - VIA MICROSOFT TEAMS
ON WEDNESDAY, 19 MAY 2021 AT 15:00

Present

Councillor KJ Watts – Chairperson

S Aspey	SE Baldwin	TH Beedle	JPD Blundell
NA Burnett	MC Clarke	N Clarke	RJ Collins
HJ David	P Davies	PA Davies	SK Dendy
DK Edwards	J Gebbie	T Giffard	RM Granville
CA Green	DG Howells	A Hussain	RM James
B Jones	M Jones	MJ Kearn	DRW Lewis
JE Lewis	JR McCarthy	D Patel	RL Penhale-Thomas
AA Pucella	KL Rowlands	B Sedgebeer	RMI Shaw
CE Smith	SG Smith	JC Spanswick	RME Stirman
G Thomas	T Thomas	JH Tildesley MBE	E Venables
MC Voisey	LM Walters	CA Webster	DBF White
PJ White	A Williams	AJ Williams	HM Williams
JE Williams	RE Young		

Apologies for Absence

M Hughes

Officers:

525. DECLARATIONS OF INTEREST

None

526. TO RECEIVE ANNOUNCEMENTS FROM THE MAYOR COUNCILLOR KEN WATTS

The Mayor's announcement was as follows:

"This has been a year like no other! It has tested our resolve and commitment and rightly we acknowledge the work of the NHS and care home staff in particular.

But I should also like to thank the officers and staff of BCBC who have carried on regardless and kept services going during what has been a unique and demanding time. On behalf of this Council and the people of Bridgend I thank you all.

The year has also been personally devastating for some and we honour, remember and mourn the loved ones lost. It has also been disastrous for many with livelihoods lost and way of life changed, possibly for ever. And now it may well be socially divisive with the likely introduction of Covid Passports. Undoubtedly the way we live work and play has changed. The world has changed.

My Mayoral year, or should I say 8 months, has been somewhat different too. I have neither sat in the Mayor's Parlour, (except for a photo this week) nor in the Council Chamber. Even my inauguration was carried out by the Leader and Chief Executive in the back garden and in the rain! Every meeting and function has been carried out virtually – an experience in itself as many of us know to our embarrassment!

Clearly the way Council will operate in the future is unsure at the moment but I have every confidence that members and officers will have the wellbeing of the residents of Bridgend County foremost in their minds as changes occur.

There was some return to normality last week with me attending the count with Cllr. Julia Williams and again the opening of Porthcawl Library and a new business in Dunraven Business Park. A fraction of what a Mayor would normally do in a busy year.

I would like to thank the Democratic Services Team for their support and guidance throughout my term and of course will not forget the impact Kevin's passing has on us all.

I would also like to give a special thanks to my Consort Councillor Julia Williams, who, although functions were few has supported me throughout in what has been a difficult time for her personally. I know you all wish her well.

I wish my successor, Councillor Spanswick and his consort Susan every success in their term of office and I am confident they will do a first class job hopefully as life returns to whatever the future holds for us all.

Thank you."

527. TO ELECT THE MAYOR FOR THE PERIOD TO MAY 2022 IN ACCORDANCE WITH SECTION 23(1) OF THE LOCAL GOVERNMENT ACT 1972.

RESOLVED: That Councillor J Spanswick be elected as Mayor for the ensuing year, to May 2022.

528. TO ANNOUNCE THE MAYOR'S CONSORT

Councillor J Spanswick announced that his consort would be his wife, Susan Spanswick.

529. TO ELECT THE DEPUTY MAYOR FOR THE PERIOD TO MAY 2022 IN ACCORDANCE WITH SECTION 24(1) OF THE LOCAL GOVERNMENT ACT 1972.

RESOLVED: That Councillor M Jones be elected as Deputy Mayor for the ensuing year, to May 2022.

530. TO ANNOUNCE THE DEPUTY MAYOR'S CONSORT

Councillor M Jones announced that he would not have a consort for the forthcoming year, but that he would be inviting Members in turn, to accompany him at Mayoral events and engagements.

531. TO ELECT THE LEADER OF BRIDGEND COUNTY BOROUGH COUNCIL

RESOLVED: That Cllr HJ David be elected as Leader of Bridgend County Borough Council for the ensuring year, to May 2022.

532. TO RECEIVE THE REPORT OF THE LEADER

The Leaders report was as follows:

"I would like to begin by thanking you for returning me as Leader of Bridgend County Borough Council.

It is an incredible honour and a privilege, and I would like to offer members my sincere thanks and respect.

I will, of course, continue to devote my full attention and focus to the role, and to do my very best for the people that we all serve.

Thank you for your service Councillor Watts, I expected you to serve the community with distinction and you did. You very skilfully chaired council meetings virtually, without doubt the most difficult meeting to chair. You make a wonderful team with Julia.

Congratulations are also due to councillors Giffard and Hussein for their success on becoming regional members of the Senedd. I am sure they will champion local government and Bridgend County Borough Council in their new roles.

I would like to place on record my deep respect for councillors Cheryl Green and Norah Clarke. Councillor Green is stepping down as chair of Scrutiny, and Councillor Clarke as leader of the opposition.

Both have held leadership roles during their time as elected representatives, and they have always been nothing less than constructive and respectful towards their fellow members when undertaking their duties.

They have always placed the interests of local residents at the heart of what they do, and I want to publically thank them for their contributions and their service.

Normally, this would be an opportunity for me to talk about the highlights of the council over the last twelve months, and to look towards what we will seek to achieve in the coming year.

However, the last year has been anything but normal.

It is now fourteen months since the coronavirus pandemic took hold, and forced us all to avoid contact and work from home.

Compared to how it was back then, the outlook is now thankfully far brighter, with infection rates falling, vaccinations increasing and lockdown restrictions continuing to ease. Nevertheless, Covid-19 has not gone away, and it would be foolish to act as if it had.

As such, Welsh Government advice to work from home wherever possible remains in place, and is likely to do so for some time yet. I thought about this recently when considering what to speak about here today, and I was reminded of two things.

The first is just how challenging the last year has proven to be, but how, when the stakes were high, people came together to provide a unified response.

Back at the start of the pandemic, the council formed a coronavirus planning and co-ordination steering group, a move which proved to be crucial for ensuring that we could meet the challenges posed by the pandemic quickly and effectively.

The long working days and short nights soon rolled into one another, and severely tested us both as individuals and as an organisation.

We persevered and met these challenges by joining with other groups, public bodies and organisations to act as one in seeking to protect our communities.

Over the course of the crisis, partnerships were formed, and in many cases resurrected.

Organisations ranging from Bridgend, Merthyr Tydfil and Rhondda Cynon Taf councils to Cwm Taf Morgannwg University Health Board, South Wales Police and Public Health Wales came together to share both information and resources for maximum effect.

This joint approach is continuing, and I suspect that it has laid down the groundwork for further close collaboration even after the pandemic is over.

The second thing I was reminded of when considering what I would say here today was the remarkable response from the council's workforce in the face of Covid-19.

Our staff adapted, innovated and persevered under the most difficult of circumstances, working long hours without any additional reward and in some cases risking potential exposure to the coronavirus as they set about ensuring that the authority was able to continue to deliver essential services.

You may recall how we quickly consulted with trade unions and established how staff, resources and services might be redeployed and reprioritised in order to deal with the crisis.

One of the biggest concerns during the initial phase was, of course, the availability of sanitiser and suitable PPE equipment to help keep our workers safe and well enough to be able to continue to support people.

Staff worked wonders in ensuring that we could secure sufficient stocks, and even teachers from local schools pitched in to fashion protective visors and more using 3D printers and other workshop equipment.

I don't know if you can remember where you were when the lockdown was finally announced and our streets and town centres suddenly emptied of people, but I was at the Civic Offices in Angel Street.

I remember thinking how unusual it was to walk the length of the building's open-plan offices, and to not see or hear another member of staff.

Thankfully, the council's ICT team pulled off a small miracle in the period leading up to the lockdown, and within a matter of weeks, they had equipped the council's entire workforce to be able to work from home.

A huge effort was made to encourage residents to carry out their council business online or by telephone, and an entire range of advice and support for individuals, businesses and organisations of all types and sizes had to be hurriedly prepared.

With the announcement that the country was officially entering pandemic lockdown and that people were to remain at home, we quickly closed down schools and facilities such as Coychurch Crematorium, and instigated strict new rules at care homes to protect elderly residents from exposure.

Our social care staff ensured that no vulnerable person had to face the pandemic alone, and went to extra lengths to make sure that they were safe and secure.

Our school-based staff established online learning sessions, and distributed IT equipment and in some cases even broadband connections to ensure that no child would miss out on their lessons.

Alongside the wide range of organisations and agencies who came together to work in partnership and protect our local communities, a great deal was established in the early weeks and months of the pandemic.

This included the setting up of six emergency childcare hubs practically overnight to ensure that essential key workers could still attend work and keep the system running smoothly.

We developed a food parcel delivery system which ensured that more than 5,000 children who were entitled to free school meals did not go hungry, and which also enabled us to look after their welfare by maintaining safeguarding checks and direct contact.

Council depots were rapidly converted into temporary ambulance stations, Abergarw Manor was reopened as a temporary step-down facility for people leaving hospital, and an information sharing group was set up with all commissioned care providers.

We made sure that all care homes, private or otherwise, received latest guidance to help protect staff and residents, and carried out a range of work to get homeless people off the streets.

We supported the establishment of coronavirus testing centres, sourcing suitable locations and ensuring that they could move around the county borough and target communities where they could be of most help.

We worked alongside the brilliant BAVO and amazing community groups to support thousands of vulnerable people who were shielding, and set up a viable, locally-managed test, trace and protect system within just two weeks.

To support local businesses, our staff worked tirelessly and gave up their weekends to process thousands of funding applications which resulted in the provision of millions of pounds of financial assistance.

We also provided businesses with practical advice and guidance along with materials such as sneeze-guards, pavement livery, posters, signage and more, all of which was designed to keep staff and customers safe from exposure.

In addition, we froze rents for small and medium sized enterprises, including the stalls at Bridgend and Maesteg markets, and instigated periods of free car parking in areas such as Bridgend and Porthcawl.

From the very start of the crisis, key messages and official advice was monitored, shared and built into our own communications, and we undertook an unprecedented amount of internal work that sought to look after the health and well-being of council staff, and ensure they remained fit and well to provide vital services.

By the end of the first year, we'd issued more than a thousand media releases, and developed a comprehensive daily update that served to keep our key audiences informed throughout the height of the crisis.

We also had to plan for scenarios where waste and recycling might go uncollected and pile up in the event of mass exposure amongst the Kier workers – something which thankfully did not come to pass, and which Kier were particular active in avoiding.

Of course, it is easy to forget the uncertainty that we were dealing with back then. At the start, nobody knew for sure the potential impact that the pandemic could have, and there

were many things that we had to plan for which thankfully did not have to be implemented.

I will never forget charring meetings where we planned for the cold storage for bodies and even the possibility of carrying out mass burials as we experienced the initial surge in cases and hospitals were full of patients.

Nevertheless, this was a possibility which we had to be ready for, and the council and its partners put in place the plans, hoping all the while that they would ultimately be unnecessary.

While this thankfully proved to be the case, the virus still took its terrible toll.

We all know someone who passed away as a result of contracting Covid-19, and once the roll-out of coronavirus vaccines began in earnest, the council again undertook a critical role and worked alongside our partners in health to establish local vaccination centres.

Having visited the one at Ravens Court for my own job, I can honestly say that it was a tight, efficient and extremely reassuring process. Now, and with recent confirmation from Public Health Wales that more than two million vaccinations have now been issued across Wales, I sincerely hope that the worst of the pandemic is behind us.

Unfortunately, the pandemic followed the likes of Brexit and several events which continue to have huge implications for the county borough.

Following the loss of the Bridgend Ford Engine Plant, we had the decision by Ineos to relocate their car manufacturing business to Europe, and the announcement from the Ciner Group that they were basing their bottle plant in Ebbw Vale.

Several times, I have repeated my call for the UK Government to work alongside Welsh Government and make renewed efforts to attract fresh investment into the area.

I do not intend to let this become forgotten about - urgent investment and rapid action still remains vital to protect the county borough's communities and local economy.

Welsh Government are making efforts to support us, so I again call upon the UK Government to join them, and to not forget about Bridgend County Borough.

We need them both to work with us to bring in new investment, businesses and jobs, to support existing employers, and to ensure that opportunities remain available for our future generations.

As disappointing those decisions may have been, however, they have not swayed our ambition or desire to deliver positive change for the people of the county borough.

As restrictions continue to ease, our thoughts have turned increasingly towards recovery, and what the future might hold.

Despite the disruption caused by the pandemic and the reprioritisation of our plans and services that it forced upon us, we were still able to continue to deliver a wide range of projects and make fresh investment into communities all cross the county borough.

In Bridgend, swift progress is being made on the £23 million Sunnyside wellness village in partnership with Linc Cymru Housing Association and Cwm Taf Morgannwg University Health Board.

This will be a landmark development which will deliver almost 60 affordable homes, a modern new healthcare centre with consultation and treatment rooms, a GP practice, a specialist dental unit, a pharmacy and much more.

At Maesteg, the £7.9 million restoration and extension of Maesteg Town Hall is continuing, and when complete will deliver all-new facilities including a new glass atrium, studio theatre and cinema space, café and mezzanine bar, heritage centre, modern library and more.

In Porthcawl, contractors are about to start work on a new £6.4m flood defence scheme focusing on the Western Breakwater, Eastern Promenade and Coney Beach / Sandy Bay areas, and our ongoing regeneration scheme is making great progress at Salt Lake.

Furthermore, plans for investing in new community facilities at Cosy Corner in Porthcawl have moved a step closer after we agreed to match Welsh Government funding of £1m with an additional investment of almost £385,000.

The council also continues to be one of the leading authorities in Wales when it comes to areas such as recycling waste and diverting it away from landfill.

At Pyle, we are preparing to start work on improving the junction with Village Farm Industrial Estate in anticipation of the opening of the new community recycling centre later this summer.

The new recycling centre is going to be bigger and capable of dealing with more vehicles, and the junction improvements will make it far easier to enter and leave the estate. We are also completing construction of the new enterprise hub for small and micro businesses.

Elsewhere, our work with town and community councils is helping to develop facilities which would otherwise be under threat due to budget pressures.

We have been supporting various funding bids to undertake things such as community centre improvements, new play areas, playing field enhancements, footpath resurfacing and more.

Likewise, our community asset transfer process is continuing to deliver results, and we currently have around 55 applications at different levels of completion.

Our ongoing school modernisation programme has revealed plans for providing the biggest investment into Welsh medium and English medium provision in the Cornelly for more than 40 years, plans for a state of the art new primary school in Kenfig Hill and we are developing four new childcare hubs in Blackmill, Bettws, Bridgend and Porthcawl as part of a £2.6m investment into Welsh-medium education.

Together with our health board partners, we are investing at Trem y Mor in Bettws to support the work of the county borough's integrated health and social care team.

This will deliver new facilities to support the training of new staff working in areas such as reablement, physiotherapy, nursing, social work and occupational therapy, and will provide ample testing and demonstration space for telecare equipment designed to help people with sensory and physical disabilities.

Our programme to bring empty properties back into use is also a growing success, with eight properties already approved and at various stages of work and a further 23 applications already making their way through the system.

We have established specialist litter hubs and are working alongside community groups to tackle rubbish, and have launched a new enforcement team to help fight fly tipping and other waste issues across the county borough.

Our multi-million pound programme of highways investment took advantage of quieter roads during the pandemic to make extra headway, and we are already embarking upon the next round of improvements.

One issue that really developed during the lockdown was the way in which people took up walking and cycling as part of their daily exercise, so we are capitalising upon this by investing millions into developing new active travel routes.

We are exploring options for providing more charging points for electric vehicles as part of the Cardiff Capital Region Ultra Low Emission Vehicle strategy, and are promoting a 'try before you buy' scheme to encourage more taxi drivers to transition over to wheelchair-accessible electric vehicles.

Work on a taxi charging point at Hillsboro Place Car Park in Porthcawl is already being planned, and funding is also being sought for charging points at Brynmenyn Industrial Estate, Bridgend Life Centre, Porthcawl, Maesteg Car Park, Bridgend town centre, Bryncethin Depot and the Civic Offices car park.

We have also made progress on our commitment towards the Bridgend 2030 decarbonisation strategy, the Bridgend Town Heat Network and the Caerau Heat Scheme plus a multi-million pound investment in energy efficiency improvements to our buildings.

As part of our efforts to support decarbonisation and reduce carbon dioxide emissions, we have plans in place for planting almost 3,000 new trees in areas such as Newbridge Fields, Sker Farm, the new community garden in Nantymoel, the Sunnyside Wellness Village development and more.

We are entering the final stages of the long-in-progress Local Development Plan which, when finally approved, will determine what developments will take place in the county borough over the next 15 years.

As part of this, the derelict Ewenny Road Industrial Estate site in Maesteg could soon undergo transformation worth £3.5 million thanks to support from the Cardiff Capital Region City Deal grant.

This will in turn unlock the site for further development and regeneration, and is just one of several such schemes we have in place.

We want the Local Development Plan to reflect our ambitions for the county borough, and to support the development of 7,500 new jobs as well as 9,200 homes required for accommodating the growing local population over the next decade and a half.

We also have extensive plans for developing and enhancing local transportation links, such as park and ride facilities for Porthcawl and the proposed Brackla railway station, extended / new park and ride facilities at Maesteg Ewenny Road and Pencoed, and a new replacement road bridge over the railway at Pencoed.

With a new passing loop and half-hour rail services to Maesteg and new bus corridor improvements, work is also progressing on the delivery of a new £5m extension at Pyle railway station and development of a new park and ride facility.

Anyone seeking a further example of this council's ambition could also look towards our Bridgend Town Centre Masterplan – a regeneration strategy which has the potential for changing how we use the town centre area forever.

It is through projects such as these that this council is continuing to invest in new infrastructure for the county borough.

We are committed towards capitalising upon future developments throughout the region, working alongside partners including the Welsh Government and UK Government to maximise benefits, and to delivering high-quality services and facilities for the people we serve.

I am looking forward to seeing how these ambitions develop further in the year ahead, and I know that all members are too.

In my role as Leader, I am ably backed by the unwavering support of my Cabinet colleagues.

I would like to acknowledge their ongoing dedication and commitment, and to also confirm that for the year ahead, there will be some changes to the Cabinet structure.

Councillor Richard Young is stepping down as Cabinet Member for Communities, and Councillor Stuart Baldwin will take on the role.

Councillor Young is the only current member of Bridgend County Borough Council who also served on the former Mid Glamorgan County Council. Over 30 years of representing his town and the county borough is an exceptional achievement and record of dedication by anyone's standard.

His passion and belief green energy revolution is quickly clear to anyone who listen and his leadership and championing of that agenda has undoubtedly led to progress on district heat networks and zero carbon homes, a legacy that he can be rightly very proud of.

As well as being a political veteran, Richard is a military veteran who served our nation in the Royal Navy for over 8 years so he has always been committed to honouring our covenant as our Armed Forces Champion so I have asked him to continue in that role.

Councillor Young's experience, wisdom and cool head has an invaluable asset, I have been able to count on him as both a respected colleague, and a friend.

Councillor Baldwin has demonstrated extraordinary energy and commitment, and I know that he relishes the challenge of this important role.

Together with my Cabinet colleagues, I would like to extend a warm welcome to him.

We also want to offer our sincere thanks to Councillor Young for the valuable contribution that he has made.

I am not proposing to make further changes to the current Cabinet portfolios, but would like to conclude my report by taking this opportunity to express my thanks to councillors Patel, Smith, Burnett and Williams for their ongoing and much-valued support. It is, as always, greatly valued.

Thank you. “

533. The Leader to appoint Members of the Cabinet

RESOLVED: That the Leader officially appointed the follow Members to the Cabinet:

Councillor HM Williams.
Councillor D Patel
Councillor N Burnett
Councillor CE Smith
Councillor S Baldwin

534. The Leader may announce the Deputy Leader of Bridgend County Borough Council from those Members appointed to the Cabinet and may announce the appointment of Cabinet Members to portfolios

RESOLVED: The Leader announced that the Deputy Leader and Cabinet Member responsible for Resources for 2021/2022, would be Councillor HM Williams.

He added that the following Cabinet Members would be responsible for the undermentioned portfolios:-

Councillor D Patel – Wellbeing and Future Generations
Councillor N Burnett – Social Services and Early Help
Councillor CE Smith – Education and Regeneration
Councillor S Baldwin – Communities

- 535 **PROPOSED PROGRAMME OF MEETINGS OF THE COUNCIL AND COUNCIL COMMITTEES**

The Monitoring Officer presented a report, the purpose of which, was to propose a programme of ordinary meetings of the Council and Council Committees for the municipal year May 2021 – April 2022 for approval and to note the programme of meetings for the municipal year May 2022 – April 2023.

The proposed programme of ordinary meetings of Council for May 2021 - April 2022 was set out in paragraph 4.1 of the report. She confirmed that, Members would note that only regulatory committee meetings are scheduled in April 2022 during the pre-election period.

The Monitoring Officer added, that in order to assist with future planning, a draft programme of meetings for the 2022/23 Municipal Year, was attached at Appendix 2 of the report for noting. This programme may be subject to some further amendments, prior to it being approved by next year's Annual Meeting of Council, following the County Borough Elections.

Council was also asked to note the meeting dates for Cabinet, Cabinet Committees, and the Coychurch Crematorium Joint Committee which were included in Appendix 1, for completeness.

A Member asked, if any consideration had been given moving forward out of the pandemic for the holding of Hybrid Committee meetings, as well as remote meetings as of now, when regulations and guidance allows as the pandemic subsides.

The Monitoring Officer confirmed there will be changes to the Constitution, some of which are included in the next agenda item and others in the Local Government and Elections Act, which will permit not only remote working but Hybrid meetings also. The

Council would soon be looking at providing equipment in the Council Suite, that will allow for this to take place.

Further work in respect of this was planned to be undertaken in the summer with such meetings hopefully looking to be provided late summer/early autumn period. It was therefore work in progress.

RESOLVED: That Council:-

- a. Approved the proposed programme of Council meetings for 2021/22 set out in paragraph 4.1 of this report;
- b. Approved the proposed programme of meetings of Council Committees set out in Appendix 1 to the report.
- c. Noted the provisional draft programme of meetings of Council and Council Committees for 2022/23 set out in Appendix 2 to the report;
- d. Noted the dates of Cabinet, Cabinet Committees and the Coychurch Crematorium Joint Committee which are also set out in Appendix 1 and 2 of the report, for information purposes.

536 **APPOINTMENTS TO THE COUNCIL COMMITTEES AND OTHER COUNCIL BODIES AND AMENDMENTS TO THE CONSTITUTION**

The Monitoring Officer presented a report, the purpose of which, was:

- to seek Council approval for the appointment of Overview and Scrutiny Committees and such other Committees, Sub-Committees, Panels and bodies as the Council considers appropriate, to deal with matters which are neither reserved to full Council nor are executive functions;
- to approve amendments to the Council's Constitution.

She advised that Part 3 of the Council's Constitution, entitled Responsibility for Council Functions, sets out the Council's Committees, Sub-Committees, Panels and other bodies currently in place. Detailed within the report, were certain Committees, some of which are governed by provisions of the Local Government (Wales) Measure 2011, in terms of their composition and/or appointment of Chairpersons. This particularly included the Governance and Audit Committee. Changes proposed to this particular body, also required updates to the Council's Constitution, as a result of certain requirements of the Local Government and Elections (Wales) Act 2021 and the Council's Anti-Tax Evasion Policy.

The report further outlined the process that should be followed in relation to the appointment of Members to Council Committees, but more particularly, to the appointment of Chairpersons and where applicable, Vice-Chairpersons, in accordance with the provisions and set criteria, specified in the report.

An example of this, being that the appointment of the Chairperson and Vice-Chairperson of the Audit Committee, would be made at the first Committee meeting after the Annual meeting. These appointments could also not be Members from the largest political group of the Council.

The report also detailed how the appointment of Chairpersons should be made to the Council's Overview and Scrutiny Committees, based on the formula used under the Local Government (Wales) Measure 2011.

The current remit and functions of Committees and other bodies of the Council it was proposed, remained unchanged as detailed in Part 3 of the Constitution – Responsibility for Council Functions which was attached at Appendix 1 to the report.

Political balance is essential to determine the allocation of seats on Committees. The current political balance of Committees and other bodies was shown at Appendix 2 of the report. This also accounted for a new Independent Member being elected in the ward of Nantymoel where there had been a vacancy and for Councillor K Watts joining the Independent/Alliance group, following him previously being a stand-alone Independent Member.

The current committee structure was shown at Appendix 3 of the report, while the existing membership of committees which will form the basis of any changes to the membership of the committees being attached at Appendix 4.

Paragraph 4.12 of the report, outlined some other required changes that were needed to be made to the Constitution. It was therefore proposed, that the Constitution be amended accordingly in relation to County Borough Debates and Voting as outlined at Appendix 5 to the report, via tracked changes.

RESOLVED: That Council :-

- (1) Appointed the Overview and Scrutiny Committees and such other Committees as the Council considered appropriate to deal with matters which are neither reserved to the Council nor are executive functions;
- (2) Determined the size and terms of reference for those Committees as set out in Appendix 1 of the report;
- (3) Determined the allocation of seats to political groups in accordance with the political balance rules as set out in Appendix 2 of the report;
- (4) Determined which political groups represented at Council are entitled to make which appointments of Overview and Scrutiny Committee Chairpersons;
- (5) Received nominations and appointed Councillors to serve on each of the Committees, Panels and other bodies (as indicated), as attached as an Appendix to these minutes:-

- Appeals Panel
- Appointments Committee
- Governance and Audit Committee
- Democratic Services Committee
- Development Control Committee
- Licensing Committee
- Licensing Act 2003 Committee
- Town and Community Council Forum
- Subject Overview and Scrutiny Committee 1
- Subject Overview and Scrutiny Committee 2
- Subject Overview and Scrutiny Committee 3
- Corporate Overview and Scrutiny Committee

COUNCIL - WEDNESDAY, 19 MAY 2021

- (6) Received nominations and appointed the Chairpersons and Vice-Chairpersons of the following Committees, Panels and other bodies (as indicated), with it being noted that the Governance and Audit Committee at its first scheduled meeting will appoint a Chairperson and Vice-Chairperson:

- Appeals Panel - Chairperson and Vice-Chairperson
- Democratic Services Committee - Chairperson
- Development Control Committee - Chairperson and Vice-Chairperson
- Licensing Committee & Licensing Act 2003 Committee - Chairperson and Vice-Chairperson
- Town and Community Council Forum - Chairperson and Vice-Chairperson

- (7) Received nominations and appointed the Chairpersons of the following Overview and Scrutiny Committees in accordance with the provisions of paragraph 4.3 of the report:

- Subject Overview and Scrutiny Committee 1
- Subject Overview and Scrutiny Committee 2
- Subject Overview and Scrutiny Committee 3

- (8) Approved the amendments to the Constitution as set out in paragraph 4.2.3 and Appendix 5 to the report.

- Appeals Panel

There were two nominations for the appointment of Chairperson to the Appeals Panel for the ensuing year, as follows:-

Councillor PA Davies
Councillor R Penhale-Thomas

A vote was therefore conducted, the result of which was as follows:-

Councillor PA Davies

Councillor R Penhale-Thomas

26 votes

24 votes

Councillor PA Davies was therefore appointed Chairperson of the Appeals Panel

Vice-Chairperson – Councillor J McCarthy – (unopposed)

- Democratic Services Committee - Chairperson E Venables (unopposed)
- Development Control Committee

There were two nominations for the appointment of Chairperson of the Development Control Committee for the ensuing year, as follows:-

Councillor G Thomas
Councillor S Dendy

A vote was therefore conducted, the result of which was as follows:-

Councillor G Thomas

Councillor S Dendy

29 votes

21 votes

Councillor G Thomas was therefore appointed Chairperson of the Development Control Committee

There were two nominations for the appointment of Vice-Chairperson of the Development Control Committee for the ensuing year, as follows:-

Councillor RM Granville
Councillor S Dendy

A vote was therefore conducted, the result of which was as follows:-

Councillor RM Granville

Councillor S Dendy

27 votes

23 votes

Councillor RM Granville was therefore appointed Vice-Chairperson of the Development Control Committee.

- Licensing Committee & Licensing Act 2003 Committee – Chairperson - Councillor D Lewis (unopposed)
Vice-Chairperson – Councillor PA Davies (unopposed)
 - Town and Community Council Forum – Chairperson – Councillor HJ David (unopposed)
Vice-Chairperson – Councillor CE Smith (unopposed)
- (8) Received nominations and appointed the Chairpersons of the following Overview and Scrutiny Committees in accordance with the provisions of paragraph 4.3 of the report:
- Subject Overview and Scrutiny Committee 1 – Councillor K Rowlands (unopposed)
 - Subject Overview and Scrutiny Committee 2 – Councillor Amanda Williams (unopposed)
 - Subject Overview and Scrutiny Committee 3 – Councillor JP Blundell (unopposed)

535. REPRESENTATION ON OUTSIDE BODIES AND OTHER COMMITTEES

The Monitoring Officer submitted a report, the purpose of which, was to seek Council's approval for the appointment of Members to the South Wales Police and Crime Panel, Cardiff Capital Region City Deal Joint Scrutiny Committee and the South East Wales Strategic Planning Group as set out in the report at Appendix 1, for the ensuing year ie to May 2022.

Following unopposed nominations for the above appointments, it was

- RESOLVED:**
- (1) That Councillor JP Blundell be appointed to the Cardiff City Deal Joint Scrutiny Committee and that Councillor Tim Thomas be appointed the Reserve Member.
 - (2) That Councillor RE Young be appointed to the South Wales Police and Crime Panel.

(3) That the Chairperson of the Development Control Committee be appointed to the South East Wales Strategic Planning.

536. **TO INVEST THE MAYOR OF BRIDGEND COUNTY BOROUGH COUNCIL FOR 2021/22**

Following Council having approved the nomination of Councillor JC Spanswick as Mayor of Bridgend County Borough for the year 2021/2022, Councillor Spanswick was invited by the outgoing Mayor to formally accept the Office of Mayor. Councillor Spanswick verbally accepted the office of Mayor and recited the following oath :-

“I John Charles Spanswick, do swear that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth the Second.”

Councillor KJ Watts extended his congratulations to the incoming Mayor

537. **TO INVEST THE MAYOR'S CONSORT**

Susan Spanswick, having been named as Mayor's consort for the year 2020/21, was invited by the outgoing Mayor, to formally accept the position of consort.

Mrs. Spanswick verbally accepted the position of Mayor's Consort, as follows:-

“It gives me great pleasure in accepting the position of Mayor's Consort.”

Councillor KJ Watts extended his congratulations to the incoming Mayor's Consort.

538. **TO RECEIVE ANNOUNCEMENTS FROM THE NEWLY ELECTED MAYOR**

The incoming Mayor for 2021-22, Councillor Spanswick, gave the following announcement.

‘Firstly Mr. Mayor I would like to welcome all Councillors, guests and family who, thanks to the new ways of working with virtual meetings, can all be present here with us today.

I am honoured and thankful to have been elected to the office of Mayor for the County Borough of Bridgend for the year 2021 – 2022. Over the years it has not been something I truly expected to happen or aspired to, but I suppose after now entering my 23rd. year as a County Borough Councillor and nearly 30 years as a Community Councillor, it was about time I took on the role.

Nevertheless I will not be undertaking this role on my own and I am proud to inform you that my consort for the year will be my wife, Susan Spanswick, who I am sure will keep me in check and let me know if I step out of line. Susan has supported me over all the years with my work in the community, while I have been out and about attending meetings, etc. she has been working both part time as a Homecare worker and getting on with family life bringing up our 3 children and more lately helping with our 4 grandchildren (and soon to be another one in July), but for one year only Susan will now be stepping forward with me to help represent the County Borough of Bridgend.

Going back to what this honour means to me I thought it would be appropriate to give you a little insight into where I have come from. Not far in fact, as I was brought up in Nantymoel in the lovely Ogmores Valley and while I no longer live there, I still love driving up through the valley towards the Bwlch mountain. While growing up I may not have noticed people in public life and Councillors of the day, but there is one in particular I did

notice as I became a teenager in the late 1970's and that was Councillor Muriel Williams from Ogwr Borough Council, more commonly known as Muw from the Rhiw as the council offices at the time were situated across the river from where they are today, alongside the Rhiw shopping centre. Muriel became the Mayor of Ogwr Borough Council and I am extremely proud to be the Mayor of this County Borough with Nantymoel heritage.

During 1980 I was fortunate to become an Apprentice Groundsman with Ogwr Borough Council based at Griffin Park in Porthcawl and had to travel each day from Nantymoel on my 50cc. moped. Not a great experience on a wet and windy day. It was those early years of the 1980's that got me interested in politics and the local community and the rest as they say, is history. I will be forever grateful to Ogwr Borough Council for starting me off on my career path in parks and green spaces which ended up with me spending 39 years in local government and finally achieving the post of Parks & Countryside Manager at neighbouring Rhondda Cynon Taf County Borough Council in 2016.

On the subject of green spaces and our outdoor environment, this is an area I will be looking to champion over the coming year and in particular the planting and maintenance of trees, together with safeguarding our green spaces. What better legacy can we leave for our children, than to plant as many trees as possible (of the correct species and in the correct location) and to protect green spaces for future generations. Some initial work has already commenced in respect of the planting of trees with a project being led by Bridgend College to plant 60,000 trees by 2025. I have already attended a working group consisting of officers from this authority, Bridgend College, V2C, Fire Authority, Groundwork and others to look at working together on this and we will be meeting again in early June. While it is a big ask, I am hoping that the target of 60,000 trees can be increased to around 145,000 which would roughly equate to one tree for each member of the population of the County Borough.

The timing of this could not be better as the Queen's Green Canopy scheme has been launched this week to encourage people to plant trees from the start of the tree-planting season in October 2021 through to the end of 2022, to mark her 70 years on the throne. People across the UK are to be invited to plant 'healthy native trees' next year for the Queen's Platinum Jubilee. Prince Charles has described planting a tree as a "statement of hope and faith in the future". He has even called it a tree-bilee. More news in the future on that and by the end of my year in office you may be a little tired of me going on about trees and green spaces.

I shall endeavour to fulfil and promote the role and office of Mayor to the best of my ability by supporting community events wherever and whenever possible whilst at all times keeping in mind the need for us all to stay safe as we emerge from the pandemic. I do sincerely hope to return to Nantymoel during my forthcoming year in office and help promote the Ogmore Valley along with all the other wonderful areas we have within the County Borough of Bridgend.

Now onto my chosen charities for the year and as we all will be aware it has been a difficult time for fundraising, but I do hope you will be able to support me with this task. Not sure how many of you will have heard of Lads & Dads, but this was a local support group set up in Brackla in October 2019 to help men, young and old, with their mental wellbeing following concerns with the increasing number of young men ending their own lives. Its strapline is Talking, Walking, Thinking, Supporting. I helped the founder (Rob Lester) set up the first few meetings at Brackla Community Centre to give people the opportunity to come and chat in a confidential setting. The group now has over 400 members from the local area and further afield, and some great work is taking place with more and more men talking confidentially about matters of concern to them. While I am currently the Secretary of the group I will be stepping down from this in the weeks ahead to give somebody the chance to take the group forward with the other trustees. The

other local charity I will be supporting is Bridgend Carers Centre who undertake an essential role in supporting unpaid carers throughout the County Borough and they have faced many challenges during the pandemic and continue to do so as we try to return to the new normal, whatever this may be.

Lastly, I wish to say well done to the outgoing Mayor Councillor KJ Watts and his consort Councillor J Williams. I appreciate it has perhaps not quite been as you would have expected, with limited events, and meetings being held virtually, but it's been a privilege to have been your deputy and to have worked with you over the past 8 months.

Finally, I do hope that it is only a matter of time before we return to some sort of normality with meetings in the Council Chamber and in that respect I am sure you will all be ready to test out my patience as Chair of the meeting. Look out though, it may be a rough ride ahead!

539. **TO INVEST THE DEPUTY MAYOR OF BRIDGEND COUNTY BOROUGH COUNCIL FOR 2021/22**

The outgoing Mayor Councillor KJ Watts confirmed that earlier Council had approved the nomination of Councillor M Jones as Deputy Mayor of Bridgend County Borough Council for the year 2020-21. He therefore invited Councillor Jones to accept this offer in office.

Councillor Jones duly accepted the offer of Deputy Mayor and said that he looked forward to supporting the newly elected Mayor, Councillor Spanswick together with his Consort and to support the citizens of the County Borough in this prestigious role. It was an honour and a privilege to do so he added, as it had been supporting his constituents in the Ward of Bettws. Councillor Jones further added, that he was looking forward to the forthcoming year with both enthusiasm and ambition.

540. **TO INVEST THE DEPUTY MAYOR'S CONSORT**

The Deputy Mayor as announced earlier in proceedings, did not have a Consort for the ensuing year.

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CURRENT COMMITTEE MEMBERSHIP

Appeals Panel			
	Councillor	Group	Notes
1.	Jeff Tildesley	Independent	
2.	Tom Giffard	Conservative	
3.	Julia Williams	Independent Alliance	
4.	Norah Clarke	Independent Alliance	
5.	David Lewis	Labour	
6.	Gareth Howells	Labour	
7.	Janice Lewis	Labour	
8.	John McCarthy	Labour	
9.	Richard Young	Labour	
10.	Pam Davies	Labour	
11.	Ross Penhale Thomas	Llynfi Independents	
12.	James Radcliffe	Plaid Cymru	

Appointments Committee			
	Councillor	Group	Notes
1.	Matthew Voisey	Conservative	
2.	Norah Clarke	Independent Alliance	
3.	Huw David	Labour	
4.	Hywel Williams	Labour	
5.	Malcom James	Plaid Cymru	
6.	Cabinet Member	Labour	with relevant portfolio for post being recruited
7.	Jon-Paul Blundell	Labour	
8.	Ross Penhale Thomas	Llynfi Independents	

Governance and Audit Committee			
	Councillor	Group	Notes
1.	Altaf Hussain	Conservative	
2.	Lyn Walters	Conservative	
3.	Elaine Venables	Independent Alliance	
4.	Amanda Williams	Independent Alliance	
5.	Cheryl Green	Independent Alliance	
6.	Tom Beedle	Llynfi Independents	
7.	Bridie Sedgebeer	Labour	
8.	Janice Lewis	Labour	
9.	Pam Davies	Labour	
10.	Mike Kearn	Labour	
11.	Richard Granville	Labour	
12.	Paul Davies	Labour	

Democratic vices Committee			
	Councillor	Group	Notes
1.	Matthew Voisey	Conservative	
2.	Sadie Vidal	Conservative	
3.	Elaine Venables	Independent Alliance	
4.	Sean Aspey	Independent	
5.	Alex Williams	Independent Alliance	
6.	Bridie Sedgebeer	Labour	
7.	Gareth Howells	Labour	
8.	Gary Thomas	Labour	
9.	Richard Young	Labour	
10.	Stephen Smith	Labour	
11.	Malcolm James	Plaid Cymru	

Development Control Committee			
	Councillor	Group	Notes
1.	Carolyn Webster	Conservative	
2.	Matthew Voisey	Conservative	
3.	Altaf Hussain	Conservative	
4.	Norah Clarke	Independent Alliance	
5.	Sorrel Dendy	Independent Alliance	
6.	Ken Watts	Independent Alliance	
7.	David Lewis	Labour	
8.	Gary Thomas	Labour	
9.	Mary Hughes	Independent	
10.	John Spanswick	Labour	
11.	Jon-Paul Blundell	Labour	
12.	Mike Kearns	Labour	
13.	Richard Young	Labour	
14.	Richard Collins	Labour	
15.	Richard Granville	Labour	
16.	Keith Edwards	Llynfi Independents	
17.	Roz Stirman	Independent	
18.	James Radcliffe	Plaid Cymru	

Licensing Act 2003 Committee			
	Councillor	Group	Notes
1.	Altaf Hussain	Conservative	
2.	Aniel Pucella	Conservative	
3.	Julia Williams	Independent Alliance	
4.	Brian Jones	Independent Alliance	
5.	Ken Watts	Independent Alliance	
6.	David Lewis	Labour	
7.	Gary Thomas	Labour	
8.	Janice Lewis	Labour	
9.	Mike Kearns	Labour	
10.	Pam Davies	Labour	
11.	Richard Collins	Labour	
12.	John McCarthy	Labour	
13.	Tom Beedle	Llynfi Independents	
14.	Malcolm James	Plaid Cymru	

Licensing Committee			
	Councillor	Group	Notes
1.	Altaf Hussain	Conservative	
2.	Aniel Pucella	Conservative	
3.	Julia Williams	Independent Alliance	
4.	Brian Jones	Independent Alliance	
5.	Ken Watts	Independent Alliance	
6.	David Lewis	Labour	
7.	Gary Thomas	Labour	
8.	Janice Lewis	Labour	
9.	Mike Kearns	Labour	
10.	Pam Davies	Labour	
11.	Richard Collins	Labour	
12.	John McCarthy	Labour	
13.	Tom Beedle	Llynfi Independents	
14.	Malcolm James	Plaid Cymru	

Town & Community Council Forum			
	Councillor	Group	Notes
1.	Sadie Vidal	Conservative	
2.	Tom Giffard	Conservative	
3.	Carolyn Webster	Conservative	
4.	Sean Aspey	Independent	
5.	Jefferson Tildesley MBE	Independent	
6.	Brian Jones	Independent Alliance	
7.	Mike Clarke	Independent Alliance	
8.	Ken Watts	Independent Alliance	
9.	Bridie Sedgebeer	Labour	
10.	Charles Smith	Labour	
11.	Huw David	Labour	
12.	Jon-Paul Blundell	Labour	
13.	Paul Davies	Labour	
14.	Richard Granville	Labour	
15.	Stephen Smith	Labour	
16.	Stuart Baldwin	Labour	
17.	Richard Young	Labour	
18.	Keith Edwards	Llynfi Independents	
19.	Mary Hughes	Independent	

Subject Overview and Scrutiny Committee 1			
	Councillor	Group	Notes
1.	Tom Giffard	Conservative	
2.	Kay Rowlands	Conservative	
3.	Jefferson Tildesley MBE	Independent	
4.	Mary Hughes	Independent	
5.	Cheryl Green	Independent Alliance	
6.	Tim Thomas	Independent Alliance	
7.	Sorrel Dendy	Independent Alliance	
8.	Bridie Sedgebeer	Labour	
9.	Jane Gebbie	Labour	
10.	Jon-Paul Blundell	Labour	
11.	Martyn Jones	Labour	
12.	Gareth Howells	Labour	
13.	Richard Collins	Labour	
14.	Pam Davies	Labour	
15.	Tom Beedle	Llynfi Independents	
16.	Roz Stirman	Independent	

Subject Overview and Scrutiny Committee 2			
	Councillor	Group	Notes
1.	Aniel Pucella	Conservative	
2.	Carolyn Webster	Conservative	
3.	Sadie Vidal	Conservative	
4.	Amanda Williams	Independent Alliance	
5.	Mike Clarke	Independent Alliance	
6.	Sorrel Dendy	Independent Alliance	
7.	Ken Watts	Independent Alliance	
8.	Sean Aspey	Independent	
9.	Pam Davies	Labour	
10.	Gary Thomas	Labour	
11.	Jane Gebbie	Labour	
12.	Janice Lewis	Labour	
13.	David White	Labour	
14.	Martyn Jones	Labour	
15.	Mike Kearn	Labour	
16.	Phil White	Labour	

Subject Overview and Scrutiny Committee 3			
	Councillor	Group	Notes
1.	Lyn Walters	Conservative	
2.	Matthew Voisey	Conservative	
3.	Julia Williams	Independent Alliance	
4.	Alex Williams	Independent Alliance	
5.	Norah Clarke	Independent Alliance	
6.	David Lewis	Labour	
7.	Gareth Howells	Labour	
8.	Gary Thomas	Labour	
9.	John Spanswick	Labour	
10.	Paul Davies	Labour	
11.	Jon-Paul Blundell	Labour	
12.	John McCarthy	Labour	
13.	Rod Shaw	Independent	
14.	Roz Stirman	Independent	
15.	Keith Edwards	Llynfi Independent	
16.	James Radcliffe	Plaid Cymru	

Corporate Overview and Scrutiny Committee			
	Councillor	Group	Notes
1.	Kay Rowlands	Conservative	
2.	Matthew Voisey	Conservative	
3.	Alex Williams	Independent Alliance	
4.	Amanda Williams	Independent Alliance	
5.	Gareth Howells	Labour	
6.	Jane Gebbie	Labour	
7.	John Spanswick	Labour	
8.	Jon-Paul Blundell	Labour	
9.	Martyn Jones	Labour	
10.	Rod Shaw	Independent	
11.	Ross Penhale-Thomas	Llynfi Independent	
12.	Tim Thomas	Independent Alliance	

Standards Committee		
Councillor	Group	Notes
Paul Davies	Labour	
Mike Clarke	Independent Alliance	

<u>Committee/Panel</u>	<u>Current Chairperson</u>	<u>Current Vice Chairs*</u>	<u>Notes</u>
Appeals Panel	Cllr PA Davies	Cllr JP McCarthy	
Appointments Committee	Leader	Deputy Leader	
Democratic vices Committee	Cllr E Venables	N/A	
Development Control Committee	Cllr G Thomas	Cllr R Granville	
Licensing Committee	Cllr DRW Lewis	Cllr PA Davies	
Licensing Act 2003 Committee			
Standards Committee	Mr C Jones OBE	N/A	
Town and Community Council Forum	Leader	Cllr CE Smith	
Scrutiny Subject Committee 1	Cllr K Rowlands	N/A	
Scrutiny Subject Committee 2	Cllr Amanda Williams	N/A	
Scrutiny Subject Committee 3	Cllr JP Blundell	N/A	

* Vice Chairs are not remunerated

Not appointed by Council

Governance and Audit Committee			To be appointed by the Committee in June
Corporate Overview and Scrutiny Committee			To be appointed by the Committee in June

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**MINUTES OF A MEETING OF THE COUNCIL HELD REMOTELY - VIA MICROSOFT TEAMS
ON WEDNESDAY, 23 JUNE 2021 AT 15:00**

Present

Councillor JC Spanswick– Chairperson

S Aspey	SE Baldwin	TH Beedle	JPD Blundell
NA Burnett	MC Clarke	N Clarke	RJ Collins
HJ David	P Davies	PA Davies	SK Dendy
DK Edwards	J Gebbie	RM Granville	CA Green
DG Howells	RM James	B Jones	M Jones
MJ Kearns	DRW Lewis	JE Lewis	JR McCarthy
D Patel	RL Penhale-Thomas	AA Pucella	JC Radcliffe
KL Rowlands	B Sedgebeer	RMI Shaw	CE Smith
SG Smith	JC Spanswick	RME Stirman	G Thomas
T Thomas	E Venables	SR Vidal	MC Voisey
			K Watts
LM Walters	CA Webster	PJ White	A Williams
AJ Williams	HM Williams	JE Williams	RE Young

Apologies for Absence

T Giffard, A Hussain, JH Tildesley MBE and DBF White

Officers:

Lindsay Harvey	Corporate Director Education and Family Support
Gill Lewis	Interim Chief Officer – Finance, Performance and Change
Claire Marchant	Corporate Director Social Services and Wellbeing
Janine Nightingale	Corporate Director - Communities
Michael Pitman	Democratic Services Officer - Committees
Mark Shephard	Chief Executive
Kelly Watson	Chief Officer Legal, HR and Regulatory Services

542. APOLOGIES FOR ABSENCE

Apologies for absence were received from the following Members:-

Councillor A Hussain
Councillor R Granville
Councillor JH Tildesley
Councillor RM James

543. DECLARATIONS OF INTEREST

Councillor C Webster declared a personal interest in Agenda Item 7, due to her son being in receipt of School Transport.

544. APPROVAL OF MINUTES

RESOLVED:

That the Minutes of meetings of the Council dated 24 February and 10 March 2021, be approved as a true and accurate record.

545. TO RECEIVE ANNOUNCEMENTS FROM:

Mayor

The morning after the annual meeting I was invited to attend a remote meeting with KPC Youth, this “cuppa and a chat” is a regular get together for them. It was lovely to “virtually” meet all the dedicated volunteers and hear about their current initiatives and was a really positive start to my Mayoral year.

The Deputy Mayor and myself then collected our chains of office in a short private ceremony in the Mayor’s Parlour with my wife (Mayoress), the Chief Executive and the Leader.

As part of Volunteers week, I was invited to visit The Zone in Bridgend town centre. As you are probably aware, this is a family centre that has been set up to support all members of the community, with their volunteers providing support and guidance on a whole range of issues. It was interesting to meet the staff and learn how they have adjusted and carried on during the pandemic. In a similar vein, I also visited the Bridgend Carers’ Centre during Carers week, to meet and say thank you to all the staff who do such an amazing job all year round.

Other events in my calendar included a visit to Parc Slip Nature Reserve on Saturday morning with Iolo Williams who broadcasts live on the BBC and on Monday - lunch with the High Sherriff.

In terms of my charity fundraising, I am in the process of arranging events and have two provisional dates for your diaries:

Saturday 13th August – a tandem skydive with the Mayoress, at Swansea airport and Saturday 18th September – Welsh 3 Peaks Challenge, with hopefully at least 2 minibuses being available for around 20 participants.

If you would like to make a donation in support of my charity fundraising, you can do so by going the Mayor’s page on the BCBC website and clicking on the Charity button - this will then direct you to a donations page. As a reminder, my charities are “Lads and Dads” and “Bridgend Carers Centre”.

Deputy Leader

Work has now started on improving the entrance into Village Farm Industrial Estate at Pyle.

This is being carried out ahead of the planned opening of the estate’s all-new community recycling centre later in the year.

To improve traffic flow, avoid congestion and prevent vehicles from queuing, an all-new dedicated lane for turning into and out of the estate off the A48 is being created.

As part of the works, new traffic lights are being installed, and the road at Heol Mostyn will be resurfaced.

The improvements are expected to take up to 12 weeks to complete and every effort is being made to minimise inconvenience.

When it opens later this year, the new Community Recycling Centre will feature parking bays for 31 cars, on-site queuing capacity for up to 72 vehicles at a time, and easier access with new bypass lanes.

Once they see how easier it is to access and use, I believe people will welcome the new recycling centre, and I am looking forward to bringing you more details very soon.

Cabinet Member – Communities

Members may want to remind their constituents that public consultation is underway on proposals which could see a new onshore wind farm developed on land between the Llynfi and Afan valleys.

Called Y Bryn, the wind farm development has been proposed by the energy companies, Coriolis Energy and ESB.

If successful, this scheme promises to deliver enough clean energy to power more than 125,000 homes.

However, there would also be a significant visual impact as at 250 metres high, the proposed turbines would be the tallest seen so far in the UK.

At this stage, the project involves up to 26 turbines and associated infrastructure such as a battery storage facility, on-site substations and access tracks.

It would be split between two forestry blocks on land owned by Welsh Government and managed by Natural Resources Wales.

It is important to note that this project has not been proposed by either Bridgend or Neath Port Talbot councils, and the final say on whether it goes ahead or not will fall to Welsh Government.

Public exhibitions are underway. One was held last Monday at Maesteg RFC, and a second will take place at Cefn Cribwr Athletic Club between 1pm and 7pm on Thursday 24 June.

A website has also been set up to offer full details about the project as well as information on the various ways in which residents can have their say.

You can find this at W-W-W Dot Y Bryn Hyphen Windfarm Dot Cymru.

I hope that people will make full use of this opportunity to study the proposal in closer detail, ask questions, and have their say.

Cabinet Member – Future Generations and Wellbeing

Members may be interested to know that more than 1,500 people living in the county borough are currently registered as volunteers with the Bridgend Association of Voluntary Organisations.

We have all seen how volunteers have come into their own during the coronavirus pandemic.

Whether it is through welfare calls, shopping for groceries, collecting medicine, giving people a lift people to an appointment or supporting the ongoing vaccination programme, we are all aware of the important role that volunteers have played.

Their contributions were marked recently as part of the 37th annual Volunteers Week, which sought to thank volunteers and acknowledge their efforts to help support our communities.

Volunteers continue to play an important role in all aspects of community life, so this was an opportunity to say 'thank you' to them, and to let them know how much we appreciate their help and support.

We remain incredibly grateful for all of their support, dedication and care.

Anyone who wishes to find out more about volunteering opportunities should visit the BAVO website.

Cabinet Member – Social Services and Early Help

The Leader and I recently visited a number of our domiciliary care staff at settings ranging from the Bryncethin Depot and the Glyncynffig facility in Kenfig Hill to new, purpose-built supported living units at Maesteg.

We wanted to thank staff personally for the fantastic work that they are continuing to carry out, and for the important role that they are playing within our local communities.

The visits coincided with a report produced by Care Inspectorate Wales on the domiciliary support service, and I was delighted to see how positive it was.

Inspectors highlighted how everyone they spoke with was complimentary of the care staff, and felt that they provided a service which met their needs.

They praised the clear management structure, the good support and development opportunities that are in place, and the positive feedback from staff who said that they felt valued and supported.

People receiving care and support also told the inspectors how they are confident in allowing care workers into their homes because they follow all hygiene practices.

We are hugely proud of our care teams, and the commitment and dedication that they continue to demonstrate has been reflected in the comments from the people they support.

At any one time, there are around 1,200 users of the service, and with more information available at the council website, we are actively encouraging more people to take a closer look at how they might become a part of the domiciliary support team.

Cabinet Member – Education and Regeneration

Construction specialists Knights Brown are making strong progress on the £6.4m flood defence scheme which will defend Porthcawl from any potential future rise in sea levels.

They have set up a compound on land at Salt Lake and have commenced the first phase of the work, which is focusing on the iconic Western Breakwater.

As the internal structure of the 200 year old breakwater still features its original wooden core, it needs extensive renovation and refurbishment to ensure that it can continue to stand up to the tides and tough maritime weather conditions.

Knights Brown have also commenced upgrading the Eastern Promenade to create improved flood defences between Porthcawl Marina and Coney Beach. The work will then extend into Sandy Bay and as far as Rhych Point, where flood defences and dune protection works will be carried out.

The project will help to secure future development in the Salt Lake area of Porthcawl while keeping more than 500 homes and over 170 businesses safe.

Plans for Cosy Corner are also progressing. Visit Wales is processing a £1m funding application, and the council has agreed to match this with an additional £885,000.

Planned facilities include an all-new stone and glass-clad building offering new premises suitable for retail and start-up enterprises, meeting space for community use, a parade square for the Sea Cadets, an office for the harbour master and changing facilities for users of the nearby marina.

If funding allows, plans are also in place to enhance the scheme with new landscaping, public seating, a children's play area and a canopy structure capable of providing comfortable outdoor shelter from rain and the sun.

At Cabinet yesterday, approval was given for investment in primary education in North Cornelly and further and higher education in Bridgend town centre.

I'll bring you further updates as all these projects develop.

Chief Executive

I thought members would appreciate an insight into where we are with the coronavirus vaccination programme.

Latest figures from Cwm Taf Morgannwg University Health Board have confirmed that more than 529,600 vaccines have now been administered throughout the region.

This figure includes almost 318,800 people who have received their first dose, and more than 210,800 people who have received their second dose.

For Bridgend County Borough, it means that a cumulative total of 167,775 vaccinations have now been administered to local residents.

In terms of progress, vaccinations for the first five priority groups have all been completed.

This covers the residents and staff of care homes for older adults, people aged 65 to 80 and over, people who are clinically extremely vulnerable, and frontline health and social care workers.

In addition to this, around 76 per cent of people aged 16 to 64 who have underlying health conditions have been fully vaccinated, and GPs are continuing to complete this priority group.

Unpaid carers who have not yet been vaccinated within their priority groups are being invited to contact the health board to arrange for an appointment, while 89 per cent of people aged 60 and over have been fully vaccinated.

Within the last week, 85 per cent of people aged 55 and over have received their full vaccinations, while the priority group for people aged 50 and over has just passed the half-way mark at 53 per cent complete.

The final priority group covers the remaining eligible adult population.

Appointments for second doses are currently being issued to people aged between 40 and 49, and everyone aged 30-39 has now been offered their first vaccination.

Around 58 per cent of people aged 18 to 29 have also received their first dose, and appointment letters are continuing to be issued.

In other related news, you will have seen that the Delta variant is by now the most common viral strain identified in new cases of Covid-19.

While there is no evidence to suggest that it is more dangerous, the Delta variant is certainly proving to be highly contagious.

It is worth noting that a recent study carried out by Public Health England found the UK's two main vaccines, Pfizer and AstraZeneca, to be 33 per cent effective against the Delta variant after one jab, and more than 80 per cent effective after a second dose.

This ably demonstrates how important it is for people to fully complete their vaccinations.

Together with our partners, we are reminding people of the importance of not letting their guard down, and of following all rules and procedures to help keep our communities safe.

This is especially significant as people seek to enjoy the summer weather or to celebrate events such as the Euros.

Members may wish to remind their constituents that mobile testing facilities remain available within the county borough, and full details can be found on the Covid-19 advice page at our council website.

546. **TO RECEIVE ANNOUNCEMENTS BY THE LEADER**

Members may be aware that Armed Forces Day will take place this year on Saturday 26 June.

While pandemic restrictions have limited how we have been able to mark this important occasion, the Armed Forces flag has been flying outside the Civic Offices in recognition of the event.

We are also using the occasion to remind current and serving members of the military that an Armed Forces Community Covenant is in place to provide them with help and support.

The covenant, which has been in place since 2013, promises mutual support between the people of Bridgend County Borough, the armed forces community, public service organisations, local businesses and the charitable and voluntary sectors.

It brings organisations together at a local level to work in partnership and use their specialist knowledge, experience and expertise to provide members of the armed forces community with appropriate help, support and advice.

Over the years, the community covenant has been developed and expanded to offer a range of benefits.

As a result, housing applicants who require adapted accommodation due to injuries sustained while in service or who may need to find somewhere to live as a result of having left the Armed Forces receive priority treatment.

The Council Tax Reduction Scheme has been amended so that war widow pensions are no longer included when calculating a person's income.

The School Place Allocation Policy also ensures that veterans are not disadvantaged when returning to Bridgend County Borough.

Serving personnel and veterans can enjoy free sessions at local Halo swimming pools across the county borough, and can apply to the community covenant fund for financial support designed to help them integrate into civilian life.

The Armed Forces Community Covenant makes it easier for service personnel, families and veterans to receive the help, support and recognition that they so richly deserve.

As well as representing a mark of respect, the community covenant demonstrates that the people of Bridgend County Borough have not forgotten the service, sacrifice and dedication of our armed forces.

More information about the Armed Forces Community Covenant and how it can support local people is available at the council website.

I'd also like to briefly remind members that the deadline for applying to the EU Settlement Scheme expires on 30 June.

If you have constituents within your wards who are EU citizens, this is their last chance to apply to continue to live and work in the UK, although the Government has also confirmed that there will be a 28 day extension for people who have a reasonable excuse for the delay.

The council website contains a wealth of information about the settlement scheme, and includes details on available support and advice.

You can also visit the UK Government's EU Settlement Scheme webpage.

Finally, the latest phase in our ongoing investment into highways infrastructure is underway with a £2.7 road improvement scheme which is targeting 40 local roads.

Resurfacing has already been completed on roads within the Porthcawl, Nottage, Caerau, Cefn Glas and Brackla Industrial Estate areas, and is due to take place on the A4063 Maesteg Road in Tondu as well as roads in Nantymoel, Brackla, Llangeinor, Shwt and Pontycymmer.

Further repairs and resurfacing works will also take place later in the year, and more details on this will be confirmed soon.

Iolo Williams in our recent event we attended Mr. Mayor, asked for every Council in the UK to minimise grass cutting of our road side verges, so that we can enhance the biodiversity features of such areas which are critical in terms of connecting our fragmented nature resources as we are doing in BCBC because of the threat to biodiversity and to create wildlife boundaries across welsh authorities.

547. CWM TAF MORGANNWG TEST, TRACE AND PROTECT PROGRAMME A PARTNERSHIP PROGRAMME

The Monitoring Officer presented a report, the purpose of which, was to present the Cwm Taf Morgannwg (CTM) Region – Test Trace Protect COVID-19 Prevention and Response Plan 2021/2022 for noting and to outline the contribution of the Shared Regulatory Service (SRS) in the delivery of the plan.

She introduced to the meeting, Kelechi Nnoaham, Executive Director of Public Health and Lead for R&D and Innovation (EDPH) and Dave Holland, Head of Shared Regulatory Services, who would give a joint presentation in respect of the above programme.

The report advised, that Welsh Government produced their “Test, Trace, Protect” Strategy on 13 May 2020 which was based on Public Health Wales’ (PHW) advice. Each region was required to develop a response plan outlining how the aims of the Strategy would be achieved. The Cwm Taff Morgannwg response plan, referred to as the CTM TTP Programme, is being managed on a regional (CTM) footprint under the leadership of the Director of Public Health. A multi-agency Regional Strategic Oversight Group (RSOG) comprising of members of the Health Board, Local Public Health Team and the three local authorities was been set up to operationalise the response plan within the CTM area.

The Cwm Taf Morgannwg COVID-19 Prevention and Response Plan for 2021/2022, attached at Appendix 1 to the report, was submitted to Public Health Wales and Welsh Government in August 2020.

The 2020/2021 plan led to a number of significant deliverables, delivered in partnership and often within very short timescales, all with the aim of preventing and responding to the pandemic to minimise the impact on our communities as far as possible. These were included in bullet point format, at paragraph 4.1 of the report.

The plan was set in the context of a ‘look-back’ to events in 2020/2021 and lessons learned. It provided some of the epidemiological back-drop, together with the current status of COVID-19 in CTM and potential scenarios communities need to be ready to respond to, as we moved into 2021/2022.

In March 2021 Audit Wales produced a report “Test, Trace, Protect in Wales: An Overview of Progress to Date” (attached at Appendix 2 of the report). The key messages on a national level included:

- The TTP programme has seen different parts of the Welsh public and third sector work together well, in strong and effective partnerships, to rapidly build a programme of activities that is making an important contribution to the management of COVID-19 in Wales.
- The configuration of the TTP system in Wales has a number of strengths, blending national oversight and technical expertise with local and regional ownership of the programme, and the ability to use local intelligence and knowledge to shape responses.
- The TTP programme will remain a key tool in Wales’s battle with the virus for some time to come.

The Audit Wales report, highlighted a number of challenges which impact upon the delivery of services, these have been taken into account in the development of this year's plan. These were listed in paragraph 4.5 of the report.

Whilst the positive progress in the vaccination programme is recognised there remains uncertainty around COVID-19 variants of concern and there remains the need to maintain monitoring and be agile and flexible, in order to respond to emerging threats.

The TTP recovery work is presented as an enabling piece of work which will underpin the programme, as we moved hopefully from a health pandemic to an endemic situation.

Shared Regulatory Services (SRS) were also at the forefront of business closures at the start of the pandemic and provided support and advice to a number of premises. As the legislation evolved the advice continued and such advice, had to change rapidly in line with current restrictions. Officers provided tailored advice to assist businesses with their plans for re-opening.

Members then asked a number of questions of the two Invitees.

A member referred to paragraph 4.10 of the report and reference to the JET's team, ie comprising of representatives of the SW Police and SRS. He was aware of the fact that fixed penalty notices could be issued to individuals and business operations, for failure to comply with rules and regulations relating to the Covid-19 pandemic. He asked if there was the opportunity also, to change people's behaviour so that they were educated in how to comply with these, rather than have to face enforcement action. For those who faced the receipt of fixed penalty fines, he asked where the revenue went for the payments derived from this.

The SRS representative confirmed that advice was given far and wide both by UK and Welsh Government, with regards to precautions that should be taken due to the pandemic and this was reinforced in terms of businesses by the SRS team. If these were not complied with, then unfortunately enforcement action was then taken. 121 Improvement Notices had been served on businesses to date due to their failure to comply with regulatory guidance, that had been brought in, in order to improve Covid safety practises at premises, 7 of which premises were closed, due to non-compliance with such regulations. The revenue that is taken from fixed penalty notice fines, is then fed into the SRS and BCBC's funding of that service, he added.

A Member referred to page 83 of the report and a map showing Covid virus 'hot spots'. He felt that epidemiological surveillance, was key to the Test, Protect and Trace programme moving forward. As the Delta variant was now the dominant strain and of some threat to people, he asked if there was any Ward level data, where the variant was currently most prevalent, in the County Borough. Data such as this he felt was needed, in case there was a third wave of the illness in the autumn. It would be beneficial for Members to have some of this data capture, in order to communicate to their ward members what areas the illness was higher in, as opposed to others.

The EDPH representative confirmed that in terms of national figures presently, 70 – 80% of Covid-19 infections were the Delta variant, so this was very much the dominant strain throughout the country at the moment. In terms of the Cwm Taf Morgannwg (CTM) area, 100% of all samples taken so far, were of the Delta variant. So undoubtedly, throughout the County Borough of Bridgend the Delta variant was dominant. This variant was 40% more contagious than the Alpha (Kent) variant, with people who caught this strain, being two and a half times more likely to be hospitalised than with the Alpha variant. The good

news however was, that in the CTM location, there was not presently an inordinate amount of increased cases of this, nor hospitalisations, more particularly in Bridgend.

The Member followed up by stating, that if there were cases of a 'spike' in one or two areas of the County Borough of the Delta variant, then it would be advantageous if the relevant Ward Members could be made aware of this, in order to feed this back to their constituents.

A Member asked if members of the public were in the main complying with protocols, ie going into isolation for the required period, if they had been diagnosed with Covid-19. He also asked that if when offered, some members of the public refused the vaccine, could they change their mind and have it after the time they were offered it.

The EDPH representative in respect of the second point, advised that there was always a second opportunity to have the vaccine, for example through mop-up sessions/walk-in clinics.

In terms of compliance with the regulations and isolation for those who contracted the illness, he added that this had been high throughout the life of the pandemic. The SRS representative added that this isolation period was monitored by regular phone calls to the affected person and compliance was also enforced through the SW Police/SRS. Businesses were also challenged and strongly urged to send any staff home to isolate, if they were aware that they had caught the virus.

The Leader added that it was never too late for anyone to have the vaccine. The vaccine was safe and had a high percentage of success, in terms of preventing people from either catching an infection or if they did, preventing them from becoming seriously ill as a result of it.

He added that in terms of Ward level data, there had been instances in the past, when there had been spikes of the illness in certain areas of the County Borough, including for example in the Garw Valley and Porthcawl. Information and advice was also continuing to be given to Business organisations, especially as the illness changed and evolved and supplementary information and guidance was required to be adapted in-keeping with this. He commended the work of Health, SRS and SW Police in terms of the Test, Protect and Trace programme and the implementation of enforcement measures that was helping to keep the public safe and well.

The EDPH representative echoed these comments and urged the public to receive the vaccine, as any adverse effects from having it, were heavily outweighed by the effects of the illness, for those that did not.

A Member asked if individuals were taken to Court, for non-payment of any Fixed Penalty Notices for breaching Covid 19 regulations.

The SRS representative confirmed that they were. However, due to the pandemic there was a backlog of cases waiting to be heard, including the above, which were less serious offences that some of the major ones being heard that were therefore receiving priority.

A Member made the point that CTM had developed an on-line cancellation form for those that were unable to meet their invited vaccine appointment and on this, there was an opportunity to re-book this to an alternative date. However, this was not specified on the initial letter inviting people to get their vaccination. She asked what was being done in terms of engagement with Welsh Government, in order to ensure that these two guidance letters married-up.

The EDPH representative confirmed that he would take this issue up further with the vaccination teams and come back to the Member with a response accordingly, outside of the meeting.

A Member urged for the provisions of the TTP programme to continue to be reminded to the public at large, so as to keep awareness raised of the illness and its effects, as society opened back up, particularly now the Delta variant had come about.

The EDPH representative acknowledged this, but added that if the vaccine programme continued in the pace it was presently progressing at and the country reached a point of herd immunity, ie 80 – 90% of people being vaccinated, the drive on TTP pushed forward previously, would not require as much publicity as it had when the disease was more in control of society. Though this could be revisited if required in the future, ie bringing the TTP programme back in its fullness, if needs be. At present though, he did not think this would be the case.

A Member stated that home appointments for the vaccine needed to be looked at closely, for those people who were bed bound or for individuals with physical impairment. There had to be alternative arrangements in place for those that received a vaccine appointment in their GP's etc, but who could not attend due to reasons such as this. She added, that regulations were also required to be monitored regarding safety elements in respect of the disease, for those people who used public transport, ie adhering to seating arrangements and cleaning the buses regularly between service routes.

The SRS representative confirmed that there were provisions in the regulations for this, but these were the responsibility of the SW Police in terms of their monitoring, albeit through the Joint Enforcement Team.

The Chief Executive and the Leader, in turn, concluded debate on this very important topic, by thanking the EDPH and SRS representatives for attending today to respond to Members questions and for the hard work they have committed to the pandemic, which has been a very difficult, important and has been in addition to the other work they also undertake, on a day to day basis.

RESOLVED: That Council noted the Cwm Taf Morgannwg Region – Test Trace Protect COVID-19 Prevention and Response Plan 2021/2022 and the ongoing work of the Shared Regulatory Service in the delivery of the plan.

548. **REVENUE BUDGET OUTTURN 2020-21**

The Interim Chief Officer – Finance, Performance and Change presented a report, the purpose of which, was to provide Council with an update on the Council's revenue financial performance for the year ended 31st March 2021.

By way of background, the report reminded Members that on 26th February 2020, Council approved a net revenue budget of £286.885 million for 2020-21. As part of the Performance Management Framework, budget projections are reviewed regularly and reported to Cabinet on a quarterly basis. The delivery of agreed budget reductions is also kept under review and reported to Cabinet as part of this process.

She explained that the 2020-21 financial year had been a unique and complex year in managing the financial position of the Council primarily as a result of the Covid-19 pandemic. Significant changes have occurred throughout the year as circumstances

altered and services were supported in different ways to deliver outcomes in the best way possible. A Covid-19 Hardship fund was set up at an early stage by the Welsh Government to the tune of £188.5 million which the Council was able to draw on for financial support.

The Council had been extremely successful at securing support for many of the additional costs incurred along with loss of income claims. Our claims against the WG Hardship fund totalled £21.5 million of which only £882,000 were disallowed.

Additional to the assistance and support from the WG Hardship fund were specific grants received to help cushion the effects of COVID on the delivery of services. These included ICT for digitally excluded learners, concessionary fare reimbursement and local authority cyber security along with specific support for schools in for school counselling services, face masks and support for additional cleaning costs. Furthermore, significant grants were received in the last quarter of the financial year.

The Interim Chief Officer – Finance, Performance and Change, confirmed that the other significant change between quarter 3 and quarter 4 was the £1.261 million contribution from WG in February 2021, in recognition of the reduced council tax collection rates experienced by Councils in 2020-21 as a consequence of the Covid-19 pandemic. The key areas of investment were outlined in the report and shown in more detail at Appendix 1.

The Council's net revenue budget and final outturn for 2020-21 was shown at Table 1 in the report.

The overall outturn at 31st March 2021, was a net under spend of £432,000 which has been transferred to the Council Fund, bringing the total Fund balance to £9.771 million in line with Principle 9 of the Medium Term Financial Strategy (MTFS).

Table 1 highlighted the changes referred to of £6.6 million since quarter 3 on total Directorate Budgets, and a change of £4.549 million on total Council Wide budgets. Table 2 in the report, highlighted the main reasons for the change and additional funding received by the Council since quarter 3 that support the changed outturn position.

Since quarter 3, the Interim Chief Officer – Finance, Performance and Change confirmed that the authority had successfully claimed £2.144 million of Hardship funding, along with £1.066 million to support loss of income experienced by the authority as a result of the Covid-19 pandemic. Further detail was provided on the movements since quarter 3 at individual Directorate level and on Council wide budgets in paragraph 4.3 of the report.

The main financial pressures are in the service areas of Home to School Transport and Adult Social Care. These two alone had an underlying pressure of £1.864 million. It should be noted she added, that these budget areas can be volatile and small changes in demand can result in relatively high costs being incurred.

The net budget for the financial year was set assuming full implementation of the current year budget reduction requirements across the Council's budget, which amount to £2.413 million. Where proposals to meet this requirement have been delayed or are not achievable directorates have been tasked with identifying alternative proposals to meet their requirements such as vacancy management, or bringing forward alternative budget reduction proposals. These were set out in paragraph 4.2.4 of the report.

The next part of the report highlighted the effect that the Covid-19 pandemic had on the Council and the Authority's response to this. The information in Table 3 and Table 4, gave further details on this.

Table 5 in the report, then detailed Outstanding Prior Year Budget Reductions and in paragraph 4.2.2 of the report, it itemised in monetary terms, those proposals still not achieved.

Table 6 then included information relating to the monitoring of Budget Reductions for 2020-21. The most significant budget reduction proposals not achieved in full and the action required to achieve them in 2021-22, were outlined in Table 7 of the report.

A summary of the financial position for each main service area was attached at Appendix 4 to the report and comments on the most significant variances were provided at paragraph 4.3 (Directorate by Directorate).

The Interim Chief Officer – Finance, Performance and Change concluded the report, by detailing information on Council Wide Budgets and Earmarked Reserves.

The Deputy Leader thanked the Interim Chief Officer – Finance, Performance and Change for looking after the Authority's finances during such a difficult time over this last 14 month or so period and prior to that. He commended the Welsh Government Hardship Fund, as without the £21.5m funding the Council had received through this, it would be in a very difficult position. He also added that the Council Tax Reduction Scheme, would continue to help constituents who were single occupants in properties, as well as those on low income. He would ensure that financial pressures that existed in Directorates would continue to be targeted as future budget reductions.

A Member asked that if the Authority knew it was going to be in such a favourable financial position, due to the funding provided by Welsh Government under the above Fund, which including assisting the Council on cost recovery, would the Administration have still increased Council Tax this year by 3.9%. He also asked for an explanation as to why there were specific pressures in the areas of Home to School Transport and Adult Social Care

The Deputy Leader stated that this was a question that was retrospective in its nature and that with the benefit of hindsight the above may have been approached differently. However, this was not the case at the time the MTFS was approved by Council earlier this year, at a time when the local authority found itself in a very difficult financial position.

The Cabinet Member – Social Services and Early Help, advised that she was fearful of the existing pressures Social Services presently faced, which she unfortunately anticipated, would continue in the future. These related to Covid-19 and pressures around Long-Covid, as well as individuals continuing to require both support through Adult and Children's Social Services. The Council and its partners were obligated to look after the most vulnerable in society, she added.

The Cabinet Member – Education and Regeneration, confirmed that Home to School Transport continued to be a budget pressure, due to austerity more than any other reason. The proposal to cut the budget of Home to School Transport was still in the MTFS as a targeted reduction. It should be noted he reminded Members, that the Council still continued to provide this service at a more generous rate than that recommended by Welsh Government.

The Corporate Director – Social Services and Wellbeing advised that there were three underlying reasons why there continued to be an overspend in Adult Social Care. Firstly because of demographics with an ageing population whereby people were living longer. Secondly, as a result of the outcome of the pandemic and the effect it's had on services pressure wise and lastly the cost of care, namely for the workforce and commissioned services, which would be longer term pressures.

RESOLVED: That Council noted the Revenue Outturn position for 2020-21.

549. **CAPITAL PROGRAMME UPDATE**

The Interim Chief Officer – Finance, Performance and Change presented a report, the purpose of which, was to seek approval from Council for a revised capital programme for 2020-21 to 2030-31 (Appendix A to the report referred).

She reminded Members, that the capital programme approved by Council in February 2021 for the period 2020-21 to 2030-31 totalled £205.732 million, of which £116.147 million is to be met from Bridgend County Borough Council (BCBC) resources, including capital receipts and revenue contributions from earmarked reserves, with the remaining £89.585 million coming from external resources, including General Capital Grant.

As mentioned in the report, a number of proposals for new capital schemes have been received, and these have been considered and prioritised by Cabinet and Corporate Management Board, in line with the Council's Capital Strategy. Funding for these schemes has been set aside through new earmarked reserves, established during the 2020-21 year end process, from unallocated general capital funding received through the 2021-22 Local Government Settlement and from public realm fund revenue funding for the 2021-22 financial year. In addition, there was one school scheme that also needs inclusion in the capital programme which is part funded from school delegated budgets and partly via a Salix interest free loan, to be repaid by the school.

The total cost of the new schemes was £4,552,271 and this was broken down in Table 1 in the report, with Table 2 showing the breakdown of funding for the proposed schemes.

Further information was detailed on the schemes, in paragraph 4.4 of the report, some of which added the Interim Chief Officer – Finance, Performance and Change.

The Deputy Leader and Cabinet Member – Future Generations and Wellbeing, in turn, commended some of the projects so listed, the former the replacement of the new CCTV system and the latter, the added facilities provided by Arwen Trust and Halo at their buildings, that would benefit those with mobility issues and the provision of gully sucking equipment and playground refurbishment proposals.

A Member commended the provision of solar panels at Litchard School and asked if this was intended for other schools interested in this, particularly those that could not afford this out of their own budgets.

The Corporate Director – Education and Family Support advised that he could update the Member on the above outside of the meeting.

The Interim Deputy Head of Finance advised that there was an Energy Saving Scheme in the Capital Programme to look at energy saving efficiencies in Council buildings including for schools as well as for solar panels at these and other buildings.

RESOLVED: That Council approved the revised Capital Programme for 2020-21 to 2030-31 (at Appendix A to the report).

550. **INFORMATION REPORT FOR NOTING**

The Chief Officer Legal, HR and Regulatory Services and Monitoring Officer reported on the Information Report which had been published since the last meeting of Council.

A Member asked about the suspension of the relevant Contract Procedure Rules that related to a decision made regarding Home to School Transport costs. He asked if it would be in order to ask the COSC to look at this process retrospectively, in order to establish that everything was in order in relation to this particular decision.

The Chief Officer Legal, HR and Regulatory Services, advised that she could write to the Chairperson of the above O&SC or the Member himself, to explain the reason for the suspension of the Contract Procedure Rules in this instance, executed under the relevant provision of the Scheme of Delegation (of Functions).

RESOLVED: That Council acknowledged the publication of the document listed in the report.

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

Councillor Ross Penhale-Thomas to the Leader

What is the local authority doing to help address poverty and disadvantage across our communities here in Bridgend?

1. At a strategic level, the Council has set out in its Corporate Plan three wellbeing objectives that aim to help us address poverty and the disadvantaged across our communities in Bridgend County Borough. These are:
 - Supporting a successful and sustainable economy
 - Helping people and communities to be more healthy and resilient
 - Smarter use of resources
2. These objectives, also demonstrate the Council's commitment to the seven well-being goals, introduced by the Wellbeing of Future Generations (Wales) Act 2015 and embed the sustainable development principles of the Act.
3. In addition to the objectives set out in the Corporate Plan, and those within the Bridgend County Wellbeing Plan, the Council has to ensure compliance with the **Socio-Economic Duty**. From 1st April 2021, public services are required to think about how their strategic decisions, such as setting objectives and developing public services, can improve inequality of outcome for people who suffer socio-economic disadvantage. All services areas across the Council are tasked with this consideration and our reporting procedures have been updated to ensure these important questions and responses are fully understood
4. One example of how the Council is delivering against our commitment to help address poverty and the disadvantaged across our communities is the Employability Bridgend Programme. Employability Bridgend supports disadvantaged participants across the whole Council, regardless of location, by offering a suite of interventions that aim to break patterns of multi-generational worklessness and poverty. These include:

- Building soft skills and confidence to create more resilience and independence
- Offering upskilling to increase employability
- Support to look for and sustain employment
- Providing laptops and wi-fi dongles to help overcome digital literacy and digital access barriers
- Support for volunteering placements to reduce social isolation and interaction with communities – which also provides work experience to put on a CV.

4.1 To date, the programme has achieved over 1200 job outcomes.

5. Another example is the Council commissioned Financial Advice and Support Service (FASS) that is delivered by the Citizen's Advice Bureau. The service was specifically designed by us to tackle a range of poverty related issues and includes the provision of support across the following areas:

- Debt problems Financial difficulty
- Unemployment (claiming benefits, including Universal Credit (UC))
- Inability to budget or manage finances effectively
- Those experiencing 'in work poverty'
- Those requiring information and support to undertake employment better off calculations.

5.1 FASS has been instrumental in providing support to those disadvantaged as a result of the pandemic, particularly those who have found themselves struggling financially, whereby 80% of their income has been met by the furlough scheme although unfortunately was not enough to meet their household outgoings.

6. These are just two examples of how the Council helps address poverty and the disadvantaged across our communities within Bridgend County Borough. There is a wide-ranging suite of other support available that includes:

- **council tax reduction scheme** – support for residents on low incomes to pay their council tax. The Council also provided residents with flexible options for paying Council tax last year and still enable people to pay over a longer period and council tax reminders provide signposts to support from Step Change, The Money Advice Service, Bridgend Life Saves Credit Union and Citizen Advice some of which help with poverty related issues
- **housing advice and homelessness support** – residents who are at risk of becoming homeless or who are homeless, can contact us directly or via the Housing Jigsaw Portal to find out about the range of support available and then follow their own personal housing plan to help them secure accommodation
- **housing benefit support**
- development of the county borough's new **Economic Futures Framework** that will provide a long term strategic vision for our economic growth ambitions and set out the priority actions to be undertaken by the

Council in the coming months with a focus on supporting our economic recovery

- developing **procurement strategies** that can boost the foundational economy and create wealth within our local communities
- **apprenticeship opportunities.**

6.1 The Council recognises the importance of its partnership arrangements and collaboration with key stakeholders, for example through the Public Service Board and Regional Partnership Board. This cross-sector collaboration was critical to our response during the pandemic. Through the Resilient Communities programme, over the last year, 1300 volunteers came forward to help support more than 4444 individuals across a number of areas including mental health, anxiety, financial security, alcohol and substance misuse and reduced mobility/ frailty.

7. To finish, if we focus on the support available to help address poverty and the disadvantaged across our communities in Bridgend County Borough from one of our Directorates, the **Education and Family Support Directorate**, then the breadth and wealth of support available is clearly demonstrated.

8. Business Support

Schools and local authority caterers encourage the uptake of free school meals and we coordinate the provision of free school meal food parcels during the school holiday periods.

9. Family Support

Flying Start provides free help and support for children under four in certain areas. It aims to improve their chances and give them a 'flying start' when they go to school with support on:

- High-quality, part-time childcare (up to 30 hours) for two and three-year-olds;
- a health visitor and Family Support Worker to provide intense support to those families outside of the eligible postcode of Flying Start;
- access to parenting support; and
- help with early language development

The School Holiday Enrichment Programme (SHEP) is a school-based education programme that provides food and nutrition education, physical activity, enrichment sessions and healthy meals to children in areas of social deprivation during the school summer holidays.

Staff are trained and deliver 'GroBrain' during pregnancy or following birth to help parents understand how to improve bonding and positively "wire up" their baby's brain.

Nurture programme - parenting support for generally under 5s, working on the child's strengths and celebrating their positives which improves bonding and family relationships.

Early Help is a voluntary service that aims to help provide the right support for individuals and their family to aid positive change. The service focuses on:

- talking about strengths as well as areas that could be improved;
 - getting you the right help at the right time;
 - bringing together a team of the right people who can help your family;
 - listening to you and giving you choices; and
 - parenting support/mental health support/access to relevant finances and benefits/housing
- Delivery of non-violent resistance (NVR) parenting/relationship building.
 - Wellbeing support for primary school-aged children delivering targeted intervention to support family relationships, improve school attendance and reduce the number of adverse childhood experiences (ACEs)
 - Inspire 2 Work supports young people (16 to 25 years-old) who are furthest away from the labour market to identify and secure relevant employment to improve their individual life circumstances.
 - The Period Dignity initiative provides free-to-access menstrual products to children and young people from deprived and disadvantaged communities to help support, among other areas, engagement in school.

10. Learner Support

- The Bridgend Education Psychology Service provides an active and significant role in supporting our most disadvantaged families, children and young people. We work closely with families and other agencies such as social services, health and third sector charities like Barnardo's so we understand the barriers, wider context and identify the best supports for our children and young people.
- We provide the Early Years Education Psychologist contribution to the Flying Start programme across the local authority which promotes the delivery of positive health and wellbeing to vulnerable families and communities. The educational psychologist role includes early identification of additional learning needs and direct support and advice to families and practitioners. This encompasses collaborative work and advice towards supported childcare for families with children with emerging additional learning needs.
- The Portage Home Advisory Service which works with families to help them develop a quality of life and experience for themselves and their children in which they can learn together and play together. We deliver Early Years ELSA (Emotional Literacy Support Assistant) and THRIVE training, consultation and advice to build knowledge and understanding within early years settings.
- The Bridgend Education Psychology Service leads Wales in the development of ACEs training for schools and settings for Welsh Government. We support ACEs awareness raising and recognition of trauma experienced by children and their families, through direct training, discussion, support and listening to the voices of others. This includes staff who have also experienced loss and trauma but are also working with the most disadvantaged and vulnerable children and young people. We raise awareness of diversity and the bias agenda to clarify perception of need and promote further discussion among staff supporting our children and young people.

- The Bridgend Education Psychology Service provides a key role in the identification of ALN from birth to 19, and this will now expand to 25 under the ALN Reform. We support pupils who are care experienced and those with any additional needs, building school capacity through training, direct therapy, supervision and support of emotional well-being. We have developed and oversee the training, delivery and supervision of ELSA and the PERMA well-being profiler tool which can directly draw data and support vulnerable groups (eg those children eligible for free school meals (eFSM)). We have ELSAs in almost every school in Bridgend and this year we have set up 20 schools on the PERMA profiler as part of the well-being pilot across the consortium and the roll-out is ongoing.
- The Learner Support Team works jointly with National Health Service (NHS)/Learner Support approach to supporting nursery schools in Flying Start areas across the local authority, in order to promote early assessment, identification and support through the WellComm programme. Training, drop-ins, school visits and advice and support is offered and available virtually.
- The Learner Support Team provides advice and support to schools related to the management of pupils with speech and language difficulties including differentiation. In addition, team members deliver NHS speech and language programmes to a small number of individual pupils with significant specific speech and/or language difficulties in schools across the borough, including those in Flying Start areas.
- The Learner Support Team provides ancillary support for pupils with complex emotional, social and behavioural difficulties, autistic spectrum disorder, and speech and language difficulties.
- Working in a person-centred planning way so that all learners have a voice and any educational plan has been identified with the pupils needs as the focus.

11. School Support

- The local authority, in partnership with Central South Consortium allocates grant funding (eg the pupil development grant) to schools in the region along with guidance and advice on how grant funding can be used to drive improvement.
- Improvement partners working with each school in Bridgend offer support so that schools use the funding effectively and in a way that makes a difference to individual children. Schools are specifically asked to think about how the funding can be used to improve pupils' literacy and numeracy skills as well as offering enrichment activities.
- Professional learning is offered to schools linked to the principle of developing equity and excellence for all our learners. The local authority has contributed to the first version and the re-draft of Central South Consortium's 'Equity and Excellence' strategy.
- Schools in Bridgend have made effective use of the funding since it first became available. When compared to similar local authorities, outcomes for pupils entitled to the additional funding are better than other local authorities. This is a reflection of the strong emphasis that all schools in Bridgend have placed making a difference to pupils from disadvantaged backgrounds.

- The local authority has supported eFSM pupils by providing digital devices and MiFi equipment, where needed, to ensure that the 'digital divide' is diminished.

12. School Modernisation

- Training and work experience opportunities are sought through construction project via contractors. In addition, as a named local authority on the SEWSCAP Framework, our construction projects are now able to refer people for training through the On-Site Construction Training Academy which provides a unique opportunity, bringing together employment support partners and employers to ensure sustainable careers across the south east Wales region. This benefits job seekers, construction diploma students and the construction industry itself, creating a throughput of trained local workers to fill roles in this ever-expanding sector.

Supplementary question from Councillor Ross-Penhale Thomas

To what extent does the local authority currently involve people who have lived experience in poverty, in its decision making processes and will the Leader explore the possibility of setting up a Poverty Truth Commission in Bridgend, such as there are in other locations, so we can lay bare and be transparent about the reality and challenges of poverty and work together, in order to co-produce solutions for this very real problem

Response

We can certainly consider that suggestion, ie look to set-up such a Commission and explore where it has been used in other areas, any tangible impact it has had on those who experience poverty in their lives. BCBC always try to engage closely with all individuals across the County Borough, including those in poverty, in order to improve our services and the delivery of these. Examples of such services being, Flying Start and the Employability Service. Both these are examples of successful engagement in terms of reaching out to our constituents. We can always do more however and look to improve services and engagement across the County Borough, including in areas where there is poverty and disadvantage.

Second supplementary question from Councillor Jon-Paul Blundell

What action has been taken to tackle food poverty and those that are disadvantaged in BCBC, through the free school meals programme.

Response

Members will be aware of the provision that was put in place in order to ensure that no child went hungry at the start of the pandemic. Packed lunches and food parcels were provided, the latter of which are still being provided with the assistance of Welsh Government. This was not just during term time but in school holiday periods also. There had been positive feedback from parents as a result of this, with 1,000's of families benefitting from this support that reached out to over 5,000 children. The Council were also looking to encourage more people to sign up for free school meals, and this was a priority moving forward, as there are those families that though being eligible for free school meals, were not at present claiming for them. Some were now eligible as a result of the pandemic and family members losing jobs. Welsh Government were also funding the School Enrichment Programme, in order that even more children can benefit this year, through play and learning opportunities during school holidays, where included in this, was a healthy nutritious meal for them at lunchtime, in order to encourage healthy eating at a young age.

Third supplementary question from Councillor S Dendy

The valleys regeneration report 2019 gives an overview of the issues faced in areas north of the M4 and makes reference to the fact the 'Valleys' area has 13 lower super output areas, classed as being in the 20% most deprived in Wales.

The report highlights some startling points:

27% of people in the Garw Valley have limiting long-term illness who have limited access to healthcare provision

35% of adults in the Garw Valley alone have no qualifications.

A serious lack of job opportunities within the Valleys

The blight of derelict large scale buildings impacting on mental wellbeing, impacting community pride.

And the enormous need for public transport with 27% of households in the Garw Valley alone having no car and as we all know in recent years the subsidies have been cut and reducing of routes.

Although these statistics relate to the Garw Valley these issues are faced by the Ogmores and Llynfi communities.

This really plays into the creation of poverty in these communities. Is this council dedicated in fulfilling that framework, through tackling the issues which feed into the poverty experienced within these communities?

Response

I fully agree with some of these points which have been rightly identified. Examples such as those above, have blighted our communities for some generations, particularly the loss of the coal industry which was a massive blow to certain valley areas. This was hard to recover from, though we are continually looking at ways to do so. One of my proudest moments since becoming Leader, was seeing the Authority opening two new schools in Bettws in the form of both an English and Welsh medium school, which amounted to a record level of investment in the Garw Valley. I am also very pleased to see young people benefit from state of the art facilities at Coleg-Y-Cymunedol Y Dderwen, where children from both the Ogmores and Garw Valleys are educated. I am also pleased to announce, that we will be having a ground breaking ceremony this week for a new Welsh medium childcare facility in Blackmill and developing a similar facility in the Garw also. This is because, we know from research and evidence that childcare issues can be a major barrier to parents having employment opportunities and promotion in work. These would meet a major need for improved childcare arrangements in the Ogmores/Garw Valleys, as had been identified in the last Annual Childcare survey. Examples of the above, are developments in regeneration, only in a wider sense, educational progression. The Council were also looking at transport infrastructure improvements across the valley locations, with a transport Hub and facility looking to be developed at the Ewenny Road site, Maesteg, that had been supported as part of the Cardiff Capital Region City Deal initiative.

Councillor Tim Thomas to the Cabinet Member - Communities

What percentage of County Borough public rights of way are accessible to the public and are at a satisfactory standard.

Response

Bridgend has 800 individual public rights of way with a total network length of 613.72 Km. These routes include Public Footpaths (84% of the network), Public Bridleways (14.6%), Restricted Byways (0.1%) and Byways Open to All Traffic (1.3%).

The County Borough Council has overall responsibility for the maintenance of the network and also has a duty to protect the rights of the public to use the network and to prevent routes from being stopped up or obstructed. However, landowners too have a responsibility in that they are generally responsible for the maintenance of structures i.e. stiles, kissing gates, field gates, etc. on routes, although they can recover some costs from the Council for this.

Through the Wales Programme for Improvement the Council used to be required to report annually on the condition of the public rights of way network using a nationally adopted Performance Indicator, namely 'Paths that are easy to use'. This Indicator stopped being reported nationally approximately 8 years ago, although it was reported internally for a number of years after that with the last 5% random sample survey being carried out in 2016. The Council did, however, have a whole network survey completed last year in preparation for the review of the Council's Rights of Way Improvement Plan.

Information from that survey has been analysed and the results are as follows:

- 69.5% of the total number of paths are classed as being available for use, whilst
- 59.5% of the total length of paths were classed as being available for use

It is impossible to say at any one time which routes are available as it is, by its very nature, ever changing. A path that may be considered as being passable one day may, for a variety of reasons, be unusable the next. An unscrupulous landowner may deliberately obstruct a route, or routes may become overgrown or structures fall into disrepair through lack of use or maintenance, even for only a short time.

When any of these issues are identified to us we try to resolve and reopen routes as soon as possible. We work with landowners to remove obstructions and repair structures and with many of the Town and Community Councils who have Agency Agreements with us to remove vegetation. We have, however, seen a several fold increase in the use of the rights of way network since the start of the pandemic and our maintenance officer has seen an increase in the number of issues being reported as well as dealing with the results of the whole network survey.

Although the Performance Indicator is no longer reported nationally an attempt has been made to contact other Rights of Way teams throughout Wales to determine the current situation. From the small number of responses received to date only one authority has decided to continue with collecting that data with the rest citing a lack of resources as the reason.

In terms of accessibility for persons with mobility issues the rights of way section has, and continues to, make improvements where funding is made available, particularly internal capital and grant funding from Welsh Government or other groups such as the Ramblers, has permitted. This has included replacing stiles with kissing gates and making surface improvements where possible. It should be remembered that much of the rights of way network crosses agricultural land and as such the surface would be of natural formation and not surfaced. Furthermore, structures have to remain stock proof.

Supplementary question by Councillor T Thomas

I acknowledge that some Rights of Way are blocked by landowners, including some in the Valleys Gateway. This is a longstanding problem and is frustrating, particularly when pursuing complaints in respect of this through the member referrals process. Would the Cabinet Member – Communities join me and with a couple of constituents to walk these paths to see the problems and look at ways to rectify them?

Response

Yes course. Please tie in with me and we can arrange a suitable date for this.

Second supplementary question from Councillor Ken Watts

Where evidence exists of over ploughing of footpaths, could I have a reassurance that action will be taken to restore the paths, or alternatively, have put in place Diversion Orders. I have had a Member referral(s) on this also.

Response

If you share further details of this including the referral with me, I will look into this issue for you.

Third supplementary question from Councillor Sorrel Dendy

In terms of accessibility to public Rights of Way, some routes are on rough ground. Is it possible to have a graded system put in place, so that people looking to access them are aware of their length and gradient, etc. We are looking at this with footpaths in the Garw Valley, in order that members of the public are aware of the condition of such footpaths, when bearing in mind their levels of fitness and ability to walk them.

Response

As I do not have information on this to hand, in order to give you a detailed response, I will refer this matter to the Public Rights of Way Officer for consideration and either he or myself will come back to you, outside of the meeting.

552. **URGENT ITEMS**

None.

The meeting closed at 18:00

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

21 JULY 2021

REPORT OF THE CHIEF EXECUTIVE

REVIEW OF CORPORATE PLAN TARGETS FOR 2021-22 FOLLOWING THE IMPACT OF COVID19

1. Purpose of report

- 1.1 To seek Council approval of the proposed changes to Corporate Plan targets for 2021-22 as outlined in **Appendix A**.

2. Connection to corporate well-being objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:

- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
- **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The Corporate Plan was refreshed for 2021-22 in February 2021, endorsed by Cabinet and approved by Council in line with the normal statutory requirement to review the Corporate Plan annually.
- 3.2 As part of the approval process for the refreshed Corporate Plan, it was acknowledged that COVID-19 had an impact on our planning cycle, making it more challenging to set targets for 2021-22. It was agreed by Council that a flexible approach to setting corporate plan targets was necessary to ensure business planning is robust and effective.

4. Current situation/proposal

- 4.1 As part of our COVID-19 recovery planning each directorate had the opportunity to consider targets for 2021-22, based on verified year end data. Proposed changes to targets have been considered at Corporate Overview Scrutiny Committee (COSC) meeting on 5 July 2021 to ensure appropriate challenge and transparency.
- 4.2 On 20 July 2021 Cabinet considered the proposed changes to Corporate Plan targets for 2021-22.
- 4.3 Appendix A sets out the proposed target changes, and will be published as an addendum to the current Corporate Plan.
- 4.4 As part of a wider review of performance and governance due to the Local Government and Elections (Wales) Act 2021, we are proposing that corporate planning adopts this approach to target setting in future planning cycles. This will ensure that the published corporate plan remains up to date with the most recent year end data and avoids the issue of publishing the corporate plan without targets due to lack of data.

5. Effect upon policy framework and procedure rules

- 5.1 The Council's Corporate Plan forms part of the Policy Framework.

6. Equality Act 2010 implications

- 6.1 A full Equality Impact Assessment was undertaken when the plan was developed. Consideration was given to the potential impact on protected groups within the community and on how to avoid a disproportionate impact on people within these groups. Separate EIAs will be undertaken when proposals for carrying out the plan are developed and implemented.

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

- 7.1 The Well-being of Future Generations (Wales) Act 2015 provides a framework for embedding sustainable development principles within the activities of Council and has major implications for the long-term planning of finances and service provision. The 7 well-being goals identified in the Act have driven the Council's three well-being objectives.

8. Financial implications

- 8.1 There are no financial implications arising from this report. The Corporate Plan is closely aligned to the Medium Term Financial Strategy which sets out the resources for delivering the Council's corporate plan.

9. Recommendation(s)

- 9.1 The Council approves the revised Corporate Plan targets for 2021-2022.

9.2 The Council approves the proposal to introduce a flexible process to review the setting of targets informed by year end data. Any revised targets will then be published as an addendum to the Corporate Plan.

Mark Shephard
CHIEF EXECUTIVE
20 July 2021

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Background Documents: None

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WELL-BEING OBJECTIVE 1

Success Indicators	2019-20	2020-21		2021-22	
	Actual 2019-20	2020-21 Target	2020-21 Actual	Original Target (Feb 2021)	New Target (July 2021)
Average capped 9 score for pupils in Year 11.	362	363.0	No data	N/A	N/A
Percentage of pupils, at end of foundation phase, achieving Outcome 5 or above in teacher assessments for LLC-E and LLC-W (Language Literacy and Communication in English and Welsh).	83.2%	85.1%	No data	N/A	N/A
Percentage of pupils assessed at the end of key stage 2, in schools maintained by the local authority, achieving the expected outcome in English/Welsh first language, as determined by teacher assessment.	88.6%	90.2%	No data	N/A	N/A
Percentage of pupils achieving 3 A*-C grades at Level 3	55.4%	55.6%	No data	N/A	N/A
Percentage of Year 1 learners taught through the medium of Welsh.	7.58%	8.7%	7.61%	8.7%	8.7%
The number of vacant premises in town centres: a) Bridgend b) Maesteg c) Porthcawl d) Pencoed	a) 65 b) 13 c) 19 d) 7	No targets	a) 74 b) 13 c) 19 d) 7	Bench marking	Bench marking
The number of visitors to town centres- footfall for a) Bridgend b) Porthcawl	a) 6.3m b) 2.7m	No targets	a) 3,129,858 b) 1,960,919	Bench marking	Bench marking
Financial value of externally funded town centre regeneration projects underway/in development.	£15m	£13m	£13.5m	£13m	£13m
Total annual expenditure by tourists.	£362.69m	N/A	Data available late summer 2021	Bench marking	Bench marking
Number of business start-ups.	475	No target	540 (1 yr time lag - data is for 2019-20)	Bench marking	Bench marking
The number of participants in the Employability Bridgend programme going into employment.	334	200	401	250	329

WELL-BEING OBJECTIVE 2

Success Indicators	2019-20	2020-21		2021-22	
	Actual 2019-20	2020-21 Target	2020-21 Actual	Original Target (Feb 2021)	New Target (July 2021)
Number of people aged 65+ referred to Community Resource Team.	Not applicable	2200	1974	2200	2200
Percentage of reablement packages completed that: a) Reduced the need for support b) Maintained the same level of support c) Mitigated the need for support d) increased need for support	Not applicable	Establish baseline	a) 34.32% b) 5.05% c) 52% d) new	(a) 33% (b) 11% (c) 48%	(a) 33% (b) 11% (c) 48% (d) 8%
Number of council owned assets transferred to the community for running.	4	15	13	10	10
Percentage of households threatened with homelessness successfully prevented from becoming homeless.	66.2%	72%	67.2%	60%	60%
Percentage of people presenting as homeless or potentially homeless, for whom the local authority has a final legal duty to secure suitable accommodation.	10.51%	10%	50.4%	30%	30%
Number of additional dwellings created as a result of bringing empty properties back into use.	20	5	2	7	7
Percentage of private sector dwellings that had been vacant for more than 6 months at 1 April that were returned to occupation during the year through direct action by the local authority.	Not applicable	6%	Data to be confirmed	6%	6
Number of children and young people looked after.	394	378	390	371	371
Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the 12 months since leaving care	Not applicable	Establish baseline	42.86%	To be confirmed	>31%
Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the 13-24 months since leaving care	Not applicable	Establish baseline	42.11%	To be confirmed	>37%
Percentage of care leavers who experience homelessness during the year (as defined by the Housing (Wales) Act 2014) within 12 months of leaving care.	Not applicable	Establish baseline	17.14%	To be confirmed	<17%
Percentage of completed Team Around the Family (TAF) support plans that close with a successful outcome.	70%	68%	68%	69%	69%
Percentage of individuals in managed care supported in the community.	Not applicable	74%	75.34%	75%	75%
Percentage of individuals in managed care supported in a care home setting.	Not applicable	26%	24.66%	25%	25%
Number of individuals engaged/supported in targeted programmes linked to leisure and cultural facilities and services.	Not applicable	Establish baseline	1137	Establish baseline	Establish baseline
Number of people who have improved access to leisure and cultural activities by reducing cost as a barrier to taking part.	Not applicable	Establish baseline	No data available	Establish baseline	Establish baseline

WELL-BEING OBJECTIVE 3

Success Indicators	2019-20	2020-21		2021-22	
	Actual 2019-20	2020-21 Target	2020-21 Actual	Original Target (Feb 2021)	New Target (July 2021)
Percentage surplus capacity in primary schools.	9.36%	10%*	11.9%	10%*	10%
Percentage surplus capacity in secondary schools.	20.65%	18%	20.05%	18%	18%
Realisation of capital receipts targets.	£794k	£600k	£3.09m	£2m	£3.745m
Percentage of BCBC operational buildings achieve full statutory compliance.	54.6%	100%	62.7%	100%	100%
Percentage of staff participating in the staff survey.	38.3%	No survey	Postponed until 21/22	44.5%	44.5%
Percentage of employees attending the new starter briefing, as part of the corporate induction programme, who rated it excellent or good.	N/A	N/A	New	80%	80%
Number of apprentices, excluding teachers, on formal recognised apprenticeship schemes within the authority during the year per 1,000 employees.	N/A	7.75 (N=35)	7.49	N=35	N=35
Percentage budget reductions achieved (Overall BCBC budget).	89.42%	100%	85.8%	100%	100%
Percentage of indoor learning space in primary schools benefitting from high speed Wi-Fi connectivity for 30+ simultaneous devices.	N/A	100%	57%	100%	100%
Percentage of indoor learning space in secondary schools benefitting from high speed Wi-Fi connectivity for 30+ simultaneous devices.	N/A	100%	55%	100%	100%
Annual gas consumption across the local authority – kWh.	N/A	Establish baseline	22,409,433 kWh	Establish baseline	Establish baseline
Annual electricity consumption across the local authority – kWh.	N/A	Establish baseline	8,166,632 kWh	Establish baseline	Establish baseline
Annual CO2 emissions related to gas consumption across the local authority – kWh.	N/A	Establish baseline	4,120 kWh	Establish baseline	Establish baseline
Annual CO2 emissions related to electricity consumption across the local authority – kWh.	N/A	Establish baseline	1,903 kWh	Establish baseline	Establish baseline
Kilograms of residual waste generated per person.	123.83Kg	No target	131.45Kg	120KG	123KG
Percentage of waste reused, recycled or composted.	67.66%	No target	68.82%	68%	68%
Percentage of waste: a) reuse b) recycled c) composted	N/A	No target	a) 0.38% b) 48.48% c) 19.96%	a) 1% b) 45% c) 20%	a) 1% b) 45% c) 20%
Percentage of street cleansing waste prepared for recycling.	N/A	20%	Postponed	20%	30%
Undertake schemes to increase the County Borough's tree cover.	N/A	1.5 schemes	2 schemes	2 schemes	2 schemes

Appendix A

Success Indicators	2019-20	2020-21		2021-22	
	Actual 2019-20	2020-21 Target	2020-21 Actual	Original Target (Feb 2021)	New Target (July 2021)
Undertake Local Nature Reserve Enhancement projects.	N/A	2 projects	2 projects	2 projects	2 projects
Deliver community biodiversity schemes.	N/A	1.5 schemes	2 schemes	2 schemes	2 schemes

*Target set by WG

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

21 JULY 2021

REPORT OF THE INTERIM CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE

CAPITAL PROGRAMME OUTFURN 2020-21 AND QUARTER 1 UPDATE REPORT 2021-22

1. Purpose of report

1.1 The purpose of this report is to:-

- comply with the requirement of the Chartered Institute of Public Finance and Accountancy's (CIPFA) 'The Prudential Code for Capital Finance in Local Authorities (2017 edition)
- provide an update on the capital outturn for 2020-21 (**Appendix A**)
- provide an update of the capital position for 2021-22 as at 30 June 2021 (**Appendix B**)
- seek approval for a revised capital programme for 2021-22 to 2030-31 (**Appendix C**)
- note the projected Prudential and Other Indicators for 2021-22 (**Appendix D**)

2. Connection to corporate well-being objectives/other corporate priorities

2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:-

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great 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 borough.
2. **Helping people and communities to be more healthy and resilient** – taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and

efficiently as possible and support the creation of resources throughout the community that can help deliver the Council's well-being objectives.

2.2 Capital investment in the Council's assets is a key factor in meeting the Council's well-being objectives as set out in the Council's Corporate Plan.

3. Background

3.1 The Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003 as amended, contain detailed provisions for the capital finance and accounting controls, including the rules on the use of capital receipts and what is to be treated as capital expenditure. They modify accounting practice in various ways to prevent adverse impacts on authorities' revenue resources.

3.2 As well as the legislation, the Council manages its Treasury Management and Capital activities in accordance with the following associated guidance:-

- CIPFA's Treasury Management in the Public Services: Code of Practice
- CIPFA's The Prudential Code for Capital Finance in Local Authorities
- Welsh Government (WG) revised Guidance on Local Authority Investments

3.3 The Prudential Code for Capital Finance in Local Authorities requires Local Authorities to have in place a Capital Strategy which demonstrates that the Authority takes capital expenditure and investment decisions in line with service objectives and properly takes account of stewardship, value for money, prudence, sustainability and affordability. To demonstrate that the Council has fulfilled these objectives, the Prudential Code sets out a number of Indicators that must be set and monitored each year. The Council's Capital Strategy, incorporating the Prudential Indicators for 2021-22, was approved by Council on 24 February 2021.

3.4 On 26 February 2020 Council approved a capital budget of £56.434 million for 2020-21 as part of a capital programme covering the period 2020-21 to 2029-30. The programme was last updated and approved by Council on 23 June 2021. This report provides an update on the following:

- Capital Programme outturn 2020-21
- Capital Programme monitoring quarter 1 2021-22
- A revised Capital Programme for 2021-22 to 2030-31
- Capital Strategy monitoring
- Prudential and other indicators

4. Current situation/proposal

4.1 Capital Programme Outturn Position 2020-21

4.1.1 This section of the report provides Members with an update on the Council's capital programme for 2020-21. The original budget approved by Council on 26 February 2020 has been further revised and approved by Council during the

year to incorporate budgets brought forward from 2019-20 and any new schemes and grant approvals. The most recent programme for 2020-21, approved by Council in February 2021 as part of the Medium Term Financial Strategy, totalled £35.440 million, of which £12.419 million is met from Bridgend County Borough Council (BCBC) resources, including capital receipts, revenue contributions from earmarked reserves and borrowing, with the remaining £23.021 million coming from external resources.

4.1.2 **Appendix A** provides details of the individual schemes within the capital programme, showing the budget available in 2020-21 compared to the actual spend. The revised programme was only approved in February 2021, so there have been few amendments since then other than the following main changes:

- new approvals of £3.060 million mainly as a result of new grant schemes from Welsh Government (WG) – these include £2.329 million School Maintenance Grant, £0.149 million Capital grant East Hub – Brynteg Comprehensive, £0.174 million Green Recovery grant and £0.148 million Circular Economy grant.
- £0.318 million funding brought back from 2021-22 to reflect updated spend profiles.

This brings the revised budget to £38.818 million.

4.1.3 Total expenditure as at 31 March 2021 is £23.461 million which, after slippage of £14.376 million into 2021-22 and adjustments to grant funded schemes of £0.842 million, results in a total under spend of £0.139 million, which will be returned to Council funding. During the year a number of schemes have commenced but not been completed during the year, or have been moved wholly into 2021-22. These include Coastal Risk Management Program – Porthcawl, WCCIS hardware refresh, Caerau Heat Network, and regeneration works at Llynfi Valley. Slippage has arisen as a direct result of the Covid 19 pandemic and also due to a number of other reasons including delays in starting projects due to the need to undertake more detailed survey works, ongoing discussions with funding bodies and other general programme delays.

4.1.4 Net slippage into 2021-22 of £14.058 million is required, the main schemes being:

- £2.424 million School Capital Maintenance grant. Following the Council being awarded a late School Capital Maintenance grant of £2.329 million for 2020-21 from Welsh Government, the existing earmarked reserve funding has slipped and will now be utilised in 2021/22.
- £1.189 million WCCIS Hardware refresh, due to delays in the software being procured, shipped, installed and tested which resulted in the project now being completed later than anticipated.

- £1.274 million of funding for minor capital works has slipped due to the delay in completing a number of schemes.
- £0.750 million Coastal Risk Management Porthcawl due to late receipt of the funding award from Welsh Government and delays in the contract being awarded which has meant that site works did not commence until April 2021.
- £0.629 million Salix Street Lighting. The original Salix funding was for 3 years and due to end in March 2021, however due to the disruption caused by the Coronavirus pandemic and the lack of supply by manufacturers it has been necessary to request an extension until September 2021. This extension has been approved and the project is on target for completion in September 2021.
- £0.687 million TRI Thematic Projects funding has slipped due to delays in projects being awarded. There are 7 thematic properties and 5 Covid projects that received grant approval by March 2021, with improvement works currently being undertaken.
- £0.549 million Welsh Medium Childcare provision Bettws has slipped as a result of the project start date being delayed due to demolition works not being able to complete until September 2021 for ecological reasons. This resulted in project costs increasing and has meant that it was necessary to re-tender the project, in readiness for a September start date.
- £0.360 million re Pyle Community Recycling Centre. Following the Council being awarded two late grants from WG at the end of the year the budget for the scheme increased by £0.272 million. While the grants were utilised in 2020/21 the remaining funding of £0.360 million has slipped and will be used towards the unforeseen costs on site, most notably finding contaminated ground at the Pyle site that had to be remediated to enable construction to proceed.

4.2 Capital Programme Quarter 1 Update

4.2.1 This section of the report provides Members with an update on the Council's capital programme for 2021-22 since the budget was last approved by Council and incorporates any new schemes and grant approvals. The revised programme for 2021-22, currently totals £87.347 million, of which £53.067 million is met from Bridgend County Borough Council (BCBC) resources, including capital receipts, revenue contributions from earmarked reserves and borrowing, with the remaining £34.280 million coming from external resources, including General Capital Grant. Table 1 below shows the capital programme for each Directorate from the June 2021 approved Council position to quarter 1:

Table 1 – Capital Programme per Directorate 2021-22

Directorate	Approved Council June 2021 £'000	Slippage Brought forward from 2020-21 £'000	New Approvals and Adjustments £'000	Slippage to future years £'000	Revised Budget 2021-22 £'000
Education & Family Support	11,632	3,056	303	(225)	14,766
Social Services and Well-being	2,434	681	0	0	3,115
Communities	46,933	8,471	7,392	0	62,796
Chief Executive's	4,988	1,850	(122)	0	5,716
Council Wide	1,929	0	(975)	0	954
Total	66,916	14,058	6,598	(225)	87,347

4.2.2 Table 2 below summarises the current funding assumptions for the capital programme for 2021-22. The capital resources are managed to ensure that maximum financial benefit for the Council is achieved. This may include the realignment of funding to maximise government grants.

Table 2 – Capital Programme 2021-22 Resources

CAPITAL RESOURCES	£'000
<i>BCBC Resources:</i>	
Capital Receipts	20,357
Earmarked Reserves	20,648
Unsupported Borrowing	7,287
Supported Borrowing	3,953
Other Loans	9,552
Revenue Contribution	822
Total BCBC Resources	62,619
<i>External Resources:</i>	
Grants	24,728
Total External Resources	24,728
TOTAL RESOURCES	87,347

4.2.3 Appendix B provides details of the individual schemes within the capital programme, showing the budget available in 2021-22 compared to the projected spend at 30 June 2021.

4.2.4 There are a number of amendments to the capital programme for 2021-22, such as new and amended schemes, since the capital programme was last approved including:

21st Century Schools Band B

The overall funding envelope for the programme has been amended to reflect the latest scheme cost submitted to Welsh Government for the programme based on 3 schools (including a replacement special school) being funded from capital grant and 2 schools funded via the Mutual Investment Model (MIM). The overall funding of the programme within the capital budget has been revised and updated to reflect current intervention rates. All schemes will be subject to full business cases and any changes to the overall funding envelope will be reported back to Cabinet and Council as necessary.

Bryncethin Depot

The Capital Programme Update report to Council on 23 June 2021 included £300,000 of capital funding that is required to continue with essential repairs and physical enhancement of the depot in order to provide an expanded fit for purpose and low carbon facility. An opportunity has arisen to apply for Salix funding to extend this project further. The investment is intended to replace all existing light fittings within the offices with LED light fittings, install a roof mounted solar PV system to reduce dependency on the electricity network and battery storage for onsite renewable energy generation. These works are estimated to cost £178,000, with an interest free loan of £94,000 being applied for from Salix. The balance of the project would be met from the existing £300,000 capital funding for Bryncethin Depot. If the Salix funding application is not successful then this part of the scheme would not proceed. A further update will be provided in the next Capital Programme update to Council.

Bridgend Heat Network - £2.89 million

A report was presented to Cabinet and Council in March 2021 seeking approval for the inclusion of a budget of £3.39 million within the capital programme for the development of the Bridgend Town Heat Network Project. Council gave approval for the budget to be included, in addition to approval for a loan of £1.821 million from the Council to the proposed Special Purpose Vehicle. A budget of £500,000 was already included within the capital programme for Smart Systems and Heat so the new approval in the programme is for the additional £2.89 million.

Evergreen Hall - £0.130 million

Evergreen Hall has been a standalone building since development in 1985. Following the lease being surrendered by Bridgend Town Council in late 2020, evaluation and feasibility assessments have been undertaken to identify refurbishment works that are required to ensure the ongoing use of the Hall by the Council. Part of these works include replacement of the standalone heating

and electrical installations that are at the end of their economic life. The works will be funded by an earmarked reserve established in 2020-21 that had been based on the evaluation and feasibility assessments.

Maesteg Town Hall £0.250 million

The Maesteg Town Hall re-development project has been progressing confidently, albeit with some programme and spend slippage due to unforeseen repair works to the clock tower and roof cupolas along with the implications of the Covid-19 pandemic, which has meant that some construction activities have been re-programmed and re-configured to adhere to Covid regulations. As such, actual spend for 2020-21 financial year was slightly lower than forecasted and these works will now be completed in 2021-22. Construction activity to date has included extensive repair to the existing building which is progressing well and in the coming period, works will commence to the new extension.

Since the last Capital programme update, the Council has been successful in securing an additional £250,000 from Welsh Government's Building for the Future programme. This has meant there have been some variations to funding however the total scheme cost has remained the same.

Enable Grant £0.198 million

WG has awarded the Council with £0.198 million funding in relation to the Enable, Support for Independent Living Grant 2021-22. The purpose of the funding is to support the delivery of adaptations and integrate service delivery.

Local Government Public Highways Refurbishment Grant £0.810 million

WG has awarded the Council with £0.810 million funding in relation to Capital Funding for Local Government Public Highways Refurbishment Grant. The purpose of the funding is to support local authorities to finance public highways refurbishment within their authority limits.

Fleet - £0.12 million

To enable replacement of 3 special access vehicles, funding of £0.120 million has been included in the capital programme in 2021-22 to be funded through prudential borrowing. The funding and corresponding charges to services will be managed by the Joint Fleet Manager.

Active Travel Fund - £2.85 million

WG has awarded the Council with £2.85 million funding in relation to the Active Travel fund. The Purpose of the Active Travel Fund is to increase levels of active travel, improve health & well-being, improve air quality, reduce carbon emissions, connect communities and improve active travel access to employment, education and key services, destinations and public transport. It will include an allocation for Bridgend to Pencoed (Phase 2), Pyle to Porthcawl (Phase1) as well as various other smaller schemes.

WG Resilient Roads Fund & Ultra Low Emissions Vehicle Transformation Fund Grants £0.937 million

WG has awarded the Council with £0.937 million funding in relation to the Resilient Roads Fund & Ultra Low Emissions Vehicle Transformation Fund Grants. The purpose of the Resilient Roads fund is to enable the Council to

support transport projects that mitigate and adapt to the effects of climate change, including addressing disruptions caused on the highway network by severe weather. The purpose of the Ultra Low Emission Vehicle Transformation Fund is to promote electric vehicle charging infrastructure projects in alignment with the Welsh Government's EV Charging Strategy.

Maes yr Haul – Solar Panels £0.032 million

Maes yr Haul Primary School has been working with the Council's Energy Manager and Corporate Landlord Section on a project to install solar panels on the roof of the school, in order to help to reduce the school energy bills and enable it to become more self-sufficient. The project will be funded from the school's delegated budget (£32,000). The school is estimated to recoup the investment within four years.

Cynffig Comprehensive School External Canopy £0.042 million

Cynffig Comprehensive School have been working with the Corporate Landlord section on a project to install an external canopy which would provide the school with a partially closed in facility providing shelter to the pupils from the weather and can also act as an outside teaching facility if/when required. The project will be funded from the school's delegated budget. (£42,115)

Porthcawl Waterfront Regeneration Scheme

In order to further progress the regeneration of the Porthcawl Waterfront Area a draft land use framework and masterplan has been produced for consideration as part of the replacement Local Development Plan process. In order to enable the scheme proceed in a comprehensive way that reflects the draft land use framework a report to Cabinet on 20 July 2021 seeks formal resolution of the Cabinet to make, advertise, notify and progress confirmation of a Compulsory Purchase Order (CPO) to acquire land. Given the CPO is yet to be made it is premature to confirm what compensation payments will have to be made or to what value. Notwithstanding this, Cabinet and Council approval is sought for officers to include a capital budget in the capital programme from unallocated capital funding at the earliest opportunity. Once the need for compensation payments and the amounts which will be required are clarified a report will be made back to Cabinet and Council to finalise the amount for the capital programme, with any such payments to be reimbursed from future sale receipts from disposal of the land at Porthcawl.

4.2.5 A revised Capital Programme is included as Appendix C.

4.3 Prudential and Other Indicators 2021-22 Monitoring

4.3.1 In February 2021, Council approved the Capital Strategy for 2021-22, which included the Prudential Indicators 2021-22 to 2023-24 together with some local indicators.

4.3.2 The Capital Strategy is intended to give an overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services along with an overview of how associated risk is managed and the

implications for future sustainability. To this end, a number of prudential indicators were included, and approved by Council. In line with the requirements of the Prudential Code, the Chief Finance Officer is required to establish procedures to monitor both performance against all forward-looking prudential indicators and the requirement specified.

- 4.3.3 Appendix D details the actual indicators for 2020-21, the estimated indicators for 2021-22 set out in the Council's Capital Strategy and the projected indicators for 2021-22 based on the revised Capital Programme. These show that the Council is operating in line with the approved limits.

4.4 Capital Strategy Monitoring

- 4.4.1 The Capital Strategy also requires the monitoring of non-treasury management investments and other long term liabilities. The Council does have an existing investment portfolio which is 100% based within the County Borough and primarily the office and industrial sectors. The income streams are generally spread between the single and multi-let office investments on Bridgend Science Park, the multi-let industrial estates and the freehold ground rent investments. The total value of Investment Properties was £5.035 million at 31 March 2021.

- 4.4.2 The Council has a number of Other Long Term Liabilities which are included within the Capital Strategy, the most significant being the Maesteg School Private Finance Initiative (PFI). The Council has a PFI arrangement for the provision of a Secondary School in Maesteg. This forms a long-term liability for the Council which is £14.77 million at 31 March 2021. This is a 25 year agreement which will end during the 2033-34 financial year. Other long term liabilities totalling £2.037 million include lease arrangements for the Innovation Centre, the Council's Waste Contract and a Welsh Government energy efficiency loan.

5. Effect upon policy framework and procedure rules

- 5.1 As required by Financial Procedure Rule 3.5.3 within the Council's Constitution, "The Chief Finance Officer shall report quarterly to Cabinet an update on the Capital Strategy and the Prudential Indicators."

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. Projects within the capital programme will be subject to the preparation of Equality Impact Assessments before proceeding. However, it is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report. Specifically the development of a 10 year capital programme, which reflects the Council's affordability in terms of capital receipts and borrowing, supports the principle of sustainability over the long term.

8. Financial implications

8.1 The financial implications are outlined in the body of the report.

9. Recommendations

9.1 It is recommended that Council:

- notes the capital outturn for 2020-21 (**Appendix A**)
- notes the Council's Capital Programme 2021-22 Quarter 1 update to 30 June 2021 (**Appendix B**)
- approves the revised Capital Programme (**Appendix C**)
- notes the projected Prudential and Other Indicators for 2021-22 (**Appendix D**)

Gill Lewis

Interim Chief Officer – Finance, Performance and Change

July 2021

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Background documents: None

	Budget 20-21 (Council Feb 21) £'000	New Approvals £'000	Virement £'000	Slippage From 2021-22 £'000	Revised Budget 2020-21 £'000	Total Exp 2020-21 £'000	Over / (Under) spend £'000	Slippage to 2021-22 £'000	Impact on Grant Funded Schemes £'000	Impact on BCBC Resources £'000
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Education & Family Support

HIGHWAYS SCHEMES BAND B	-				-	-	-			-
YSGOL BRYN CASTELL SPECIAL SCHOOL	-			154	154	154	(0)			-
BRYNMENYN PRIMARY	-				-	-	-			-
GATEWAY TO THE VALLEYS SEC SCH	1			5	6	6	0			-
GARW VALLEY SOUTH PRIMARY PROVISION	-			21	21	21	0			-
PENCOED PRIMARY	7			1	8	8	0			-
GARW VALLEY PRIMARY HIGHWAYS	-				-	-	-			-
PENCOED PRIMARY SCHOOL HIGHWAYS WORKS	-				-	-	-			-
BRYNMENYN SCHOOL HIGHWAYS WORK	3				3	3	0			-
ALN PROVISION	-				-	-	-			-
REDUCTION OF INFANT CLASS SIZES	70				70	26	(44)	-	(44)	-
CROESTY PRIMARY SCHOOL	149				149	30	(119)	15	(104)	-
SCHOOLS CAPITAL MINOR WORKS	397				397	269	(128)	128		-
SCHOOLS TRAFFIC SAFETY	-				-	-	-			-
SCHOOL MODERNISATION RETENTION	-		(25)	25	-	-	-			-
CEFN CRIBWR PRIMARY ALN	438	41			479	479	(0)			-
EDUCATION S106 SCHEMES	-			1	1	1	0			-
COMPLEX & MEDICAL NEEDS PROVISION	74	2			76	76	(0)			-
MYNYDD CYNFFIG PRIMARY SCHOOL MOBILES	1,200				1,200	1,102	(98)	98		-
SCHOOLS' CAPITAL MAINTENANCE GRANT	1,462	2,329			3,791	1,367	(2,424)	2,424		-
WELSH MEDIUM CHILDCARE PROVISION - BETTWS	578				578	29	(549)	549		-
WELSH MEDIUM CHILDCARE PROVISION - BRIDGEND	-				-	-	-			-
WELSH MEDIUM CHILDCARE PROVISION - OGMORE	128				128	40	(88)	88		-
WELSH MEDIUM CHILDCARE PROVISION - PORTHCAWL	-				-	-	-			-
WELSH MEDIUM CHILDCARE PROVISION - HIGHWAYS	-				-	-	-			-
WLGA - ADDITIONAL FUNDING FOR ICT -SCHOOLS	81				81	81	-			-
EAST HUB- BRYNTEG COMPREHENSIVE	971	149	25	39	1,184	1,184	(0)			-
TOTAL Education & Family Support	5,559	2,521	-	246	8,326	4,877	(3,450)	3,302	(148)	-

Social Services and Wellbeing

BRIDGEND RECREATION	80				80	-	(80)	80		-
BRYNGARW HOUSE	30				30	13	(17)	17		-
COMMUNITY CENTRES	100				100	80	(20)	20		-
PENCOED LIBRARY	20				20	7	(13)	13		-
BRYNGARW PARK - ACCESS IMPROVEMENTS	35				35	2	(33)	33		-
BRYN Y CAE - HFE'S	-				-	-	-			-
WELLBEING MINOR WORKS	121				121	8	(113)	113		-
TREM Y MOR - ACCOMODATION	435				435	260	(175)	175		-
TY PENYBONT	1				1	1	0			-
BAKERS WAY MINOR WORKS	10				10	-	(10)	10		-
GLAN YR AFON CARE HOME	51				51	-	(51)	51		-
CHILDRENS RESIDENTIAL HUB	300				300	178	(122)	122		-
HARTSHORN HOUSE	50				50	3	(47)	47		-

	Budget 20-21 (Council Feb 21) £'000	New Approvals £'000	Virement £'000	Slippage From 2021-22 £'000	Revised Budget 2020- 21 £'000	Total Exp 2020-21 £'000	Over / (Under) spend £'000	Slippage to 2021-22 £'000	Impact on Grant Funded Schemes £'000	Impact on BCBC Resources £'000
IC CAPITAL FUNDING	35				35	35	(0)			-
EXTRA CARE FACILITIES	120				120	-	(120)	-		(120)
TOTAL Social Services & Wellbeing	1,388	-	-	-	1,388	587	(801)	681	-	(120)

Communities

Street Scene

COMMUNITY PLAY AREAS	-				-	-	-			
PARKS/PAVILIONS/COMMUNITY CENTRES CAT	748				748	168	(580)	580		-
ABERFIELDS PLAYFIELDS	11				11	-	(11)	11		-
CARDIFF CAPITAL REGION CITY DEAL	396				396	189	(207)	207		-
PORTHCAWL TOWN SEA DEFENCE	52		(25)		27	-	(27)	27		-
COYCHURCH CREMATORIUM	20	20			40	40	0			-
EASTERN PROMENADE PORTHCAWL	-		25		25	25	0			-
REMEDIAL MEASURES - CAR PARKS	30				30	-	(30)	30		-
CIVIL PARKING ENFORCEMENT	-				-	-	-			-
SAFE ROUTES TO SCHOOL	-				-	-	-			-
ROAD SAFETY SCHEMES	64			64	128	128	(0)			-
ACTIVE TRAVEL- PENCOED TECHNOLOGY PARK	1,716				1,716	1,414	(302)		(302)	-
HIGHWAYS STRUCTURAL WORKS	200				200	196	(4)	4		-
CARRIAGEWAY CAPITAL WORKS	250				250	245	(5)	5		-
ACTIVE TRAVEL - BRIDGEND TO BRACKLA	-	13			13	13	(0)			-
ROAD SAFETY IMPROVEMENTS - HEOL MOSTYN	-				-	-	-			-
PROW CAPITAL IMPROVEMENT STRUCTURES	253				253	112	(141)	141		-
HIGHWAYS REFURBISHMENT GRANT	957				957	828	(129)	-	(129)	-
CARRIAGEWAY & FOOTWAYS RENEWAL	1,700				1,700	1,643	(57)	57		-
CARRIAGE RECONSTRUCTION	-				-	-	-			-
NATIONAL CYCLE NETWORK PHASE 2	-				-	-	-			-
REPLACEMENT OF STREET LIGHTING	280				280	142	(138)	138		-
BRIDGE STRENGTHENING A4061	1,285				1,285	1,234	(51)	51		-
COMMUNITIES MINOR WORKS	468				468	67	(401)	401		-
RIVER PROTECTION MEASURES	138				138	127	(11)	11		-
RETAINING WALL REPLACEMENT BETTWS	51				51	-	(51)		(40)	(11)
PYLE PARK AND RIDE METRO	120				120	91	(29)		(29)	-
LOCAL TRANSPORT FUND - PENPRYSG ROAD BRIDGE	130				130	107	(23)		(23)	-
LOCAL TRANSPORT FUND - BRIDGEND TO COYCHURCH	-				-	-	-			-
SAFE ROUTES - COITY HIGHER	222				222	167	(55)		(55)	-
SUSTAINABLE TRANSPORT COVID RESPONSE	350				350	235	(115)	-	(115)	-
RESIDENTS PARKING BRIDGEND TC	-				-	-	-			-
FLEET VEHICLES	1,861	49			1,910	1,518	(392)	392		-
RELOCATE RECYCLING CENTRE	1,494	272			1,766	1,406	(360)	360		-
AHP WASTE	238				238	31	(207)	207		-
HEOL MOSTYN JUNCTION	37	33			70	70	0			-
EXTENSION TO CORNELLY CEMETERY	13	5			18	18	0			-
EXTENSION TO PORTHCAWL CEMETERY	17	29			46	46	0			-
STREET LIGHTING ENERGY SALIX	1305				1,305	676	(629)	629		-
HIGHWAYS S106 MINOR SCHEMES	63				63	3	(60)	60		-
TOTAL Streetscene	14,469	421	-	64	14,954	10,938	(4,016)	3,311	(693)	(11)

Regeneration & Development

BRIDGEND BUS SUP NETWORK	128				128	103	(25)	25		-
PORTHCAWL RESORT INVESTMENT FOCUS (PRIF)	158				158	103	(55)	55		-

	Budget 20-21 (Council Feb 21) £'000	New Approvals £'000	Virement £'000	Slippage From 2021-22 £'000	Revised Budget 2020 21 £'000	Total Exp 2020-21 £'000	Over / (Under) spend £'000	Slippage to 2021-22 £'000	Impact on Grant Funded Schemes £'000	Impact on BCBC Resources £'000
EU CONVERGANCE SRF BUDGET	990				990	-	(990)	990		-
VSP - BRYNGARW PARK	386				386	235	(151)	151		-
VRP - PARC SLIP	134				134	75	(59)	59		-
THEMATIC PROJECTS (UCPE AND UCLG)	820				820	133	(687)	687		-
TRI STANDALONE PROJECTS	299				299	298	(1)		(1)	-
PORTHCAWL REGENERATION PROJECT	66	4			70	70	0			-
BERWYN CENTRE AND OGMORE VALE WASHERIES	186				186	3	(183)	183		-
COVID RECOVERY FOR TOWN CENTRES	360				360	26	(334)	334		-
ECONOMIC STIMULUS PROJECT	100				100	56	(44)	44		-
COASTAL RISK MANAGEMENT PROGRAM	750				750	-	(750)	750		-
LLYNFI DEVELOPMENT SITE	-				-	-	-			-
BRIDGEND HEAT SCHEME	-				-	-	-			-
MAESTEG TOWN HALL CULTURAL HUB	2,048				2,048	1,762	(286)	286		-
TOWN & COMMUNITY COUNCIL FUND	249				249	75	(174)	174		-
CAERAU HEAT NETWORK	-				-	-	-			-
PORTHCAWL THI	15				15	-	(15)	15		-
TOTAL Regeneration & Development	6,689	4	-	-	6,693	2,939	(3,754)	3,753	(1)	-

Corporate Landlord

CAPITAL ASSET MANAGEMENT FUND	820				820	-	(820)	820		-
CORPORATE LANDLORD ENERGY EFFICIENCY SAVINGS	12			8	20	20	-	-		-
ENTERPRISE HUB	153				153	123	(30)	30		-
RAVEN'S COURT MINOR WORKS	12				12	7	(5)	5		-
ELECTRIC VEHICLE CHARGING POINTS RAVENS COURT	25				25	22	(3)			(3)
RELOCATION OF REGISTRARS	59	15			74	74	-			-
BRIDGEND/MAESTEG MARKET MINOR WORKS	25				25	15	(10)	10		-
DDA WORKS	286				286	130	(156)	156		-
MINOR WORKS	258				258	95	(163)	163		-
FIRE PRECAUTIONS MINOR WORKS	100				100	49	(51)	51		-
BRYNCETHIN DEPOT FACILITIES	151				151	92	(59)	59		-
NON OPERATIONAL ASSETS	-				-	-	-			-
WATERTON UPGRADE	-				-	-	-			-
EVERGREEN HALL - LEASE ACQUISITION	40				40	39	(1)			(1)
INVESTING IN COMMUNITIES	189				189	4	(185)	185		-
Total Corporate Landlord	2,130	15	-	8	2,153	668	(1,483)	1,479	-	(4)

TOTAL Communities	23,288	440	-	72	23,800	14,546	(9,252)	8,543	(694)	(15)
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Chief Executive

DISABLED FACILITIES GRANTS (DFG)	1,820		(119)		1,701	1,358	(343)	343		-
TARGET HARDENING GRANTS	-		46		46	46	(0)			-
HOUSING RENEWAL AREA	100				100	82	(18)	18		-
VALLEYS TASK FORCE EMPTY PROPERTIES GRANT	300				300	-	(300)	300		-
COMFORT SAFE & SECURITY GRANTS	8		8		16	16	0			-
WESTERN VALLEY EMPTY HOMES PILOT	-				-	-	-			-
EMERGENCY REPAIR LIFETIME GRANT	122		64		186	186	(0)			-
ENABLE SUPPORT GRANT	180		1		181	181	0			-
TOTAL Housing/Homelessness	2,530	-	-	-	2,530	1,869	(661)	661	-	-

DIGITAL MEETING SPACES	26				26	24	(2)			(2)
ICT INFRA SUPPORT	651	99			750	750	0			-
ICT DIGITALLY EXCLUDED LEARNERS	225				225	225				-

	Budget 20-21 (Council Feb 21) £'000	New Approvals £'000	Virement £'000	Slippage From 2021-22 £'000	Revised Budget 2020- 21 £'000	Total Exp 2020-21 £'000	Over / (Under) spend £'000	Slippage to 2021-22 £'000	Impact on Grant Funded Schemes £'000	Impact on BCBC Resources £'000
WCCIS HARDWARE REFRESH	1,768				1,768	579	(1,189)	1,189		
DIGITAL TRANSFORMATION	-				-	-	-			-
DATA CENTRE	5				5	5	0			-
TOTAL ICT	2,675	99	-	-	2,774	1,583	(1,191)	1,189	-	(2)
TOTAL Chief Executive	5,205	99	-	-	5,304	3,452	(1,854)	1,850	-	(4)
GRAND TOTAL	35,440	3,060	-	318	38,818	23,461	(15,357)	14,376	(842)	(139)

Page 75	Budget 21-22 (Council June 21) £'000	2020-21 Slippage b/f £'000	New Approvals and Adjustments £'000	Virement £'000	Slippage £'000	Revised Budget 2021-22 £'000	Total Exp to date £'000	Projected Spend £'000	Over / (Under) spend £'000	Impact on BCBC Resources £'000
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Education & Family Support

21ST CENTURY SCHOOLS BAND B	625	-	-	-	(225)	400	-	400	-	-
HIGHWAYS SCHEMES BAND B	3,400	-	-	-	-	3,400	-	3,400	-	-
YSGOL BRYN CASTELL SPECIAL SCHOOL	150	(154)	26	-	-	22	36	22	-	-
BRYNMENYN PRIMARY	44	-	-	-	-	44	-	44	-	-
LAND PURCHASE BAND B SCHOOLS	4,910	-	-	-	-	4,910	1	4,910	-	-
GATEWAY TO THE VALLEYS SEC SCH	140	(5)	-	-	-	135	-	135	-	-
GARW VALLEY SOUTH PRIMARY PROVISION	160	(21)	-	-	-	139	(25)	139	-	-
PENCOED PRIMARY	55	-	-	-	-	55	0	55	-	-
GARW VALLEY PRIMARY HIGHWAYS	30	-	-	-	-	30	-	30	-	-
PENCOED PRIMARY SCHOOL HIGHWAYS WORKS	56	(1)	-	-	-	55	-	55	-	-
BRYNMENYN SCHOOL HIGHWAYS WORK	12	-	-	-	-	12	-	12	-	-
ALN PROVISION	-	-	-	-	-	-	-	-	-	-
REDUCTION OF INFANT CLASS SIZES	-	15	-	-	-	15	3	15	-	-
CROESTY PRIMARY SCHOOL	-	-	-	-	-	-	2	-	-	-
SCHOOLS CAPITAL MINOR WORKS	-	128	-	-	-	128	(4)	128	-	-
SCHOOLS TRAFFIC SAFETY	208	-	-	-	-	208	-	208	-	-
SCHOOL MODERNISATION RETENTION	598	(25)	-	-	-	573	-	573	-	-
CEFN CRIBWR PRIMARY ALN	-	-	-	-	-	-	(8)	-	-	-
EDUCATION S106 SCHEMES	170	(1)	-	(32)	-	137	-	137	-	-
COMPLEX & MEDICAL NEEDS PROVISION	-	-	-	-	-	-	(3)	-	-	-
MYNYDD CYNFFIG PRIMARY SCHOOL MOBILES	-	98	-	-	-	98	(26)	98	-	-
SCHOOLS' CAPITAL MAINTENANCE GRANT	32	2,424	-	32	-	2,488	16	2,488	-	-
WELSH MEDIUM CHILDCARE PROVISION - BETTWS	117	549	81	-	-	747	2	747	-	-
WELSH MEDIUM CHILDCARE PROVISION - BRIDGEND	53	-	-	-	-	53	-	53	-	-
WELSH MEDIUM CHILDCARE PROVISION - OGMORE	597	88	122	-	-	807	3	807	-	-
WELSH MEDIUM CHILDCARE PROVISION - PORTHCAWL	53	-	-	-	-	53	-	53	-	-
WELSH MEDIUM CHILDCARE PROVISION - HIGHWAYS	100	-	-	-	-	100	-	100	-	-
WLGA - ADDITIONAL FUNDING FOR ICT -SCHOOLS	-	-	-	-	-	-	-	-	-	-
EAST HUB- BRYNTEG COMPREHENSIVE	39	(39)	-	-	-	-	(67)	-	-	-
MAES YR HAUL PRIMARY SCHOOL SOLAR PANELS	-	-	32	-	-	32	-	32	-	-
CYNFFIG COMPREHENSIVE SCHOOL EXTERNAL CANOPY	-	-	42	-	-	42	-	42	-	-
ICT FOR SCHOOLS KITCHENS	40	-	-	-	-	40	-	40	-	-
LITCHARD PRIMARY SCHOOL SOLAR PANELS	43	-	-	-	-	43	-	43	-	-

TOTAL Education & Family Support	11,632	3,056	303	-	(225)	14,766	(70)	14,766	-	-
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Social Services and Wellbeing

BRYNGARW HOUSE	-	17	-	-	-	17	-	17	-	-
COMMUNITY CENTRES	260	20	-	-	-	280	9	280	-	-
PENCOED LIBRARY	-	13	-	-	-	13	-	13	-	-
BRIDGEND RECREATION	70	80	-	-	-	150	19	150	-	-
BRYNGARW PARK - ACCESS IMPROVEMENTS	-	33	-	-	-	33	-	33	-	-
BRYN Y CAE - HFE'S	40	-	-	-	-	40	-	40	-	-
TY CWM OGWR	-	-	-	-	-	-	1	-	-	-
WELLBEING MINOR WORKS	-	113	-	-	-	113	-	113	-	-
TREM Y MOR - ACCOMODATION	-	175	-	-	-	175	109	175	-	-
TY PENYBONT	-	-	-	-	-	-	-	-	-	-
BAKERS WAY MINOR WORKS	-	10	-	-	-	10	-	10	-	-

	Budget 21-22 (Council June 21) £'000	2020-21 Slippage b/f £'000	New Approvals and Adjustments £'000	Virement £'000	Slippage £'000	Revised Budget 2021-22 £'000	Total Exp to date £'000	Projected Spend £'000	Over / (Under) spend £'000	Impact on BCBC Resources £'000
GLAN YR AFON CARE HOME	-	51				51	-	51	-	-
CHILDRENS RESIDENTIAL HUB	1,914	122				2,036	5	2,036	-	-
HARTSHORN HOUSE	-	47				47	56	47	-	-
ICF CAPITAL FUNDING	-	-				-	-	-	-	-
EXTRA CARE FACILITIES	-	-				-	-	-	-	-
HALO AND AWEN ACCESSIBILITY	150					150	-	150	-	-
TOTAL Social Services & Wellbeing	2,434	681	-	-	-	3,115	198	3,115	-	-

Communities

Street Scene

COMMUNITY PLAY AREAS	336	-	-			336	-	336	-	-
PARKS/PAVILIONS/COMMUNITY CENTRES CAT	-	580	-			580	16	580	-	-
ABERFIELDS PLAYFIELDS	-	11	-			11	-	11	-	-
CARDIFF CAPITAL REGION CITY DEAL	2,495	207	-			2,702	-	2,702	-	-
PORTHCAWL TOWN SEA DEFENCE	-	27	-			27	-	27	-	-
COYCHURCH CREMATORIUM	815	-	-			815	-	815	-	-
EASTERN PROMENADE PORTHCAWL	-					-	646	-	-	-
REMEDIAL MEASURES - CAR PARKS	105	30	-			135	-	135	-	-
CIVIL PARKING ENFORCEMENT	38	-	-			38	-	38	-	-
SAFE ROUTES TO SCHOOL	-					-	-	-	-	-
ROAD SAFETY SCHEMES	320	(64)	-			256	7	256	-	-
PYLE TO PORTHCAWL PHASE 1	-		250			250		250	-	-
ACTIVE TRAVEL- BRIDGEND TO PENCOED PHASE 2	-	-	1,841			1,841	(87)	1,841	-	-
HIGHWAYS STRUCTURAL WORKS	340	4	-			344	81	344	-	-
CARRIAGEWAY CAPITAL WORKS	250	5	-			255	24	255	-	-
ACTIVE TRAVEL - BRIDGEND TO BRACKLA	-					-	(14)	-	-	-
ROAD SAFETY IMPROVEMENTS			229			229	-	229	-	-
PROW CAPITAL IMPROVEMENT STRUCTURES	-	141	-			141	-	141	-	-
HIGHWAYS REFURBISHMENT GRANT		-	810			810	(10)	810	-	-
CARRIAGEWAY & FOOTWAYS RENEWAL	1,303	57	-			1,360	41	1,360	-	-
CARRIAGE RECONSTRUCTION	-					-	-	-	-	-
NATIONAL CYCLE NETWORK PHASE 2	-					-	(3)	-	-	-
REPLACEMENT OF STREET LIGHTING	400	138	-			538	-	538	-	-
BRIDGE STRENGTHENING A4061	-	51	-			51	18	51	-	-
COMMUNITIES MINOR WORKS	-	401	-			401	1	401	-	-
RIVER PROTECTION MEASURES	-	11	-			11	-	11	-	-
RESILIENT ROADS FUND			475			475	-	475	-	-
ULTRA LOW EMISSIONS VEHICLE TRANSFORMATION FUND			462			462	-	462	-	-
RETAINING WALL REPLACEMENT BETTWS	-	-	-			-	-	-	-	-
PYLE PARK AND RIDE METRO	-	-	-			-	(17)	-	-	-
LOCAL TRANSPORT FUND - PENPRYSG ROAD BRIDGE	-	-	-			-	-	-	-	-
LOCAL TRANSPORT FUND - BRIDGEND TO COYCHURCH	-					-	-	-	-	-
SAFE ROUTES	-	-	174			174	(6)	174	-	-
SUSTAINABLE TRANSPORT COVID RESPONSE	-	-	-			-	-	-	-	-
RESIDENTS PARKING BRIDGEND TC	128	-	-			128	-	128	-	-
FLEET VEHICLES	724	392	120			1,236	2	1,236	-	-
RELOCATE RECYCLING CENTRE	300	360	-			660	590	660	-	-
AHP WASTE	-	207	-			207	134	207	-	-
HEOL MOSTYN JUNCTION	540	-	-			540	-	540	-	-
EXTENSION TO CORNELLY CEMETERY	301	-	-			301	-	301	-	-
EXTENSION TO PORTHCAWL CEMETERY	199	-	-			199	-	199	-	-
STREET LIGHTING ENERGY SALIX	-	629	-			629	-	629	-	-
HIGHWAYS S106 MINOR SCHEMES	-	60	-			60	-	60	-	-
GULLY SUCKING EQUIPMENT	140					140	-	140	-	-

	Budget 21-22 (Council June 21) £'000	2020-21 Slippage b/f £'000	New Approvals and Adjustments £'000	Virement £'000	Slippage £'000	Revised Budget 2021-22 £'000	Total Exp to date £'000	Projected Spend £'000	Over / (Under) spend £'000	Impact on BCBC Resources £'000
TRAFFIC SIGNAL REPLACEMENT	250					250	-	250	-	-
PLAYGROUND REFURBISHMENT	460					460	-	460	-	-
FOOTPATH REFURBISHMENT	200					200	-	200	-	-
FIRE SUPPRESSION SYSTEM TONDU WASTE DEPOT	140					140	-	140	-	-
TOTAL Streetscene	9,784	3,247	4,361	-	-	17,392	1,420	17,392	-	-

Regeneration & Development

BRIDGEND BUS SUP NETWORK	-	25				25	48	25	-	-
PORTHCAWL RESORT INVESTMENT FOCUS (PRIF)	15	55				70	42	70	-	-
COSY CORNER PRIF	1,885					1,885	-	1,885	-	-
EU CONVERGANCE SRF BUDGET	-	990				990	-	990	-	-
VRP - BRYNGARW PARK	-	151				151	164	151	-	-
VRP - PARC SLIP	29	59				88	56	88	-	-
TRI THEMATIC PROJECTS (UCPE AND UCLG)	-	687				687	61	687	-	-
TRI STANDALONE PROJECTS	-	-				-	-	-	-	-
PORTHCAWL REGENERATION PROJECT	2,541	-				2,541	2	2,541	-	-
BERWYN CENTRE AND OGMORE VALE WASHERIES	-	183				183	133	183	-	-
COVID RECOVERY FOR TOWN CENTRES	-	334				334	81	334	-	-
ECONOMIC STIMULUS PROJECT	787	44				831	123	831	-	-
COASTAL RISK MANAGEMENT PROGRAM	5,559	750				6,309	-	6,309	-	-
LLYNFI DEVELOPMENT SITE	2,260	-				2,260	-	2,260	-	-
BRIDGEND HEAT SCHEME	500	-	2,890			3,390	42	3,390	-	-
MAESTEG TOWN HALL CULTURAL HUB	5,135	286				5,421	254	5,421	-	-
TOWN & COMMUNITY COUNCIL FUND	50	174				224	-	224	-	-
CAERAU HEAT NETWORK	4,373	-				4,373	-	4,373	-	-
PORTHCAWL THI	119	15				134	-	134	-	-
COMMERCIAL PROPERTY ENHANCEMENT FUND	150					150	-	150	-	-
TOTAL Regeneration & Development	23,403	3,753	2,890	-	-	30,046	1,004	30,046	-	-

Corporate Landlord

CAPITAL ASSET MANAGEMENT FUND	-	820				820	-	820	-	-
CORPORATE LANDLORD ENERGY EFFICIENCY SAVINGS	1,287	(8)				1,279	1	1,279	-	-
ENTERPRISE HUB	1,872	30				1,902	38	1,902	-	-
RAVEN'S COURT MINOR WORKS	442	5				447	-	447	-	-
ELECTRIC VEHICLE CHARGING POINTS RAVENS COURT	-	-				-	-	-	-	-
RELOCATION OF REGISTRARS	-	-				-	(7)	-	-	-
BRIDGEND/MAESTEG MARKET MINOR WORKS	-	10				10	-	10	-	-
DDA WORKS	-	156				156	11	156	-	-
MINOR WORKS	1,130	163				1,293	5	1,293	-	-
FIRE PRECAUTIONS MINOR WORKS	91	51				142	12	142	-	-
BRYNCETHIN DEPOT FACILITIES	300	59	11			370	-	370	-	-
NON OPERATIONAL ASSETS	480	-				480	-	480	-	-
WATERTON UPGRADE	8,144	-				8,144	-	8,144	-	-
EVERGREEN HALL	-	-	130			130	-	130	-	-
INVESTING IN COMMUNITIES	-	185				185	-	185	-	-
Total Corporate Landlord	13,746	1,471	141	-	-	15,358	61	15,358	-	-

TOTAL Communities

TOTAL Communities	46,933	8,471	7,392	-	-	62,796	2,485	62,796	-	-
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Chief Executive

DISABLED FACILITIES GRANTS (DFG)	1,750	343				2,093	249	2,093	-	-
TARGET HARDENING GRANTS	-	-				-	7	-	-	-
DISCRETIONARY HOUSING GRANTS	200	-				200	-	200	-	-

	Budget 21-22 (Council June 21) £'000	2020-21 Slippage b/f £'000	New Approvals and Adjustments £'000	Virement £'000	Slippage £'000	Revised Budget 2021-22 £'000	Total Exp to date £'000	Projected Spend £'000	Over / (Under) spend £'000	Impact on BCBC Resources £'000
HOUSING RENEWAL AREA	100	18				118	8	118	-	-
VALLEYS TASK FORCE EMPTY PROPERTIES GRANT	-	300				300	-	300	-	-
COMFORT SAFE & SECURITY GRANTS	-	-				-	-	-	-	-
WESTERN VALLEY EMPTY HOMES PILOT	260	-				260	-	260	-	-
EMERGENCY REPAIR LIFETIME GRANT	-	-				-	-	-	-	-
ENABLE SUPPORT GRANT	-	-	198			198	-	198	-	-
TOTAL Housing/Homelessness	2,310	661	198	-	-	3,169	264	3,169	-	-

DIGITAL MEETING SPACES	-					-	-	-	-	-
ICT INFRA SUPPORT	400					400	-	400	-	-
WCCIS HARDWARE REFRESH	163	1,189				1,352	1	1,352	-	-
DIGITAL TRANSFORMATION	520		(320)			200	-	200	-	-
DATA CENTRE	-					-	-	-	-	-
REPLACEMENT CCTV	595					595		595	-	-
TOTAL ICT	1,678	1,189	(320)	-	-	2,547	1	2,547	-	-

TOTAL Chief Executive	3,988	1,850	(122)	-	-	5,716	265	5,716	-	-
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Council Wide Capital Budgets

CORPORATE CAPITAL FUND	200	-				200	-	200	-	-
UNALLOCATED	1,729	-	(975)	-	-	754	-	754	-	-
	1,929	-	(975)	-	-	954	-	954	-	-

GRAND TOTAL	66,916	14,058	6,598	-	(225)	87,347	2,878	87,347	-	-
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PRUDENTIAL AND OTHER INDICATORS 2020-21 and 2021-22

The Prudential Indicators are required to be set and approved by Council in accordance with CIPFA's Prudential Code for Capital Finance in Local Authorities. Table 1 shows the 2020-21 actual capital expenditure, the capital programme approved by Council on 24 February 2021 and the latest projection for the current financial year which has incorporated slippage of schemes from 2020-21 together with any new grants and contributions or changes in the profile of funding.

Table 1: Prudential Indicator: Estimates of Capital Expenditure

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
Council Fund services	23.461	61.883	86.867
Investment Properties	-	0.480	0.480
TOTAL	23.461	62.363	87.347

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

Table 2: Capital financing

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
External sources	15.583	16.563	24.728
Own resources	1.511	30.939	41.827
Net Financing Requirement	6.367	14.861	20.792
TOTAL	23.461	62.363	87.347

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

Table 3: Replacement of debt finance

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
Minimum Revenue Provision (MRP)	2.927	2.997	2.997
Additional Voluntary Revenue Provision	1.502	1.925	1.530
Total MRP & VRP	4.429	4.922	4.527
Other MRP on Long term Liabilities	0.743	0.801	0.801
Total Own Resources	5.172	5.723	5.328

The Council's cumulative outstanding amount of debt finance is measured by the Capital Financing Requirement (CFR). This increases with new debt-financed capital expenditure and reduces by the MRP amount within the year. Based on the above figures for expenditure and financing, the Council's estimated CFR is as follows based on the movement on capital expenditure at quarter 1:

Table 4: Prudential Indicator: Estimates of Capital Financing Requirement

	2020-21 Actual £m	2021-22 Estimate £m	2021-22 Projection £m
Capital Financing Requirement			
Opening CFR excluding PFI & other liabilities	155.466	157.405	157.405
Opening PFI CFR	16.310	15.566	15.566
Total opening CFR	171.776	172.971	172.971
Movement in CFR excluding PFI & other liabilities	1.938	9.939	16.265
Movement in PFI CFR	(0.743)	(0.801)	(0.801)
Total movement in CFR	1.195	9.138	15.464
Closing CFR	172.971	182.109	188.435
Movement in CFR represented by:			
Net financing need for year (Table 2 above)	6.367	14.861	20.792
Minimum and voluntary revenue provisions	(4.429)	(4.922)	(4.527)
MRP on PFI and other long term leases (Table 3)	(0.743)	(0.801)	(0.801)
Total movement	1.195	9.138	15.464

The capital borrowing need (Capital Financing Requirement) has not been fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow has been used as a temporary measure. This is known as Internal Borrowing. Projected levels of the Council's

total outstanding debt, which comprises of borrowing, PFI and Other Long Term Liabilities, are shown below compared with the Capital Financing Requirement:-

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

	2020-21 Actual £m	2021-22 Estimate (Council Feb 20) £m	2021-22 Projection £m
Debt (incl. PFI & leases)	113.670	123.545	123.545
Capital Financing Requirement	172.971	182.109	188.435

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

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

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

	2020-21 Actual £m	2021-22 Estimate (Council Feb 20) £m	2021-22 Projection £m
Authorised limit – borrowing	170.000	170.000	170.000
Authorised limit – other long term liabilities	30.000	30.000	30.000
Authorised Limit Total	200.00	200.000	200.000
Operational boundary – borrowing	120.000	130.000	130.000
Operational boundary – other long term liabilities	25.000	25.000	25.000
Operational Boundary Limit Total	145.000	155.000	155.000
Total Borrowing and Long Term Liabilities	113.670	123.545	123.545

Although capital expenditure is not charged directly to the revenue budget, interest payable on loans and MRP are charged to revenue, offset by any investment income receivable. The

net annual charge is known as financing costs; this is compared to the net revenue stream i.e. the amount funded from Council Tax, business rates and general government grants.

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

	2020-21 Actual £m	2021-22 Estimate (Council Feb 20) £m	2021-22 Projection £m
Capital Financing Central	6.621	6.718	6.571
Other Financing costs	3.448	4.147	3.534
TOTAL FINANCING COSTS	10.070	10.866	10.106
Proportion of net revenue stream	3.71%	3.99%	3.71%

This shows that in 2020-21, 3.71% of our net revenue income was spent paying back the costs of capital expenditure.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

21 JULY 2021

REPORT OF THE INTERIM CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE

ANNUAL TREASURY MANAGEMENT OUTTURN REPORT 2020-21

1. Purpose of report

1.1 The purpose of this report is to:-

- Comply with the requirement of the Chartered Institute of Public Finance and Accountancy's 'Treasury Management in the Public Services: Code of Practice' (the Code) to report an overview of treasury activities for the preceding financial year;
- Report on the actual Treasury Management Indicators for 2020-21.

2. Connection to corporate well-being objectives / other corporate priorities

2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:

- Smarter use of resources – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

2.2 The Annual Treasury Management Outturn Report is integral to the delivery of all of the Council's well-being objectives as the allocation of resources determines the extent to which the well-being objectives can be delivered.

3. Background

3.1 Treasury management is the management of the Council's cash flows, borrowing and investments, and the associated risks. The Council is exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of financial risk are therefore central to the Council's prudent financial management.

3.2 Treasury risk management at the Council is conducted within the framework of The Chartered Institute of Public Finance and Accountancy's (CIPFA) Treasury Management in the Public Services: Code of Practice 2017 Edition (the CIPFA

Code) which requires the Council to approve a Treasury Management Strategy (TMS) before the start of each financial year and, as a minimum, a semi-annual and annual treasury outturn report. The CIPFA Code also requires the Council to set a number of Treasury Management Indicators, which are forward looking parameters and enable the Council to measure and manage its exposure to treasury management risks, and these are included throughout this report. In addition, the Welsh Government (WG) issued revised Guidance on Local Authority Investments in November 2019 that requires the Council to approve an Investment Strategy before the start of each financial year. This report fulfils the Council's legal obligation under the Local Government Act 2003 to have regard to both the CIPFA Code and the Welsh Government Guidance.

3.3 In 2017 CIPFA also published a new version of the Prudential Code for Capital Finance in Local Authorities (the Prudential Code). The updated Prudential Code includes a requirement for Local Authorities to provide a Capital Strategy, which is a summary document approved by full Council covering capital expenditure and financing, treasury management and non-treasury investments. The definition of investments in the revised 2017 CIPFA Code now covers all the financial assets of the Council as well as other non-financial assets which the authority holds primarily for financial return. The Council's Capital Strategy 2020-21, complying with CIPFA's requirement, includes the Prudential Indicators along with details regarding the Council's non-treasury investments. The Capital Strategy and TMS should be read in conjunction with each other as they are interlinked, as borrowing and investments are directly impacted upon by capital plans and were approved together by Council on 26 February 2020.

3.4 The Council's treasury management advisors are Arlingclose. The current services provided to the Council include:-

- advice and guidance on relevant policies, strategies and reports
- advice on investment decisions
- notification of credit ratings and changes
- other information on credit quality
- advice on debt management decisions
- accounting advice
- reports on treasury performance
- forecasts of interest rates
- training courses

4. Current situation/proposal

4.1 Economic Context

4.1.1 The coronavirus pandemic dominated 2020-21, leading to almost the entire world being in some form of lockdown during the year. The start of the financial year saw many central banks cutting interest rates as lockdowns caused economic activity to grind to a halt. The Bank of England cut the Bank Rate to 0.1% in March 2020 and the UK government provided a range of fiscal stimulus measures, the size of which has not been seen in peacetime. Some good news

came in December 2020 as two COVID-19 vaccines were given approval by the UK Medicines and Healthcare products Regulatory Agency (MHRA). The UK vaccine rollout started in earnest and by 31 March 2021 over 31 million people had received their first dose.

- 4.1.2 The Brexit transition period, which has kept the UK temporarily attached to most EU rules, expired on 31 December 2020. After months of negotiations, the UK and European Union finally agreed a last minute trade deal.
- 4.1.3 The Bank of England (BoE) held the Bank Rate at 0.1% throughout the year. In its March 2021 interest rate announcement, the BoE noted that while GDP would remain low in the near-term, due to COVID-19 lockdown restrictions, the easing of these measures means growth is expected to recover strongly later in the year. Inflation is forecast to increase in the near-term and while the economic outlook has improved there are downside risks to the forecast, including from unemployment which is still predicted to rise when the furlough scheme is eventually withdrawn.
- 4.1.4 Government initiatives supported the economy and in the 2021 Budget on 3 March 2021 the Chancellor announced a further extension to the furlough (Coronavirus Job Retention) scheme until September 2021. Access to support grants was also widened, enabling more self-employed people to be eligible for government help. Since March 2020 the government schemes have helped to protect more than 11 million jobs.
- 4.1.5 Since the outbreak of the COVID-19 pandemic, the UK and Welsh Government have announced a wide range of financial support schemes to try and mitigate the impact on the economy, businesses and individuals. These include:
 - Job Retention Scheme (furlough) (UK)
 - Self Employed Income Support Scheme (UK)
 - Small Charities Business Rates Grants (WG)
 - Local Government Hardship Fund (WG),
 - Business Support Grants (WG)
 - Economic Resilience Fund (WG)

The local authority has administered a number of the Welsh Government Schemes including payment of over 2,400 business and charity Business Rates Grants worth over £30 million; over 1,700 Lockdown Grants totalling just over £5.4 million; and 4500 Business Restrictions Grants totalling £14.96 million, as well as bearing the upfront costs of additional support required throughout the pandemic in advance of receiving WG funding. This has clearly had an impact on the Council's cash flow during the year and measures have had to be put in place to manage the significant sums of money flowing into and out of the Council's bank account, including receiving earlier payments of Revenue Support Grant and interim business grant payments from Welsh Government, making short term deposits until funding is required and increasing our daily BACS limits to enable more payments to be processed quickly. As the year

progressed more Welsh Government grants were announced and paid, so close management of the Council's cash flow was a priority.

4.2 Treasury Management Outturn 2020-21

- 4.2.1 The Council has complied with its legislative and regulatory requirements during 2020-21. The TMS 2020-21 and the Half Year Report were reported to Council on 26 February 2020 and 18 November 2020 respectively. In addition, quarterly monitoring reports were presented to Cabinet during 2020-21.
- 4.2.2 A summary of the treasury management activities for 2020-21 is shown in **Appendix A**. The Council's external debt and investment position for 1 April 2020 to 31 March 2021 is shown in Table 1 below and more detail is provided in **Appendix A** section 2, Borrowing Strategy and Outturn, and section 3, Investment Strategy and Outturn. No long term borrowing was taken out in 2020-21 and no debt rescheduling was undertaken as there were no significant savings to be made, however, the loan portfolio will be reviewed during 2021-22. Favourable cash flows have provided surplus funds for investment and the balance on investments at 31 March 2021 was £51.5 million, with an average interest rate of 0.21%. This was a decrease in investments outstanding from the start of the financial year where investments were £62.0 million (average interest rate 0.37%), which was as a consequence of the significant amount of grant funding paid to the Council just as the first National Lockdown commenced in March 2020. Table 2 in Appendix A details the movement of the investments by counterparty types and shows the average balances, interest received, original duration and interest rates for 2020-21.

Table 1: Council's external debt and investment position 1 April 2020 to 31 March 2021

	Principal 01/04/2020 £m	Average Rate 01/04/2020 %	Principal 31/03/2021 £m	Average Rate 31/03/2021 %
External Long Term Borrowing:				
Public Works Loan Board	77.62	4.70	77.62	4.70
Lender's Option Borrower's Option	19.25	4.65	19.25	4.65
Total External Borrowing	96.87	4.69	96.87	4.69
Other Long Term Liabilities (LTL):				
Private Finance Initiative (PFI)*	16.30		15.57	
Other LTL	1.10		1.66	
Total Other Long Term Liabilities	17.40		17.22	
Total Gross External Debt	114.27		114.09	
Treasury Investments:				
Debt Management Office	37.00	0.06	0.00	0.00
Local Authorities	18.00	0.97	48.50	0.22
Banks	5.00	0.34	1.00	0.05
Building Societies	2.00	0.78	0.00	0.00
Money Market Fund***	-	-	2.05	0.02
Total Treasury Investments	62.00	0.37	51.55	0.21
Net Debt	52.27		62.54	

* (PFI) arrangement for the provision of a Secondary School in Maesteg 13.5 years remaining term

**the funds provide instant access

4.2.3 The £19.25 million in Table 1 above relates to Lender's Option Borrower's Option (LOBO) loans which have a maturity date of 2054, however these may be rescheduled in advance of this maturity date. The LOBO rate and term may vary in the future depending upon the prevailing rates at one of the bi-annual trigger points (these being July and January) and, therefore, the Council being given the option to accept the increase or repay the loan without incurring a penalty. The next trigger point is July 2021 although it is anticipated that the lender is unlikely to exercise this option in the current low interest rate environment.

4.2.4 The Total Other Long Term Liabilities figure of £17.22 million at 31 March 2021 includes £15.57 million for the Council's Private Finance Initiative (PFI) arrangement for the provision of a Secondary School in Maesteg. It also includes an increase in respect of increased Salix borrowing for phase 2 of the Street Lighting replacement programme.

- 4.2.5 As mentioned in paragraph 4.2.2 a significant amount of cash came into the Council at the end of 2019-20, mainly funding for the first tranche of business grants and advanced payments of revenue support grant, and this had to be invested quickly. A large amount was invested in the Debt Management Office, but over the year this was used either to pay the business grants or surplus funds reinvested in alternative, higher interest earning counterparties.
- 4.2.6 Both the CIPFA Code and WG Guidance require the Council to invest its funds prudently and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Council's objective when investing money is to strike an appropriate balance between risk and return. Investment decisions are made by reference to the lowest published long-term credit rating from Fitch, Moody's or Standard and Poor's to ensure that this lies within the Council's agreed minimum credit rating.
- 4.2.7 The Council defines high credit quality as organisations and securities having a credit rating of A- (A3 for Moody's) or higher and the Council does not invest in any organisation below this level. **Appendix B** shows the equivalence table for credit ratings for Fitch, Moody's and Standard & Poor's and explains the different investment grades.
- 4.2.8 There were no long-term investments (original duration of 12 months or more) outstanding as at 31 March 2021. All investments at 31 March 2021 were short term deposits including instant access and notice accounts.
- 4.2.9 The TM Code requires the Council to set and report on a number of Treasury Management Indicators. The indicators either summarise the expected activity or introduce limits upon the activity. Details of the estimates for 2020-21 set out in the Council's TMS, compared to the actual at year end, are shown in section 4 in **Appendix A** and these show that the Council is operating in line with the approved limits.

5. Effect upon policy framework and procedure rules

- 5.1 As required by Financial Procedure Rule 20.3 within the Council's Constitution, all investments and borrowing transactions have been undertaken in accordance with the TMS 2020-21 as approved by Council with due regard to the requirements of the CIPFA's Code of Practice on Treasury Management in the Public Services.

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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

7.1 The well-being goals identified in the Act were considered in the preparation of this report. As the report is for information only and is retrospective in nature 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 The financial implications are reflected within the report.

9. Recommendations

9.1 It is recommended that Council:

- Approve the annual treasury management activities for 2020-21.
- Approve the actual Treasury Management indicators for 2020-21 against the ones approved in the Treasury Management Strategy 2020-21.

Gill Lewis

INTERIM CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE

July 2021

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Background documents: None

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APPENDIX A

SUMMARY OF TREASURY MANAGEMENT ACTIVITIES 2020-21

1. External Debt and Investment Position

The Council's external debt and investment position for 1 April 2020 to 31 March 2021 is shown below in Table 1; more detail is provided in section 2, Borrowing Strategy and Outturn, and section 3, Investment Strategy and Outturn:

Table 1: External debt and investment position 1 April 2020 to 31 March 2021

	Principal 01/04/2020 £m	Average Rate 01/04/2020 %	Principal 31/03/2021 £m	Average Rate 31/03/2021 %
External Long Term Borrowing:				
Public Works Loan Board	77.62	4.70	77.62	4.70
Lender's Option Borrower's Option	19.25	4.65	19.25	4.65
Total External Borrowing	96.87	4.69	96.87	4.69
Other Long Term Liabilities (LTL):				
Private Finance Initiative (PFI)*	16.30		15.57	
Other LTL	1.10		1.66	
Total Other Long Term Liabilities	17.40		17.22	
Total Gross External Debt	114.27		114.09	
Treasury Investments:				
Debt Management Office	37.00	0.06	0.00	0.00
Local Authorities	18.00	0.97	48.50	0.22
Banks	5.00	0.34	1.00	0.05
Building Societies	2.00	0.78	0.00	0.00
Money Market Fund***	-	-	2.05	0.02
Total Treasury Investments	62.00	0.37	51.55	0.21
Net Debt	52.27		62.54	

* (PFI) arrangement for the provision of a Secondary School in Maesteg 13 years remaining term

Although not classed as treasury management activities and therefore not covered by the CIPFA Code or the WG Guidance, the Council may also purchase property for investment purposes and may also make loans and investments for service purposes, for example in shared ownership housing, or as equity investments and loans to the Council's subsidiaries. Such loans and investments will be subject to the Council's normal approval processes for revenue and capital expenditure and need not comply with the TMS. The Council's existing non-treasury investments relate to investment properties and the balance as at 31 March 2021 was £5.09 million.

It should be noted that the accounting practice to be followed by the Council requires financial instruments in the accounts (debt and investments) to be measured in a method compliant with International Financial Reporting Standards (IFRS). The figures shown in the above table and throughout the report are based on the actual amounts borrowed and invested and so may differ from those in the Statement of Accounts which include accrued interest or other different accounting adjustments.

The other long term liabilities figure of £17.22 million as at 31 March 2021 includes £15.57 million for the Council's Private Finance Initiative (PFI) arrangement (for the provision of a Secondary School in Maesteg – thirteen years remaining term) which includes the short term PFI liability of £0.801 million which is included as current liabilities in the Council's balance sheet in the Statement of Accounts. It also includes an increase in respect of increased Salix borrowing for phase 2 of the Street Lighting replacement programme.

2. Borrowing Strategy and Outturn for 1 April 2020 to 31 March 2021

The Council's primary objective for the management of its debt is to ensure its long term affordability. The majority of its loans have therefore been borrowed from the Public Works Loan Board (PWLB) at long term fixed rates of interest.

The last time the Council took out long term borrowing was £5 million from the PWLB in March 2012. With short-term interest rates remaining much lower than long-term rates, the Authority considered it more cost effective in the near term to use internal resources or would, if necessary, take out temporary short term loans. The capital programme is anticipating new borrowing for 2021-22 and that it would likely be from the PWLB. For estimate purposes it has been assumed that this will be over 30 years.

HM Treasury issued revised lending terms for PWLB borrowing by local authorities in November 2020. As a condition of accessing the PWLB, local authorities will be asked to confirm that there is no intention to buy investment assets primarily for yield in the current or next two financial years. Local authorities' Section 151 Officers, or equivalent, will be required to confirm that capital expenditure plans are current and that the plans are within acceptable use of the PWLB. Whilst this in itself does not preclude the Council from investing in commercial activities, investing in assets for yield would preclude the Council from accessing PWLB borrowing. Given the investment and borrowing requirement to support the Capital Programme, the Council is unlikely to consider any investments in commercial assets primarily for yield.

The £19.25 million in Table 1 relates to Lender's Option Borrower's Option (LOBO) loans which have a maturity date of 2054, however these may be re-scheduled in advance of this maturity date. The LOBO rate and term may vary in the future depending upon the prevailing market rates, the lender exercising their option to increase rates at one of the bi-annual trigger points (the trigger dates being July and January) and therefore, the Council being given the option to accept the increase or to repay the loan without incurring a penalty. The lender did not exercise their option on 22 January 2021, the next trigger point

is 22 July 2022. The lender is unlikely to exercise their option in the current low interest rate environment, however, an element of refinancing risk remains. The Council would take the option to repay these loans at no cost if it has the opportunity to do so in the future. The current average interest rate for these LOBO's is 4.65% compared to the PWLB Loans average interest rate of 4.70%.

The Council is currently maintaining an under-borrowed position. This means that the capital borrowing need (the Capital Financing Requirement), has not been fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow has been used as a temporary measure. This is known as Internal Borrowing. This strategy is prudent as investment returns are low and counterparty risk is relatively high in the current economic climate.

3. Investment Strategy and Outturn 1 April 2020 to 31 March 2021

Both the CIPFA Code and the WG Guidance require the Council to invest its funds prudently and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Council's objective when investing money is to strike an appropriate balance between risk and return, balancing the risk of incurring losses from defaults against receiving unsuitably low investment income.

The major objectives during 2020-21 were:

- To maintain capital **security**
- To maintain **liquidity** so funds are available when expenditure is needed
- To achieve the **yield** on investments commensurate with the proper levels of security and liquidity

The Annual Investment Strategy incorporated in the Council's TMS 2020-21 includes the credit ratings defined for each category of investments and the liquidity of investments. The Council's investments have historically been placed in mainly short term bank and building society unsecured deposits and local and central government. However, investments may be made with any public or private sector organisations that meet the minimum credit criteria and investment limits specified in the Investment Strategy. The majority of the Council's surplus cash is currently invested in other local authorities but the Council will continue to look at investment options in line with the limits detailed in the Investment Strategy.

Investment decisions are made by reference to the lowest published long-term credit rating from Fitch, Moody's or Standard & Poor's to ensure that this lies within our agreed minimum credit rating. **Appendix B** shows the equivalence table for these published ratings and explains the different investment grades. Where available the credit rating relevant to the specific investment or class of investment is used, otherwise the counterparty credit rating is used. In the current climate, relying mainly on credit ratings is considered to be inappropriate and the Council understands that credit ratings are good, but not perfect, predictors of investment default. Full regard is therefore given to other available information on the credit quality of the organisations in which it invests, including financial statements, information on potential government support and reports

in the quality financial press. No investments will be made with an organisation if there are substantive doubts about its credit quality, even though it may meet the credit rating criteria.

On a day to day basis, the Council potentially has positive cash balances arising from its cash flows e.g. timing differences between grants being received and making various payments. These are invested on the market via brokers, direct with the institution or held in deposit accounts or a money market fund with instant access. The Council usually invests for a range of periods dependent on cash flow requirements and the interest rates on offer having regard to the Investment Strategy.

The Council's primary objective for the management of its investment portfolio is to give priority to the security and liquidity of its funds before seeking the best rate of return. As shown in the tables below, the majority of investments have been held as short term investments with UK Local Authorities and banks of high credit quality. This has therefore resulted in more of the investment portfolio being moved into investment instruments with lower rates of return but higher security and liquidity.

Occasionally, investments are placed with the UK Debt Management Office (DMO - Executive Agency of UK Government) but only for very short term deposits and after all other options have been explored. The interest rates offered by this facility are lower than most other counterparties but this is commensurate with the high level of security and reduced risk offered. It provides another option when examining potential investments and ensures compliance with the Council's investment objective that security takes priority over yield. There were no deposits outstanding with the DMO as at the 31 March 2021.

Favourable cash flows have provided positive cash balances for investment and the balance on investments at 31 March 2021 was £51.55 million as shown in Table 2 below which details these investments by counterparty type.

Table 2: Investments Profile 1 April 2020 to 31 March 2021

Investment Counterparty Category	Balance 01 April 2020 (A) £m	Investments raised (B) £m	Investments Repaid (C) £m	Balance 31 March 21 (A+B-C) £m	Investment income received** Apr-Mar 2021 £'000	Average original duration of the Investment Days	Weighted average investment balance Apr-Mar 2021 £m	Weighted average interest rate Apr-Mar 2021 %
Government DMO	37.00	676.22	713.22	-	5.32	15	19.89	0.03
Local Authorities	18.00	92.00	61.50	48.50	183.50	238	30.35	0.50
Banks (Fixed Maturity)	2.00	8.00	9.00	1.00	14.50	58	2.10	0.26
Banks Instant Access/Notice Period Account*	3.00	55.00	58.00	-	-	-	3.86	0.02
Building Societies	2.00		2.00	-	7.78	182	0.17	0.78
Money Market Fund (Instant Access)*	-	59.96	57.91	2.05	14.27	-	15.22	0.09
Total/Average	62.00	891.18	901.63	51.55	225.37	123	71.59	0.25

* An average duration is not shown as there is no original duration as instant access or notice period and money is added and withdrawn to/from these accounts as required by cash-flow

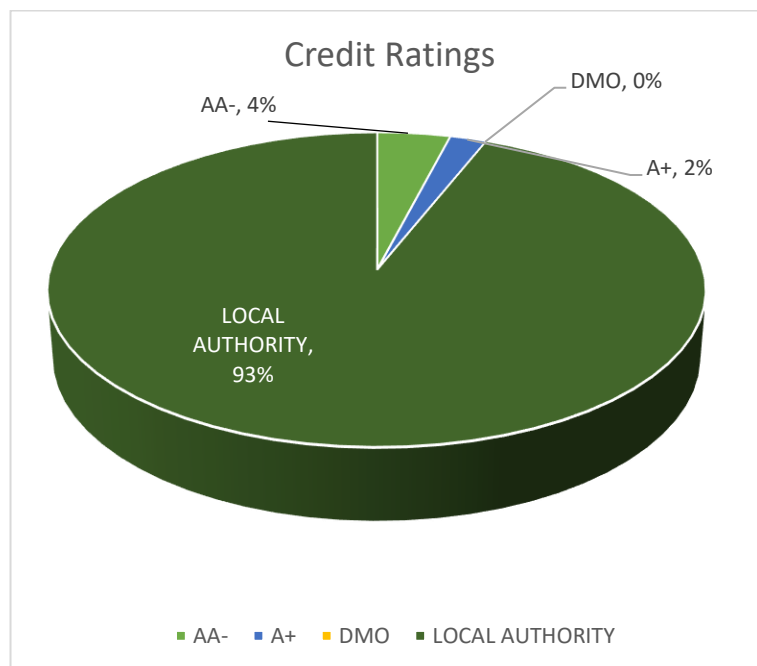
** Received in the Council's bank account not interest earned

There were no long term investments (original duration of 12 months or more) outstanding at 31 March 2021. All investments at 31 March 2021 were short term deposits (including instant access and notice accounts). Table 3 below details these investments by counterparty type based on the remaining maturity period as at 31 March 2021:

Table 3: Investments Outstanding Maturity Profile 31 March 2021

Counterparty Category	Instant Access	Deposits Maturing Within 1 Month	Deposits Maturing Within 2-3 Months	Deposits Maturing Within 4-12 Months	Total
	£m	£m	£m	£m	£m
Government DMO					
Local Authorities		2.00	23.50	23.00	48.50
Banks	1.00				1.00
Building Societies					0.00
Money Market Fund	2.05				2.05
Total	3.05	2.00	23.50	23.00	51.55

The Council defines high credit quality as organisations and securities having a credit rating of A- or higher. The pie chart summarises the above table by credit ratings and shows the £51.55 million investments at 31 March 2021 by percentage outstanding. Most Local Authorities do not have credit ratings but they are regarded as very low credit risk investment counterparties and the TMS contains limits on the amounts and time period for which investments can be placed in a single local authority, to spread the risk.



4. Treasury Management Indicators 2020-21

The following indicators (which are forward looking parameters) form part of the CIPFA Code of Practice on Treasury Management. They enable the Council to measure and manage its exposure to Treasury Management risks.

The Council is exposed to interest rate movements on its borrowings and investments. Movements in interest rates have a complex impact on the Council depending on how variable and fixed interest rates move across differing financial instrument periods. Short term and variable rate loans expose the Council to the risk of short term interest rate rises and are therefore subject to the Treasury Management indicator in Table 4 below to manage Interest Rate Exposures.

Table 4: Interest rate risk indicator as at 31 March 2021

No.	Interest rate risk indicator	Indicator £'000	Actual 31-03-21 £'000
1	One year revenue impact of a 1% rise in interest rates	(140)	(214)
2	One year revenue impact of a 1% fall in interest rates	315	347

This indicator has been set as an indicator (not a limit) to measure the net impact over one year on the revenue account of both a 1% rise and a 1% fall in all interest rates for borrowing net of treasury investments. This is calculated at a point in time on the assumption that maturing loans and investments will be replaced at rates 1% higher or lower than they would otherwise have been on their maturity dates and that the treasury investment and borrowing portfolios remain unchanged over the coming year. Interest rates can move by more than 1% over the course of a year, although such instances are rare.

A further indicator for Treasury Management measures the Maturity Structure of Borrowing and is the amount of projected borrowing that is fixed rate, maturing in each period as a percentage of total projected fixed rate borrowing. This indicator is set to control the Council's exposure to refinancing risk and has been set to allow for the possible restructuring of long term debt where this is expected to lead to an overall saving or reduction in risk.

The 19.87% shown in the table below relates to £19.25 million Lender's Option Borrower's Option (LOBO) loans which may be re-scheduled in advance of their maturity date of 2054. The Code requires the maturity of LOBO loans to be shown as the earliest date on which the lender can require payment, i.e. the call date of July 2021 in 2021-22 so the maturity date is actually uncertain but is shown in the "Under 12 months" category as per the Code.

Table 5. Maturity structure of borrowing indicator as at 31 March 2021

No.	Maturity structure of fixed rate borrowing during 2020-21	TMS 20-21 Upper limit	TMS 20-21 Lower limit	Projection 31-03-21 %
3.	Under 12 months	50%	0%	19.87%
	12 months and within 24 months	25%	0%	-
	24 months and within 5 years	25%	0%	9.59%
	5 years and within 10 years	40%	0%	16.33%
	10 years and within 20 years	50%	0%	11.48%
	20 years and above	60%	25%	42.73%

The Upper Limit for Total Principal Sums invested longer than 1 year indicator controls the amount of longer term investments which mature beyond the period end. This is set to control the Council's exposure to the risk of incurring losses by seeking early repayment of its investments.

Table 6. Upper limit for total principal sums invested as at 31 March 2021

No.		TMS 2020-21 (Limit) £m	Principal Outstanding Over 1 year as at 31-03-21 £m
4.	Upper Limit for Total Principal Sums Invested for more than 1 year	15	0

5. Review of the Treasury Management Strategy 2020-21

CIPFA's Code of Practice for Treasury Management requires all local authorities to conduct an annual review of its treasury management policies, practices and activities. A review was carried out in quarter 2 from which the following changes were approved and made to investment limits as detailed below:

- increase the investment limit to Registered Providers from £3 million to £5 million. As the Council had positive cash balances this would provide the Council with wider scope in making investments at a practical level.
- increase the total amount that can be invested in Money Market Funds (MMFs) from £20 million to £30 million. This was to enable the Council to increase the number of MMFs available to it thus assisting Treasury Management activities on a practical level, whilst also providing greater diversity of funds available to the Council.

Further changes were made to the Treasury Management Strategy for 2021-22 which were approved by Council in February 2021.

Credit Rating Equivalence Table

	Description	Fitch		Moody's		Standard & Poor's	
		Long	Short	Long	Short	Long	Short
INVESTMENT GRADE	Extremely strong	AAA	F1+	Aaa	P-1	AAA	A-1+
	Very strong	AA+		Aa1		AA+	
		AA		Aa2		AA	
	Strong	AA-	F1	Aa3	P-2	AA-	A-1
		A+		A1		A+	
		A	A2	A			
	Adequate	A-	F2	A3	P-3	A-	A-2
		BBB+		Baa1		BBB+	
		BBB	Baa2	BBB			
SPECULATIVE GRADE	Speculative	BBB-	F3	Baa3	Not Prime (NP)	BBB-	A-3
		BB+		Ba1		BB+	
		BB		Ba2		BB	
	Very speculative	BB-	B	Ba3		B	
		B+		B1			B+
		B		B2			B
	Vulnerable	B-	C	B3		C	
		CCC+		Caa1			CCC+
		CCC		Caa2			CCC
CCC-		Caa3		CCC-			
CC		Ca		CC			
Defaulting	C	D		D			
	D		C		D		

Standard & Poor's (S&P), Moody's and Fitch are the three most significant rating agencies in the world. These agencies rate the creditworthiness of countries and private enterprises.

“AAA” or “Aaa” is the highest rating across all three rating agencies and indicates the highest level of creditworthiness. A “D” rating (“C” rating from Moody's) indicates poor creditworthiness of a company or government. A difference is made between short-term and long-term ratings.

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

21 JULY 2021

REPORT OF THE MONITORING OFFICER

ELECTED MEMBER LEARNING AND DEVELOPMENT STRATEGY

1. Purpose of report

- 1.1 The purpose of this report is to approve the Elected Member Learning and Development Strategy attached as **Appendix 1**.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:-

- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being-objectives.

3. Background

- 3.1 The Elected Member Learning and Development Strategy has provided the framework for provision and delivery of Member Development for Elected Members from induction and throughout their term of office. The Strategy is coming towards the end of its effective life and in preparation for the 2022 Local Government Elections, and the subsequent induction of newly Elected Members, a desktop review of the Strategy has been undertaken to ensure that it is fit for purpose and updated to reflect a number of factors which have changed since the approval of the original Strategy.
- 3.2 The Democratic Services Committee considered the Strategy at its meeting of 25 March 2021 and endorsed the report for submission and approval to Council.

4. Current situation/proposal

- 4.1 The Strategy is divided into the following 5 phases:
1. Administration - to establish the newly Elected Members within the Council;
 2. The Essentials - to provide Members with sufficient knowledge to prepare them to undertake their initial role in the support of Council business;

3. The Core Functions - to provide Members with the knowledge and skills to enable them to undertake their core functions as Elected Members in their wards and on the committees they are appointed to;
 4. Identifying the needs of the individual Members – the provision of Personal Development Reviews (PDR) with either an Elected Member peer or with assistance from suitably trained officers as soon as possible. This will be “dovetailed” with Member Mentoring for those Councillors elected after the Local Government Election in 2022;
 5. Continuing Development - to provide Members with knowledge and skills relating to:
 - leading the community
 - working with external partners
 - developing those individual and specialist requirements identified within the PDR process and
 - learning and development identified by the Democratic Services Committee.
- 4.2 It should be noted that in the first year after the election, member development activities are primarily for information provision and process development which should be delivered in-house or by appropriate organisations such as the WLGA. After the first year the focus in the delivery of member development will change to the provision of wider in-depth topics at a local level and more topics which relate to regional and national issues.
- 4.3 It is proposed that greater use of the e-learning facilities be incorporated into the member development programme. This is proposed to be accomplished as follows:
- The Corporate Induction e-learning modules should be completed by all Members in the first year of their term of office;
 - Some topics such as Data Protection and Safeguarding will be identified for inclusion in the Member Development programme and categorised by the Democratic Services Committee accordingly. Members will be requested to complete the specified e-learning module by a particular date. A subsequent report will be run by the Learning and Development team to confirm that the e-learning modules have been completed accordingly;
 - For those returning Members, or those who have previously attended face-to-face training on topics such as Corporate Parenting, they will be able to undertake the e-learning module rather than attending the annual repeat of face-to-face training session;
 - Those Members who are able to provide evidence that they have recently attended similar training in their professional roles can be credited with completing the training.
- 4.4 Support for individual member training may be provided following liaison between the relevant Group Leaders and the Head of Democratic Services. It is envisaged that the Strategy and associated Member Development budget will facilitate the provision of appropriate development opportunities.

4.5 The Democratic Services Committee considered the Strategy at its meeting on 25 March 2021 and determined that it meets the following expectations and outcomes:

Expectations:

- There is a planned and structured approach to Elected Member learning and Development;
- Elected Members have access to appropriate learning and development activities to enable them to acquire the knowledge and skills required to be an effective Elected Member;
- Learning and development, wherever possible, is linked to the roles of Elected Members;
- Access to learning and development activities is equitable;
- Members are encouraged to identify their own development needs and participate fully in learning and development activities;
- All Members will have access to a Personal Development Review process that identifies learning and development needs with any additional support that may be required;
- All Members will have the opportunity to compile a Personal Development Portfolio (PDP) which details their learning and development activities and records their achievements;
- The Member Development Programme will be produced and updated on a quarterly basis in order to support the Council's strategic plans, the roles and functions of Members and key changes affecting the Council's priorities;
- Member learning and development activity is adequately resourced within available budgets.

Outcomes:

Phase 1 – Administration

- All Acceptances of Office completed;
- Member induction administration completed.

Phase 2 – Essentials

- All Members have a basic knowledge of the Council and its structure and role
- Code of Conduct training completed by all Members;
- Elected Members are able to effectively undertake their role at Council meetings.

Phase 3 – The Core Functions

- Members understand their roles to which they have been appointed by Council or Cabinet;
- Members understand their role in their wards;
- Members are aware of their responsibilities when representing the Authority.

Phase 4 – Identifying the Needs of Individual Councillors

- Members undertake a Personal Development Review annually to identify their support and development needs;
- Members have been offered a Member Mentor or suitably trained officer to assist their development.

Phase 5 – Continuing Development

- The Member Development Programme is compiled to meet Corporate and Elected Member priorities;
- Member Development activities are relevant, cost effective and delivered to a high standard;
- The training and support provided meets the developing needs of Elected Members;
- Collaboration with other local authorities will be considered for the delivery of learning activities where appropriate.

4.6 It is anticipated that the Democratic Services Committee will provide direction for the Member Development activities that need to be undertaken and to ensure that the development needs of Elected Members are met. The Committee will also receive updates regarding the Member Development Budget and any evaluation of the Strategy that is undertaken.

5. Effect upon policy framework and procedure rules

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

6. Equality Act 2010 implications

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

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

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

8. Financial implications

8.1 Elected Member learning and development is resourced from the allocated Member Development budget. Reasonable allocation will be made as part of the annual budget round and applied with regard to the corporate needs of the Authority. The Head of Democratic Services will monitor appropriate spend on the budget. In-house training will be provided by Directorates if the topic relates to their service areas. The costs for this type of event will be met from within Directorate budgets and not from the Member Development budget.

9. Recommendation

9.1 It is recommended that Council approve the Elected Member Learning and Development Strategy attached as Appendix 1.

K Watson
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July 2021

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Background documents:
None

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BRIDGEND COUNTY BOROUGH COUNCIL

ELECTED MEMBER LEARNING & DEVELOPMENT STRATEGY

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Introduction

Elected Members today face increasing challenges. Under the modernisation agenda, there are heightened expectations on them to undertake a diversity of roles ranging from that of community leader to assuming additional responsibilities within their Council. Throughout Wales, authorities are striving to provide the best possible support for their Members to enable them to meet these challenges. This takes the form of skills and knowledge development, support facilities, and support services.

Increasing attention has been given to Elected Member Development. The Local Government (Wales) Measure 2011 directed that local authorities place more emphasis on Member Development. This supports the aims of the Wales Charter for Member Support and Development which was created to give structure and impetus to the growing body of support services for Elected Members within Welsh Local Government. The Charter has been developed collaboratively by the Welsh Local Government Association (WLGA), Members and Member Support Officers. It aims to provide a broad framework for local planning, self assessment, action and review. This can be enhanced by working together with relevant networks by comparison with other Authorities and in sharing good and innovative practice.

The Local Government (Wales) Measure 2011 and the Charter will provide focus and guidance for future work. The needs of Members in this Authority are of paramount importance.

The Elected Member Learning and Development Strategy sets out the development priorities for the induction of newly Elected Members, the identification of their development needs and the subsequent delivery of development activities.

The Strategy will assist in equipping all Members with the necessary skills and knowledge to meet future challenges.

Expectations of the Elected Member Learning and Development Strategy

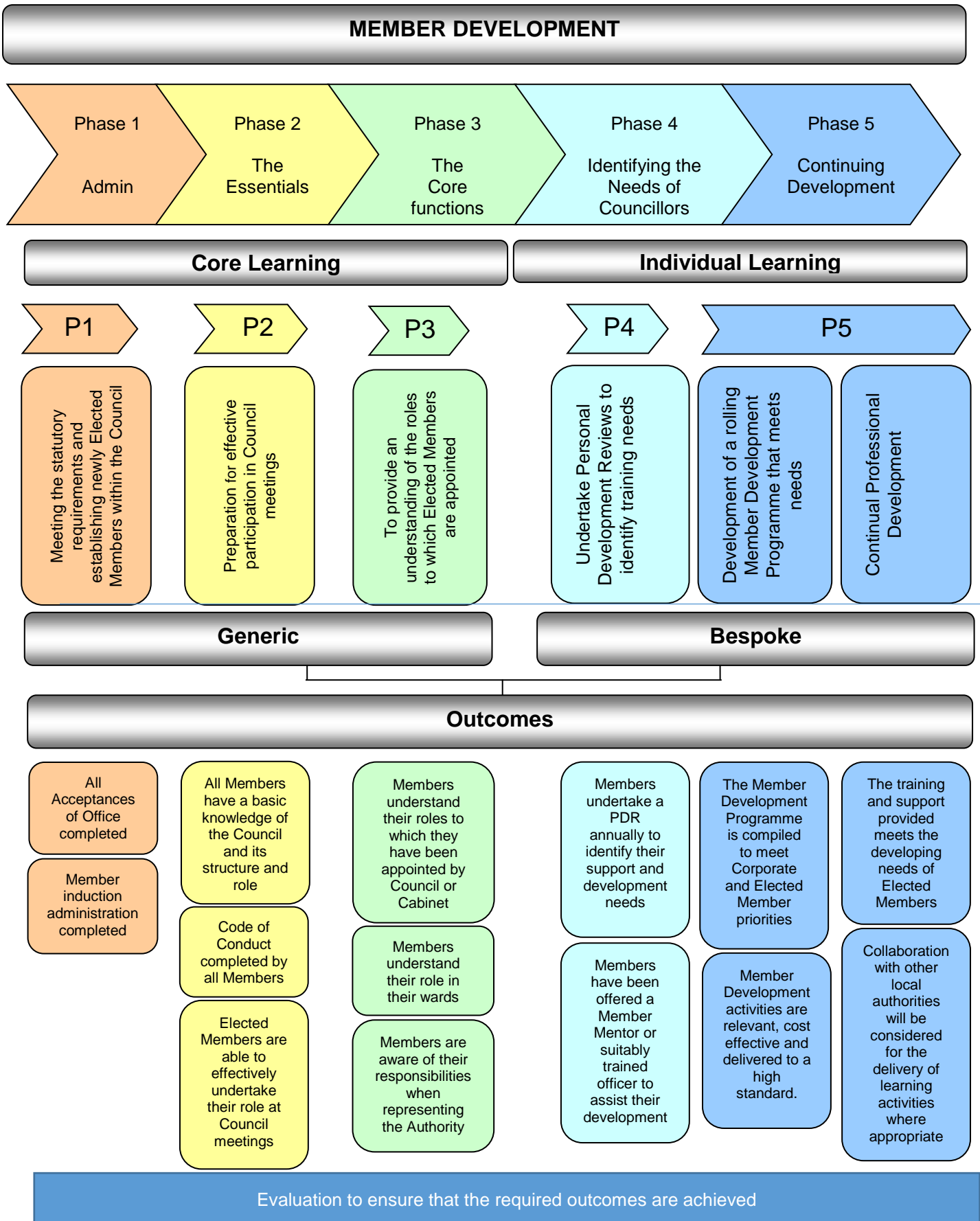
Elected Members are an integral part of ensuring that the strategic aims and objectives of the Council are met and that high quality cost effective services are delivered to the residents of the County Borough of Bridgend.

The Council is working to support the development of all of its Elected Members and to ensure that they are able meet the demands of their roles. Bridgend County Borough Council is therefore committed to ensuring that:

- There is a planned and structured approach to Elected Member learning and development.
- Elected Members have access to appropriate learning and development activities to enable them to acquire the knowledge and skills required to be an effective Elected Member.
- Learning and development, wherever possible, is linked to the roles of Elected Members.
- Access to learning and development activities is equitable.
- Members are encouraged to identify their own development needs and participate fully in learning and development activities.
- All Members will have access to a Personal Development Review (PDR) process that identifies learning and development needs with any additional support that may be required.
- The Member Development Programme will be produced and updated on a regular basis in order to support the Council's strategic plans, the roles and functions of Members and key changes affecting the Council's priorities.
- Member learning and development activity is adequately resourced within available budgets.

A Phased Approach

A systematic induction programme will be provided for all newly Elected Members. The initial induction and subsequent Member Development Programme will be delivered as part of the following phased approach:



Roles and Responsibilities for Elected Member Learning and Development

Head of Democratic Services

The role of the Head of Democratic Services is to produce and monitor the Member Development Programme, to collate any identified learning and development needs, and to subsequently use these to inform and plan the on-going Member Development Programme.

Democratic Services Committee

The Democratic Services Committee will provide direction to the Head of Democratic Services in respect of the development and support requirements of Elected Members. This will include the priorities for learning and development and appropriate use of the Member Development budget.

The Committee will categorise development activities, identify the relevant participants to attend events and those topics which could be delivered on a tiered basis.

To assist Elected Members prioritise which topics are needed to be attended, the Democratic Services Committee will categorise member development topics during the development of the Member Development programme as follows:

Essential	Those training topics for quasi-judicial functions and those which are key to an elected member's role e.g. Corporate Parenting, Data Protection and Safeguarding.
Recommended	This category may include topics such as Risk Management and Scrutiny Questioning Skills which although are very informative and support a councillor's role will are not essential.
Optional	This category identifies topics that may be useful to some councillors but these are not a priority and could be considered as interesting and useful rather than supporting a councillors role or considered as essential.

These categories can be prescribed by the Democratic Services Committee to all members for some topics or to target a specific group of councillors i.e. all scrutiny members or all of the Appeals Panel.

The Democratic Services Committee will also consider the benefits that could be achieved by providing tiered level of training rather than provide at a single level event. This would enable one level for those Elected Members with existing skills, knowledge or abilities and for a more detailed introduction for those members who were new to the topic.

For those topics which have been arranged at short notice and the Democratic Services Committee is unable to categorise the topic, it is proposed that the Chairperson of the Democratic Services Committee in liaison with the Head of Democratic Services categorise the topics as necessary.

Political Leaders

The role of political leaders from all groups is to pledge commitment to learning and development for Elected Members and to actively support and promote the Member Learning and Development Strategy.

Directorates and Departments

Directorates and Departments are responsible for identifying and delivering service specific learning and development in co-ordination with the Head of Democratic Services and the Democratic Services Committee.

Individual Members

Individual Members are responsible for:

- identifying their own development needs;
- seeking opportunities to improve their effectiveness and increase their potential;
- attending arranged learning and development activities;
- sharing their knowledge and skills with their peers;
- reviewing their learning and development activities;
- applying the knowledge and skills developed through the activities; and for
- completing their Personal Development Reviews.

Co-ordination

The day-to-day co-ordination of learning and development activities will be the responsibility of the Head of Democratic Services and the Democratic Services Team in liaison with Learning and Development.

Details of each phase of the Strategy are as follows:

Phase 1 - Administration

To establish the newly Elected Members within the Council and will include:

- Fulfilling their statutory requirements regarding their Acceptance of Office and completing their Declaration of Personal Interests,
- Creation of ICT accounts and provision of ICT equipment. Support from ICT where necessary;
- The provision of personal information in order to set up remuneration payments, web pages and enable officers to carry out other necessary administrative functions;
- A briefing of the facilities available to Elected Members within the Authority;
- The taking of official photographs for use on the BCBC website and ID cards.

Phase 2 – The Essentials

To provide Elected Members with sufficient knowledge to prepare them to undertake their initial role in the support of Council business. This phase may include briefings on the following topics from key officers:

The Chief Executive:

- Overview of the Council its services and structures

Corporate Directors:

- Directorate Service Provision – challenges and achievements

The Monitoring Officer:

- Introduction to Local Government
- Constitution and meeting procedures
- Members Code of Conduct

Head of Democratic Services

- Roles of and appointment to committees
- The electronic systems within the Council suite

Phase 3 – The Core Functions

To provide Elected Members with the knowledge and skills to enable them to undertake their core functions as Elected Members. It is intended to provide a sound basis for decision making which is required by councillors to carry out their role effectively.

- Governance and Audit Committee
- Development Control Committee
- Overview and Scrutiny Committees
- Democratic Services Committee
- Licensing Committee
- Appeals Panel
- Chairing Skills
- Questioning Skills
- Corporate Parenting
- Safeguarding
- Member Referrals
- Ward and Casework
- Delegated Powers
- Constitution

Phase 4 – Identifying the Needs of Individual Councillors

With the possibility of a large number of new Elected Members after an election, it will be necessary to undertake a Personal Development Review (PDR) processes with either an Elected Member peer or with assistance from suitably trained officers as soon as possible.

Identification of learning and development needs

Learning and development needs will be identified at a number of levels.

As an individual

- Newly Elected Members will have an opportunity to discuss their learning and development needs with:
 - a suitable mentor as part of their induction;
 - as part of the PDR process where learning and development needs can be identified.

Role Specific

- Role descriptions will be used as an aid to identify development needs particularly during the PDR process.
- Members whose roles change will be required to review their learning and development needs.
- The identification of learning and development needs at political group level will be achieved by consultation with the Head of Democratic Services and through the feedback from the Democratic Services Committee.

Corporate and Constitutional

- Member Development will be linked to corporate and constitutional priorities by the Head of Democratic Services in liaison with the Chief Officers, Heads of Service and the Democratic Services Committee.

Regional and National Initiatives

- Requests are often received from regional bodies or national organisations to provide development opportunities on key issues. These events will be integrated by the Head of Democratic Services into the Member Development Programme but may be in addition to the usual activities.

Mentoring

The formal mentoring of Elected Members by experienced Members is strongly recommended and will be offered to all newly Elected Members. This will enable the mentee to develop the skills, knowledge, understanding and behaviours required for the

Elected Member role. This is not a prescriptive or directive relationship but one which allows the mentee to find their own way, guided by the mentor.

Guidance for Member mentors has been developed by the Welsh Local Government Association (WLGA). It is anticipated that Member mentors will be identified and appropriate training will be provided to ensure that all Members are able to receive the appropriate level of support for their personal development. Workshops based on the WLGA guidance will be available for those identified to undertake a mentoring role.

Returning Members that do not require mentoring will be provided with the opportunity to discuss their personal development as part of the PDR process with an Elected Member peer or a suitably trained officer. These officers/peers will be able to assist Members with identifying their training needs, arranging attendance at events and updating their PDPs and undertaking PDRs.

Phase 5 – Continuing Development

To provide Members with knowledge and skills related to:

- leading the community
- working with external partners
- developing those individual and specialist requirements identified within the PDR process and
- learning and development identified by the Democratic Services Committee.

Member Development Activity Survey

Elected Members will be surveyed shortly after their election to determine the number of topics, frequency and timings of development events that will be held. This survey will be repeated at the mid-point of a term of office or when requested to do so by the Democratic Services Committee.

Prioritisation of Member Development activities

To manage and prioritise Member Development activities, all requests to provide training opportunities for Elected Members will include the following key information to assist when prioritising the delivery of Member Development events:

- The subject of the learning activity
- A brief outline description of the subject
- The requirement/justification to undertake this learning? i.e. is there a statutory requirement, is it part of an on-going initiative.
- Who forms the target audience? i.e. All Members, Scrutiny Members etc.
- What are the expected/desired learning outcome/objectives?
- Which officers/organisations will be delivering/facilitating this event?
- What is the anticipated duration of the session
- What type of training activity is suggested i.e. 1 hour presentation with questions, 45 minute briefing, 2 hour interactive workshop etc.
- How will this activity be evaluated to show that the anticipated benefits have been achieved.

The Head of Democratic Services will evaluate all requests and recommend to the Democratic Services Committee how these requests should be prioritised, categorised and if necessary tiered for inclusion in the Member Development Programme.

Member Development Programme

It will be the responsibility of the Head of Democratic Services to prepare the Member Development Programme in line with the priorities determined by the Democratic Services Committee. This will be a rolling programme that will confirm the Member Development events for the following three months with subsequent topics for further development activities being identified but not confirmed. This will allow the programme to be flexible and adapt to the changing needs and priorities of Elected Members and the Authority.

If time dependant learning opportunities arise and there is no meeting of the Democratic Services Committee planned before the delivery of the event the Chairperson of the Democratic Services Committee in liaison with the Head of Democratic Services will update the Member Development Programme as necessary.

The programme may also identify topics and events that will be suitable for representatives from the Town & Community Councils to also attend.

Methods of learning and development

A flexible approach to the delivery of learning and development opportunities will be adopted to meet the identified needs of individuals and groups. A variety of methods may be used to deliver these opportunities and could include: seminars, workshops, e-learning and briefing sessions. Where appropriate, shared Member and officer development activities will be encouraged.

E-Learning

Greater use of the e-learning facilities will be incorporated into the member development programme and this will allow:

- Elected Members to undertake
 - the Corporate Induction e-learning modules that should be completed by all members in the first year of their term of office.
 - Some topics such as Data Protection, Safeguarding will be identified for inclusion in the Member Development programme and categorised by the Democratic Services Committee accordingly. Councillors will be requested to complete the specified e-learning module by a particular date. A subsequent report will be run by Learning and Development to confirm that the e-learning modules have been completed as requested with the Democratic Services committee being advised accordingly.
- those returning Members or those who have previously attended face-to face training on topics such as corporate parenting will be able to undertake the e-learning module rather than attending the annual repeat of the face-to-face training session.
- those Members who are able to provide evidence that they have recently attended similar training in their professional roles can be credited with completing the training.

Opportunities may arise for regional development activities to be undertaken. This will include topics of common interest on a regional or national basis. These events may reduce costs and enhance outcomes because of the diversity of knowledge and experience of attendees, whilst also providing an opportunity for cross-council communication and collaboration.

Access to learning and development opportunities

All Elected Members will have:

- the opportunity to benefit from learning and development opportunities;
- equal access to information relating to learning and development opportunities;
- equal access to participation in learning and development opportunities, taking into account the needs of their roles and responsibilities throughout their term of office with Authority, and their personal learning needs.

Attendance at Member Development Events

The Member Development Programme will be approved by the Democratic Services Committee. Announcements will also be made at Council meetings to advise Members of forthcoming Member Development activities.

Member Development Activities appointments will be placed in individual Elected Members electronic calendars. Members will be requested to respond electronically if they are unable to attend the activity. It is vital that these responses are accurate as the facilitators of the events are provided with the anticipated attendance numbers to tailor their delivery of the session.

The attendance of Elected Members at these Member Development Activities will be displayed on the BCBC website but the attendance figures will not be included in the overall meeting attendance figures.

At each session the attendance will be recorded by Democratic Services and also circulated to Learning and Development for recording on Trent.

A summary of attendance at training events will be compiled and circulated to Group Leaders on a regular basis in order that they can promote and encourage the attendance at Member Development activities to their Group.

The Learning & Development Website, the All Wales Academy (AWA)

The Learning & Development Website and the All Wales Academy are online portals where suitable development opportunities are provided for Officers and Elected members. Elected Members may be requested to undertake an e-learning session as part of the Member Development Programme or they wish to undertake these learning activities for their own development. Assistance can be provided by the Democratic Services Team and the Learning and Development Team to enable Members to engage with these learning activities.

E-learning completion reports will be provided to the Head of Democratic Services on a regular basis to monitor the activities particularly those included in the Member Development programme.

Where possible, all face to face learning and development activity presentations will be uploaded to the Learning and Development website as a reference portal for all Elected Member related training.

Learning and development records

Democratic Services will collate information regarding Elected Member learning and development records including information regarding the development activities that have been identified, the booking of events, attendance at learning opportunities and the evaluation of individual training events that have been undertaken.

The Learning and Development Team will to be notified of any training that is undertaken by relevant departments. It is expected that all departments involved in providing Member Development events also provide the relevant training records to the Learning and Development Team.

These records can also be used to provide information for evaluation purposes and for the completion of Members Annual Reports which have been introduced as part of the Local Government (Wales) Measure 2011.

Resources

Elected Member learning and development, will be resourced from the allocated Member Development budget. Reasonable allocation will be made as part of the annual budget round and applied with regard to the corporate needs of the Authority.

In house training will be provided by Directorates if the topic relates to their service areas. The costs for this type of event will be met from within Directorate budgets and not from the Member Development budget.

Directorates will also be responsible for funding designated Elected Members to attend relevant service area conferences and events. The Democratic Services Team will co-ordinate the funding for travelling and out of county subsistence allowances.

Potential Candidate Briefings

In order to promote local democracy and the understanding of the role of a councillor briefings for potential candidates will be held prior to Local Government elections. This event will inform those Members of the public planning to stand for election of the:

- requirements they must meet in order to stand for election
- election process
- roles and responsibilities they will be expected to undertake as a councillor
- skills, knowledge and commitment necessary to become an effective councillor
- structure and remit of the Council

Evaluation

It is the responsibility of the Head of Democratic Services to ensure that the evaluation of planned Member development events is carried out.

Evaluation of Individual Events

All training providers are required to incorporate an evaluation of the event into their learning session and Members will be asked to complete a learning and development evaluation form.

Members are recommended to complete learning logs as part of their Personal Development Portfolio, this will help them to assess the impact of any development on their role and function.

Evaluation forms will be analysed and the feedback collated into a report which will be presented to the Democratic Services Committee on a regular basis. This will enable the Democratic Services Committee to evaluate the effectiveness of the Member Development Programme and ensure that the identified outcomes are achieved.

Evaluation of Phases of the Member Development Strategy

It is appropriate that an independent assessment of the phases or elements of the Member Learning and Development Strategy is undertaken. It has been agreed that the WLGA will assist in this process and facilitate focus groups with Elected Members to help determine the effectiveness of the Strategy.

Evaluation of Training Facilitators

To ensure that any learning and development activity provided to Elected Members is delivered to the highest standards and that the aims and objectives of the event are met, it is planned for an internal subject matter expert or the Head of Democratic Services to attend the event and evaluate the provider/facilitator. This will be essential for events delivered by external providers to ensure that value for money has been achieved and that effective training has been provided which meets the required outcomes.

Review of the Elected Member Learning and Development Strategy

To ensure that the Elected Member Learning and Development Strategy remains an effective tool for the development of Elected Members it will be necessary to plan a review of the Strategy. It is anticipated that the Strategy will be reviewed during 2022/23 or at the request of the Democratic Services Committee and in response to relevant changes to legislation or to the Authority.

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

21 JULY 2021

REPORT OF THE MONITORING OFFICER

DEMOCRATIC SERVICES COMMITTEE ANNUAL REPORT

1. Purpose of report

- 1.1 To receive and note the Democratic Services Committee Annual Report for the period May 2020 to May 2021. The report outlines the work of the Committee during that period.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:-
1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great 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 for all people in the county.
 2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
 3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The Local Government (Wales) Measure 2011 requires each council to establish a Democratic Services Committee. The Measure prescribes the functions of the committee and requires the committee to make a report at least annually to the Council.
- 3.2 The Democratic Services Committee cannot discharge any other functions or perform any dual role.
- 3.3 The Committee approved the Annual Report at its meeting of 24 June 2021.

4. Current situation/proposal

4.1 Councillor E Venables was originally elected Chair of the Democratic Services Committee at the Annual Meeting of Council in May 2018 and has been re-elected annually ever since.

4.2 The Committee is serviced by the Head of Democratic Services.

4.3 **Membership of the Democratic Services Committee**

4.3.1 The Membership of the Democratic Services Committee for the period May 2020 to May 2021 is as follows:

Councillor	Councillor
Cllr E Venables (Chair)	Cllr G Thomas
Cllr S Aspey	Cllr SR Vidal
Cllr RM Granville	Cllr MC Voisey
Cllr DG Howells	Cllr A Williams
Cllr RM James	Cllr B Sedgebeer
Cllr SG Smith	

4.3.2 Following the Annual Meeting of Council on 19 May 2021, Cllr R Young replaced Cllr RM Granville on the Committee.

4.4 **Dates of the Democratic Services Committee Meetings**

4.4.1 The Committee met on these dates during May 2020 to May 2021:

- 4 November 2020
- 25 March 2021

4.5 **Democratic Services Committee Terms of Reference**

4.5.1 The remit of the Democratic Services Committee is set out under the Local Government (Wales) Measure and is to:

- Designate an officer as the Head of Democratic Services;
- Review the adequacy of provision by the Authority of staff, accommodation and other resources to discharge Democratic Services functions;
- Make reports and recommendations to the Authority in relation to such provision;
- At the request of the Authority review any matter relevant to the support and advice available to members of the Council, and the terms and conditions of office of those members;
- Determine whether or not the Councillors period of family absence should be cancelled in accordance with Regulation 34 of the Measure;
- Determine whether nor to withhold a Councillor's Remuneration should they fail to return following a period of family absence on the date specified in the notice provided.

4.6 **Activities of the Democratic Services Committee for the period May 2020 to May 2021**

- 4.6.1 In November 2020, the Committee considered the draft Independent Remuneration Panel for Wales (IRPW) Annual Report and provided a draft response which was considered by Council prior to submission to the IRPW.
- 4.6.2 The Committee undertook a review of the Elected Member Learning and Development Strategy and endorsed its submission to Council for approval.
- 4.6.3 The Independent Remuneration Panel for Wales (IRPW) has urged all Democratic Services Committees across Wales to take steps to encourage and facilitate greater use of the Costs of Care provision so that Members are not financially disadvantaged. A report was presented to the Committee on 21 March 2021 and the Committee recommended the promotion of the CPA provision throughout the Authority with this work beginning with the IRPW Annual Report presented to Council on 10 March 2021 and the report of the Committee on 21 March 2021.
- 4.6.4 A report was presented to the Committee on 21 March 2021 outlining the performance of Member Referrals. A Member Referrals Project Board was established to consider whether the current system is fit for purpose. In pursuance of this, an online Councillor Portal and built in member referral process will be rolled out to a pilot group of Members including those Members sitting on the Committee.
- 4.6.5 Throughout the year, the Committee considered the Member Development Programme and identified topics, briefings and e-learning topics for inclusion in the programme and prioritised them accordingly.

4.7 Democratic Services Team for the period May 2020 to May 2021

4.7.1 The current Structure for the Democratic Services Team is set out below:

- Democratic Services Manager (with the statutory post of Head of Democratic Services) (Grade 12)
- Senior Democratic Services Officer – Committees (Grade 10)
- Democratic Services Officer – Committees x 2 (Grade 6)
- Senior Democratic Services Officer – Scrutiny (Grade 10)
- Scrutiny Officer x 2 (Grade 9)
- Senior Democratic Services Officer – Mayoral Support (Grade 10)
- Democratic Services Assistant x 2 (Grade 4)
- Democratic Services Officer – Leadership, Members and Mayoral (Grade 7)
- Chauffeur (Grade 5)
- Casual Chauffeur x2 (Grade 5)

4.7.2 The provision of staff, accommodation and other resources by the Council is adequate to discharge the statutory requirements in relation to decision making, democratic administration and Scrutiny as they currently exist. However, the impact of any changes in statutory requirements, or the needs of Members, will need to be kept under review by the Committee.

5. Effect upon policy framework and procedure rules

5.1 There will be no effect on the policy framework and procedure rules.

6. Equality Act 2010 implications

6.1 The protected characteristics identified within the Equality Act 2010, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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

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

8.1 Financial implications

8.1 There are no financial implications arising from this report. There are no specific costs associated with the running of this committee other than those involved in the cost of administration of this and other council functions within the democratic process.

9. Recommendation

9.1 To receive and note the Democratic Services Committee Annual Report.

K Watson
Monitoring Officer
July 2021

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Background documents: None

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

21 JULY 2021

REPORT OF THE MONITORING OFFICER

STANDARDS COMMITTEE ANNUAL REPORT 2020/21

1. Purpose of report

- 1.1 To receive and note the Annual Report of the Standards Committee for the period 2020/21.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:-
1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
 2. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.
- 2.1 Standards are an implicit requirement to the successful achievement of the Council's well-being objectives.

3. Background

- 3.1 The Local Government Act 2000 requires the Council to establish a Standards Committee to promote and maintain high standards of conduct and probity in the conduct of Councillors of the County Borough.
- 3.2 This Annual Report covers the period May 2020 to May 2021.
- 3.3 The Standards Committee considered the Annual Report at its meeting of 29 June 2021.

4 Current situation/proposal

4.1 Membership

- 4.1.1 The Standards Committee comprises the following Members:

- Two County Borough Councillors
- One Town and Community Councillor
- 4 Independent Members

4.1.2 Membership of the Committee during the reporting period:

- Mr Clifford Jones (OBE) Chair, Independent Member
- Mrs Judith Kiely, Independent Member
- Mr Phillip Clarke, Independent Member
- Mr Jeff Baker, Independent Member
- Cllr Mike Clarke, County Borough Councillor
- Cllr Paul Davies, County Borough Councillor
- Cllr Graham Walters, Town and Community Councillor (resigned Dec 2020)
- Cllr Gavin Thomas, Town and Community Councillor (appointed in Jan 2021 to replace Cllr Walters).

4.1.3 The Council's Monitoring Officer and officers from Legal and Democratic Services support the Committee in its work.

4.2 Terms of Office

4.2.1 The term of office for Independent Members is not less than 4 years and no more than 6 years. They can be reappointed for one further consecutive term but that term cannot be for more than an additional four years. The table below shows the commencement and expiry dates for the terms of office of the Independent Members of the Committee:

	Commencement Date	Expiry Date
Clifford Jones OBE (Chair)	October 2015	October 2021
Judith Kiely	October 2015	October 2021
Philip Clarke	May 2016	May 2022
Jeff Baker	February 2016	February 2022

4.2.2 The term of office for the Town and Community Councillor shall be no more than 4 years or until the Ordinary Election for the Community Council of which the Community Councillor is a member, whichever is the shorter. They may be re-appointed once.

	Commencement Date	Expiry Date
Cllr Gavin Thomas	January 2021	Local Government Election 2022

4.3 Role of the Committee

4.3.1 The Members of the Standards Committee have a common interest in that they believe in principled local politics and value their role as champions of high standards of conduct amongst local members.

4.3.2 The Terms of Reference for the Committee are set out in the Council's Constitution as follows:

- Promote and maintain high standards of conduct by Town and Community Councillors and County Borough Councillors, Co-opted Members and Church and Parent Representatives;
- To assist members and representatives to observe the Code of Conduct adopted by their Council;
- To advise members on the adoption or revisions of a Code of Conduct;
- To monitor the operation of the Code of Conduct and report to Council any matters of concern;
- To advise on the effective implementation of the Code including appropriate training measures
- To consider reports submitted by the Public Services Ombudsman for Wales (PSOW), Monitoring Officer and any representations received relating to alleged breaches of the Code and to make appropriate determinations;
- To monitor the Whistleblowing Policy;
- To grant dispensations from the prohibitions contained in the Code.

4.4 Meetings of the Committee

4.4.1 The Committee met during the period as follows:

- 19 November 2020
- 21 December 2020
- 18 February 2021
- 25 February 2021

4.5 Detail of the Work undertaken by the Committee

4.5.1 The following paragraphs set out the work carried out by the Standards Committee during the reporting period.

4.5.2 There were no requests for dispensations during the reporting period.

4.5.3 The Committee discussed the Public Services Ombudsman for Wales Annual Report 2019/20 which set out performance over the year including both complaints about public service providers as well as code of conduct complaints.

4.5.4 The Council has in place appropriate arrangements for dealing with Member on Member complaints and a mechanism to deal with allegations that Members may have breached the Code of Conduct. Breaches of the Code of Conduct may be referred to the Monitoring Officer by the PSOW under the provisions of Section 69 and 71 of the Local Government Act 2000 for consideration by the Standards Committee. Where there is a finding of a breach, public reports on such cases are published on the Council's website. One referral was received during the period in question. The outcome was heard by the Committee in February 2021, who determined that the former member had failed to comply with the Code in relation to 6(1)(a) and 7(a)(b).

4.5.5 The Committee also had information reports from the Monitoring Officer on cases which the PSOW had dealt with and which were reported in either the PSOW Casebook or the Adjudication Panel for Wales publications.

4.5.6 As part of the Work Programme the Committee considered a report on the Local Government and Elections (Wales) Act 2021 that received Royal Assent in January 2021.

4.6 Training and Development

4.6.1 Refresher training was delivered in April 2021 on the Code of Conduct to all members of the Committee.

4.7 Moving Forward

4.7.1 The Committee remains dedicated to its responsibility to champion and promote high standards of conduct amongst local members. The key areas of focus for the year will include:

- Local Government and Elections (Wales) Act 2021
- Monitoring of complaints of alleged breach of the Code of Conduct for Members
- Monitoring of gifts and hospitality registered
- Monitoring the operation of the Whistleblowing Policy
- Members Training and Development update
- Review of the Member / Officer Protocol

5. Effect upon policy framework and procedure rules

5.1 None directly applicable to this report.

6. Equality Act 2010 implications

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

6.2 This is an information report, therefore it is not necessary to carry out an equality impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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

7.1 The well-being goals identified in the Act were considered in the preparation of this report. As the report is for information only 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 To receive and note the Annual Report of the Standards Committee for the period 2020/21.

**Kelly Watson,
Monitoring Officer
July 2021**

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Background documents: None

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

21 JULY 2021

REPORT OF THE MONITORING OFFICER

DIVERSITY IN DEMOCRACY

1. Purpose of report

- 1.1 The purpose of this report is to advise Members of the Welsh Local Government Association (WLGA) 'Diversity in Democracy' report and seek Council's endorsement of becoming a 'Diverse Council' and the resulting actions that need to be taken forward to achieve a 'step change' at the 2022 Local Government Elections.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:-
1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great 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 for all people in the county.
 2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
 3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The lack of diverse representation in local authorities is a problem that has been recognised for decades. A more diverse democracy and elected representatives who are more reflective and understanding of their communities leads to better engagement with individuals and communities, in turn leading to greater levels of confidence and trust and better decision making informed by a wider range of perspectives and lived experiences.
- 3.2 The WLGA has committed to making a change in local government diversity at the 2022 Local Elections as it is acknowledged that despite previous action and

campaigns, progress has been slow and it is recognised that there remains a lack of diversity in councils. Data shows that in Wales' local authorities:

- 28% of councillors and 29% of cabinet members are women
- Councillors are proportionately older than the general adult population (47% of councillors were aged 60 years or older) and a higher proportion of councillors were retired (31%)
- Only about 1.8% of councillors are Black, Asian and Minority Ethnic (BAME) compared to 4.7% for the Welsh population and few hold senior positions
- 11% of councillors stated that they had a disability, and there remain a range of challenges for disabled people participating in the democratic process.

3.3 The evidence base, barriers and challenges to attracting more diverse councillors were referenced in the WLGA's submission to the Senedd's Equality, Local Government and Communities Committee Inquiry into diversity in local government in September 2018. The barriers and challenges can broadly be summarised as:

- Time-commitment and meeting times
- Political and organisational culture
- Childcare and other caring responsibilities
- Public criticism and online abuse
- Remuneration and impact on employment and
- Lack of diverse role models and incumbency

3.4 Much work has been undertaken in the last decade in Wales to measure and improve the diversity of councils. There is a national communications campaign to encourage people from underrepresented groups to vote, engage with local democracy and stand for office. New mentoring programmes are also being delivered with the Womens' Equality Network Wales and Ethnic Minorities and Youth Support Team Wales. Stonewall Cymru and Disability Wales are also soon to be offering mentoring programmes. The Welsh Government and Senedd Commission are also working with Councils, schools and youth councils and developing resources to encourage 16 and 17 year olds to get involved and vote. The WLGA has a new "Be a Councillor website" and, is part of the Pan UK civility in public life campaign and are working with councils to continue to improve the range of support and development provided to members.

4. Current situation/proposal

4.1 The WLGA has committed to making a step change in local government diversity at the 2022 Local Elections. At a special meeting during March, the WLGA Council endorsed its 'Diversity in Democracy report' (attached as **Appendix 1**). The report was the culmination of the work of a cross-party working group and builds on the action plans and ambitions of both councils and partners. WLGA will take forward several actions nationally, as outlined within the report including:

- The launch of the "Be a Councillor" website (already in place);
- Representations made to political parties to take action and make progress;
- Representation to Welsh Government and the Independent Remuneration Panel for Wales that councillors should be entitled to 'resettlement grants' should they lose their seat at an election.

- 4.2 At its meeting and through its report the WLGA Council recognised the diversity work already under way locally but called for concerted and ambitious local action. Through its report and resulting actions it asks councils to prioritise action locally, promoting the take-up of members' allowances and progressing 'Diverse Council' Declarations by the summer. The WLGA Council unanimously agreed that all councils should commit to a declaration by July 2021 on becoming 'Diverse Councils' in 2022, to provide a clear, public commitment to improving diversity.
- 4.3 The WLGA Council discussed the merits of positive action and there was support for the use of voluntary quotas in local elections; this is a matter for local groups and parties but where such voluntary approaches have been adopted in the past, there has been significant progress in terms of gender balance. The WLGA Council also unanimously agreed that councils should set targets to be representative of the communities they serve at the next elections.
- 4.4 Councils' local diversity work will be supported by a national awareness raising, publicity and support through the WLGA and Welsh Government. WLGA officials will be meeting with Heads of Democratic Services to share ideas and approaches to develop local declarations and action plans.
- 4.5 As part of the commitment from Bridgend County Borough Council (BCBC) to support the Diversity in Democracy agenda, all Members were asked to complete a diversity and inclusion survey during May 2021. The headline figures are outlined below:
- *73% of respondents stated their motivation to stand as a local councillor was to serve the community*
 - *56% of respondents stated they do intend to stand for re-election at the end of their term*
 - *70% of respondents either strongly agreed (26%) or agreed (44%) that Bridgend County Borough Council is committed to ensuring all members, officers and residents are treated with equal dignity and respect*
 - *76% of respondents either strongly agreed (14%) or agreed (62%) that the council is an inclusive place to work for officers and members*
 - *76% of respondents either strongly agreed (33%) or agreed (43%) that people from different backgrounds are readily accepted and made to feel welcome in the council*
 - *58% of respondents either strongly agreed (24%) or agreed (34%) that people at all levels within the council are respected, regardless of their role*
 - *70% of respondents either strongly agreed (18%) or agreed (52%) that there is real commitment within the council to improve performance on equality and diversity*
 - *91% of respondents either strongly agreed (36%) or agreed (55%) that they are comfortable talking about their background and cultural experiences with their colleagues*
 - *76% of respondents either strongly agreed (30%) or agreed (46%) that they are confident appropriate actions would be taken to tackle diversity and inclusion incidents*

- 73% of respondents either strongly agreed (30%) or agreed (43%) that they know where to register complaints regarding discrimination and harassment
- 85% of respondents either strongly agreed (30%) or agreed (55%) that the council has policies that discourage harassment and discrimination
- 73% of respondents either strongly agreed (26%) or agreed (47%) that the council has done a good job providing training programs that promote diversity and inclusion
- 35% of respondents were aged 65-74, 23% of respondents were aged 55-64 and 18% of respondents were aged 25-34
- 82% of respondents stated they do not consider themselves to be disabled.
- 53% of respondents stated their nationality as Welsh and 38% stated their nationality as British
- 94% of respondents stated their ethnic group as white
- 47% of respondents stated their religion was Christian, 41% chose no religion
- 71% of respondents stated their sex as male and 29% stated their sex as female
- 100% of respondents stated that the gender they identify with is the same as their sex registered at birth
- 85% of respondents stated their sexual orientation was heterosexual/ straight.
- 56% of respondents stated their marital status as married
- 70% of respondents stated that they did not have caring responsibilities
- 83% of respondents stated that they did not have children living in their household
- 30% of respondents described their employment status as full time employed and 27% stated retired
- 94% of respondents stated that neither they nor a member of their household were either serving in the armed forces or an armed forces service leaver (veteran)
- 56% of respondents stated they could not speak Welsh at all, 66% of respondents stated they could not read Welsh at all, and 81% of respondents stated they could not write Welsh at all
- 74% of respondents stated they are not able to speak other languages

Attached as **Appendix 2** is the equality information captured as part of the County Borough Census for 2011. The member survey results will support the work to make the Council more diverse, provide a better understanding of the support people may need and help to support equality and fairness.

- 4.6 It is important that BCBC is committed to increasing diversity, which includes tackling the barriers which prevent an individual's active participation in local democracy. It is therefore proposed that the Council commits to being a 'Diverse Council' and makes the following Declaration to meet the required timescales set by the WLGA:

This Council commits to being a Diverse Council and agrees to:

- *Provide a clear public commitment to improving diversity in democracy;*
- *Demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct;*
- *Set out an action plan of activity ahead of the 2022 local elections including:*

- *Appoint Diversity Ambassadors for each political group on the Council to work with each other and local party associations to encourage recruitment of candidates from underrepresented groups;*
- *Encourage and enable people from underrepresented groups to stand for office through the provision of activities such as mentoring and shadowing programmes and information and learning events for people interested in standing and official candidates;*
- *Proactive engagement and involvement with local community groups and partner organisations supporting and representing under-represented groups;*
- *Ensure that all members and candidates complete the Welsh Government candidates' and councillors' survey distributed at election time;*
- *Set ambitious targets for candidates from under-represented groups at the 2022 local elections*
- *Demonstrate a commitment to a duty of care for members by:*
 - *providing access to counselling services*
 - *having regard for the safety and wellbeing of members whenever they are performing their role*
 - *taking a zero-tolerance approach to bullying and harassment by members including through social networks*
- *Provide flexibility in Council business by:*
 - *regularly reviewing and staggering meeting times*
 - *encouraging and supporting remote attendance at meetings and*
 - *agreeing recess periods to support members with caring or work commitments.*
- *Ensure that all members take up the allowances and salaries to which they are entitled, particularly any reimbursement for costs of care, so that all members receive fair remuneration for their work and that the role of member is not limited to those who can afford it.*
- *Ensure that members from under-represented groups are represented whenever possible in high profile, high influence roles.*

4.7 Attached as **Appendix 3** is a draft Action Plan which will be updated accordingly ahead of the 2022 Local Elections. The Plan illustrates Welsh Government's overall objectives and a combination of Welsh Government derived actions for local authorities to drive forward and proposed actions that are bespoke to the Council.

4.8 The Democratic Services Committee considered the proposed actions outlined in the WLGA Special Report and the draft Action Plan at its meeting of 24 June 2021. The Committee considered what BCBC can do to raise awareness and promotion of the role of Members, to reduce potential barriers to becoming an Elected Member with the aim of encouraging future candidates from diverse backgrounds to come forward for election. It is acknowledged that whilst the Council can be supportive of the proposed actions outlined within the Action Plan, the electorate will determine the candidate that receives their individual votes.

4.9 Work will need to be taken forward with Group Leaders of the Council to ensure the diversity outcomes are strengthened and achieved.

5. Effect upon policy framework and procedure rules

5.1 There will be no effect on the policy framework and procedure rules.

6. Equality Act 2010 implications

- 6.1 The work of BCBC and the WLGA looks to improve the equality and diversity across the County Borough and within the local democracy setting. The more representative of society and diverse Elected Members are the better understanding they will have of the needs of the local community and therefore are better equipped at carrying out their duties and responsibilities.
- 6.2 The protected characteristics identified within the Equality Act 2010, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there is no significant or unacceptable impact upon the achievement of well-being goals/objectives as a result of this report. Ensuring that there are greater opportunities for a more diverse democracy across BCBC links to the goals of a more equal Wales and a Wales of cohesive communities.

8.1 Financial implications

- 8.1 The awareness raising opportunities referenced within the local action plan can be delivered through platforms already available to the Council. In respect of 'resettlement grants' proposed by the WLGA financial implications may be incurred.

9. Recommendation

- 9.1 It is recommended that Council endorse the 'Diverse Council' Declaration as set out in paragraph 4.6 of the report.

K Watson

Chief Officer – HR, Legal & Regulatory Services and Monitoring Officer

July 2021

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Background documents: Diversity in Democracy Data Report

WLGA COUNCIL SPECIAL MEETING

5th March 2021

WLGA WORKING GROUP ON DIVERSITY IN LOCAL DEMOCRACY

Purpose

1. To report on the work undertaken by the WLGA Cross Party Working Group on Diversity in Local Democracy and seek Council's endorsement of proposals to achieve a 'step change' at the 2022 local elections.

Summary

2. WLGA Council agreed in September 2018 to take steps to advance gender equality and diversity in Councils before the 2022 elections. This was in recognition of the lack of diversity in Welsh Councils . A cross party working group was set up to explore broader underrepresentation in democracy.
3. It is now widely acknowledged that equal representation is not only an issue of representational fairness but essential for the quality of policy development and decision making. Decisions will be better when they are taken by people with lived experience of an issue. The 'right person for the job' of councillor needs to be a member of the community they serve, in order to fully and consistently understand the lives and needs of that community. Councils also need to demonstrate to underrepresented communities that they are valued and included in local democracy.
4. Much work has been undertaken in the last decade in Wales to measure and improve the diversity of councils. More work is in the pipeline in preparation for the 2022 elections. There is a national communications campaign to encourage people from underrepresented groups to vote, engage with local democracy and stand for office. New mentoring programmes are being delivered with the Womens' Equality Network Wales and the Ethnic Minorities and Youth Support Team Wales. Stonewall Cymru and Disability Wales will also soon be offering mentoring programmes. The Welsh Government and Senedd Commission are working with Councils, schools and youth councils and developing resources to encourage 16 and 17 yr olds to get involved and vote. The WLGA has a new Be a Councillor website and, is part of the Pan UK civility in public life campaign and are working with Councils to continue to improve the range of support and development provided to members.

5. In previous elections councils have worked hard to encourage underrepresented groups to stand with their own outreach, mentoring schemes and information days. They have done much to improve the support provided for serving councillors and provide them with guidance, development and better working conditions. More recently we have worked together as a local government family to support members suffering abuse and harassment.
6. The Working Group found, and national and international research shows, that this comprehensive activity will not be enough to make change at the pace required. This report outlines the additional activities that could make a difference.
7. There are three main areas for action:
 - Encouraging councils to ensure all councillors receive their full entitlement to allowances and salaries, and encouraging the introduction of resettlement grants, so that all members receive fair remuneration for their work and that the role of member is not limited to those who can afford it
 - An agreement by councils to undertake new or developed work in this area and visibly commit to this by signing up to becoming Diverse Councils.
 - To discuss positions and making representation to political parties and acting locally to set quotas and/or voluntary targets for the election of councillors from underrepresented groups.

Background

8. WLGA Council first received this report at its meeting on 27th November 2020. Given the significance of the report and the issues considered and due to the congested agenda at the November Council, members agreed to defer the report to a later and dedicated meeting in early 2021.
9. At its meeting on 28th September 2018, WLGA Council committed to advance gender equality and diversity in local democracy ahead of the 2022 local elections.
10. WLGA Council agreed to establish a cross party working group to develop an action plan and to identify possible actions for consideration by WLGA Council. The Membership of the Group is at Annex A. Not all members were able to attend all meetings, however, contributed to the work via discussions with officers. The WLGA Equalities Cabinet Members Network has also fed into the work of the group.

11. The working group did not commission additional research or evidence gathering as there have been several reviews in recent years. The working group considered recommendations which have emerged from research undertaken in 2018-19 by the Women's Equalities Network, Chwarae Teg, the Senedd's Equality, Local Government and Communities Committee, the Welsh Government including the review of its Diversity in Democracy programme, the Fawcett Society, the Electoral Reform Society, and the British Council. Further research and reports, including engagement and research through the Welsh Government's developing Race Equality Action Plan and Race Alliance Wales' 'Do the Right Thing' report (January 2021)¹, have informed this report.
12. The evidence base, barriers and challenges to attracting more diverse councillors were referenced in the WLGA's submission to the Senedd's Equality, Local Government and Communities Committee Inquiry into diversity in local government in September 2018². The barriers and challenges can broadly be summarised as:
 - Time-commitment and meeting times;
 - Political and organisational culture;
 - Childcare and other caring responsibilities;
 - Public criticism and online abuse;
 - Remuneration and impact on employment; and
 - Lack of diverse role models and incumbency
13. The working group also considered the legislation proposed in the Local Government and Elections (Wales) Act 2021 and considered the views from various groups through the Diversity in Democracy roundtables of stakeholders, convened by the Minister for Housing and Local Government, where the WLGA was previously represented by Cllr Debbie Wilcox and, subsequently, by Cllr Mary Sherwood.
14. The WLGA supported and participated in regional diversity in democracy stakeholder events held by the Welsh Government in the autumn of 2019 which sought views from under-represented groups from across Wales.
15. Senior WLGA and local government members also participated in an Electoral Reform Society 'Equal Power Equal Voice' Roundtable debate in October 2020 which sought to explore some of the barriers around diversity, including quotas.

¹Race Alliance Wales 'Do The Right Thing' research report on racialised representation in public and political life (January 2021) - Full research paper (<https://bit.ly/3qpU4Rm>) Executive summary (<https://bit.ly/3bPtfCk>)

² <https://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&fileid=1852&mid=665>

Progress remains slow

16. Data shows that there remains a significant lack of diversity in Welsh councils. In Wales' local authorities:

- 28% of councillors and 29% of Cabinet members are women.
- Councillors are proportionately older than the general adult population (47% of councillors were aged 60 years or older) and a higher proportion of councillors were retired (31%).
- Only about 1.8% of councillors are Black, Asian and Minority Ethnic (BAME) compared to 4.7% for the Welsh population and few hold senior positions.
- 11% of councillors stated that they had a disability, and there remain a range of challenges for disabled people participating in the democratic process.

17. There has been some small progress, however, the leadership of Welsh local government is more diverse than ever before, though we recognise it is not fully reflective of wider society; there are 6 women leaders (up from 2 in 2017) and 6 women Deputy Leaders, a quarter of leaders are below the age of 45 and 2 leaders and several senior councillors have featured in Pride Cymru's 'Pinc List' in recent years.

18. The Black Lives Matter movement and wider Welsh Government commissioned working groups on the impact of COVID-19 on BAME people has demonstrated the barriers and challenges faced by of a significant proportion of society and highlighted the need to make visible progress in policy, leadership and, in particular, political representation.

19. The Report of the Welsh Government's BAME Covid-19 Socioeconomic Subgroup, chaired by Professor Emmanuel Ogbonna observed:

"The overall theme that ran through the factors discussed in this report is the impact of longstanding racism and disadvantage and lack of BAME representation within decision making to effect better socio-economic outcomes. Although many of the issues highlighted have been identified and discussed previously, they have not been addressed in any systematic and sustained way. The coronavirus pandemic is, in some respects, revealing the consequences of such inaction on race equality."

20. The Socioeconomic Subgroup recommended that:

"Welsh Government to encourage the political engagement of BAME communities by raising awareness and understanding of Welsh and UK democratic institutions and processes, with the overall aim of encouraging the increase of political representation of BAME communities by also encouraging voter registration from BAME communities."The Welsh Government is also developing a Race Equality Action Plan, which will be published for consultation in the Spring 2021. This Plan will outline a vision, goals and actions to make Wales an anti-racist nation and will prioritise anti-racism and greater diversity in leadership and representation.

21. In advance of the Race Equality Action Plan, the actions and proposals in this report have been informed by WLGA engagement and participation in the Welsh Government's stakeholder and working groups and other race equality workstreams. Race Alliance Wales' 'Do the Right Thing' report outlines a range of cultural and institutional barriers around participation of racialised people (it uses this term as it is argued that BAME people are racialised because of their ethnicity) and outlines several recommended actions and commitments for public bodies.
22. Local authorities are also undertaking local reviews or actions in response to the issues raised through Black Lives Matter and COVID-19 work reflecting the issues. The WLGA leadership has committed to building on local authorities' work and the WLGA will respond to the Race Equality Action Plan when it is published for consultation.
23. The lack of diverse representation in local authorities is a problem that has been recognised for decades. A more diverse democracy and elected representatives who are more reflective and understanding of their communities leads to better engagement with individuals and communities, in turn leading to greater levels of confidence and trust and better decision-making informed by a wider range of perspectives and lived experiences.
24. Prominent decision-makers from under-represented groups can be influential role models, empowering and encouraging others to aspire to follow in their footsteps and to contribute to public life. Similarly, more diverse senior political leaders who are more representative of an organisation's workforce can lead to improved workforce engagement, trust in leadership and a more confident organisational culture.

Diversity in Democracy 2017

25. Local authorities, the WLGA, Welsh Government and political parties have employed a range of measures to encourage greater diversity in candidates and councillors. The WLGA supported the Welsh Government-led Diversity in Democracy programme ahead of the 2017 elections.
26. The Diversity in Democracy programme was the biggest and most well-resourced programme of its type and was supported by a range of national partners including the main political parties. The programme included an awareness and promotional campaign, production of literature and online videos for candidates, businesses and mentees, working with employers to encourage them to encourage and support staff to be councillors and the roll-out of a mentoring scheme for people from under-represented groups.
27. A range of online materials were produced to provide information to candidates and councillors, including the WLGA's Be a Councillor guide and Councillor's Guide and the Welsh Government's Diversity in Democracy materials which

included specific leaflets to encourage businesses to support staff in becoming councillors.

28. The Welsh Government produced a series of online videos with councillors as part of the Diversity in Democracy programme and several councils, including Gwynedd, Monmouthshire and Powys also produced excellent videos to explain the role of councillors and to encourage candidates to stand.
29. Several councils ran 'open days' ahead of the elections and mentoring and shadowing programmes are widely regarded as being beneficial, particularly in supporting people from under-represented groups to come forward to stand.
30. A mentoring campaign was the central project within the Diversity in Democracy programme and participants received extensive support, advice, training and access to serving councillors who acted as mentors. Of the 51 mentees who participated, only 16 stood for election and only 4 were elected. However, such a 'conversion rate' suggests that, in future, mentoring and support programmes may be a more effective use of resources if they are provided to people who had already committed to standing as a candidate.

Diversity in Democracy 2022

31. The cross party WLGA working group met three times to consider evidence and develop recommendations for consideration by WLGA Council. The working group has reviewed the existing evidence, considered what activities councils and the WLGA could do to improve diversity in democracy and the role of the Welsh Government and political parties.
32. The Minister for Housing and Local Government also convened a Diversity in Democracy roundtable of stakeholders which met twice. During the autumn of 2019, the Welsh Government organised 4 regional stakeholder events with 95 people attending, including councillors and officers from town and community councils and unitary authorities and third sector including charities, support organisations for the disabled, BAME, young people and religious organisations. WLGA Officials facilitated roundtable discussions. Key messages were:
 - There was a general lack of awareness of the role and contribution made by councillors.
 - Social media abuse directed at councillors is getting worse. The abuse is predominately, but not exclusively aimed at women which has a direct effect on diversity in the role. There was increasing concern the abuse could be directed at members of the councillors' family, which was evidenced by some of the experiences of attendees.
 - Training and development are fundamental, but people were not always aware of what is available.

- Time commitment was a barrier for many people, particularly people with family commitments or jobs.
- Providing help with costs to support individuals stand for election was a recurring theme, particularly for disabled people and other individuals from protected characteristics groups. Childcare costs were also seen as a barrier to campaigning.
- There was confusion about whether and what councillors are paid and on what basis. There were concerns about the determinations made and how individuals were impacted as a result of the interplay between the HMRC, the benefits system and the remuneration levels. Many attendees at the workshops felt remuneration of the councillor role does not cover the costs associated with the role particularly in town and community councils.

Action Plan 2020-22

33. A range of actions emerged from the Ministerial roundtable and the WLGA's working group which are being implemented or planned. These include the following (specific WLGA or local authority activity is included in italics):

Awareness/Value of Role

34. Councils and councillors have played a critical, central and prominent role during the COVID 19 pandemic during 2020. Councils have demonstrated that they are uniquely placed at the heart of their communities and public service delivery and councils and councillors have invariably been the first port of call for the most vulnerable or those in need of support or assurance. The crisis has demonstrated councils' ability to respond irrespective of scale and reaffirmed the importance of subsidiarity and localism, with elected members rooted in their local communities.

35. A broad-based communication campaign is in development with the Welsh Government and Senedd Commission. This will start with messages about the value of democracy and voting aimed at primarily at the newly enfranchised for the 2021 Senedd elections. This will develop to focus on the value and contribution made by councillors and encouraging participation in local democracy.

36. In parallel to the development of the national campaign Welsh Government will work with partners to identify key points/events throughout 2020 to promote positive stories about councillors' contributions and achievements.

37. *Councils and WLGA to develop a consistent and coordinated campaign demonstrating how much councillors are valued, developed and supported.*

38. *WLGA has launched a Be a Councillor website <https://www.beacouncillor.wales/> which will be further developed in 2021 with pen portraits and 'day in the life' case study videos of councillors from a cross-section of characteristics. It will also include an e learning module for people interested in standing to enable them to understand the role in more detail and "hit the ground running" should they be elected.*
39. *Coordinated activity between authorities, including information and awareness campaigns and open days, linked to key events such as Local Democracy Week, International Women's Day, Black History Month, Disability Awareness Day, LGBT History Month etc.*
40. *Targeted WLGA promotional work through Welsh political party conferences in 2021*
41. *Targeted engagement work with third sector organisations to encourage discussion and interest in volunteers translating their informal community role into an elected community role. The COVID 19 Pandemic has increased the levels of voluntary and community-based work. The WLGA will engage with individuals and groups who may now wish to continue this work by standing for office.*

Candidate/Councillor Abuse

42. *The Local Government and Elections (Wales) Act 2021 will facilitate a change in the requirement to use personal addresses on ballot papers. The Act will also place a duty on political group leaders to promote high standards of conduct. It will also require councils to publish official rather than personal addresses for councillors.*
43. *The WLGA, in partnership with their colleagues in England, Scotland and Northern Ireland, are involved in developing the Civility in Public Life campaign to promote mutual respect and promote high standards of conduct. The WLGA, working with the LGA, has produced an online Councillors guide for handling intimidation <https://www.local.gov.uk/councillors-guide-handling-intimidation> .*
44. *The WLGA is working with authorities to encourage an informal but comprehensive duty of care for members.*
45. *The WLGA is also contacting and providing advice and support to individual councillors who receive online abuse and, where appropriate, issuing supportive messages challenging online abuse via social media.*

Training and Development

46. *The WLGA, with authorities, will continue to review current and future training provision. This will include a focus on new ways of delivering support and development post COVID 19.*

47. *Work will be undertaken to identify ways in which ex councillors can use their experience and skills to enhance their CVs or continue to use their skills and experience through involvement with training / support mechanisms.*
48. *The National "curriculum" for member induction is being updated. This overview of what members would find useful to learn is agreed with councils and includes subjects considered mandatory. As well as traditional subjects like Ethics and Standards, The Well-being of Future Generations and Scrutiny skills, this will now include unconscious bias, personal safety and remote working skills.*
49. *A new online Councillors Guide will be developed for Councillors for the 2022 elections.*
50. *The suite of National e Learning modules specifically developed for members which is freely available via the NHS learning@wales website will be updated for the 2022 elections. This work is being undertaken by authorities working together with the WLGA and is particularly important as a result of the changes to working and learning practice as a result of the Pandemic.*
51. *The national Competency framework for elected members is now being developed prior to the 2022 elections to include new requirements such as the understanding of unconscious bias, civility, remote meeting attendance and ICT skills.*
52. *Councils undertake personal development review with members to personalise training support. WLGA offers guidance and training in how to conduct PDRs*
53. *The Leadership programme for elected members developed and delivered with LGA and Academi Wales is being re commissioned and refreshed. There are challenges associated with delivering the programme in the current climate which will be addressed as part of the commission.*

Mentoring

54. *Welsh Government officials are working with disability and equality organisations such as the Ethnic Minorities and Youth Support Team Wales, Disability Wales and Stonewall Cymru to scope the requirement for a Wales wide mentoring scheme which includes all protected characteristics. Several mentoring schemes are already organised by a range of third sector organisations, these will be aligned and coordinated, with resources and learning shared.*
55. *Work will be undertaken to explore work shadowing/apprenticeships and other opportunities to expose individuals to the work of councils which taken together will form a pathway to participation.*
56. *The WLGA has promoted and is supporting mentoring schemes run by EYST and the Women's Equality Network Wales. Several councillors have participated as mentors in these programmes.*

57. *Newly elected members are offered mentors when they join the council (WLGA provides guidance and training for member mentors).*
58. *There are opportunities for individual councils/councillors to provide shadowing and mentoring opportunities for people interested in standing for office ahead of the 2022 local elections.*

Flexibility

59. The Local Government and Elections (Wales) Act 2021 includes a range of provisions to support flexible ways of working including making provision for job sharing and strengthening the remote attendance arrangements.
60. Welsh Government Officials are now working with WLGA and LA officials to consider how the legislation and arrangements made for meetings to be held remotely could be extended to improve flexibility and access for a wider range of councillors.
61. *Local authorities' rapid adoption of virtual meetings via platforms such as Teams, Webex or Zoom during COVID 19 has transformed the way councils do business. Meetings are more accessible for many members, significantly reducing travel commitments and time, allowing members to attend meetings from work and, in the main, from home. Whilst there are potential impacts on 'work-life' balance and setting boundaries between council work and home-life, this approach has provided greater flexibility for members with caring responsibilities. Virtual meetings have also encouraged a less formal and flexible approach to meetings. Councils have bid for WG funding to facilitate digital engagement through the Digital Democracy Fund.*
62. *The LGA have produced a tool to enable women, parents and carers to become councillors and has a range of ideas that could be adopted in councils including a way of assessing the councils support for diverse councillors.*
<https://www.local.gov.uk/twenty-first-century-councils>

Supporting individuals with protected characteristics

63. The Welsh Government plans to introduce an Access to Elected Office fund to assist disabled people to stand for elected office in Wales at the 2021 Senedd and 2022 local elections.
64. The Welsh Government recently consulted on this proposal and the WLGA and several authorities were supportive. The Working Group also suggested that learning from this initiative could be used to inform any future access funds such as for childcare for candidates.

Education

65. Welsh Government and Senedd Commission has developed a set of educational resources to accompany the extension of the franchise to 16- and 17-year-olds in

Wales which will focus on knowledge of and participation in democracy in Wales. This is freely available to schools and other education settings via an online resource Hwb

66. Work is being undertaken to identify ways in which schools in Wales can use the new curriculum to highlight and promote participation and engagement with local democracy.
67. *Councils will continue to engage with schools, including links with school councils and Youth Councils.*
68. *Councils are also using the Electoral Reform Support Grant to engage with newly enfranchised groups to help them understand the democratic process and encourage them to register and vote.*

Remuneration

69. In response to concerns raised by WLGA Leaders, the Independent Remuneration Panel is identifying the key issues in relation to taxation and benefits applying to members and will prepare a paper for Welsh Government.
70. The Minister for Housing and Local Government has raised the tax issues with the Independent Remuneration Panel for Wales to explore potential solutions.
71. The Welsh Government has committed to explore with the Independent Remuneration Panel for Wales the case for payments in respect of councillors who lose their seats at election and present options to Ministers. This is an issue that has been raised as a concern by leaders, as councillors (and in particular full-time senior councillors), are at significant personal, financial risk if they lose their seat.

Making a Step Change in 2022

72. The above proposed work programme outlines a range of awareness raising, engagement and support activities. Many similar activities were delivered during the Diversity in Democracy programme ahead of the 2017 elections.
73. However, despite some progress, improvement was marginal at the at the 2017 elections:
 - the number of candidates increased by 5.6% (3,463 candidates compared to 3,279 in 2012 (including Anglesey candidates in 2013).
 - 29% of all candidates were women (up by 1% from 2012).
 - 28% of councillors elected were women (up 2% from 2012).
 - 32% of all newly elected members were women).

74. Uncontested seats at the 2017 elections remained high at 92 (7%) seats uncontested. This was fewer than in 2012, when there were 99 (8%) seats uncontested, but this continues to undermine local democracy.
75. Compared to the 2017 programme, Diversity in Democracy 2022 will include refinements and more targeted activity based on evaluations and lessons learned, along with some new, additional work such as the Civility in Public Life campaign.
- 76. The WLGA working group has shaped and is supportive of the proposed programme of activities outlined above, however it concluded that the programme on its own is unlikely to see significant improvements, particularly without clear leadership, commitment and coordinated actions from the main political parties.**
- 77. The working group has considered several more significant proposals which might have a more positive impact on diversity and the number of candidates in 2022.**
- 78. The views of Council are therefore sought on the following additional actions.**

The Role of Political Parties

79. The working group recognised that independent councillors were a key feature of Welsh local government. It also recognised that political parties provided the majority of candidates at local elections and therefore play a key role and have significant responsibility in encouraging a more diverse range of candidates.
80. The working group noted that political parties have different policies and views about the introduction of quotas, all women shortlists, selection of diverse candidates in winnable seats or other positive-action initiatives.
81. There are, however, a range of good practice initiatives that political parties could undertake to encourage and support more diverse candidates both locally and nationally:
- Review party selection criteria e.g. reducing the length of membership before members can stand for office.
 - Local parties can establish fora and run events/socials/training sessions for underrepresented groups. Helping these groups understand what the role of councillor is about, that their participation is required and how to stand plus the support that will be available once in office.
 - Parties could establish 'Diversity Grants' to support people from underrepresented groups (who will not benefit from the Access to elected office fund) to stand.

- Existing councillors from underrepresented groups can be put forward for public events on panels, as speakers or as chairs to raise the profile of members from underrepresented groups and enable them to be role models for their communities.
- Talent spotting and engaging with communities working with community leaders from underrepresented groups, encouraging people shadow, be mentored and stand for election.
- Promoting and signposting of information and materials, such as those available via parties or national bodies such as the WLGA.
- Establish respect protocols for behaviour within the Group reflecting that required in councils and for the Code of Conduct with sanctions for people not meeting standards or undertaking training in respect.
- Encourage political parties and local groups, including officials those with a responsibility in the selection process to undertake unconscious bias training.
- Encourage political parties to provide by-stander training for candidates and party members, to understand how to provide support to diverse candidates and challenge any abuse, such as disability hate crime or racism, that may be experienced on the doorstep (this was a proposal that emerged from the Electoral Reform Society roundtable in October 2020),

82. It is recommended that WLGA Council agrees to encourage all political parties, through the WLGA Political Groups, to commit to proactive and coordinated activities such as those listed at paragraph 74 above to improve diversity in local government democracy.

Resettlement grants or 'parachute payments'

83. Councillors are one of the only paid public roles that do not have financial protection and are not entitled to receive a 'redundancy' payment if they lose office at an election. Members of the Senedd and Members of Parliament receive a significant resettlement grant should they lose office at an election. Redundancy payments are also a protected right for public sector employees.

84. In particular, senior councillors tend to be full-time, often have to give up careers to focus on their councillor role and many have family as well as other financial commitments; the personal risk of a sudden and significant loss of a salary is inconsistent and unfair compared to other public roles. It is also a disincentive for more diverse people with careers or family responsibilities to consider taking on the most senior roles in local government.

85. The Independent Remuneration Panel has committed to consider this matter and explore whether the Welsh Government would need to introduce any legislative amendment to empower the Panel to introduce any such payments in future.

86. The 'cost of politics' and councillors' remuneration is a controversial matter and is subject to significant media and public scrutiny and political pressure. Any proposals would therefore have to carefully balance equality, fairness and costs and public acceptability.
87. WLGA leaders have previously raised the matter with the Independent Remuneration Panel previously, however the WLGA does not have a formal position on resettlement grants for senior salary holders.
- 88. It is recommended that WLGA Council adopts a formal position calling for the introduction of resettlement grants for senior salary holders.**

Councillors' allowances and expenses

89. The Independent Remuneration Panel and some WLGA Leaders have previously expressed concern that many members entitled to receive specific expenses, such as travel allowances, or reimbursements of costs of care do not make claims. Several councillors also decide to forgo parts of their salaries; the Independent Remuneration Panel recently wrote to the WLGA noting "...that it is an individual's right to decide that they can take a lesser amount than that prescribed as long as there is no pressure applied either directly or subliminally", noting concern, however, that 12% of councillors decided to forgo last year's salary increases. There are concerns that this is partly to do with austerity, public and media perception but anecdotally, it is clear that there is also local peer or political group pressure or organisational cultural norms.
90. These allowances are provided to meet councillors' legitimate costs incurred in undertaking their duties and also play a role in encouraging greater diversity; some councillors can be disproportionately affected if they are on low income or have caring responsibilities. The Independent Remuneration Panel and several leaders have expressed concerns about this practice as it may disadvantage members who cannot afford to forgo expenses and acts as a disincentive to stand/re-stand.
91. As noted above, the 'cost of politics' and councillors' remuneration is subject to significant media and public scrutiny.
- 92. It is recommended that the WLGA Council agrees to encourage all councillors to claim any necessary allowances or expenses incurred.**

Diverse Councils

93. The Welsh Government has committed to making Wales a Gender Equal Wales and the Cabinet to becoming a Feminist Government, which is a government that is:
- Committed to equality of outcome for all women, men and nonbinary people and actively works to drive cultural and structural change

- Pro-actively works to advance equality and remove the barriers against all women's participation in the economy, public and social life
- Puts a gender perspective at the heart of decision-making, resource and budget allocation
- Takes an intersectional approach to all of its work and ensures diversity of representation, participation and voice
- Is people-focused and collaborative, ensuring that all communities are meaningfully engaged in its work
- Is open, transparent and accountable and welcomes scrutiny through a gender lens
- Makes use of policy development and analysis tools to embed gender equality into all of its work and actively monitors progress towards equality using a robust evidence base
- Leads by example and supports other public bodies to take action to deliver equality.

94. The Black Lives Matter movement has highlighted global concerns about racism and COVID-19 pandemic has exposed the health and socio-economic impacts of inequality. Increased representation from BAME people on councils is essential to ensure that BAME people are represented and contribute their lived experiences to the decision-making process.

95. Councils' Strategic Equality Plans outline objectives which demonstrate their commitments and planned actions to promote equality and diversity, including as employers and representative bodies. Many councils will also undertake a range of activities in promoting diversity in democracy ahead of the 2022 local elections, as outlined above.

96. The Local Government and Elections (Wales) Act 2021 will introduce a new 'public participation' duty on local authorities which will include encouraging people to participate in decision-making and promoting awareness of how to become a member of the council. Further details of the aspects of the Act 2021 which contribute to diversity can be found in Annex C

97. Council meeting times are regularly highlighted as an issue for many serving councillors and, occasionally, as a disincentive for some people to stand. Councils review their meeting times at least once per term and several allow committees to have more flexibility to suit the committee members.

98. Councillors however have diverse backgrounds and varying personal, caring and professional commitments; it is therefore unlikely that council meeting times are ever going to be convenient for all members. For example, a councillor who has a young child might find it easier to meet during the day, whereas another may

prefer to meet in the evening, depending on work commitments, schooling arrangements or childcare availability.

99. An option suggested at the Equality Cabinet Members Network, was that meetings of any one committee should be varied over the year between day and evening so that members were not always having to take the same time off work or arrange childcare. It was also noted that people should be advised before standing that meeting times may vary and could be changed, depending on the views of the newly elected councillors.
100. The potential permanent changes to meeting arrangements so that they can be held remotely may reduce the time required for travelling to meetings, however members with caring responsibilities may still require staggered meeting times as it is still not possible to provide care and attend a meeting simultaneously.
101. The Senedd and Parliament traditionally have recess periods, including a long Summer Recess. Approaches to the scheduling of meetings and official council business vary across authorities. Some councils have an official Summer recess, some do not schedule or scale down council meetings during school holidays. Councillors with children in school may be disadvantaged if council meetings are scheduled in the holidays, which may also prove to be a disincentive to stand.
102. The working group have suggested that Councils might, in addition to their Strategic Equality Plans commit to becoming Diverse Councils, publishing a 'Diversity Declaration' or a Council Motion outlining their intentions to secure equal outcomes for all by working actively to drive cultural and structural change and pro-actively working to advance equality and remove the barriers to any individual's participation in the economy, public and social life. This commitment would focus on ensuring that under-represented groups are more active participants in engagement and decision making. Demonstrating a public commitment to improving diversity and an open and welcoming culture to all in advance of the 2022 elections.
103. A commitment by each local authority to becoming a Diverse Council could include
- Establishing 'Diversity Ambassadors' for each political group in the council who, working with each other and their local party associations could encourage recruitment of members from underrepresented groups.
 - Encouraging and supporting Heads of Democratic Services, Elections officers/ Communications teams and /or Democratic Services Committees to undertake democratic outreach to promote the role of local councillor in, for example, schools or with underrepresented communities.
104. **A draft example of what could be included in a Diverse Council Declaration is included at Annex D. It is proposed a draft Declaration,**

to be adapted and adopted locally, is developed in consultation with local authorities and partner organisations.

105. **It is recommended that Council**
106. **Agrees to encourage a declaration by July 2021 from councils in Wales, on becoming 'Diverse Councils'; to commit to:**
- **provide a clear, public commitment to improving diversity;**
 - **demonstrate an open and welcoming culture to all;**
 - **consider staggering council meeting times and agreeing recess periods to support councillors with other commitments; and**
 - **set out an action plan of activity ahead of the 2022 local elections.**

Diversity Targets

107. Political parties were encouraged, through the Diversity in Democracy programme, to commit to gender targets at the 2017 elections and Welsh Labour, for example, committed to fielding women in 40% of winnable seats.
108. Other initiatives, such as 50-50 by 2020 have previously adopted targets and the Welsh Government's recently published 'Diversity and inclusion strategy for public appointments³' includes an action for:
- 'Welsh Government to consult and if desired set overall targets across all Boards in Wales for BAME, disabled, LGBT+ and young people and socioeconomic groups, recognising that individual Boards have varying specific requirements.'
109. Targets could be included in any 'Diversity Declaration' (if such an approach is agreed).
110. There are however mixed views on the value of targets. Targets provide a focus, demonstrate an organisation's ambition and commitment and provide a useful 'hook' for promotional and public relations purposes. However, targets need to be realistic and, as we are starting from a low base in terms of diversity of candidates and councillors, such targets may not appear ambitious enough.
111. Furthermore, whilst councils and the WLGA may seek to set targets to demonstrate ambition and commitment and can deliver a range of activities and reforms to encourage more candidates, other organisations notably political parties have the biggest influence over whether those targets can be achieved.

³ https://gov.wales/sites/default/files/publications/2020-02/diversity-and-inclusion-strategy-for-public-appointments-action-plan-year1-2020-21_0.pdf

Should councils determine local targets, they could therefore be criticized for not meeting targets which are largely not in their control.

112. At a recent meeting of WLGA Group Leaders it was suggested that whilst targets at Ward level are difficult, due to recruitment challenges, global targets for a whole authority area might be achievable.
113. **It is recommended WLGA Council provides views on the adoption of local or national diversity targets.**

Quotas or Reserved Seats

114. The Local Government Commission in 2017 concluded that “Incumbency in local councils disproportionately benefits men...[and]...the slow pace of change is significantly driven by incumbency.” According to the Elections Centre, in Wales’ local elections in 2017, 895 incumbents stood for election (across 71% of seats) with 693 or 77% being successfully re-elected. In summary, incumbents are more likely to be re-elected than other candidates due to their profile, reputation, or track-record and, as most councillors are older, white men, most successful incumbents are therefore older white men. The impact of incumbency has therefore led some campaigners to call for term-limits, quotas, or all-women shortlists.
115. The Welsh Government has previously controversially sought to tackle the issue of incumbency with the Golden Goodbye Scheme in 2002 and the 2015 White Paper proposal to introduce term limits for councillors, a proposal which was roundly rejected by local government.
116. According to the International Institute for Democracy and Electoral Assistance, there are four types of quota in use across the world today. Legal or voluntary candidate quotas and legal or voluntary reserved seats, reserved seats can be used for example to regulate the number of women elected. These can be introduced as a temporary measure and can be used at local and national level.
117. The WLGA has never proposed the adoption of quotas as a formal WLGA policy, although gender quotas were supported by the WLGA’s former Leader, Baroness Wilcox of Newport, and the WLGA has previously outlined two ‘Reserved Seats’ models for discussion:
- a. localised and targeted All Women Reserved Seats for all by-elections during a municipal term. If such vacancies were targeted through a voluntary agreement between the main political parties to field only all women candidate lists, gender balance could improve by up to 5% during a municipal term.
 - b. A wider approach, which might require some changes to electoral law regarding the nomination process, could see a similar approach adopted for ‘vacant’ seats, where councillors had decided to stand down or retire at the election. If such councillors were able to commit to or notify of

their intention to stand-down by an early-enough deadline, political parties could agree to voluntarily field all-women candidate lists in such 'vacancies', which could see as much as a 10-15% swing in terms of gender balance at an election. With such an immediate electoral impact, gender balance could potentially be achieved in local government over a 5-year period over the course of 2 elections.

118. Proposals such as quotas are controversial and there remain uncertainties regarding the legal basis for statutory quotas and political appetite for voluntary quotas. The Welsh Government plans to consider whether gender quotas should be introduced in Wales. The Ministerial Round-table has been informed that there may be legal limitations around the Senedd's competence which may prevent statutory quotas being introduced, even if the Welsh Government adopted quotas as a policy. Race Alliance Wales' 'Do the Right Thing' concludes that '...it is illegal to reserve all places for any particular characteristic, with exception made for women, and that quotas can legally only be made in regard to women, not other protected characteristic.'
119. More formal voluntary or statutory quotas have traditionally been recommended as a method of rapidly addressing imbalances in diversity and the effects of incumbency in perpetuating a lack of diversity. The Electoral Reform Society, Fawcett Society and British Council, call for legislation to be introduced for quotas (about 40-45%) for women candidates at elections. Others, such as the Women's Equality Network Wales, Chwarae Teg and the Expert Group on Diversity in Local Government also call for this but do not stipulate that it should be established in legislation.
120. Extensive research undertaken by the above organisations and the Senedd committee, all point to some of the causes of underrepresentation being about how candidates are selected and elected and call for direct action to level the playing field so that women initially can be better represented.
121. The issues they describe are selectorate bias and processes, electorate bias and party group culture. The playing field is not level for some, due to conscious or unconscious bias, fostered by the image of incumbents and the culture of political groups and parties. The image of the *best person for the job* is often, whether consciously or not assumed to be a white middle class, middle aged man because this traditionally has been what a typical councillor looks like. The routes to and process of selection traditionally support this position.
122. Research undertaken by the Women's Equality Network Wales (Annex B indicates that –
- "Among the twenty Organization for Security and Co-operation in Europe (OSCE) countries registering the sharpest growth in the proportion of women in parliament during the last decade...half had introduced legal quotas. By contrast, among the twenty OSCE countries lagging behind in growth...none had implemented legal quotas.

- 100 Countries world-wide now have some form of gender quotas in place and 40 also use them for intersectional groups such as BAME women.”

123. The International Institute for Democracy and Electoral Assistance has outlined several ‘pros and cons’ of quotas:

Cons:

- Quotas are against the principle of equal opportunity for all, since women are given preference over men.
- Quotas are undemocratic, because voters should be able to decide who is elected.
- Quotas imply that politicians are elected because of their gender, not because of their qualifications and that more qualified candidates are pushed aside.
- Many women do not want to get elected just because they are women.
- Introducing quotas creates significant conflicts within the party organization.
- Quotas violate the principles of liberal democracy.

Pros:

- Quotas for women do not discriminate but compensate for actual barriers that prevent women from their fair share of the political seats.
- Quotas imply that there are several women together in a committee or assembly, thus minimizing the stress often experienced by the token women.
- Women have the right as citizens to equal representation.
- Women's experiences are needed in political life.
- Election is about representation, not educational qualifications.
- Women are just as qualified as men, but women's qualifications are downgraded and minimized in a male-dominated political system.
- It is in fact the political parties that control the nominations, not primarily the voters who decide who gets elected; therefore, quotas are not violations of voters' rights.
- Introducing quotas may cause conflicts but may be only temporary.
- Quotas can contribute to a process of democratisation by making the nomination process more transparent and formalised.

124. The main arguments for introducing quotas are not just about ensuring equality and to better reflect wider society, but because more diverse life experiences lead to better, more rounded decision-making; it would not just amplify the voice of women but also impact on the nature of debate and the decisions taken. Several organisations argue that quotas are the only way to see a step-change in diversity based on the evidence of impact where they have been introduced, but also the slow progress in changing local government diversity and diversity in UK politics generally. Quotas however remain a contested concept and have not been universally supported when previously

considered in a Welsh context. There were mixed views among the working group members and several leaders expressed reservations about the introduction of quotas during the Electoral Reform Society 'Equal Power Equal Voice' Roundtable debate in October 2020.

125. The Equality Cabinet Members network also considered the risk around the language of 'quotas', particularly in terms of public perception as diverse candidates could be perceived as being tokenistic, undermining the credibility of high-caliber candidates.
126. **It is recommended that Council provides views on the introduction of statutory or voluntary quotas for Welsh local elections.**

Diversity of the WLGA

127. Representation on the WLGA Council is one area where local authorities could make a positive difference and signal their commitment to change. It is not possible to state with certainty the percentage of underrepresented groups on the Council as this should be identified by each person themselves and this exercise has not been done, however, although there are more women leaders than ever before, the Council does not have proportionate representation of women or BAME councillors.
128. Some local authorities have delegations of only two or three members to the Council and it will therefore be challenging for them to significantly change their membership, however, members may consider that there is an opportunity for authorities to proactively nominate more diverse members to the WLGA Council. The WLGA Council could also seek to appoint more diverse members as role models in Spokesperson or Deputy Spokesperson roles or involve wider councillors as Champions in the work of the WLGA.

129. **Recommendations**

It is recommended that WLGA Council:

- 127.1 Recognises the work of the WLGA's Cross-Party Working Group on Diversity in Democracy;**
- 127.2 Agrees to encourage all political parties, through the WLGA Political Groups, to commit to proactive and coordinated activities such as those listed at paragraph 74 above to improve diversity in local government democracy;**
- 127.3 Adopts a formal position calling for the introduction of resettlement grants for senior salary holders;**

- 127.4 Agrees to encourage all councillors to claim any necessary allowances or expenses incurred;**
- 127.5 Agrees to encourage a declaration by July 2021 from councils in Wales, on becoming 'Diverse Councils'; to:**
- 127.6 Provide a clear, public commitment to improving diversity;**
- 127.7 Demonstrate an open and welcoming culture to all;**
- 127.8 Consider staggering council meeting times and agreeing recess periods to support councillors with other commitments; and**
- 127.9 Set out an action plan of activity ahead of the 2022 local elections.**
- 127.10 Provides views on the adoption of local or national diversity targets; and**
- 127.11 Provides views on the introduction of statutory or voluntary quotas for Welsh local elections.**

Report cleared by:

Cllr Mary Sherwood, Joint WLGA Spokesperson for Equalities, Welfare Reform and Anti-Poverty & Co-Chair of Working Group

Cllr Susan Elsmore, Joint WLGA Spokesperson for Equalities, Welfare Reform and Anti-poverty & Co-Chair of Working Group

Authors: Daniel Hurford
Head of Policy

Sarah Titcombe
Policy and Improvement Officer

E-mail: daniel.hurford@wlga.gov.uk

sarah.titcombe@wlga.gov.uk

ANNEX A

WLGA working group on Diversity in Local Democracy

Members who have fed into the working group:

- Co-Chair - Cllr Mary Sherwood (Labour), WLGA spokesperson for Equalities, Welfare Reform and Anti-Poverty, City and County of Swansea
- Co-Chair - Cllr Susan Elsmore (Labour), WLGA Spokesperson for Equalities, Welfare Reform and Anti-poverty, Cabinet Member for Social Care, Health and Well-being, Cardiff Council
- Cllr Cheryl Green (Liberal Democrat), Chair Corporate Overview Scrutiny Committee, Bridgend CBC
- Cllr Daniel De'Ath (Labour) Lord Mayor, Cardiff Council
- Cllr Lisa Mytton (Independent) Deputy Leader, Merthyr Tydfil CBC
- Cllr Sara Jones (Conservative), Cabinet Member for Social Justice and Community Development, Monmouthshire County Council
- Cllr Cefin Campbell (Plaid Cymru), Executive Board Member for Communities and Rural Affairs, Carmarthenshire County Council
- Cllr Nicola Roberts (Plaid Cymru) Chair Licensing and Planning Committee, Isle of Anglesey Council
- Cllr Dhanisha Patel (Labour) Cabinet Member for Wellbeing and Future Generations, Bridgend County Borough Council
- Cllr Ann McCaffrey (Independent), Conwy County Borough Council
- Cllr Jayne Cowan (Conservative) Cardiff Council
- Cllr Bablin Molik (Liberal Democrat) Cardiff Council
- Baroness Wilcox of Newport (Labour), Newport Council who chaired the working group initially in her capacity as WLGA Leader

Views have also been provided through discussions with members and officers in:

- Equalities Cabinet Members' Network
- Chairs of Democratic Services Network
- Heads of Democratic Services Network

Officer Support

- Daniel Hurford, Head of Policy (Improvement and Governance) WLGA
- Sarah Titcombe, Policy and Improvement officer (Democratic Services) WLGA
- Dilwyn Jones Communication Officer, WLGA
- Huw Evans, Head of Democratic Services, City and County of Swansea

ANNEX B

EXTRACT FROM A WOMENS EQUALITY NETWORK (WEN) WALES BRIEFING PAPER

The case for quotas to deliver equal and diverse representation

February 2020

Evidence supporting quotas

- Research shows that quotas are the **“single most effective tool for ‘fast tracking’ women’s representation in elected bodies for government.”**⁴
- Among the twenty Organization for Security and Co-operation in Europe (OSCE) countries registering the sharpest growth in the proportion of women in parliament during the last decade...**half had introduced legal quotas. By contrast, among the twenty OSCE countries lagging behind in growth...none had implemented legal quotas.**⁵
- There is international backing for gender quotas. Various international institutions, including the United Nations Committee on the Elimination of Discrimination (**CEDAW**), the Beijing Platform for Action, the EU and the Council of Europe support their use.
- **Ireland** has successfully used quotas requiring that at least 30 per cent of the candidates each party stands nationally are female (rising to 40 per cent after seven years). **The percentage of women candidates increased 90 per cent at the 2016 election** compared to the 2011 election, with a corresponding **40 per cent increase in the number of women elected—** 35 in 2016 compared with 25 in 2011.⁶
- **100 Countries** world-wide now have some form of gender quotas in place and 40 also use them for intersectional groups such as BAME women.
- A report published by the United Nations in 2012 found that **out of the 59 countries that held elections in 2011, 17 of them had quotas.** In those countries, women **gained 27% of parliamentary seats compared to 16% in those without.**⁷

⁴ Drude Dahlerup et al., Atlas of Electoral Gender Quotas, International Institute for Democracy and Electoral Assistance [IDEA], IPU and Stockholm University, 2013.

⁵ Norris, P. and Krook, M. for OSCE, Gender equality in elected office: a six-step action plan, 2011

⁶ Brennan, M. and Buckley, F. ‘The Irish legislative gender quota: the first election’, Administration, vol 65(2), May 2017

⁷ <https://www.theguardian.com/politics/2013/aug/20/quotas-women-parliament-authors-edinburgh-book-festival>

Types of Quota

Different types of gender quota have been used in different countries, depending on the electoral system and local circumstances. The Expert Panel on Electoral reform⁸ describes the three main types as:

- **Candidate quotas which introduce a 'floor'** for the proportion of male or female candidates a party stands for election. These could be applied in the form of constituency twinning for First Past The Post (FPTP) seats. They could also be applied to multimember systems such as STV or Flexible List at a constituency or a national level. Parties in Scandinavia, Spain and Austria have voluntarily adopted similar quotas, ranging from 33 per cent to 50 per cent.
- Requirements for **the ordering of candidates on any list** element of the system. Voluntary quotas of this nature have been used by parties in Wales in Assembly elections, for example zipping of regional candidate lists. (I.e. listing candidates alternately according to their gender)
- **'Reserved seats'** to which only female candidates could be elected. This type of quota is widely used in South Asia, the Arab region and sub Saharan Africa.

Examples of Incentives used:

- **Croatia** has legally binding quotas and uses incentives - for each MP representing an underrepresented gender, political parties receive an **additional 10 per cent of the amount envisaged** per individual MP;
- **Bosnia and Herzegovina:** where 10 per cent of the funding provided to political parties is distributed to parties in proportion to the number of seats held by MPs of the gender which is less represented in the legislature,
- **Two for the price of one deposits** for two candidates of different genders could be used in Wales —this would appear to us to be proportionate in the context of seeking to ensure that the gender balance in the Assembly reflects the gender balance in the communities it serves.⁹

www.wenwales.org.uk / @wenwales

⁸ A Parliament that works for Wales, Report of the Expert Panel on Assembly Electoral Reform, November 2017

⁹ A Parliament that works for Wales, Report of the Expert Panel on Assembly Electoral Reform, November 2017

ANNEX C

LOCAL GOVERNMENT AND ELECTIONS (WALES) ACT 2021

The Local Government and Elections (Wales) Act 2021 includes provisions which will contribute to diversity in local government democracy. These are:

- Entitlement to Job sharing for executive members and committee chairs
- A duty on principal councils to produce a Public Participation Strategy and for it to be reviewed regularly. This will include encouraging people to participate in decision making and promoting awareness of how to become a member of the council.
- A duty on political group leaders to promote and maintain high standards of conduct by members of their group.
- Electronic broadcasting of full Council meetings initially, and other meetings to be announced later, following ongoing consultation by WG with Councils.
- The provision of multi-location attendance at council meetings including physical, hybrid and remote attendance.
- Provisions enabling the maximum period of absence for each type of family absence for members of local authorities to be specified within regulations and for adoptive leave to reflect that which is available to employees.

ANNEX D

(DRAFT) DIVERSE COUNCIL DECLARATION

The following provides a draft declaration. It is proposed that this is further developed in consultation with authorities, representative organisations and will be informed by emerging priorities from councils' own diversity and equality action plans and emerging priorities from the Welsh Government's Race Equality Action Plan.

This Council commits to being a Diverse Council. We agree to:

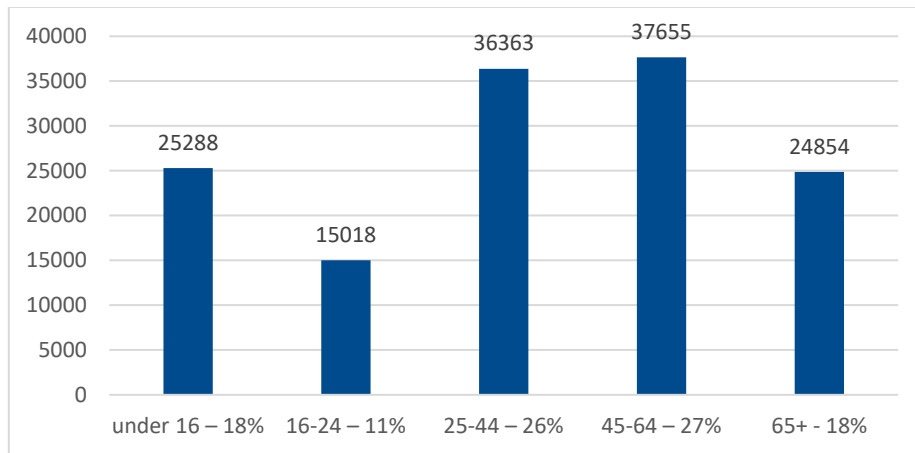
- Provide a clear public commitment to improving diversity in democracy
- Demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct
- Set out a local Diverse Council Action Plan ahead of the 2022 local elections.
 - Appoint Diversity Ambassadors for each political group on the council to work with each other and local party associations to encourage recruitment of candidates from underrepresented groups.
 - Encourage and enable people from underrepresented groups to stand for office through the provision of activities such as mentoring and shadowing programmes and information and learning events for people interested in standing and official candidates.
 - Proactive engagement and involvement with local community groups and partner organisations supporting and representing under-represented groups
 - Ensure that all members and candidates complete the Welsh Government candidates' and councillors' survey distributed at election time.
 - Sets ambitious targets for candidates from under-represented groups at the 2022 local elections
- Work towards the standards for member support and Development set out in the *Wales Charter for Member Support and Development*.
- Demonstrate a commitment to a duty of care for Councillors by:
 - providing access to counselling services for all councillors
 - having regard for the safety and wellbeing of councillors whenever they are performing their role as councillors.
 - taking a zero-tolerance approach to bullying and harassment by members including through social networks.
- Provide flexibility in council business by
 - regularly reviewing and staggering meeting times
 - encouraging and supporting remote attendance at meetings and
 - agreeing recess periods to support councillors with caring or work commitments.
- Ensure that all members take up the allowances and salaries to which they are entitled, particularly any reimbursement for costs of care, so that all

members receive fair remuneration for their work and that the role of member is not limited to those who can afford it.

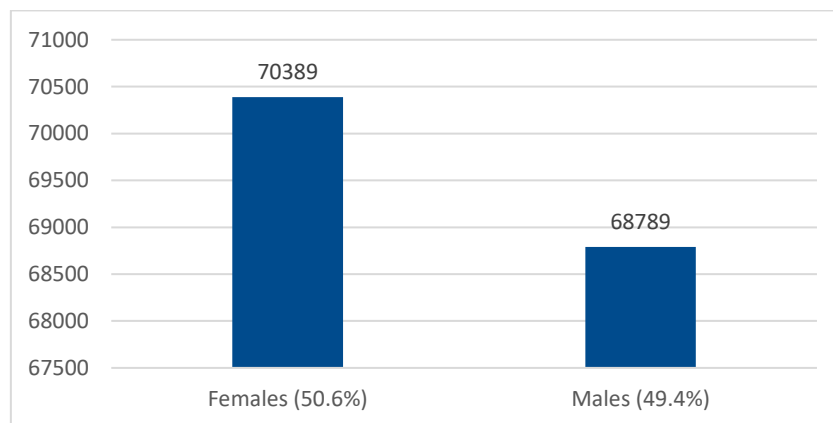
- Ensure that councillors from under-represented groups are represented whenever possible in high profile, high influence roles.

The following information is based on the 2011 census in relation to Bridgend County Borough

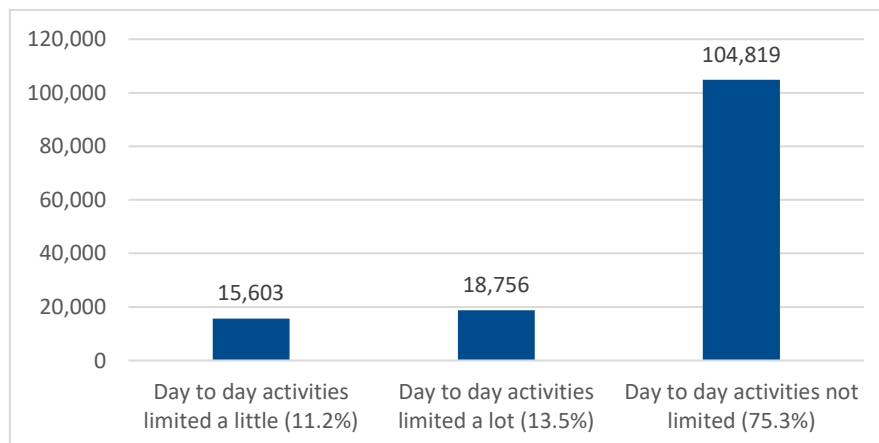
Age of residents



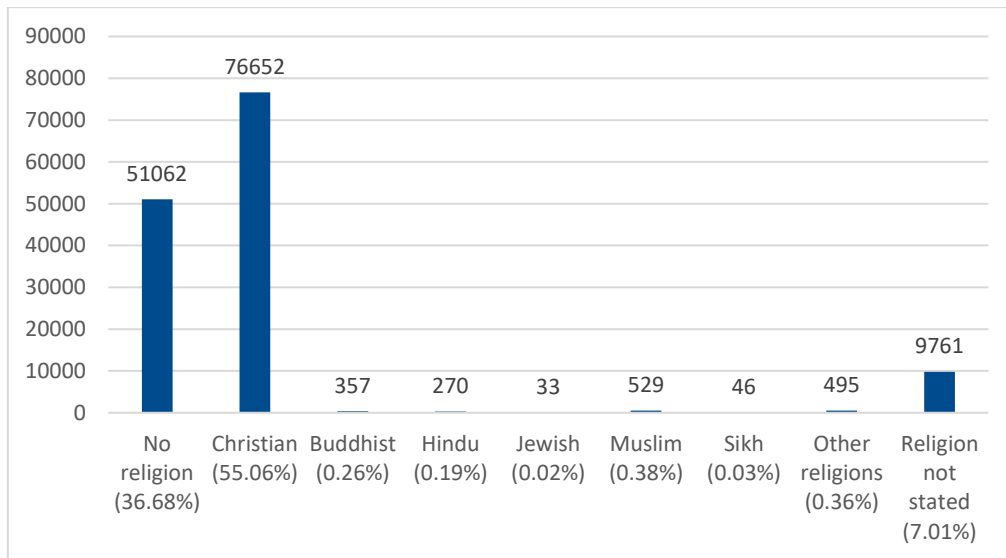
Gender



Disability: Limiting long term illness or disability by local authority



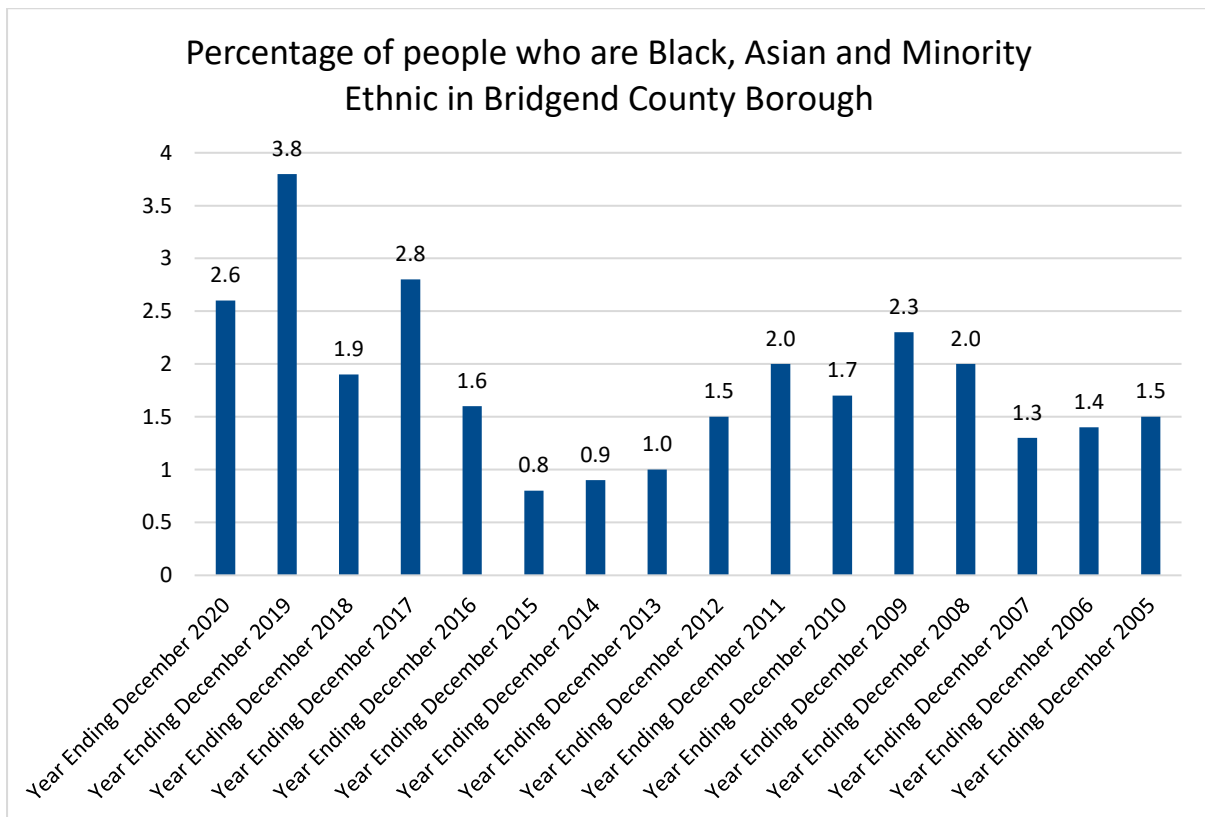
Religion (numbers of residents - 139,178 total responses)



The following information is based on the Annual Population Survey (APS) in relation to Bridgend County Borough

Ethnicity

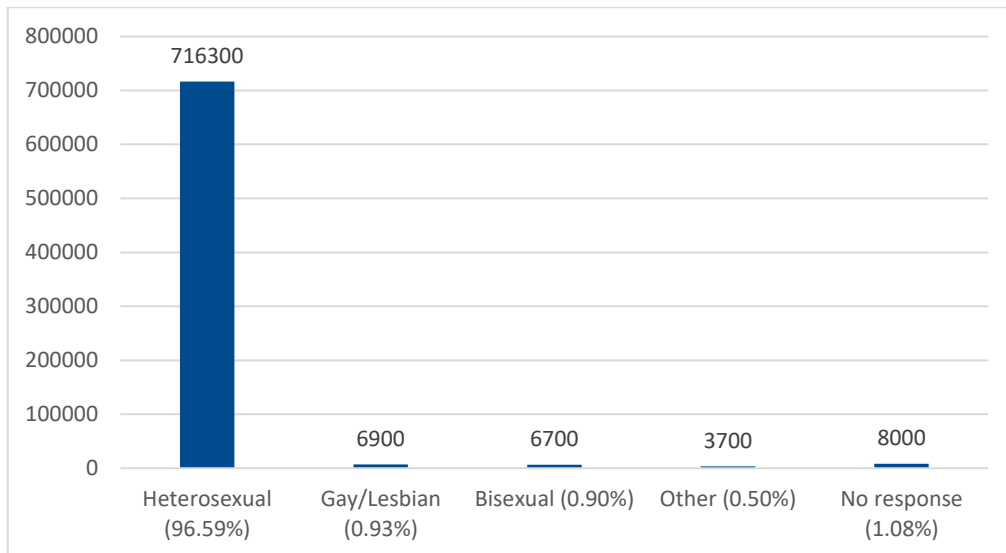
The following table outlines the data available from the APS for Bridgend County Borough.



Sexual orientation

The sample sizes for people with 'protected characteristics' (as specified in the Equality Act 2010) can be relatively small in the APS. Therefore, to improve the evidence base on people with 'protected characteristics', more detailed analysis has been produced from a pooled dataset which combines three years of APS data.

The following table outlines the data available from the APS for Mid and South West Wales for the period 2016-2018.



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BRIDGEND COUNTY BOROUGH COUNCIL
DIVERSITY IN DEMOCRACY ACTION PLAN

OBJECTIVE	POTENTIAL ACTIONS / PROPOSED WAY FORWARD	TIMFRAME
<p>Increase understanding of different tiers of government in Wales, the role each plays in society and how they operate.</p>	<p>Dissemination of Welsh Government educational resources to accompany the extension of the franchise to 16 and 17 year olds in Wales</p> <p>Promote Welsh Government's Guidance / materials for 16 and 17 year olds regarding Democracy in Wales. Explore Web-based platforms.</p> <p>Overview of the Council website page 'Becoming a Councillor' to be reviewed and promoted.</p> <p>Consultation Engagement and Equalities Team to explore other potential avenues through school forums / youth councils / career fairs. Continue to engage with schools (subject to pandemic), including links with school councils and youth councils.</p>	<p>Resources have been developed by WG and have been disseminated to YEPs / schools.</p> <p>Autumn 2021</p> <p>Autumn 2021</p> <p>Autumn 2021</p>
<p>Increase engagement with the public to raise awareness of the role and activities of the Council provide clarity about how the public can better inform local decision making; build greater community cohesion through a greater presence at community events, creating and building upon community networks.</p>	<p>Overview of the Council website page 'Becoming a Councillor' to be reviewed and promoted.</p> <p>Work with Town and Community Council's to ensure links with 'Becoming a Councillor page' are promoted.</p> <p>Work with Bridgend Community Cohesion and Equality Forum (BCCEF) to ensure links with 'Becoming a Councillor page' are promoted.</p> <p>Publication of Council's Constitution. Constitution guide now a requirement under the Local Government and Elections (Wales) Act 2021.</p> <p>Develop Public Participation Strategy Scheme for compliance with duty under the 2021 Act. Encouraging people to participate in decision making and promoting awareness of how to become a Member, what membership entails, promoting / facilitating processes</p>	<p>Autumn 2021</p> <p>Autumn 2021</p> <p>October to December 2021</p> <p>Constitution currently on the website. Guide to be in place by May 2022.</p> <p>Provision in force May 2022.</p>

	<p>To continue the webcasting of meetings as specified under the 2021 Act and explore the opportunity of hybrid meetings and the availability of translation facilities for meetings to be conducted bilingually.</p> <p>Appoint Diversity Champions for each political group.</p>	<p>All meetings are currently being webcasted. Continue to explore the opportunity of hybrid meetings.</p> <p>August 2021</p>
<p>Comprehensive training and awareness programme available through a variety of routes available for members to support them in their role.</p>	<p>Desktop review of the Elected Member Learning and Development Strategy identifying areas and development available for Members.</p> <p>Review areas of training and development which can be made available online, core set of training materials which can be used for all Members.</p> <p>Members Induction Programme - work with the WLGA and share good practices with other councils.</p> <p>Ensuring training opportunities are available bilingually whenever possible.</p> <p>Provide the opportunity for mentoring / shadowing for newly Elected Members and undertaking Personal Development Reviews.</p> <p>Promoting the WLGA's online "Councillor Guide" for the 2022 elections and the suite of National e-learning modules specifically developed for Members and freely available.</p>	<p>Completed – reported to Council in July 2021.</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>As outlined in Elected Member Learning and Development Strategy</p> <p>May 2022</p>
<p>Improve the safety of councillors and their families when undertaking their council duties</p>	<p>Ensure that members undertake health and safety training, lone working training to ensure their safety during elections and when they are elected. Promote the Lone Working Policy and guidance.</p> <p>Publish official addresses on council website rather than personal addresses for Members (where requested).</p> <p>Newly Elected Members to have identity cards to allow secure access to council buildings.</p>	<p>Completed, to be promoted again following election.</p> <p>Completed. To be reviewed again following election.</p> <p>May 2022</p>

	<p>Social media safety training to be delivered to members through the Member Induction Programme and built upon during their term of office.</p> <p>Promote the WLGA's advice and support service to individual Members who receive online abuse.</p> <p>Promote the "Personal Safety of Councillors" which has been developed by Swansea Council and the Welsh Local Government Association.</p>	<p>May 2022</p> <p>Ongoing</p> <p>Ongoing</p>
<p>Maximise opportunities for individuals to work in ways that enable them to achieve a work / life balance which protects their welfare and wellbeing and allows them to manage any caring / dependency relationships.</p>	<p>Arrangements in place for remote attendance in meetings in light of the experience of virtual meetings during the COVID-19 pandemic. Review opportunity for hybrid meetings.</p> <p>Promote job-sharing by executive leaders and other office holders.</p> <p>Promote the remunerations that are available to Members on the Council website and to candidates standing for Election by linking with the Council Business page.</p> <p>Promote family absence provisions.</p> <p>Promote the IRPW Contribution Towards Costs of Care and Personal Assistance</p> <p>Encourage all Members to claim any necessary allowances or expenses incurred.</p> <p>Support the Welsh Government's and IRPW's commitment to explore Resettlement grants or 'parachute</p>	<p>Ongoing</p> <p>Monitoring Officer in line with 2021 Act.</p> <p>Completed and promoted again following election.</p> <p>Completed. Details to be provided to candidates and again promoted following election.</p> <p>Completed. "Claim Form" designed and available via the DS Team. Details to be provided to candidates and again promoted following election.</p> <p>Completed and promoted again following election.</p> <p>Ongoing</p>

	<p>payments' payments for Members who lose their seats at election.</p> <p>Reviewing meeting times to have more flexibility to suit the committee Members.</p>	<p>Completed. In accordance with the 2011 Measure this must be undertaken at least once per term.</p>
<p>Assess the effectiveness of the provisions in 2011 Measure in relation to data collection, and in relation to other candidate data that could be collected in order for political parties to support diverse candidates at elections</p>	<p>Undertake a diversity and inclusion survey with Members which will provide a benchmark for future elections and allow the feedback to be reviewed to support / barriers that may have been experienced by a Member during their term of office. The survey feedback will help to deliver a positive and diverse environment for future Members to undertake their roles.</p> <p>Share survey feedback with Members.</p>	<p>Completed.</p> <p>July 2021.</p>
<p>Greater respect and support for those standing for and securing elected office.</p>	<p>Ensure political group leaders promote high standards of conduct.</p> <p>Standards Committee to monitor compliance in relation to standards of conduct and provide training.</p> <p>Supporting the Welsh Government's plans to introduce an Access to Elected Office fund to assist disabled people to stand for elected office at the 2022 Local Elections.</p>	<p>Monitoring Officer in line with the 2021 Act.</p> <p>All Members required to have mandatory Code of Conduct Training. Refresher training took place January 2021, training to be arranged for newly elected members.</p>
<p>Increase awareness of the role of members, the contribution they make to society and how to become an Elected Member.</p>	<p>Overview of the Council website page 'Becoming a Councillor' to be reviewed and promoted.</p> <p>Produce a series of short explainer videos and sessions for the public highlighting the role of the member including: the benefits from both a member and community perspective, type of work undertaken, the remuneration received, training provided to undertake the role.</p> <p>Promote the WLGA website 'Becoming a Councillor'.</p> <p>Seek the participation of Group Leaders to champion the diversity expectations within</p>	<p>Autumn 2021</p> <p>Autumn 2021</p> <p>Autumn 2021</p> <p>Autumn 2021</p>

	<p>the selection processes of their political parties and to encourage Group Leaders to promote the advice available to future candidates or individuals considering standing for office at the earliest opportunity.</p> <p>Encourage Members to utilise own media platforms to promote the role of a Councillor through Member blogs / 'day in the life of'.</p> <p>Consultation Engagement and Equalities team to present and share videos and relevant information with BCCEF</p>	<p>Autumn 2021</p> <p>October to December 2021</p>
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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

21 JULY 2021

REPORT OF THE MONITORING OFFICER

REVIEW OF POLITICAL BALANCE – CHANGES TO COMMITTEE MEMBERSHIP

1. Purpose of Report.

1.1 The purpose of this report is to:

- advise Council of the outcome of the political balance of the Authority resulting from changes to the membership of political groups;
- seek approval of the revised political balance;
- approve the allocation of seats to political groups in accordance with political balance rules, as set out in Appendix 1 of the report and approve the changes to the membership of the Committees as outlined in paragraph 4.1 of the report.

2. Connection to corporate well-being objectives / other corporate priorities

2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:-

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background.

3.1 The Council is required by legislation and the provisions of Part 4 of the Rules of Procedure (Council Procedure Rules) of the Constitution, to undertake arrangements which will continue to facilitate and carry out the decision making processes of the Authority. On 19 May 2021, Council at its Annual Meeting, approved the political balance and made appointments to Committees to reflect the political make-up of the Authority at that time.

3.2 There has been a recent change to the membership of political groups, whereby Councillor C Webster has left the Conservative Group to join the Independent Alliance Group.

3.3 The change outlined in paragraph 3.2 above, has therefore affected the political balance on Committees.

4. Current situation / proposal.

4.1 In view of paragraph 3.3 above, the following changes to Committee memberships is required, in accordance with a provision of the Local Government Act 1972:-

- 1. Town and Community Council Forum – Conservative Group to lose a seat, Independent Alliance Group to gain a seat.**
- 2. Development Control Committee – Councillor M Hughes to lose her seat, Independent Alliance Group to gain a seat.**
- 3. Subject Overview and Scrutiny Committee 2 – Conservative Group to lose a seat, Councillor M Hughes to gain a seat.**
- 4. Subject Overview and Scrutiny Committee 1 – Councillor JH Tildesley to lose a seat, Independent Alliance Group to gain a seat**

4.2 Following the review of political balance the membership of committees has been updated to reflect the composition of Council accordingly. The updated political balance figures accounting for the above changes, are shown at **Appendix 1** of the report.

4.3 The Group Leaders of the Independent Alliance and Conservative Groups have been asked to announce at Council, the changes required as detailed in paragraph 4.1. The Independent Members have also been advised of these required changes.

5. Effect upon policy framework and procedure rules.

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

6. Equality Impact 2010 Implications.

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

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

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

8. Financial Implications.

8.1 There are no financial implications.

9. Recommendations.

9.1 That Council:-

- (1) Notes the outcome of the political balance of the Authority resulting from changes to the membership of political groups;
- (2) Approves the revised political balance (of the Council);
- (3) Approves the allocation of seats to political groups in accordance with political balance rules, as set out in Appendix 1 of the report and the resulting changes to the membership of the Committees as outlined in paragraph 4.1 of the report.

K Watson
Chief Officer Legal, HR and Regulatory Services & Monitoring Officer
July 2021

Contact Officer: **Mark Galvin**
Interim Democratic Services Manager
Telephone: (01656) 643147 / 643148

E-mail: cabinet_committee@bridgend.gov.uk

Postal Address Bridgend County Borough Council,
Civic Offices,
Angel Street,
Bridgend.
CF31 4WB

Background documents: None.

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Committee	Total	Labour			Conservative			Independent Alliance			Llynfi Independents			Plaid Cymru		
		No	%	Change	No	%	Change	No	%	Change	No	%	Change	No	%	Change
Appeals	12	6	50.00		1	8.33		2	16.67		1	8.33		1	8.33	
Appointments Committee	8	4	50.00		1	12.50		1	12.50		1	12.50		1	12.50	
Audit Committee	12	6	50.00		2	16.67		3	25.00		1	8.33		0	0.00	
Democratic Services Committee	11	5	45.45		2	18.18		2	18.18		0	0.00		1	9.09	
Development Control Committee	18	8	44.44		3	16.67		4	22.22		1	5.56		1	5.56	
Licensing Act 2003 Committee	14	7	50.00		2	14.29		3	21.43		1	7.14		1	7.14	
Licensing Committee	14	7	50.00		2	14.29		3	21.43		1	7.14		1	7.14	
Town & Community Council Forum	19	9	47.37		2	10.53		4	21.05		1	5.26		0	0.00	
Scrutiny 1	16	7	43.75		2	12.50		4	25.00		1	6.25		0	6.25	
Scrutiny 2	16	8	50.00		2	12.50		4	25.00		0	0.00		0	0.00	
Scrutiny 3	16	7	43.75		2	12.50		3	18.75		1	6.25		1	6.25	
Corporate	12	5	41.67		2	16.67		3	25.00		1	8.33		0	0.00	
Totals	168	79	47.02		23	13.69		36	21.43		10	5.95		7	4.17	
Councillors	54	25	46.30		7	12.96		12	22.22		3	5.56		2	3.70	
Variation as %			0.73			0.73			-0.79			0.40			0.46	
Variation as Seats(1% = 1.66 seats)	1.66		0.44			0.44			-0.48			0.24			0.28	

Committee	Total	Independent			Independent			Independent			Independent			Independent		
		JH Tildesley			R Stirman			M Hughes			S Aspey			R Shaw		
		No	%	Change	No	%	Change	No	%	Change	No	%	Change	No	%	Change
Appeals	12	1	8.33		0	0.00		0	0.00		0	0.00		0	0.00	
Appointments Committee	8	0	0.00		0	0.00		0	0.00		0	0.00		0	0.00	
Audit Committee	12	0	0.00		0	0.00		0	0.00		0	0.00		0	0.00	
Democratic Services Committee	11	0	0.00		0	0.00		0	0.00		1	9.09		0	0.00	
Development Control Committee	18	0	0.00		1	5.56		0	0.00		0	0.00		0	0.00	
Licensing Act 2003 Committee	14	0	0.00		0	0.00		0	0.00		0	0.00		0	0.00	
Licensing Committee	14	0	0.00		0	0.00		0	0.00		0	0.00		0	0.00	
Town & Community Council Forum	19	1	5.26		0	0.00		1	5.26		1	5.26		0	0.00	
Scrutiny 1	16	0	0.00		1	6.25		1	6.25		0	0.00		0	0.00	
Scrutiny 2	16	0	0.00		0	0.00		1	6.25		1	6.25		0	0.00	
Scrutiny 3	16	0	0.00		1	6.25		0	0.00		0	0.00		1	6.25	
Corporate	12	0	0.00		0	0.00		0	0.00		0	0.00		1	8.33	
Totals	168	2	1.19		3	1.79		3	1.79		3	1.81		2	1.19	
Councillors	54	1	1.85		1	1.85		1	1.85		1	1.85		1	1.85	
Variation as %			-0.66			-0.07			-0.07			-0.04			-0.66	
Variation as Seats(1% = 1.66 seats)	1.66		-0.40			-0.04			-0.04			-0.03			-0.40	

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