

# Public Document Pack

## Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

### Bridgend County Borough Council



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

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#### Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

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

Gofynnwch am / Ask for:

Ein cyf / Our ref:

Eich cyf / Your ref:

**Dyddiad/Date:** Wednesday, 2 February 2022

Dear Councillor,

#### **CABINET**

A meeting of the Cabinet will be held the remotely - via Microsoft Teams on **Tuesday, 8 February 2022 at 14:30.**

#### **AGENDA**

1. Apologies for Absence  
To receive apologies for absence from Members.
2. Declarations of Interest  
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 3 - 22  
To receive for approval the Minutes of 18/01/2022
4. Domestic Energy Efficiency Programme, Caerau Ward 2012 and 2013 23 - 28
5. Medium Term Financial Strategy 2022-23 to 2025-26 and Draft Budget Consultation Process 29 - 50
6. Capital Programme Update 51 - 62
7. The Seniors Open Championship, Royal Porthcawl Golf Club 2023 63 - 68
8. A Future Approach to Employability 69 - 92
9. 3 Year Strategic Plan For Children's Social Care In Bridgend 93 - 118
10. School Modernisation Programme: Outcome of the Consultation on Schools' Modernisation Programme Proposal to Enlarge Mynydd Cynffig Primary School 119 - 198
11. Cabinet, Council and Overview and Scrutiny Forward Work Programmes 199 - 210

**By receiving this Agenda Pack electronically you will save the Authority approx. £4.42 in printing costs**

12. Information Report for Noting

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13. Urgent Items

To consider any items of business that by reason of special circumstances the chairperson is of the opinion should be considered at the meeting as a matter of urgency in accordance with paragraph 2.4 (e) of the Cabinet Procedure Rules within the Constitution.

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](mailto:cabinet_committee@bridgend.gov.uk) or tel. 01656 643147 / 643148.

Yours faithfully

**K Watson**

Chief Officer, Legal and Regulatory Services, HR and Corporate Policy

Councillors:

J Gebbie  
SE Baldwin

Councillors

HJ David  
CE Smith

Councillors

HM Williams  
D Patel

CABINET - TUESDAY, 18 JANUARY 2022

MINUTES OF A MEETING OF THE CABINET HELD IN REMOTELY - VIA MICROSOFT TEAMS ON TUESDAY, 18 JANUARY 2022 AT 14:30

Present

Councillor HJ David – Chairperson

J Gebbie  
D Patel

SE Baldwin

CE Smith

HM Williams

Apologies for Absence

Officers:

Carys Lord	Chief Officer - Finance, Performance & Change
Janine Nightingale	Corporate Director - Communities
Kelly Watson	Chief Officer Legal, HR and Regulatory Services
Mark Shephard	Chief Executive
Mark Galvin	Interim Democratic Services Manager
Lindsay Harvey	Corporate Director Education and Family Support
Michael Pitman	Democratic Services Officer – Committees

766. DECLARATIONS OF INTEREST

Cllr Smith declared a prejudicial interest in Item 14 – Appointment of Local Authority Governors as he was a Governor.

767. APPROVAL OF MINUTES

RESOLVED: That the minutes of 14/12/2021 be approved as a true and accurate record.

768. UPDATE ON REGULATIONS TO ESTABLISH CORPORATE JOINT COMMITTEES AND RESULTANT CHANGES TO THE CARDIFF CAPITAL REGION JOINT COMMITTEE

The Chief Executive presented a report which sought to:

- Update Members on the introduction of Corporate Joint Committees (CJCs) as provided for in the Local Government and Elections (Wales) Act 2021;
- Consider The South East Wales Corporate Joint Committee Regulations 2021 that came into force on 1st April 2021, in respect of the establishment and operation of CJCs, with the economic well-being, transportation and strategic planning functions coming into being on 28th February 2022;
- Consider the Cardiff Capital Region Joint Committee Cabinet Report dated September 2021 that sets out how the functions of the current Joint Committee will be transferred to the South East Wales Corporate Joint Committee on 1st March 2022 and note the recommendations;
- Note the events that have now taken place since that Report and consider the Cardiff Capital Region Joint Committee Cabinet Report dated December 2021 that sets out the “twin track” approach which will now be implemented ahead of the South East Wales Corporate Joint Committee setting its first statutory budget on 31st January 2022;

- appraise Cabinet of the next phases with resolving the current barriers to full implementation of the “lift and shift” model which seeks to eventually bring together the Cardiff Capital Region City Deal and the CJC into one coherent model of regional economic governance.

The Chief Executive provided background stating that the Local Government and Elections (Wales) Act 2021 included provisions to create Corporate Joint Committees (CJC) as a vehicle for consistent regional collaboration between principal councils. The aim was to ensure there were consistent, resilient and accountable regional arrangements for the delivery of three important functions (i) strategic land use planning (ii) strategic transport planning and (iii) economic development.

The Chief Executive explained that since its inception in 2016, the Cardiff Capital Region City Deal (CCRCD) had delivered a range of high value programmes and initiatives across the region, totalling some £198M of investments. The investment strategy has been predicated on meeting local basic needs – provision of sustainable transport schemes, roll-out of ultra-low emission vehicles (ULEV) infrastructure, closing viability gaps on industrial sites for housing, support for skills and strategic development sites – alongside a range of more targeted market driven investments around the innovation economy and growing vital research and development intensity.

He added that key principles had been developed to leverage investment made, through an investment framework that had prioritised private sector leverage and the high-skill nature of jobs created. To date, projected leverage was in the region of £2.5BN with a target of 6,900 jobs. Outwardly, competitiveness has grown with two Strength in Places awards made within a two year period from UK Research and Innovation spanning the Compound Semiconductor and Creative Industries priority sectors and nearly £100M of new direct investment.

The Chief Executive outlined the details on the transfer of the Functions of the Cardiff Capital Region to the South East Wales Cardiff Capital Region – Governance and Delivery. He explained that the Establishment Regulations provide the functions of the Corporate Joint Committee (CJC) that comes into force on 28th February 2022. This effectively meant that the Cardiff Capital Region Joint Committee must be ready to “go live” and operate via the CJC body by 1st March 2022. At the Cardiff Capital Region Cabinet (“the Regional Cabinet”) meeting on 20th September 2021, the CCR Cabinet considered the four options listed at 4.2 of the report.

He added that following an options appraisal, it was determined that Option 3 was the preferred model for the reasons listed at 4.3 of the report. Further information on this was at section 4 of the report.

The Chief Executive highlighted the next steps in this process. The proposed “bare minimum” approach provides a pragmatic way of enabling the CCR and the ten Constituent Councils to start implementing the CJC requirements and adopting the statutory duties whilst at the same time supporting Welsh Government to resolve the issues which are preventing transition to the “Lift and Shift” model. Consequently, a series of steps are required to be put in place between now and 31st January 2022 (being the date by which the CJC must approve its budget) in order to ensure compliance with legislation but which protects the short and long term position of the ten Constituent Councils and, wherever possible, safeguards against any detriment. On the basis of external advice and technical support, the proposed “bare minimum” approach will enable the CCR to demonstrate that it has commenced transition and ensures compliance with the legislation. It will essentially create an outline of the CJC as an absolute statutory minimum and an interim holding position only. It will operate on the

expectation that only the absolute minimum of operational activity required will be undertaken. Any extraneous activity (such as production of a business plan, meetings of the CJC beyond initial budget setting/establishment meetings, meetings of the Audit and Governance Committee, staffing arrangements beyond those linked to the aforementioned) will be unlikely to take place. Details on what is included was at 4.14 of the report with further details at 4.15 onward.

The Cabinet Member Education and Regeneration believed these to be administrative and technical measures that enabled a very important regional strategic initiative into fruition. The Deputy Leader supported this and the report until further clarity was provided on the areas mentioned.

The Leader added that this had been subject to extensive discussion by the 10 Local Authorities at regional Cabinet level as well as engagement with Welsh Government as it was driven by new legislation.

**RESOLVED:** That Cabinet:

- i. Noted the new Establishment Regulations that had established the South East Wales CJC;
- ii. Noted the decision of the Regional Cabinet on 20th September 2021 to transfer its existing functions, which were principally in respect of the City Deal agreement as committed to by the ten South East Wales councils in March 2016, to the South East Wales Corporate Joint Committee on 28th February 2022;
- iii. Noted the decisions of the Regional Cabinet on 13th December 2021, following the realisation of the risks and issues that now prevented full implementation of the chosen Governance and Delivery option 3 “Lift and Shift” model on the previously proposed timescale and the revised arrangements, to:
  - approved the re-direction and re-purposing of the principles contained in the report of 20 September 2021 and agreed the implementation of the “bare minimum” and “twin track” approaches set out in the report, allowing the CCR to be compliant with the Establishment Regulations, until such time transition via the “lift and shift” model can be resurrected and in tandem with outstanding issues being resolved;
  - approved the reset of the critical path in relation to the tasks and activities which need to be undertaken prior to the setting of the budget by 31st January 2022 and resolving to stand down the Transition Board in this period;
  - agreed to ask Welsh Government to amend the Establishment Regulations to change the date of commencement of the exercise of its functions in relation to the Regional Transport Plan, Strategic Development Plan and economic wellbeing power from 28th February 2022 to 30th June 2022;
- iv. Noted the requirement for the CJC to set and approve a budget on or before the 31st January 2022 and the steps set out in the report to enable this;
- v. Noted the risks and issues set out in the report which required ongoing monitoring, mitigation and management;
- vi. Noted the draft Standing Orders at Appendix 1 to this Report which set out the initial requirements and operating model for the CJC as well as initial business for the inaugural meeting on 31st January 2022;

- vii. Noted the work ongoing by CCR and its Constituent Councils to work with Welsh Government, Audit Wales and advisors as appropriate, to help inform resolution of the remaining issues wherever possible;
- viii. Noted that the Leader of this Council, in consultation with the Chief Executive and the Section 151 Officer, would consider and set the first budget of the CJC no later than 31st January 2022 in order to ensure the Council was complying with the legislation as required;
- ix. Noted that updates would be provided on progress from the “twin track” approach to the “lift and shift” model.

**769. BUDGET MONITORING 2021-22- QUARTER 3 REVENUE FORECAST**

The Chief Officer – Finance, Performance and Change presented a report which updated Cabinet on the Council’s revenue financial position as at 31st December 2021, and sought approval for budget virements between £100,000 and £500,000, as required by the Council’s Financial Procedure Rules.

The Chief Officer – Finance, Performance and Change highlighted the table at section 4 of the report which detailed the financial position at 31st December 2021 and the Comparison of budget against projected outturn.

She explained that there was a net under spend of £2.525 million comprising a £2.072 million net under spend on directorates and a £7.457 million net under spend on council wide budgets, offset by a net appropriation to earmarked reserves of £7.004 million. What the projected position was based on was listed at 4.1.2 of the report.

She added that the projected under spend on the Council budget at quarter 3 significantly masked the underlying budget pressures in some service areas that were reported in 2020-21 and still persisted in 2021-22. The main financial pressures were in Home to School Transport, Social Services and Wellbeing, Homelessness and Waste. The reasons for these were outlined in sections 4.1.4 through 4.1.7 of the report.

The Chief Officer – Finance, Performance and Change outlined the effects of the Covid-19 pandemic and what the estimated costs were from the Council in response to this. She provided figures on Covid-19 expenditure claims up to end of November 2021 as well as the Covid-19 loss of income to Quarter 2 2021-22. Details of this were at section 4 of the report.

She added that there had been a number of budget virements and technical adjustments between budgets since the quarter 2 Revenue Forecast was presented to Cabinet in October. The budget position was reported on the assumption that these virements will be approved. Details were at 4.1.22 of the report.

The Deputy Leader was pleased with the position of underspend of the authority for this financial year but the picture could have been different if it were not for the Welsh Government hardship fund. He thanked officers for their work in drawing down the funds from Welsh Governments. The Leader echoed these comments and stated that the hardship fund may not be there in the next financial year so it was important for the authority to draw what they could from these funds.

The Cabinet Member Communities mentioned that the report highlighted underspend as a result of Covid. He asked if there were any other causes for underspend like supply chains etc.

The Chief Officer – Finance Performance and Change explained that there were additional problems and supply chains was one of the more prominent ones. She added that this was not a unique issue to Bridgend but all Local Authorities in Wales. This has also impacted contractors being able to take on additional work, which has in turn affected the progress that has been made on specific projects. She added that there had been an increase in in costs as a result of Brexit and Covid which were difficult to plan for so this was something to keep an eye on going into the next financial year.

The Cabinet Member Communities asked where we were seeing over inflation in costs in relation to provision of goods and services, are we choosing not to issue that work because of inappropriate use of Council funds. The Chief Officer – Finance Performance and Change stated that this was something that needed to be looked at on an individual basis and discussions would be had with suppliers relating to the work that we needed and their costs, but many schemes were essential and therefore needed to be procured even if the costs were higher than anticipated.

The Leader commented on this point and stated that a good example of work that had to be procured was the learner travel scheme. This is an essential service that must be provided. Some of these services had gone out for retender, but providers costs had increased considerably in some cases.

**RESOLVED:** That Cabinet:

- noted the projected revenue position for 2021-22;
- recommended that Council approve the virements between £100,000 and £500,000 as outlined in paragraph 4.1.22 of the report.

770. **MEDIUM TERM FINANCIAL STRATEGY 2022-23 TO 2025-26**

The Chief Officer – Finance Performance and Change presented a report which updated Cabinet on the Council's revenue financial position as at 31st December 2021, and sought approval for budget virements between £100,000 and £500,000, as required by the Council's Financial Procedure Rules.

She explained that on 24th February 2021, Council approved a net revenue budget of £298.956 million for 2021-22. As part of the Performance Management Framework, budget projections were reviewed regularly and reported to Cabinet on a quarterly basis.

The Chief Officer – Finance Performance and Change outlined the financial position at 31st December 2021 which was summarised in Table 1 of the report. the projected position was detailed at 4.1.2 of the report with the affects of Covid 19 as mentioned in a previous report were detailed at 4.1.12.

The Chief Officer – Finance Performance and Change stated that the Council had continued to support education, early intervention, social services and well being services to ensure that we prioritize the vulnerable in our society. The MTFs reiterates that going forward The Council looks at as many ways as we can to maximize the use of the resources that it has to be able to continue to protect these services.

She added that the Council would seek to raise additional income wherever possible, however there will be limited opportunities to do so given the challenges of Covid-19. The Council would continue to seek alternative ways of delivering services to provide sustainability and efficiencies. Savings for the coming year included reviewing and rationalizing council supplies and services.

The Chief Officer – Finance Performance and Change explained that The Council was proposing to spend 131 million on services delivered by education and Family Support Directorate. There were also additional capital funding available to support, build and refurbish our schools as part of the band B programme under the 21st Century Modernisation programme.

The Chief Officer – Finance Performance and Change explained that the Council was proposing to spend 78 million on social care and wellbeing services in the coming year. the Councils strategy is to transform how we work with people ensuring that the services are sustainable in the long term.

The Chief Officer – Finance Performance and Change highlighted the Corporate Financial Overview which covered the pressures that squeeze resources. These were summarised in section 4.1.1 of the report. She highlighted the savings that were looked at which covered some key areas listed below:

- general efficiencies
- property savings
- alternative delivery models
- Changes to Service Provision
- Education
- Social Care and Well-being
- Departmental changes

The Chief Officer – Finance Performance and Change explained that due to the late announcement of the comprehensive spending review, the provisional Local Government settlement was not received until the 21st December 2021. The draft settlement set out revenue general capital spending plans for 2022-23 and also included planned allocations for 2023-24 and 2024-25. She advised that the headline figure for the revenue budget for 2022-23 was an overall increase of nine point 4% across Wales and for Bridgend the increase was a 9.2% increase in funding from Welsh Government.

She stressed that within this settlement figure, the Council was required to meet the cost of teachers pay deal. The Council was also required to meet the increased National Insurance contributions as well as meeting the additional costs of introducing the real living wage for care workers. The details for this were still to be awaited.

The Chief Officer – Finance Performance and Change highlighted the budget pressures which has arisen which totalled £11.860 million and a further £3.6 million also identified for future years. These were detailed in Appendix A of the report. Budget reduction proposals of £631,000 for 2022-23 had been identified from service and corporate budgets to achieve a balanced budget details of this were at Appendix B of the report. She also provided a summary of the councils reserves and Proposed Annual Allocations of Capital Funding which were detailed in table 8 and 9 of the report.

The Leader stressed the difficulty in developing an MTFS and thanked the Chief Officer for the hard work that went into developing this. She worked closely with her predecessor which had lent a hand having the expertise from two Officers during the transitional period. He thanked the team for their work in assisting the development of the strategy. He added that he was predisposed to the proposals in the medium term financial strategy as they had been developed with Cabinet and the Corporate Management Board and this had been the process every year. He welcomed the views from all Members on the proposals as this was an important part of the process. When developing the MTFS, the aim was to keep cuts to frontline services to a minimum, and



wherever possible, limit the council tax increase to a minimum. He asked if there were any changes to the settlement.

The Chief Officer – Finance Performance and Change explained that the MTFs was in draft and subject to change. The changes could be for a number of reasons but Welsh government had provided assurances that any changes would be minimal. Also, because the settlement was late, Welsh Government were able to incorporate changes at a later stage before providing the settlement.

The Deputy Leader welcomed the report and stated that while he was predisposed, his mind open and welcomed any input from Members. This was a draft MTFs and it was important to gather a wide range of views and input before finalising. To date, recommendations had been incorporated from the public consultations, the Budget Research and Evaluation Panel (BREP) as well as Members. He expressed his thanks to the team for their hard work.

The Cabinet Member Education and Regeneration echoed this comment and added that after 6 years as a Cabinet member, it was refreshing to not see the effects of imposed ideological austerity and to be able to look at new spending plans.

The Cabinet Member Communities echoed the comments and added that it was pleasing to see that tackling empty properties was being considered in the MTFs which had been a blight to society for some time.

The Cabinet Member Social Services and Early Help welcomed the report and the comments by fellow Cabinet Members. She was pleased to see the positive proposals in relation to social services as it was vitally important to ensure residents were cared for. Cost of living had increased particularly over the last 2 years as well as potential increases in fuel prices so the proposals set out in the report were important.

The Cabinet Member Wellbeing and Future Generations echoed the comments and as the Cabinet Members said with the cuts received over the 9 or more years it was pleasing to see that even the worst-case scenario this year was better than many best-case scenarios of previous years. She asked how this had been forecast.

The Chief Officer – Finance Performance and Change explained that we were required to look forward in terms of financial planning and look at what was financially achievable and when considering a worst-case scenario, it was important to look at previous years trends to try and forecast what a future year would look like. The Leader added stating that because of the reasons discussed, the forecasts need to be treated with caution. The Cabinet Member Communities asked for further information on the variances in settlements to all the Local Authorities.

The Chief Officer – Finance Performance and Change explained that the average increase across Wales was 9.4% with high of 11.2% and a low of 4%. A number of Local Authorities had received more than 9% so although Bridgend CBC was slightly lower than the average it was still very positive. She added that population changes are a large factor in settlement figures which was another reason why a forecast was difficult to predict accurately.

**RESOLVED:** That Cabinet:

- noted the projected revenue position for 2021-22
- recommended that Council approve the virements between £100,000 and £500,000 as outlined in paragraph 4.1.22 of the report.

771. **CAPITAL PROGRAMME UPDATE - QUARTER 3 REPORT 2021-22**

The Chief Officer – Finance Performance and Change presented a report its purpose of which was 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 of the capital position for 2021-22 as at 31 December 2021 (Appendix A)
- seek agreement from Cabinet to present a report to Council for approval for a revised capital programme for 2021-22 to 2030-31 (Appendix B)
- note the projected Prudential and Other Indicators for 2021-22 (Appendix C)

The Chief Officer – Finance, Performance and Change explained that the revised programme for 2021-22 currently totalled £49.603 million, of which £28.495 million was met from Bridgend County Borough Council (BCBC) resources, including capital receipts and revenue contributions from earmarked reserves, with the remaining £21.108 million coming from external resources, including Welsh Government General Capital Grant. Table 1 of the report highlighted the Capital Programme per Directorate for 2021-22. She stated that slippage to future years was at just over £30 million and this meant that many schemes were not going to spend their allocated budget during this financial year and therefore will slip into next year. These schemes still remain in the capital programme and therefore the money was still allocated to them.

The Chief Officer – Finance, Performance and Change highlighted table 2 which detailed the Capital Programme 2021-22 Resources. Appendix A of the report provided details of the individual schemes within the capital programme, showing any new approvals, virements and slippage to the revised budget 2021-22. She summarised a number of schemes requiring slippage which were detailed at 4.4 of the report.

The Chief Officer – Finance, Performance and Change explained that since the approval of the last capital report in October there were a number of new schemes which had been incorporated into the capital programme. These were detailed at 4.5 of the report. The revised capital programme was detailed at Appendix B of the report.

She added that with the various schemes requiring slippage into next year, the Council would require borrowing less money than was originally anticipated which meant that the Council would not incur any loan debt for the financial year.

The Deputy Leader stated that the Covid-19 Pandemic had had an impact on our Capital Program but gave assurances that the schemes were still a priority. The additional grant funding from Welsh Government to help expand the Councils fleet of low emission vehicles as well as funding towards the photovoltaic solar panels at the Bryncethin Depot was welcomed.

The Cabinet Member Wellbeing and Future Generations asked about the slippage of the Maesteg Town Hall and how this would impact the competition date.

The Corporate Director Communities explained that the Maesteg Town Hall Scheme was a very important one and the delivery of this had been challenging as it had been going on during the Pandemic. One of the challenges we had was the limited number of staff that were allowed onsite during the restrictions. Another issue was the difficulty in

procuring the supplies needed due to the shortage in supply chain, costs of goods etc. She added that it was important that the quality of work was at the forefront, rather than the time taken so slippage was necessary but it was envisaged that the work would be completed around the summer of 2022.

**RESOLVED:** That Cabinet:

- noted the Council's Capital Programme 2021-22 Quarter 3 update to 31 December 2021 (Appendix A to the report)
- agreed that the revised Capital Programme (Appendix B to the report) be submitted to Council for approval
- noted the projected Prudential and Other Indicators for 2021-22 (Appendix C to the report).

772. **PUBLIC SPACE PROTECTION ORDERS**

The Chief Officer – Finance, Performance and Change presented a report which sought Cabinet approval to consult with the Police, the Police and Crime Commissioner and other relevant bodies in relation to:

- The extension of the existing Public Space Protection Orders (PSPO) relating to control of alcohol
- The extension of the existing PSPO relating to the restriction on access to public space in the area between Talbot Street and Plasnewydd Street, Maesteg
- The extension of the existing PSPO relating to Dog Control
- Varying the control of the alcohol area in Bridgend to include the area known as the play park on Quarella Road, Wildmill
- Noting that following the consultation, a further report will be made to cabinet for a decision on extending and varying the PSPO

The Chief Officer – Finance, Performance and Change explained that the existing PSPO in Bridgend County Borough was enacted on 18 June 2019 and relates to control of alcohol, restriction of access to public space and dog control. It expires on 18 June 2022. A PSPO remains in place for three years unless discharged by the local authority. More details on PSPOs were outlined in section 3 of the report.

The Chief Officer – Finance, Performance and Change stated that any additional PSPO, or a variation or extension to existing PSPOs, a consultation must take place. Details were at section 4 of the report.

She stated that if approved, the consultation would begin on 7<sup>th</sup> February 2022 and continue for a 12 week period. The consultation would seek views on the following:

- extension of the current PSPO relating to alcohol control in Caerau, Pencoed, Porthcawl, Maesteg and Bridgend on identical terms
- extending the PSPO that restricts access between Talbot Street and Plasnewydd Street, Monday to Saturday between 17:30 on one day and 09:00 on the next and on Sundays and all bank holidays for 24 hours.

- extension of the current PSPO regarding dog control in Bridgend County on identical terms.
- The non-extension of the PSPO relating to restricting access between Wesley Street and Lloyd Street, Caerau.

Further details on the PSPO were at section 4 of the report with the current order attached at Appendix 1, a map indicating the extended areas at Appendix 2 and the current order relating to dog control attached at Appendix 3.

The Cabinet Member Communities welcomed the report and believed that many residents particularly in his ward would have great interest in the public consultation due to many issues that had arisen during the pandemic. The Leader commented on PSPOs being a useful tool in tackling antisocial behaviour and reviewing them was important to ensure any changes were made that reflected the needs of the areas where they were implemented.

**RESOLVED:** (1) That Cabinet gave approval for a public consultation to approve the proposed extension of the Public Space Protection Order as outlined in paragraph 4.3 of this report, specifically:

- The extension of the current PSPO relating to alcohol control in Caerau, Pencoed, Porthcawl, Maesteg and Bridgend on identical terms.
- Extending the area covered by the current Bridgend PSPO relating to alcohol control to include the area known as the play area, Quarella Road, Wildmill, Bridgend.
- Extending the current PSPO that restricts access between Talbot Street and Plasnewydd on identical terms
- Extension of the current PSPO regarding Dog control in Bridgend County on identical terms.

(2) Cabinet also noted that, following the consultation, a further report would be made to cabinet for a decision on extending and varying the PSPO.

#### 773. **THE CONNECT ENGAGE LISTEN TRANSFORM (CELT) REGIONAL PROJECT**

The Corporate Director Communities presented a report which sought permission for Bridgend County Borough Council (BCBC) to enter into a regional Relationship Agreement relating to funding and delivery of the Connect Engage Listen Transform (CELT) Project, funded through the UK Government Community Renewal Fund (CRF) with various Local Authorities in Wales.

She explained that the ending of the European Social Fund (ESF) during 2022 and 2023 had created a need to replace funding especially that which focused on employability. The 10 Local Authorities who form the Cardiff Capital Region (CCR) had been working as a Local Authority Cluster Group to discuss new funding opportunities which could replace the ESF employability funding.

She advised that the UK Government created a new fund called the Community Renewal Fund (CRF) and working together all the local authorities that form the CCR developed the CELT project which was submitted by Torfaen County Borough Council (TCBC) on behalf of the CCR to UK Government on the 18th June 2021. The BCBC element of the project requested £274,817 from the CRF based on outcomes of working

with 140 clients and to get 26 into employment in the Bridgend County Borough area. Further background was at section 3 of the report.

The Corporate Director Communities explained that on the 4th November 2021 TCBC received confirmation from UK Government that the CELT application was successfully approved. At the point that TCBC consolidated the CCR bid, different outcomes were submitted against the BCBC request for funding. A new set of negotiated targets from those identified in 3.4 have been agreed and will be reflected in the Relationship Agreement. Details of this were in Table 1 of the report.

She alluded to the need for an Operational Delivery Group, which required a representative from each Local Authority. It was proposed that the Employability and Enterprise Manager be nominated to represent BCBC on the CELT Strategic Management Board and that the Employability Team Leader be nominated to represent BCBC on the CELT Operational Delivery Group.

The Corporate Director Communities highlighted the financial implications and stated that the CELT project was fully funded by UK Government with no requirement by BCBC for match funding. The Relationship Agreement will set out the detail of BCBC's allocated project funding (£274,817)

The Leader mentioned that there were a number of initiatives in place already, however they were all through the employability programme. He asked that there was no risk of duplication or the chance that people would fall through any gaps. The Corporate Director Communities confirmed that this was separate although it sat within the employability section it was a complimentary scheme to the work that was already done. She added that it may be more meaningful to people who were already in the current schemes.

The Cabinet Member Communities welcomed the report and it was pleasing to see the scheme fully funded by UK Government. He added that it has come at a time where it is much needed due to the effects of the Pandemic on people's employment and the difficulties in getting into new employment and so these schemes have proven to be beneficial to individuals and also their families.

The Cabinet Member Education and Regeneration seconded these comments and added that the team had come a long way over the years and unifying these services will help particularly younger people who need the additional support to get into meaningful employment.

**RESOLVED:** That Cabinet:

- Noted progress in developing the CELT project as part of the future way of working in relation to the delivery of employability support in Bridgend County.
- Delegated authority to the Corporate Director Communities, in consultation with Chief Officer – Legal and Regulatory Services, HR and Corporate Policy and Chief Officer – Finance, Performance and Change to negotiate and enter into the CELT Relationship Agreement, and any subsequent amendments to it as agreed and to enter into any further deeds and documents which were ancillary to the Relationship Agreement.
- Agreed that the Employability and Enterprise Manager would represent BCBC on the CELT Strategic Management Board and that the Employability Team Leader would represent BCBC on the CELT Operational Delivery Group.

774. **BRIDGEND LOCAL AREA ENERGY PLAN**

The Corporate Director Communities presented a report which sought approval from Cabinet for the refresh to the Bridgend Local Area Energy Plan (LAEP).

She explained that in 2014, BCBC was selected as one of the three demonstration areas for the UK Government Smart System and Heat Programme. Cabinet authorised BCBC participation in the SSH Programme in a report presented on the 3rd February 2015. The programme was designed to create innovative tools that would enable heat to be decarbonised across the UK in line with 2050 carbon reduction targets.

She advised that one of the tools that was created within the Smart System and Heat Programme was Local Area Energy Plans (LAEP). LAEP did not adopt a traditional approach to strategy development in that it did not offer a clear what, when and how activities need to happen in order to achieve the 2050 decarbonisation targets. Rather the LAEP proposed a pathway to achieving those targets. Further background on LAEP was at section 3 of the report.

The Corporate Director Communities explained that following Cabinet's decision in February 2019, the UK Government has moved the UK carbon reduction targets away from an 80% reduction by 2050 to one of Net Zero by 2050. The Bridgend LAEP was based around achieving the 80% reduction target. Following the change in the UK Government's targets for carbon reduction, BCBC considered its position in relation to its LAEP and considered that a refresh of the plan was needed to maintain its relevance. The refresh of the plan took into consideration the UK Government Net Zero target of 2050, the phasing out of fossil fuel vehicle sales by 2030 and the role that hydrogen could have in delivering a Net Zero Bridgend. Further information was at section 4 of the report.

The Corporate Director Communities explained that there were two scenarios put forward with regards to the role of hydrogen and its impact on Bridgend. Figure 2 and 3 showed Bridgend with the use of hydrogen and without. The full refreshed LAEP was at Appendix 1 of the report.

The Corporate Director Communities explained that BCBCs Energy team had been working with Welsh Government as well as liaising with the Japanese Government on a project for hydrogen energy. She explained that UK government were trialling using hydrogen as a form of power for transportation. This was something BCBC wanted to also consider as a future decarbonisation pathway. She outlined the financial implications as set out in section 8 of the report.

The Cabinet Member Communities explained that while there was not a great deal of detail showing for the 2020-30 period, it was unknown what emerging technologies will come forward and replace what was thought of as new technologies today so it was important to take opportunities that were available in front of us and make changes where they can be made.

The Leader echoed these comments and it was pleasing to see that we were at the cutting edge of the response to the climate emergency in terms of energy reduction which was evident with the role that could be undertaken with Welsh Government and the Japanese Government.

**RESOLVED:** That Cabinet approved the refreshed Bridgend Local Area Energy Plan.

775. **MEMBERSHIP OF THE UK 100**

The Corporate Director Communities presented a report which provided a brief synopsis of UK100, what membership might mean for Bridgend County Borough Council (BCBC) and to propose that the Council seek to achieve membership.

She explained that UK100 was billed as a forum for “the most ambitious local leaders across the UK” to tackle the climate emergency. It was a private company limited by guarantee with no share capital. They work with the most ambitious members - the Net Zero Local Leadership Club - who are doing everything within their power to get their communities to Net Zero as soon as possible, and by 2045 at the latest. It counts among its membership<sup>1</sup> about 60 local authorities, including Birmingham City Council, Cardiff Council, City of Edinburgh, Glasgow City Council, Bristol City Council, and Cornwall Council. She added that there were many benefits included in the membership which were listed at 3.7 of the report.

The Corporate Director Communities stated that in order to become a member, BCBC must sign and adopt the net zero pledge. The net zero pledge has the following 3 commitments included in it:

- Have set ambitious Net Zero targets for greenhouse emissions of 2030 for council operations and 2045 for areawide emissions at the latest (there is an exception to this for counties and combined authorities).
- Report carbon emissions annually for scope 1 and scope 2, for council emissions and areawide emissions
- Commit to limiting the use of offsets and if used to be as local as possible.

The table at section 4 of the report set out the current status of BCBC in relation to the membership pledge and its commitments including the challenges.

The Cabinet Member Communities believed this to be a positive reinforcement to BCBCs decarbonisation plans and put us at the pinnacle of the CCRC in terms of sharing valuable information and resources.

The Leader echoed these comments and agreed that it allowed BCBC to share best practices and learn first hand the new technologies that were being developed and implemented and allowed BCBC gain further ground in the drive for Bridgend’s decarbonisation.

**RESOLVED:** That Cabinet:

- Approved the Council becoming a UK100 member;
- Approved the Leader responding to the official invitation received on 13th April 2021 via email confirming the Council’s membership and, as recommended by UK100, signing the pledge and then engaging in the publicity arrangements following this.

776. **TRANSFORMING TOWNS (TT) PROGRAMME BUSINESS FUND IMPLEMENTATION 2021-2022**

The Corporate Director Communities presented a report which sought approval from Cabinet to enter into a Service Level Agreement (SLA) with Rhondda Cynon Taff County Borough Council as lead authority for the South East Wales Local Authorities to progress the Transforming Towns (TT) programme: Business Fund within the County Boroughs 3 Town Centres of Bridgend, Maesteg and Porthcawl.

She explained that in September 2021 Cabinet report gave an overview of the success of the TRI / TT programme to date and sought approval to extend the programme to March 2022. Following approval of the recommendations set out in that report, progress has been ongoing to bring a range of projects to fruition. She added that Welsh Government had provided a grant of £1,166,000 funding to be shared between the 10 South East Local Authorities.

The Corporate Director Communities provided details of notable schemes to date which included:

- Family Value - 38-40 commercial street in Maesteg received £250,000 to bring it back into use for retail on the ground floor and residential above.
- New Look - 6 to 7 Talbot Street for received £250,000 for expansion and improving conditions.
- Zia Nina – 28 Dunraven Place received £250,000 for refurbishments

The Corporate Director Communities explained that Rhondda Cynon Taf County Borough Council (RCT) were acting as the lead body for the South East region and will report to WG and the South East Wales Regional Regeneration Board, which will comprise the Cardiff Capital Region Regeneration Board. RCT require BCBC and the other local authorities making up the South East region to enter into a Service Level Agreement with RCT to facilitate the drawdown of the grant funding and ensure compliance with the WG grant funding terms and conditions.

She alerted Cabinet to the risks that needed to be aware of which were that there was not a set amount allocated to each South East Local Authority. As such projects will only be awarded when ready to go and if funding is available. Robust monitoring by both BCBC and RCT officers is required.

The Leader stated that it was pleasing to see the progress being made to several buildings in Bridgend which were landmark buildings that benefited many of the residents. The Corporate Director Communities added that from March 2022 onwards, there had already been 19 applications for the fund which shows how popular and successful the scheme had been in improving areas throughout Bridgend, Maesteg and Porthcawl.

The Cabinet Member Education and regeneration echoed the comments and stated that it was positive to see so many retail establishments making use of funding for improvements as many of the buildings throughout Bridgend take time to improve due to the sensitive nature of them.

**RESOLVED:** That Cabinet:



- Delegated authority to the Director of Communities, in consultation with the Chief Officer – Finance, Performance and Change and Chief Officer - Legal, HR and Regulatory Services, to:
- negotiate and enter into a service level agreement with Rhondda Cynon Taff; and
- approve any extension or amendment to the service level agreement and to enter into any further deeds and documents which were ancillary to service level agreement.

777. **RENEWAL OF THE LEASE OF THE BRIDGEND CRICKET CLUB CLUBHOUSE AND PAVILION AT NEWBRIDGE FIELDS, BRIDGEND PURSUANT TO SECTION 123(2A) LOCAL GOVERNMENT ACT 1972**

The Corporate Director Communities presented a report which was to consider the inclusion of a small area of additional land, comprising the existing cricket nets, store and a small parcel of land to the rear of the pavilion at Newbridge Fields, Bridgend, as part of the renewal of the lease of the Bridgend Town Cricket Club Clubhouse and Pavilion to the Trustees of Bridgend Town Cricket Club.

She explained that Bridgend Town Cricket Club (BTCC) currently occupy their Clubhouse and Pavilion by virtue of a 21 year lease that commenced on the 1st September 1998 at a peppercorn rent. The land included in this lease was shown edged red on the plan attached at Appendix A.

The Corporate Director Communities advised that the existing lease expired on 31st August 2019 and BTCC is currently holding over under the exact same terms of this expired lease. Under the terms of the lease, BTCC were responsible for the construction of the Clubhouse and Pavilion. This development was partially funded by a Sportlot grant which required that the changing facilities were made available to other sports clubs during the winter months for winter sports use.

Initial negotiations for the grant of the renewal lease commenced some time ago and were finalised in late 2019. During these negotiations BTCC requested that the land on which their cricket practice nets are located and a small area of additional land for storage purposes to the rear of the pavilion were included in the renewal lease. The inclusion of this additional land in the renewal lease provides the Council with an opportunity to regularise the situation and increases the total area of land to 0.2789 acres (1,128 square metres). This is shown edged red on the plan attached at Appendix B. Further background was at section 3 of the report.

The Corporate Director Communities explained that terms were agreed with the Trustees of BTCC and delegated powers notice CMMPS-20-014 (dated 1 January 2020) authorised the renewal of the lease of the Bridgend Cricket Club Clubhouse and Pavilion at Newbridge Fields, Bridgend to BTCC.

She advised that Cabinet will be aware that it is proposed that an individual strategy is developed for the future management of the wider Newbridge Fields site. This is one of the sites that the Council has identified that is extensively used as a public park by members of the general public in addition to providing formal sports facilities (pavilions and playing fields). As a result, due to the size of the sites, public usage, the number of clubs involved, and/or need for improvement / development the Council has determined that alternative options in addition to the standard Community Asset Transfer to sports clubs should be considered with individual strategies being developed for each site following option appraisals.

The Cabinet Member Communities asked for clarification on the arrangements surrounding the new lease and that it was the same conditions, just for additional land to be included. The Corporate Director Communities confirmed this.

The Cabinet Member Education and Regeneration believed that Newbridge Fields was a valuable asset to Bridgend town and that included the cricket club and it was important that the partnership with them was successful and ongoing.

The Leader commented on the Community Asset Transfer (CAT) process and how it was evident on the success that was possible from it as seen with Bridgend Cricket Club,

**RESOLVED:** That Cabinet having considered the Report and the lack of valid objections received in response to the Notices published in accordance with Section 123(2A) of the Local Government Act 1972 authorised the inclusion of the additional small area public open space comprising the land utilised for the cricket nets and the small area of land to the rear of the existing Cricket Club Pavilion in the renewal lease to Trustees of Bridgend Town Cricket Club.

778. **APPOINTMENT OF LOCAL AUTHORITY GOVERNORS**

The Corporate Director Education and Family Support presented a report which sought approval from Cabinet for the appointment of local authority governors to the school governing bodies listed at paragraphs 4.1 and 4.2.

He explained that for the 20 local authority governor vacancies at the 16 schools in the table at section 4 of the report, all applicants met the approved criteria for appointment as a local authority governor and there was no competition for the vacancies. It was recommended that all applicants listed were appointed.

The Corporate Director Education and Family Support stated that Mr Kendal was a parent governor at Cefn Cribwr Primary School but applied for a local authority governor in the same school. He is unable to hold both positions so subject to approval for a local authority governor it was conditional upon the applicant resigning from the existing parent governorship at the school and with the appointment as local authority governor not taking effect until the resignation is formally received and acknowledged by the chair of the school's governing body and the local authority.

The Cabinet Member Wellbeing and Future Generations thanked all of the applicants for putting their names forward. It was a busy and challenging role but was an important one. She asked that if anyone else was interested in applying for a role, there were still 47 vacancies available.

**RESOLVED:** That Cabinet approved the appointments detailed in paragraphs 4.1 and 4.2 of the report.

779. **WELSH IN EDUCATION STRATEGIC PLAN**

The Corporate Director Education and Family Support presented a report which was to inform Cabinet of the outcome of the consultation with stakeholders on the draft Welsh in Education Strategic Plan (WESP).

He explained that Cabinet first approved the Bridgend Local Authority WESP in March 2014 and it was subsequently approved by Welsh Government Department for Education and Skills (DfES) in June 2014. The Plan has been reviewed and updated annually prior to seeking approval from Welsh Government.

He stated that a consultation exercise on the draft WESP was undertaken with stakeholders between 27 September and 19 December 2021. The details of this were in the link provided at 4.1 of the report. The outcome of the consultation had been analysed and a consultation report has been written (Appendix 1). The local authority has considered the responses received during the period of the consultation and has amended the draft WESP accordingly (Appendix 2). The first ten-year Plan will commence on 1 September 2022 and expire on 31 August 2032. Further details were at section 4 of the report.

The Cabinet Member Education and Regeneration thanked everyone who participated in the consultation and all the comments were noted and considered and where possible incorporated into the proposals and he looked forward to the response from Welsh Government. The Leader echoed these comments and was grateful for the full engagement that we had from the Welsh community within Bridgend.

**RESOLVED:** That Cabinet:

- noted the outcome of the consultation with interested parties as detailed in the attached Consultation Report; and
- approved the changes to the draft WESP.

**780. SCHOOL MODERNISATION PROGRAMME - BRIDGEND NORTH EAST**

The Corporate Director Education and Family Support presented a report which sought approval to commence a statutory consultation process to make a regulated alteration to enlarge Ysgol Gymraeg (YG) Bro Ogwr to a 2.5 form entry (FE) school, with a 90-place full time equivalent nursery plus an 8-place observation and assessment class on land off Ffordd Cadfan. The proposal would come into effect from the beginning of the autumn term 2025.

He explained that Cabinet approval was received to progress an on-site feasibility at Brackla Hill in respect of the preferred education option for the Bridgend North East scheme. Having considered the technical complexities and potential costs associated with the development of the school at Brackla Hill, Cabinet determined to discount that site from any future consideration in respect of YG Bro Ogwr and gave approval for officers to consider alternative options for the replacement school.

He added that in November 2021, Cabinet received a joint report from the Director of Education and Family Support and the Director of Communities, which detailed the outcome of a feasibility study in respect of the land off Ffordd Cadfan and confirmed the site's suitability for development. At the same meeting Cabinet approval was received to proceed with the acquisition of the site. Further background was at section 3 of the report.

The Corporate Director Education and Family Support stated that in order to enlarge Ysgol Gymraeg Bro Ogwr (ie proposed 2.5 FE, 90-place full time equivalent nursery places plus an 8-place observation and assessment class), the School Organisation Code requires that a consultation exercise with the school governing body, staff, parents, pupils and interested parties is undertaken. This is the first step in the statutory process. If carried through to completion, it is currently anticipated that this proposal will

come into effect at the beginning of the autumn term 2025. The consultation document will set out the implications of the proposal. Following this period of consultation, a further report on the outcome of the consultation would be submitted to Cabinet to consider the result of that process. Cabinet would then need to decide whether to authorise the publication of a statutory notice. If such a notice were issued, it would invite formal objections during the statutory 28-day period. Further information was at section 4 of the report.

The Cabinet Member Education and Regeneration welcomed the report and stated that it was an ambition of BCBC but required the views of people in Bridgend by way of consultation and this was an important part of progressing this. He believed that it was important to have a 21<sup>st</sup> century Welsh Medium school and this location was a suitable option to serve the areas that were in need.

The Leader added to this stating that there was a growing need in the north east of Bridgend for additional places and this would be a major expansion of the number of places available. He hoped that the consultation would have full engagement to ensure the views of residents were heard.

**RESOLVED:** That Cabinet gave approval to commence a statutory consultation process to make a regulated alteration to enlarge YG Bro Ogwr to a 2.5-FE school, with a 90-place full time equivalent nursery plus an 8-place observation and assessment class on land off Ffordd Cadfan. The proposal would come into effect from the beginning of the autumn term 2025.

781. **INFORMATION REPORT FOR NOTING**

The Chief Officer – Legal and Regulatory Services, HR and Corporate Policy presented a report which informed Cabinet of the Information Reports for noting which have been published since its last scheduled meeting.

She stated that the following information reports had been published since the last meeting of Cabinet:-

Treasury Management - Quarter 3 Report, 2021-22 - 12 January 2022

Regulation of Investigatory Powers Act 2000 - 12 January 2022

**RESOLVED:** That Cabinet acknowledged the publication of the documents listed in the report.

782. **URGENT ITEMS**

None.

783. **EXCLUSION OF THE PUBLIC**

**RESOLVED:** That under Section 100A (4) of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007, the public be excluded from the meeting during consideration of the following items of business as they contained exempt information as defined in Paragraph 12 of Part 4 and/or Paragraph 21 of Part 5 of Schedule 12A of the Act.

Following the application of the public interest test it was resolved that pursuant to the Act referred to above, to consider the following items in private, with the public excluded from the meeting, as it was considered that in all the circumstances relating to the items, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, because the information would be prejudicial to the applicants so mentioned.

784. **APPROVAL OF EXEMPT MINUTES**

**RESOLVED:** That the exempt minutes of the meeting dated 14/12/2021 be approved as a true and accurate record.

The meeting closed at 17:18

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

### REPORT OF THE CHIEF EXECUTIVE

#### DOMESTIC ENERGY EFFICIENCY PROGRAMME, CAERAU WARD 2012 AND 2013

#### 1. Purpose of report

- 1.1 The purpose of this report is to seek approval to submit a business case to Welsh Government by 28 February 2022, to secure a provisional offer of funding towards carrying out essential remedial work required to properties in Caerau following the failure of wall insulation work installed in 2012/13, and to seek Cabinet support for a request to be made for a Council capital allocation to be approved and included as part of that business case submission, to ensure a comprehensive scheme is developed to address all affected properties.

#### 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**:

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 Previous Cabinet reports on 17 November 2020 and 9 March 2021 have set out in detail the background to this matter. In summary, wall insulation work carried out at that time has since failed and is showing significant signs of water ingress and damp. Cabinet delegated authority to myself as Chief Executive to engage with relevant stakeholders involved in the programmes of work to install wall insulation in Caerau in 2012/13 and to explore options to address and remedy the failing work that had been identified. Specifically, it was agreed that a further report to Cabinet would be presented outlining the outcome of continued engagement with the likes of OFGEM

the energy regulator, UK Government and in particular Welsh Government, when any solutions had been agreed.

- 3.2 A total of 104 properties had wall insulation work carried out in Caerau at that time. The Council administered the funding for 25 of these properties using the Arbed scheme, through funding granted by Welsh Government. The other 79 properties had work completed using the UK Government sponsored community energy saving programme (CESP) and the Council had no involvement in the work. Despite that, it has been this Council's position that we should seek to find a comprehensive solution with the other stakeholders to address all of the failing wall insulation work, regardless of who funded and administered the original work.
- 3.3 The process of engaging with each organisation has taken some time and has been challenging, but the Minister for Climate Change in Welsh Government wrote to the Council in January 2022, awarding funding in principle to this Council, not exceeding £2.65 million, over the financial years 2022/23 and 2023/24, to carry out the remedial work required to the eligible properties. The offer in principle is subject to the Council submitting a detailed business case for approval by the deadline of 28 February 2022. The work required is likely to mean stripping off the existing cladding and installing new. The full details of the scheme are subject to the submission of the required business case and final approval by Welsh Government.

#### **4. Current situation/proposal**

- 4.1 The Welsh Government offer of funding in principle is predicated on an initial outline business case the Council submitted last year and on the basis that this Council will also make a financial contribution towards the overall scheme. It is very difficult at this stage to accurately estimate the total cost of the full programme as there are various unknowns. For example, the independent surveys of a sample of homes that the Council commissioned through 'Nuvision' in 2019 showed problems existed, to varying degrees, in each of the homes surveyed. However, it will not be known whether all 104 homes require remedial action until further engagement and survey work is carried out in the community, and similarly it is likely that not all householders will want to participate in the scheme to replace their existing cladding.
- 4.2 However, it is also clear that, for a number of reasons, the cost of most capital schemes has increased significantly since 'Nuvision' provided an original estimate of £16,000-£20,000 per home to strip off and replace the existing cladding. It is prudent therefore to work on the basis of a cost of up to £30,000 per home. The total cost therefore of carrying out the necessary work on all 104 homes, together with project management costs, quality assurance checks and contingency is likely to mean the total costs of a full programme are estimated to be £3.5 million. On that basis the Council will be asked to contribute funding of £855,000. An earmarked reserve of this value has been set aside for this purpose. Discussions are ongoing between Welsh Government and UK Government officials and so it remains possible that UK Government 'Eco' scheme funding will be allocated to this programme of work in due course, which in turn will reduce the overall cost to each contributor.



4.3 The requirements of the business case set out by Welsh Government are highlighted below:

1. The Need / Strategic Case – to demonstrate the need for investment, and how the proposed work will align to the Welsh Government’s policy objectives, specifically on;

- Poverty (including fuel poverty)
- Climate change risk and adaptation
- Air quality
- Jobs and career opportunities

2. Economic Case

- The options considered, along with a clear recommendation

3. Commercial Case

- Proposed delivery agent and
- procurement arrangements

4. Financial Case

- The level of funding requested from the Welsh Government
- any other funding contributions and
- the cost effectiveness of the design solution

5. Management Case – the management arrangements for the remedial work including:

- The management arrangements,
  - quality assurance arrangements e.g. product design, guarantees, spot checks
  - risk assessment to yourselves and the Welsh Government and
- realistic and achievable timescales.

## **5. Effect upon policy framework and procedure rules**

5.1 There is no effect on the Council’s policy framework and procedure rules.

## **6. Equality Act 2010 implications**

6.1 As reported to Cabinet in November 2020 and March 2021, an initial Equality Impact Assessment has been carried out. The purpose of the Equality Impact Assessment is to ensure that the Council has understood the potential impacts of the proposal in terms of equality, so that it can ensure that it is making proportionate and rational decisions having due regard to its public sector equality duty. The proposed scheme is intended to improve housing in a electoral ward with some of the most severe socio economic issues in Wales and will have a positive impact on economic, social and health conditions for local residents.

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

7.1 The Well-being of Future Generations (Wales) Act 2015 provides the basis for driving a different kind of public service in Wales, with five ways of working to guide how the Council should work to deliver wellbeing outcomes for people. The Council 'must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs'. Accordingly, before making any decision, Cabinet must take account of the following five ways of working:

- Involvement
- Long Term
- Prevention
- Integration
- Collaboration

Should Cabinet approve the recommendations in this report, the five ways of working will continue to be taken into consideration when the final scheme is approved and implemented. The proposed programme of work will impact positively on local residents' well-being and ensure the original intentions of the energy efficiency schemes carried out in 2012/13 are realised, including better insulated homes and lower energy bills, which will help address fuel poverty issues.

## **8. Financial implications**

8.1 The total funding should cover the costs of remedial work to all eligible households affected in Caerau and will cover costs of works, project management and quality assurance.

8.2 The award in principle from Welsh Government allocates funding of £2.65 million to these works.

8.3 The Council's match funding contribution can be met from an existing earmarked reserve.

## **9. Recommendations**

9.1 Note the award in principle of funding of up to £2.65 million from Welsh Government to carry out essential remedial work required to properties in Caerau, following the failure of wall insulation work installed in 2012/13.

9.2 Approve that the Council submits a detailed business case, as required in the offer of funding from Welsh Government, by 28 February 2022, to secure the funding and delegates authority to the Chief Executive and Chief Officer - Finance, Performance and Change for the submission of the business case and to accept any final offer.

9.3 Approve that a sum of £855,000 is included as the Council's estimated contribution towards a total programme of work costing £3.5 million, which will be included within the updated Capital Programme report to be recommended to Council on 9 February 2022.

- 9.4 Approve implementation of the remedial scheme, including any procurement and ancillary arrangements and delegate authority to the Chief Executive to enter into the necessary arrangements, subject to receipt of the funding from Welsh Government and Council approval of the capital contribution.

Mark Shephard  
**Chief Executive**  
January 2022

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**Background documents:**

None

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

#### REPORT OF CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

#### MEDIUM TERM FINANCIAL STRATEGY 2022-23 TO 2025-26 AND DRAFT BUDGET CONSULTATION PROCESS

##### 1. Purpose of report

1.1 The purpose of this report is to present Cabinet with the findings and recommendations of the Corporate Overview and Scrutiny Committee (COSC) in relation to:

- a) the report of the Budget Research and Evaluation Panel (BREP) in respect of the Medium Term Financial Strategy (MTFS) attached at **Appendix A** and **Appendix B**;
- b) the comments and recommendations from Overview and Scrutiny Committees in relation to the draft MTFS including the proposed budget pressures and budget reduction proposals, as part of the budget consultation process attached as **Appendix C**.

##### 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**:

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 In considering the challenges associated with continued budget reductions, Members recognised the need for a 'whole Council' response to be adopted in managing

anticipated cuts to services against a backdrop of increasing demand and the challenging financial outlook.

- 3.2 It was therefore recommended in 2017, that a Budget Research and Evaluation Panel be established to engage Members on budget proposals as well as to enable members to feed in community intelligence gained from their representative role and to engage in shaping future service provision.
- 3.3 The Corporate Overview and Scrutiny Committee has the overall responsibility of scrutinising budget monitoring reports throughout the year. As such, it was agreed at a meeting of Council in September 2017 that it would continue this role and appoint BREP members from within the COSC membership.
- 3.4 The purpose of the Budget Research and Evaluation Panel was subsequently agreed as the following:
- To achieve consensus on the direction of the budget over the life of the medium term financial strategy;
  - To achieve a detailed overview and assessment of the budget proposals where the expertise and knowledge of each Committee contributes to a Corporate understanding and appreciation of the draft budget proposals;
  - To assist the Council to develop a budget for the forthcoming year that aims to meet the needs of the communities of Bridgend County Borough;
  - To facilitate firmer understanding of the budget setting process and the draft proposals in order to assist the Committees in making informed comments, constructive challenge or recommendations to Cabinet as part of the budget consultation process.
- 3.5 Members of Scrutiny Committees would be presented with the draft Medium Term Financial Strategy 2022-23 to 2025-26 and asked to consider the information contained in the report and determine whether they wish to make comments or recommendations for consolidation and inclusion in the report to Cabinet on the draft budget proposals as part of the budget consultation process.

#### **4. Current situation/proposal**

- 4.1 The Corporate Overview and Scrutiny Committee considered the findings of the BREP and all four Overview and Scrutiny Committees on 1 February 2022 to determine whether the recommendations should be forwarded to Cabinet, as part of the budget consultation process.
- 4.2 For ease of reference the Recommendations are split into the following separate appendices:
- Appendix A - BREP final report with findings and recommendations of the Medium Term Financial Strategy 2022-23 to 2025-26.
  - Appendix B - BREP list of Recommendations from the final report.
  - Appendix C - Comments and recommendations from the Overview and Scrutiny

4.3 The Committee accepted the recommendations and comments from both the BREP and the Overview and Scrutiny Committees and agreed to submit them to the Cabinet.

## **5. Effect upon policy framework and procedure rules**

5.1 This item relates to the role of Overview & Scrutiny Committees as consultees in respect of the budget setting process.

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

- Long-term - The consideration and approval of this report will assist in the budget setting process for both the short-term and in the long-term.
- Prevention - The consideration and approval of this report will assist in the budget setting process by approving and shaping preventative measures provided by Directorates to generate savings.
- Integration - The report supports all the wellbeing objectives
- Collaboration - The consideration and approval of this report will assist in the budget setting process by approving and shaping collaboration and integrated working to generate savings.
- Involvement - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken by Scrutiny members.

## **8. Financial implications**

8.1 The report relates to the budget setting process and the financial implications associated with that.

## **9. Recommendation**

- 9.1 Cabinet is requested to consider the Recommendations of the Corporate Overview and Scrutiny Committee, in response to the Medium Term Financial Strategy 2022-23 to 2025-26 and the Draft Budget Consultation Process.

**2 February 2022**

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**Background documents:** None



**Report of the Budget Research and Evaluation Panel in respect of the Medium Term Financial Strategy 2022-23 to 2025-26**

- 1.1. The Budget Research and Evaluation Panel (BREP) has considered the draft budget proposals for the year 2022-23.
- 1.2. The Panel met on seven occasions and were supported by the Scrutiny Officer, Senior Democratic Officer – Scrutiny, Interim Chief Officer Finance, Performance and Change, Deputy Head of Finance and the Deputy Leader.
- 1.3. At the first meeting of BREP in July 2021, the Interim Chief Officer, Finance, Performance and Change presented some principles around the role and operation of the BREP following discussions with Cabinet and Corporate Management Board, to facilitate a discussion regarding reviewing the role of BREP. The Interim Chief Officer Finance, Performance and Change took Members through the suggestions, in terms of how BREP might revisit its purpose, its objectives and its workings for comment and for COSC to subsequently endorse.
- 1.4. The Interim Chief Officer Finance, Performance and Change also set out the financial position, including the Revenue Budget Outturn 2020-21 and appendices, which provided an update on the Council's revenue financial performance for the year ended 31 March 2021. 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 pandemic. Significant changes had occurred throughout the year as circumstances altered and services were supported in different ways to deliver outcomes in the best way possible.
- 1.5. At the second meeting in August, BREP Members considered their Forward Work Programme and invited the Corporate Director Education & Family Support to the meetings in September and October, and Corporate Director Social Services & Wellbeing and the Corporate Director – Communities, to the meetings in October.
- 1.6. The Consultation Engagement and Equalities Manager took Members briefly through the Shaping Bridgend's Future consultation 2021 report, along with the timeline for the consultation.
- 1.7. At the third meeting in September, BREP Members considered the Fees and Charges Policy and heard from the Corporate Director - Education and Family Support who provided an overview of the budget in relation to Home to School Transport and School budgets. In addition, the Corporate Director – Education and Family Support attended the reconvened meeting in November in respect of Nursery Education.
- 1.8. The BREP recognised that a cut in the education budget would be unpalatable at the present time, particularly following the pandemic, but were concerned about schools that consistently underspend which provided a surplus balance and felt that governing bodies had a key role to play in terms of good financial management providing a consistent approach.

**Recommendation 1**

**Cabinet to review how school budgets are being used and how does the local authority demonstrate value for money in how schools are funded, taking an evidenced base approach.**

**Recommendation 2**

**Cabinet to review Fees and Charges annually going forward.**

- 1.9. The BREP recognised the difficulties for those outside of Bridgend Town Centre, who would be required to travel in order to attend the local college, particularly those from low-income families and how those young people would maintain an education, although it was acknowledged that this was discretionary Post 16 funding. The BREP recognised that the WG were exploring the option of a Post 16 travel pass.

**Recommendation 3**

**Cabinet to seek clarification from Welsh Government in relation to Post 16 bus passes and who is paying for them, ensuring that any cut to Post 16 Transport would not disadvantage those learning in more than one environment, due to the availability of courses.**

- 1.10. The BREP acknowledged there was a legal duty on the local authority to make sure the maintenance of nursery transport provision was safe and was able to accommodate the small number of young learners through the option of smaller vehicles however it was acknowledged that this was costly and ultimately nursery provision was non-statutory and there wasn't a statutory requirement to provide the education, hence there was no requirement to provide the transport.

**Recommendation 4**

**Cabinet to consider the cost of Nursery transportation given the small numbers of children using the facility and the high costs per pupil.**

**Recommendation 5**

**Cabinet to review the cost of nursery provision.**

- 1.11. The BREP accepted that the costs of providing the Additional Learning Needs (ALN) service, were not yet known and how this was going to impact on schools and the local authority, especially with a wider range of learners. This was not just an early years' issue; this was going to impact on the local authority with the service providing pre-birth all the way up to 25. This has been a part of a considerable debate through the Association of Directors of Education in Wales (ADEW) with Welsh Government because it was felt that if the Bill was going to work going forward it had to be funded accordingly, although it was believed the nucleus of the Bill was a very positive one.

**Recommendation 6**

**Cabinet lobbies Welsh Government, through the Welsh Local Government Association to ensure that additional legislation, in terms of the ALN bill, comes with the consequential funding.**

- 1.12. The BREP identified that a piece of work needed to be done on the catchment areas when the local authority was putting in new 21st Century Schools, particularly on new estates, to ensure young people were not getting transport as a consequence of old catchment areas, e.g., part of Brackla, still in the catchment for Coity, when there were already 2 schools in Brackla, although it was recognised that this long-term solution.

**Recommendation 7**

**Cabinet reviews the School catchment areas to ensure that recent housing developments are taken into consideration.**

- 1.13. At the fourth meeting in October, BREP Members heard from the Corporate Director – Social Services & Wellbeing, and Officers, who provided an overview of the budget in relation to Commissioned Services v In-house.
- 1.14. The BREP identified that due to the ageing population and the impact of Covid and long Covid, social care costs were increasing and there would be a potential budget pressure and proposed budget savings would have to be found in other ways, by looking more strategically across the whole Council and to explore what could be streamlined and still fulfil statutory duties.

**Recommendation 8**

**BREP acknowledges that due to ageing population and the impact of Covid and long Covid, social care costs are increasing and there will be a potential budget pressure and so proposed budget savings will have to be found in other ways, by looking more strategically across the whole Council and to explore what can be streamlined and still fulfil statutory duties.**

**Specifically, Cabinet is recommended to take a one-Council approach and look at areas of duplication of functions across the Council and scope for close integration to work smarter e.g., in back office administration, complaints, customer service, referrals and business support in Education and Social Services which was recommended last year.**

- 1.15. The BREP acknowledged that in terms of sustained investment, most parts of the budget benefited from significant short-term funding which presented difficulties in terms of contractual arrangements or making significant shifts in the market and doing that sustainably, especially if money was only received for one financial year or halfway through a financial year. The need for sustained investment in order to make significant changes a reality, was really important, given the impact on the workforce, the ability to retain and recruit, in the sector.

**Recommendation 9**

**Cabinet is requested to put forward a motion to Welsh Government and Westminster to fund wholesale reform of the social care system with the strategic aim to fund social care fit for the future.**

- 1.16. The BREP heard from Social Services and Wellbeing in terms of the cost comparisons between commissioned adult social care services and services provided internally as a Council in respect of adult social care. The BREP acknowledged the growth pressure on the increased costs for Commissioned Services, and wanted to see a more balanced approach, with the need for fair treatment for all staff in all care sectors. Further BREP understood that WG was bringing in new legislation in relation to procurement in the next 12-18 months, which would put obligations on public sector employers to ensure that certain standards were met by commissioned employers.

### **Recommendation 10**

**Cabinet explores re-balancing the market between commissioned and in-house services in the future and how best that suits the needs of the county borough of Bridgend whilst considering Ethical procurement of services as well.**

- 1.17. The BREP welcomed that the updated fees and charges policy would go to Cabinet and Directors and would come back with any fees and charges and what they intended to do with them for the MTFS for the next year. They would be expected to either put them up by inflation or explain why not, and there had to be a valid reason why they were not being put up, although legislation dictated many of the fees and charges, which were set by the Welsh Government or even Westminster.

### **Recommendation 11**

**Cabinet explores potential for increasing charges in Social Services.**

- 1.18. At the fourth meeting in October, BREP Members also heard from the Corporate Director – Communities who provided an overview which covered Strategic Context to the Directorate, Communities MTFS Position, Potential Savings 2021 onwards and Service Area Budget Pressures.
- 1.19. The BREP welcomed the removal of biodegradable food waste bags and acknowledged that the process meant the bags were removed separately from the process but felt that going back to plastic whilst acknowledging that this would be an efficiency saving, felt like a backward step to the way society was going towards 2030, and therefore acknowledged that there was a need to remove food waste bags completely.

### **Recommendation 12**

**Cabinet consider the removal of food waste bags completely.**

- 1.20. The BREP noted that one area that had been consulted on previously was in relation to closing the Bus Station but acknowledged that this was not palatable given the local authority was trying to encourage the use of public transport and delivering a new Metro Link in Porthcawl. If the local authority was looking to have an integrated transport hub at the railway station, then perhaps it should explore having a transport hub there, which would integrate both bus and rail transport, linking the two together.

**Recommendation 13**

**Cabinet explores the opportunity of merging Bridgend Bus Station with Bridgend Railway Station into a transport hub, fit for the County as a whole.**

- 1.21. Whilst Members were minded not to charge Blue Badge holders for parking it was felt that the authority could explore the option of charging for the processing and administration of blue badges, in relation to the issuing and the potential reissuing of blue badges, if they are lost.

**Recommendation 14**

**Cabinet to explore the potential for charging in relation to the administration fee for the issuing and reissuing of Blue Badges.**

- 1.22. The BREP recognised that Covid-19 had changed the way people lived, worked, travelled and socialised. Many people have worked away from the office during lockdown and WG want to work with organisations to support a long-term shift to more people working remotely, which could mean the footprint of the Council could reduce to one major building, although it was recognised that this would be in the long term.

**Recommendation 15**

**Cabinet explore the options with regards to the future of Ravens Court.**

- 1.23. The BREP recognised that some Town and Community Councils (TCCs) provided additional services, perhaps having their own gardeners, who removed weeds or providing grass cutting, which may also be sprayed or cut by the Council and was therefore a duplication of work. Although it was recognised that not all TCC's would have the budget to provide these services, it was felt that a link was needed, in terms of a dedicated Officer to work with TCC's, providing appropriate PR to gain support and to better understand what they do in each area and what they would be able to do.

**Recommendation 16**

**Cabinet to explore options for a dedicated Officer, with flexible hours, to liaise with Town and Community Council's (TCC's) to check if there is any duplication between work done by the local authority and TCC's to see if there are savings in relation to weed spraying, additional grass cutting, etc.**

- 1.24. The BREP acknowledged that parks bins and bins on highways currently had separate regimes but felt that greater co-ordination was needed in terms of collections and looking at the number of times they are emptied. The BREP was pleased to hear about the electronic compression compacting bins, being trialled in Porthcawl, that composted the waste and could take much more volume. In terms of the bin emptying regimes this would be more efficient and be better for the environment although BREP recognised there wouldn't be huge savings from this.

**Recommendation 17**

**Cabinet to explore the use of compacting bins in parks and review the frequency of collection and duplication of services e.g., Park and Street Scene both collecting bins and Highways and Parks both cutting grass.**

- 1.25. The BREP noted that Cabinet and Corporate Management Board (CCMB) had agreed to establish a £1 million Covid-19 Recovery Fund in 2020-21 to provide funding for decisions aimed at boosting recovery that were unlikely to be paid for by WG. However, it was recognised that the Authority was now expected to be recovering and income levels back up to pre-Covid levels by March 2022, and any local decisions taken on subsidising anything, e.g., car parking, would be an impact on the budget, although it was recognised that it was unlikely the footfall would return by March. It was further noted that car park next to Wilkinson's wasn't free but was nearly always full, so there was an appetite for car parking in Bridgend, but only two car parks affected by free car parking.

**Recommendation 18**

**Cabinet to review and simplify the charging structure for car parking and taper the free parking facility.**

- 1.26. The BREP were concerned about the amount of black plastic that went directly into bins and noted that there were companies out there that would buy black plastic and so there was a potential to make money on black plastic recycling.

**Recommendation 19**

**Cabinet to explore the option for recycling black plastic and other products not currently recycled.**

- 1.27. At the fifth meeting in November, BREP Members heard from the Head of Partnership Services, and Officers, in relation to the homelessness position in Bridgend.
- 1.28. The BREP felt that the local authority was shouldering a lot of the burden, in relation to homelessness, with what the pandemic had presented. There was a need to work closely with more Registered Social Landlords (RSLs) to avoid as focussing on a single larger one. There was a need to address renegotiation of the 25% housing stock that should be brought into mainstream to be available to Housing Officers to allocate.

**Recommendation 20**

**Cabinet to revisit the relationships with Registered Social Landlords (RSLs) across the county borough to broaden the scope of partnerships with the local authority to be able to fit different models and provide different solutions with multiple RSLs.**

**Recommendation 21**

**Cabinet to revisit the relationship with V2C and renegotiate access to the 25% housing stock that is not currently available for allocation by the local authority housing officers, who manage the common housing register.**

- 1.29. The BREP felt it was frustrated by the local authority's inability to build any housing, rather than only allocating through Registered Social Landlords (RSLs), that Housing Officers had little control over and perhaps it was time to review the way forward for the next 20 years, with BCBC building their own economic model of some social housing and having direct control of it.

**Recommendation 22**

**Cabinet to consider future social housing being provided by the local authority including the options for the next 20 years and exploring a new model.**

- 1.30. The BREP acknowledged that for many organisations that applied for grant funding, it was something that took time and effort. The BREP felt that the local authority would benefit from doing a cost analysis of time spent on grant funding, as the Authority was responsible for administering grants worth £80m and this would cost the Authority in administering these, over and above normal staffing running costs.

**Recommendation 23**

**Cabinet to press the Welsh Government to transfer money currently provided on a grant basis directly into the RSG, to save on the significant time/costs of administering, monitoring, and reporting upon grants and the lack of ability to plan ahead for schemes from short term grant funding.**

- 1.31. In terms of staffing, the BREP noted that the service was working to try and expand, but there were significant issues, not just in housing, but across all sectors of the Authority. Getting skilled people in and growing their own, was going to take time. There had been successes with apprenticeships across other areas of the authority in terms of business administration and ICT and that was something that could be considered.

**Recommendation 24**

**Consideration be given to the training / recruitment of apprentices in the Housing service and the use of the market supplement to retain staff.**

- 1.32. The BREP noted that the pandemic had identified the significant issue of homelessness and lack of suitable housing across the county borough, and felt it was time to go back to the corporate plan, look at the priorities and review the role of housing, as part of the Chief Executives Directorate within that plan.

**Recommendation 25**

**Cabinet to look at the priorities within the corporate plan with a view to Housing within the Chief Executive's Directorate being included as a priority in the Plan, due to the significant increase in homelessness and the lack of resources.**

- 1.33. At the sixth meeting in November, BREP Members also heard from the Consultation Engagement and Equalities Manager, who provided an update to the Members of BREP on the Budget Consultation.
- 1.34. The BREP noted that the budget consultation had received a total of 1,115 interactions from a combination of survey completions, engagement at various meetings, social media engagement and via the authority's Citizens' Panel although this represented a decrease of 39% on previous year's overall interactions and felt it was therefore time to take stock of the whole consultation process as perhaps the public felt there were too many separate consultations and the challenge was to attract the public interest.

**Recommendation 26**

**Cabinet to renew where the local authority is in terms of the consultation process and whether there are opportunities to improve public engagement, taking into consideration experiences from other local authorities or the public and private sectors.**

- 1.36 At the final meeting of BREP held on 17 December 2021 BREP Members received updates on the Budget Consultation following its closure and the Fees and Charges work undertaken, following which the Panel reviewed and agreed the draft recommendations made to date, subject to the following amendments to draft recommendations 20 and 22, as underlined below:

**Recommendation 20**

**Cabinet to revisit the relationships with Registered Social Landlords (RSLs) across the county borough to broaden the scope of partnerships and improve the consistency of the operation seen by the public, with the local authority to be able to fit different models and provide different solutions with multiple RSLs.**

**Recommendation 22**

**Cabinet to consider future social housing being provided by the local authority including the options for the next 20 years and exploring a new model, and where developers are granted permission the social housing element is prioritised.**

- 1.37 The Panel endorsed its Recommendations 1 to 26, subject to the above two amendments and made the following further two Recommendations below:

**Recommendation 27**

**Cabinet and the Corporate Management Board reinforce the "One Council" approach and go further to develop a "One Bridgend" approach when working with key partners to deliver community based services. Key partners that can be identified to include but not exclusive to the Police, Health, Social Landlords, Awen, Halo, and Kier.**



**Recommendation 28:**

**Cabinet and the Corporate Management Board consider a review of the corporate communication strategy to highlight the specific responsibilities that Bridgend County Borough Council has for the delivery of public services. This may well improve the public's knowledge and understanding of the Council's responsibilities and provide clarity for key stakeholders intrinsically linked to community based services.**

- 1.38 This BREP final report was reported to the Corporate Overview and Scrutiny Committee on 1 February 2022 for consideration as part of the Medium Term Financial Strategy consultation process, and the Recommendations endorsed for onward reporting to Cabinet on 8 February 2022, subject to the following amendments made to strengthen the wording of Recommendations 3, 7, 11, 12 and 22 as underlined below, and the addition of a further two recommendations 29 and 30 below:

**Recommendation 3**

**Cabinet to seek clarification from Welsh Government in relation to Post 16 bus passes and who is paying for them, ensuring that any cut to Post 16 Transport would not disadvantage those learning in more than one environment, due to the availability of courses.**

**BREP also asks what the Authority has done to explore cost benefit options and arrangements for alternative routes, whilst awaiting the clarification.**

**Recommendation 7**

**Cabinet urgently reviews school catchment areas to ensure that recent housing developments are taken into consideration, in order to also help identify financial, carbon and environmental savings on transport, so at the end they are taken into consideration to also identify financial savings on transport costs.**

**Recommendation 11**

**Cabinet explores potential for increasing charges in Social Services, and provides BREP with a breakdown of the cost and quantum of support to local residents of the community.**

**Recommendation 12**

**Cabinet investigates all new forms of food waste bags, having regard to the environmental impact and to lower the financial cost to the Authority.**

**Recommendation 22**

**Cabinet to consider future social housing being provided by the local authority including the options for the next 20 years and exploring a new model, and where developers are granted permission the social housing element is prioritised.**

**BREP further asks what exploration the Authority has undertaken on providing local authority housing.**

**Recommendation 29**

**BREP requests clarity upon how its Recommendations have been incorporated into the draft Medium Term Financial Strategy, and these particular budget proposals and for the medium term, what Corporate Directors have done to take account of BREP Recommendations, and any that have been rejected, to enable a transparent debate on the recommendations put forward, and that future BREP recommendations ought to inform the budget process from an earlier stage and a written response to each of its Recommendations be provided earlier to enable those considerations to be built into its final Recommendations to Cabinet.**

**Recommendation 30**

**BREP is looking ahead to the next Council term and the next five years, given the likelihood that the settlement for the next financial year is a one-off and there are likely to be significant cuts needed in the next Council Term, BREP requests a breakdown of which services in each Directorate are discretionary and clear differentiation between statutory services, to provide clarity to BREP Members.**

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**Recommendations of the Budget Research and Evaluation Panel in respect of the Medium Term Financial Strategy 2022-23 to 2025-26**

**Recommendation 1**

Cabinet to review how school budgets are being used and how does the local authority demonstrate value for money in how schools are funded, taking an evidenced base approach.

**Recommendation 2**

Cabinet to review Fees and Charges annually going forward.

**Recommendation 3**

Cabinet to seek clarification from Welsh Government in relation to Post 16 bus passes and who is paying for them, ensuring that any cut to Post 16 Transport would not disadvantage those learning in more than one environment, due to the availability of courses.

BREP also asks what the Authority has done to explore cost benefit options and arrangements for alternative routes, whilst awaiting the clarification.

**Recommendation 4**

Cabinet to consider the cost of Nursery transportation given the small numbers of children using the facility and the high costs per pupil.

**Recommendation 5**

Cabinet to review the cost of nursery provision.

**Recommendation 6**

Cabinet lobbies Welsh Government, through the Welsh Local Government Association to ensure that additional legislation, in terms of the ALN bill, comes with the consequential funding.

**Recommendation 7**

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**Recommendation 8**

BREP acknowledges that due to ageing population and the impact of Covid and long Covid, social care costs are increasing and there will be a potential budget pressure and so proposed budget savings will have to be found in other ways, by looking more strategically across the whole Council and to explore what can be streamlined and still fulfil statutory duties.

Specifically, Cabinet is recommended to take a one-Council approach and look at areas of duplication of functions across the Council and scope for close integration to

work smarter e.g., in back office administration, complaints, customer service, referrals and business support in Education and Social Services which was recommended last year.

#### Recommendation 9

Cabinet is requested to put forward a motion to Welsh Government and Westminster to fund wholesale reform of the social care system with the strategic aim to fund social care fit for the future.

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Cabinet explores re-balancing the market between commissioned and in-house services in the future and how best that suits the needs of the county borough of Bridgend whilst considering Ethical procurement of services as well.

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Cabinet explore the options with regards to the future of Ravens Court.

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#### Recommendation 18

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#### Recommendation 20

Cabinet to revisit the relationships with Registered Social Landlords (RSLs) across the county borough to broaden the scope of partnerships and improve the consistency of the operation seen by the public, with the local authority to be able to fit different models and provide different solutions with multiple RSLs.

#### Recommendation 21

Cabinet to revisit the relationship with V2C and renegotiate access to the 25% housing stock that is not currently available for allocation by the local authority housing officers, who manage the common housing register.

#### Recommendation 22

Cabinet to consider future social housing being provided by the local authority including the options for the next 20 years and exploring a new model, and where developers are granted permission the social housing element is prioritised.

BREP further asks what exploration the Authority has undertaken on providing local authority housing.

#### Recommendation 23

Cabinet to press the Welsh Government to transfer money currently provided on a grant basis directly into the RSG, to save on the significant time/costs of administering, monitoring, and reporting upon grants and the lack of ability to plan ahead for schemes from short term grant funding.

#### Recommendation 24

Consideration be given to the training / recruitment of apprentices in the Housing service and the use of the market supplement to retain staff.

#### Recommendation 25

Cabinet to look at the priorities within the corporate plan with a view to Housing within the Chief Executive's Directorate being included as a priority in the Plan, due to the significant increase in homelessness and the lack of resources.

#### Recommendation 26

Cabinet to renew where the local authority is in terms of the consultation process and whether there are opportunities to improve public engagement, taking into consideration experiences from other local authorities or the public and private sectors.

#### Recommendation 27

Cabinet and the Corporate Management Board reinforce the "One Council" approach and go further to develop a "One Bridgend" approach when working with key partners to deliver community based services. Key partners that can be identified to include but not exclusive to the Police, Health, Social Landlords, Awen, Halo, and Kier.

#### Recommendation 28

Cabinet and the Corporate Management Board consider a review of the corporate communication strategy to highlight the specific responsibilities that Bridgend County Borough Council has for the delivery of public services. This may well improve the public's knowledge and understanding of the Council's responsibilities and provide clarity for key stakeholders intrinsically linked to community based services.

#### Recommendation 29

BREP requests clarity upon how its Recommendations have been incorporated into the draft Medium Term Financial Strategy, and these particular budget proposals and for the medium term, what Corporate Directors have done to take account of BREP Recommendations, and any that have been rejected, to enable a transparent debate on the recommendations put forward, and that future BREP recommendations ought to inform the budget process from an earlier stage and a written response to each of its Recommendations be provided earlier to enable those considerations to be built into its final Recommendations to Cabinet.

#### Recommendation 30

BREP is looking ahead to the next Council term and the next five years, given the likelihood that the settlement for the next financial year is a one-off and there are likely to be significant cuts needed in the next Council Term, BREP requests a breakdown of which services in each Directorate are discretionary and clear differentiation between statutory services, to provide clarity to BREP Members.

**Overview and Scrutiny Committees' comments and Recommendations on the Medium Term Financial Strategy 2022-23 to 2025-26**

**Corporate Overview and Scrutiny Committee - 19 January 2022**

Chief Executive's Directorate and Council Wide:

Recommendations:

- CE1. The Committee recommended that the Medium Term Financial Strategy and the Corporate Plan be reviewed and adjusted based upon the volatility of the funding, the difficulties of financial planning on a 3 to 5 year cycle and the need to be prudent moving forward.
- CE2. The Committee recommended a corporate overview of procurement and tendering process be undertaken and looks at added liabilities to the Authority for staffing costs, which would include National Insurance contributions, national pay / wage increases, etc.
- CE3. The Committee requested clarification whether the requirement for the Authority to meet increased National Insurance contributions for staff in commissioned services is from employment law or from within the terms of the contracts.
- CE4. The Committee recommended that the Authority lobbies Welsh Government and UK Government for consequential funding for the additional requirements placed upon Local Authorities from legislative and regulatory pressures, including those relating to: the Additional Learning Needs Act, the Environmental (Wales) Act 2016, the Welsh Government's commitment to eradicate homelessness, local authorities' responsibilities in respect of responding to climate change and meeting net zero carbon targets, the implications of the Local Government and Elections (Wales) Act 2021, etc. and asks Welsh Government to identify what within core funding covers these additional responsibilities. The Committee also requested an itemised breakdown of how much the additional legislative / regulatory commitments such as Teachers' Pay, NI Contributions, Real Living Wage, etc, take out of the £19.6 Million uplift in funding, in order to receive an accurate indication of the remainder of the 9.2% budget settlement increase.
- CE5. The Committee recommended that Cabinet write to Welsh Government urging them to set a multi year Medium Term financial Strategy budget settlement cycle of 3 or 5 years.
- CE6. In respect of budget pressure CEX1, the Committee recommended consideration be given to continuing to reduce the cost of postage centrally due to the increase in digital service provision, and requested the savings being made by individual Directorates be identified.

- CE7. In respect of budget pressure CW1, the Committee recommended that the Cabinet requests clarity on the outcome of the consultation undertaken upon Fire and Rescue Service precept / funding.
- CE8. In respect of budget pressure CW3, the Committee expressed concern about whether the £1M would be sufficient to meet the range of potential services it may need to support, given the extent of previous claims from the Welsh Government Hardship Fund by such services e.g., schools, homelessness, etc. and requested itemisation of what the pressure is to support following the ending of the Welsh Government hardship fund.

## **Subject Overview and Scrutiny Committee 1 – 20 January 2022**

### Education and Family Support Directorate and Schools:

#### Recommendations:

- ED1. The Committee supported the COSC recommendation made on 19 January 2022 for a robust review of the Medium Term Financial Strategy and the Corporate Plan to be undertaken, as they were planned prior to the pandemic. The Committee requested that Cabinet be mindful of the consequences of the pandemic impact including learning catch up, the mental health of children and safeguarding issues when looking at this review, and the impact of potential future reductions on schools and teaching.
- ED2. In relation to the indicative Budget Reduction SCH1 of 1% for 2023-24 to 2025-26, the Committee recommended that the Cabinet lobby Welsh Government regarding the detrimental effect Covid has had on children and their learning and the need to start examining and discussing funding for schools looking ahead, as Wales has the lowest funding per pupil in the UK and Bridgend is lower than some other Welsh Authorities, and the need to try to protect children's learning from future savings that could potentially impact on the effectiveness of teaching.
- ED3. The Committee recognised the need to be able to plan ahead for future years in the MTFs and supported the recommendation proposed by COSC on 19 January 2022, that Cabinet write to Welsh Government urging them to set a multi year Medium Term financial Strategy budget settlement cycle of 3 or 5 years
- ED4. The Committee recommended that consideration be given to the cost of living crisis to try to keep any future Council Tax increase to as minimal as possible
- ED5. In relation to budget pressure EFS6, the Committee recommended that the Authority continue to lobby Welsh Government for the awaited WG review of learner transport, in order to progress the outcome relating to this pressure for home to school transport.



## **Subject Overview and Scrutiny Committee 2 – 21 January 2022**

### Social Services and Wellbeing Directorate:

#### Recommendations:

- SS1. In relation to budget pressure SSW5, the Committee recommended that consideration be given to lobbying Welsh government to set a Welsh national salary, terms and conditions for social workers to alleviate Childrens social worker recruitment and retention pressures for Local Authorities, similarly to the national arrangements for teachers, police and nurses.
- SS2. In addition to the above, the Committee expressed concern at the significant reliance and potential cost of agency staff in Children’s Services and requested assurance that the situation is kept under review and all that can be done to reduce it considered.
- SS3. In relation to budget reduction proposal SSW1, the Committee recommended consideration is given to ensure that service users are not excluded by the use of technology / digital service delivery.
- SS4. In relation to budget reduction proposal SSW2, the Committee requested assurance that consideration of new ways of working includes options for face-to-face service e.g., for those who are unable to engage in other ways e.g., via telephone completion of forms, etc.
- SS5. In relation to budget reduction proposal SSW3, the Committee suggested that the use of the term service remodelling had negative perceptions which could have adverse impact on staff and service users and did not make clear the extensive advocacy and consultation undertaken to listen to the wishes of service users, and recommended consideration be given to more positive terminology and explanation of the budget line, such as tailoring or ongoing continuous improvement, etc.
- SS6. In relation to general comments relating to budget pressure CW3, the Committee recommended that consideration be given to reviewing the £1M pressure, as due to the extent of the significant reliance on the former Welsh Government hardship fund by a number of services including those within Social Services and Wellbeing, there was concern that the figure may be insufficient and a reduction in service delivery could ensue.

## **Subject Overview and Scrutiny Committee 3 – 24 January 2022**

### Communities Directorate:

#### Recommendations:

- CM1. The Committee requested a written breakdown of the list of Community Asset Transfers that had taken place to date with the maintenance costs per site to identify the savings.
- CM2. The Committee welcomed that a report would be prepared to Cabinet upon the Community Asset Transfers, including an update upon those community facilities clubs had not expressed an interest in transferring.
- CM3. The Committee welcomed the 9.2% uplift in the settlement from Welsh Government but is disheartened that savings are still proposed to the Communities Directorate particularly the Strategic Regeneration Fund, because of its importance for future generations. The Committee recommends that any reductions in the Communities Directorate are the last resort and that the Strategic Regeneration Fund budget particularly is protected as much as possible from reduction, as a priority from the list of Communities Directorate proposed reductions. (Budget reduction proposals, particularly COM1)
- CM4. In relation to budget pressure COM1, COM2 and COM3, the Committee requested information be provided regarding increased tonnages for kitchen waste, blue bag waste and street litter and the percentage increases in respect of each.
- CM5. The Committee recommended that Cabinet examine all discretionary services to ensure they are all achieving value for money for the local authority.
-

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

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

##### CAPITAL PROGRAMME UPDATE

#### 1. Purpose of report

- 1.1 The purpose of this report is to seek agreement from Cabinet to present a report to Council for approval for a revised capital programme for 2021-22 to 2030-31 (**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 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 to 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:-

- Chartered Institute of Public Finance and Accountancy's (CIPFA) 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 24 February 2021, Council also approved a capital programme covering the period 2020-21 to 2030-31 as part of the Medium Term Financial Strategy (MTFS), and this has been updated during the year with new schemes, amendments to existing funding packages and changes to delivery profiles. Since the programme was last approved by Council on 19 January 2022 there have been new grant awards, outcomes of tender processes and updates on existing schemes which need including within the capital programme.
- 3.5 On 22 and 23 February 2022 a capital programme covering the period 2021-22 to 2031-2032 will be presented to Cabinet and Council, respectively, as part of the Medium Term Financial Strategy 2022-23 to 2025-26, alongside the proposed Capital Strategy for 2022-23 to 2031-32.
- 3.6 It is worth noting that there are a number of financial pressures arising as a result of current market conditions, which have been impacted by the pandemic and Brexit. These are being reflected in many of our capital schemes, both current and future schemes, in particular:
- Increased prices of materials, as a result of higher inflation rates and additional costs associated with Brexit, sometimes up to 25% higher than previously estimated;
  - Supply chain difficulties leading to higher prices and delays in schemes being completed;
  - Inability to recruit to key posts, both within the Council and companies we contract with, resulting in higher wages and overall contract costs;
  - Additional requirements on schemes to achieve Welsh Government's Net Zero commitments, which includes an aim of collectively achieving net zero across the Welsh public sector by 2030. This will lead to changes in the way we design and manage our assets, which will likely result in increased costs.
- 3.7 Examples of these issues include a recent tender for two pedestrian crossings, to six potential tenderers with an expected cost of £88,000 each. Only one

contractor tendered and the price was nearly 2.5 times the anticipated cost. The scheme did not progress. Similarly, we tendered on Sell to Wales for new play area equipment with an estimated value of £400,000 but did not receive any tenders. This has recently been re-tendered as part of a larger package of works, to try and make it more attractive to the market.

#### **4. Current situation/proposal**

- 4.1 The capital programme approved by Council in January 2022 for the period 2021-22 to 2030-31 totalled £212.439 million, of which £118.094 million is to be met from Bridgend County Borough Council (BCBC) resources, including capital receipts and revenue contributions from earmarked reserves, with the remaining £94.345 million coming from external resources, including General Capital Grant.
- 4.2 As mentioned above, there are a number of new capital schemes that now need including in the capital programme, some of which are wholly or partly grant funded, along with others which need amending.
- 4.3 More detail on each of these schemes is set out below.

#### **Net Zero Carbon Fleet**

An additional £320,000 has been added to the programme from in year revenue under spends, to be utilised for the purchase of a pool (up to 10, depending on price) of additional electric powered vehicles which will be available for booking by staff for essential travel, in particular domiciliary care workers, in order to extend recruitment reach, as well as enable the general fleet transition to zero emission vehicles as part of the drive towards Net Zero Carbon 2030. Due to the delay in receiving the vehicles, an earmarked reserve has been established, equivalent to the value of the under spend, to fund the vehicles in the new financial year.

#### **Cardiff Capital Region Metro Plus**

The Cardiff Capital Region (CCR) Metro Plus programme was initially agreed in March 2019 where Cardiff Capital Region City Deal, in collaboration with Welsh Government and Transport for Wales, identified a proposed £50 million programme of local transport schemes to support the implementation of the South Wales Metro.

All local authorities within the Cardiff Capital Region were allocated £3 million for transport related projects (£1.5 million from CCR funding and £1.5 million from Welsh Government via the Local Transport Fund). There is an explicit expectation that councils fund anything further on top of this allocation up to the value of £1.5 million.

In Bridgend's case the Pyle Park and Ride was the principal project but Penprysg Road Bridge (feasibility and design) was added as a later Metro Plus project within the same funding envelope. The Porthcawl Metrolink project is a bus focussed facility that came about as a result of the early feasibility work

carried out into the Pyle Park and Ride Scheme and is intended to offer connection to the wider South Wales Metro network. Further work on the Metro Enhancement Framework (MEF) by CCR indicated that the Porthcawl to Bridgend to Cardiff transport corridor is of significant importance to the region and beyond.

The Porthcawl Metrolink facility originally started as a simple open structure concept costing circa £400,000 and featuring a canopy open on three sides supporting a four bay bus station. However, following further discussion and wider consultation with Members it was considered that a fully enclosed building with a green roof and digital integration would be more appropriate in this location as a key regeneration site. This increased the build cost to almost £2 million. There is no opportunity to value engineer the structure as it stands without fundamentally changing its design and there may also be unknown additional costs during the tender and building phase that have not yet been identified, but these will be reported back to Cabinet and Council if and when they arise.

The total current projection for the Metro Plus scheme from the Council is £3.082 million (£367,000 to March 2021 and £2.715 million from April 2021 onwards), taking into account spend to date plus currently anticipated spend in this and the next financial year. Of this, approximately £800,000 relates to Pencoed Level Crossing and Penprysg Road Bridge. It is proposed to fund the shortfall of £82,000 over and above the £3 million external funding from unallocated capital receipts. It is vital that the scheme is progressed and completed on time otherwise there is a risk that any remaining Metro funding will be diverted elsewhere leaving the Council at financial risk.

### **Ewenny Road Industrial Estate**

In May 2021 Cabinet received a report relating to the proposed redevelopment of the former Ewenny Road Industrial Estate, and the proposal to seek Cardiff Capital Region (CCR) funding for necessary infrastructure and remediation works. The funding was to be met from CCR's Housing Viability Gap Fund which was established to unlock key strategic housing sites across South East Wales which would have no other means of coming forward due to financial viability. The funding requested was £3.5 million and this will be used to fund the remediation of the site, the diversion and provision of drainage and services, the provision of access infrastructure and offsite infrastructure improvement works to facilitate the future development of the site for residential and commercial uses.

On 29 November 2021 CCR Cabinet approved a final shortlist of schemes and funding requirements, which included a £3.5 million allocation of grant funding for the former Ewenny Road Industrial Estate. Officers are now in receipt of the draft funding contract from CCR which includes conditions attached to the grant which could require repayment should they not be met, including, for example, failure to commence house building on the site by a prescribed date, failure to meet other targets set out in the agreement. In order to safeguard the Council and minimise financial risk, the future disposal of the site and any obligations passed onto third parties involved in the development of site will be structured

in such a way that protects against any breach of the funding conditions that require repayment should they be breached. No expenditure will be incurred on this site until the final funding agreement is signed.

### **Porthcawl Regeneration**

A report was presented to Cabinet in January 2021 in relation to the marketing of the food store site in Porthcawl, with a recommendation for Cabinet to approve the disposal of the site to Aldi Stores Ltd. The report outlined that in November 2018 Council had resolved to use £2.553 million of the receipt towards infrastructure improvements within the Porthcawl Regeneration project. The actual receipt from the sale of the site is significantly more than was originally envisaged, and given recent increases in tender prices, as outlined in paragraph 3.6 it is recommended that the additional receipt of £957,000 is ringfenced to this programme and included in the capital programme to support the required infrastructure works, including improvements to the Portway, and additional improvements in terms of crossing points and creating pedestrian links with the town centre, resulting in a revised remaining budget for this scheme of £3.488 million.

### **Brynmenyn Children's Hub**

Following a procurement process, the contract for the required works at Brynmenyn was awarded in April 2021, but in July 2021 the Council terminated that contract due to provider insolvency. This meant that an alternative contractor was needed to carry out the works, which required another tender exercise.

As a result of this extra work and time delay, project costs have subsequently increased due to the extra fees associated with the work needed for the retender and also tendered rates submitted being higher than the amount originally approved by Council, reflecting current market conditions. The shortfall of £438,000 will be funded from unallocated capital funding in the capital programme.

BCBC will submit an application to fund as much of the £438,000 as is possible from Welsh Government Regional Integrated Fund Capital Funding in 2022-23. However, capital funding arrangements from April 2022 are yet to be finalised so there is no guarantee of any funding at this time. If alternative funding is approved at a later date any new grant funding will be used to replace the Council's capital fund contribution.

### **Community Energy Safety Programme (CESP) / Arbed Phase 1**

At the beginning of January 2022 the Welsh Government wrote to the Council following the Council's submission of a business case for a funding contribution from WG towards remedial work on 104 properties in Caerau. The letter confirmed that the Minister for Climate Change had agreed to award funding in principle, not exceeding £2.65 million, over the current and next financial year to carry out the essential remedial work. The remainder of the costs of the work,

totalling in the region of £855,000, dependent on take-up and tender prices, are to be met from the Council. The total funding should cover the costs of remedial works to all eligible householders affected in Caerau, not just those in which the Council had involvement, and will cover cost of works, project management and quality assurance. The award, and therefore implementation of the remedial works, is subject to a final decision by WG, following an assessment of a satisfactory detailed business case, which is due for submission by the end of February 2022, and project proposal. The Council's match funding contribution will be met from an existing earmarked reserve.

### **ICT Equipment – Schools**

An additional £305,000 has been added to ICT equipment purchases for schools in relation to a range of planned ICT purchases in 2021-22. These will be funded from an existing earmarked reserve established for the purchase of ICT equipment by schools from their annual ICT SLA contributions.

### **Welsh Government Un-adopted Roads Pilot**

Welsh Government has previously awarded the Council £229,000 of Un-adopted Roads Pilot funding for Ynyslas (Newton Nottage Road), Porthcawl, to be reconstructed and also for it to be adopted as part of the public highway maintainable by the Council. Welsh Government has awarded the Council a further £110,000 to meet additional unforeseen costs to the scheme and to initiate design of further sections of the project.

### **Héronsbridge Special School Additional Accommodation**

Héronsbridge Special School urgently needs to deal with a shortfall in pupil accommodation. An interim measure is required until the proposed new school (which is part of Band B School Modernisation Programme), opens (currently projected to be September 2025). Bridgend College has agreed in principle to the temporary use of surplus areas of the college which, with elements of building works, could be repurposed for use by Heronsbridge learners. It has been proposed to the Headteacher that Heronsbridge Special School make a revenue contribution to the scheme from their projected under spend with the balance to be funded by the local authority for the necessary physical building works costs. The overall scheme cost is anticipated to be £320,000 and it is proposed that this is funded as follows: £140,000 from Heronsbridge Special School balances and £180,000 from the Council's capital budget, to be vired from the School Modernisation Retentions budget. The Headteacher will seek formal Governing Body approval to the school contribution at the governors meeting to be held on 9 March 2022. If approval is not given by the governing body alternative sources of funding will be sought and this will be reported back to Cabinet and Council. Works will not commence until all approvals, funding and leases are in place.

- 4.4 There are also a small number of other amendments and changes to grant approvals which are reflected in the updated capital programme.



4.5 A revised Capital Programme, incorporating the schemes outlined above, is included as **Appendix A**.

## **5. Effect upon policy framework and procedure rules**

5.1 This report complies with paragraph 3.4 of the Financial Procedure Rules within the Council's Constitution in relation to the capital programme.

## **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. Recommendation**

9.1 It is recommended that Cabinet agrees that the revised Capital Programme at **Appendix A** be submitted to Council for approval.

Carys Lord

**Chief Officer – Finance, Performance and Change**

January 2022

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**Background documents:** None





	Total 2021-2031			2021-2022					FUTURE YEARS										CUMULATIVE
	Total Cost £'000	BCBC Funding £'000	External Funding £'000	Council January 2022 £'000	New Approvals £'000	Vire £'000	Slippage £'000	Revised 2021-22 £'000	2022-2023 £'000	2023-2024 £'000	2024-2025 £'000	2025-2026 £'000	2026-2027 £'000	2027-2028 £'000	2028-2029 £'000	2029-2030 £'000	2030-2031 £'000	Total 2021 - 2031 £'000	
Economic Stimulus Grant	831	831	-	831				831										831	
Coastal Risk Management Programme	6,459	6,459		4,309				4,309	2,150									6,459	
Ewenny Road Industrial Estate	3,500	-	3,500					-	3,500									3,500	
CESP/Arbed Phase 1	3,505	855	2,650					-	3,505									3,505	
Llynfi Valley Development Programme	2,260	2,260	-	2,260				2,260										2,260	
Bridgend Heat Scheme	3,390	2,323	1,067	390				390	3,000									3,390	
Maesteg Town Hall Cultural Hub	5,671	2,717	2,954	2,695				2,695	2,976									5,671	
Town & Community Council Fund	674	674	-	74				74	200	50	50	50	50	50	50	50	50	674	
Caerau Heat Network	6,293	1,168	5,125					-	5,904	389								6,293	
Porthcawl Townscape Heritage Initiative	134	134	-	15				15	119									134	
Commercial Property Enhancement Fund	150	150		60				60	90									150	
<b>Corporate Landlord</b>																			
Capital Asset Management Fund	820	820	-					-	820									820	
Corporate Landlord - Energy Savings Strategy	1,279	1,279		1,279				1,279										1,279	
Enterprise Hub - Innovation Centre	1,937	589	1,348	100				100	1,837									1,937	
Raven's Court	447	447		447				447										447	
Bridgend Market	10	10	-	10				10										10	
DDA Works	408	408	-	408				408										408	
Minor Works	10,465	10,465	-	295				295	1,130	1,130	1,130	1,130	1,130	1,130	1,130	1,130	1,130	10,465	
Fire Precautions	249	249	-	249				249										249	
Bryncethin Depot Facilities	531	531	-	531				531										531	
Non-Operational Assets	480	480	-	480				480										480	
Waterton Upgrade	8,144	8,144	-					-	8,144									8,144	
Evergreen Hall	130	130	-	130				130										130	
Investing in Communities	47	47	-	47				47										47	
<b>Total Communities</b>	<b>101,530</b>	<b>73,513</b>	<b>28,017</b>	<b>30,144</b>	<b>160</b>	<b>-</b>	<b>-</b>	<b>30,304</b>	<b>48,924</b>	<b>7,010</b>	<b>2,273</b>	<b>2,170</b>	<b>2,170</b>	<b>2,170</b>	<b>2,170</b>	<b>2,170</b>	<b>2,170</b>	<b>101,530</b>	
<b>Chief Executive's</b>																			
<b>Housing / Homelessness</b>																			
Disabled Facilities Grants (DFG)	17,742	17,120	622	1,992				1,992	1,750	1,750	1,750	1,750	1,750	1,750	1,750	1,750	1,750	17,742	
Target Hardening Grants	19	19	-	19				19										19	
Discretionary Housing Grants	2,000	2,000		200				200	200	200	200	200	200	200	200	200	200	2,000	
Housing Renewal / Empty Properties	1,018	1,018	-	118				118	100	100	100	100	100	100	100	100	100	1,018	
Valleys Taskforce Empty Properties Grant	300	105	195	300				300										300	
Comfort Safe & Security Grants	4	4		4				4										4	
Western Valley Empty Homes Pilot	260	91	169	260				260										260	
Emergency Repair Lifetime Grant	78	78	-	78				78										78	
Enable Grant	1,008	-	1,008	198				198	270	270	270							1,008	
Health and Wellbeing Village	480	-	480	480				480										480	
<b>ICT</b>																			
Investment in ICT	4,050	4,050	-	450				450	400	400	400	400	400	400	400	400	400	4,050	
HWB Schools IT	305	305	-		305			305										305	
WCCIS Hardware Refresh	1,352		1,352	1,352				1,352										1,352	
Digital Transformation	200	200	-	200				200										200	
Replacement CCTV	667	667		667				667										667	
<b>Total Chief Executive's</b>	<b>29,483</b>	<b>25,657</b>	<b>3,826</b>	<b>6,318</b>	<b>305</b>	<b>-</b>	<b>-</b>	<b>6,623</b>	<b>2,720</b>	<b>2,720</b>	<b>2,720</b>	<b>2,450</b>	<b>2,450</b>	<b>2,450</b>	<b>2,450</b>	<b>2,450</b>	<b>2,450</b>	<b>29,483</b>	
<b>Council Wide Capital Budgets</b>																			
Corporate Capital Fund	1,973	1,973		173				173	200	200	200	200	200	200	200	200	200	1,973	
Unallocated	18,664	18,664	-	504				504	57	1,679	1,679	343	2,962	3,194	1,858	3,194	3,194	18,664	
<b>Total Council Wide Capital budgets</b>	<b>20,637</b>	<b>20,637</b>	<b>-</b>	<b>677</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>677</b>	<b>257</b>	<b>1,879</b>	<b>1,879</b>	<b>543</b>	<b>3,162</b>	<b>3,394</b>	<b>2,058</b>	<b>3,394</b>	<b>3,394</b>	<b>20,637</b>	
<b>Total Expenditure</b>	<b>223,725</b>	<b>152,511</b>	<b>71,214</b>	<b>49,603</b>	<b>479</b>	<b>-</b>	<b>-</b>	<b>50,082</b>	<b>64,864</b>	<b>17,660</b>	<b>36,400</b>	<b>15,465</b>	<b>8,535</b>	<b>8,014</b>	<b>6,678</b>	<b>8,014</b>	<b>8,014</b>	<b>223,725</b>	



## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

#### REPORT OF THE CORPORATE DIRECTOR COMMUNITIES

##### THE SENIORS OPEN CHAMPIONSHIP, ROYAL PORTHCAWL GOLF CLUB, 2023

#### 1. Purpose of report

- 1.1 The purpose of this report is to seek approval for a contribution of funding and officer support from Bridgend County Borough Council to the Senior Open Championship, 2023, to enter into a Rights Agreement and to continue work to establish Royal Porthcawl as a venue capable of hosting the Open Championship.

#### 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**:
- **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 One of the three overarching priorities in the Bridgend Destination Management Plan 2018 – 2022 is to raise the profile and attract more visitors to Bridgend County Borough by promoting Bridgend County Borough through targeted Public Relations (PR) and marketing and develop a diverse portfolio of events to include attracting new events of regional or national significance.
- 3.2 The Bridgend County visitor events strategy sets out a clear ambition and future direction for those events that attract, or have the potential to attract, visitors to the County. The vision is for Bridgend County to be recognised as a successful and dynamic events destination.

The priorities for achieving this are:

- (a) Create an environment which nurtures and supports events;
- (b) Refresh and develop an on-brand events programme;
- (c) Support the provision of flexible event spaces; and
- (d) Support a consistent approach to event planning, management and evaluation.

The type of support required or available will vary based on the nature of the event.

- 3.3 In 2014 Bridgend County was the host of the first golf major to be held in Wales when Royal Porthcawl hosted the Senior Open Championship, sponsored by Rolex. It is estimated that there were over 43,000 people in attendance at the event including spectators, officials, players and caddies, which generated an estimated economic impact of £2.16m. This figure includes £1.1m for the accommodation sector, £785,000 spent in shops and cafes and £275,000 spent by the event organisers on services in the local economy. In addition, the Media Equivalence Value from the comprehensive TV coverage for Porthcawl and Bridgend County was calculated at a further £5.2m. The co-ordination and engagement of local stakeholders was exemplary and contributed to the higher than expected visitor numbers and the positive experiences of those who visited.
- 3.4 The prestigious event returned to Royal Porthcawl in 2017. It is estimated that over 32,000 people were in attendance in 2017 over the duration of the event. In addition, the global Media Equivalency Value for Bridgend County, including Royal Porthcawl, was calculated at £7.8m.

#### **4. Current situation/proposal**

- 4.1 The Senior Open Championship will return to Royal Porthcawl Golf Club from 27-30 July, 2023. Whilst the number of spectators will be determined to an extent by the weather conditions throughout the week, the prospect is for another well attended event that delivers benefits for the local economy and promotes Porthcawl as a destination across the world.
- 4.2 The 2023 event has set the following targets:
- To attract at least 13,000 unique spectators to the 2023 event totalling 38,500 spectator visits to the 2023 event as a whole.
  - Of the 13,000, to attract at least 4,000 unique spectators to the 2023 event from outside of Wales.
  - To generate at least £3m of net additional spending into the Welsh Economy as a result of the 2023 event.
  - To attract a range of national and international media coverage for the 2023 event to include at least 600 hours of global TV broadcast coverage, 18 hours of live UK TV broadcast coverage and 8 hours of live US TV broadcast coverage.
- 4.3 The Welsh Government is supporting the delivery of the three Senior Open Championships between 2014 and 2024 with a grant of £5 million and a request has been submitted by the event organisers for a contribution from Bridgend County Borough Council (BCBC) of £50,000 as part of a proposed Rights Agreement,



which is a document developed by the European Tour (ET) that sets out use of the funding package, benefits to BCBC and payment terms.

4.4 The £50,000 contribution will be the total funding package provided by BCBC towards the event and will cover as considered appropriate by the European Tour (ET) the costs associated with any or all the following:

1. The ET commissioning a contractor for the preparation of the private lane leading to the main Championship car park in the form of pothole repairs and hedge trimming, where necessary.

2. Hiring and rectifying costs associated with BCBC's playing field for use as the entrance for players, officials, and courtesy cars and as an overflow car park, as necessary.

3. Staff costs over and above the average for other comparable events involved in the liaison and assistance with the Championship's traffic management plan and engagement with the Highways Department and the Events Safety Advisory Group.

4. Provision and distribution of cones to line any roads, as deemed necessary, leading to and from Royal Porthcawl Golf Club.

5. All costs associated with local promotion and marketing, including local school initiatives in partnership with Wales Golf.

These points are considered to be a full and thorough list at the time of writing of the items for which the ET will use the financial contribution from BCBC. Where required advice will be sought from all relevant departments, such as Highways, Property and Planning.

4.5 In return for the financial contribution, the Championship will provide the following benefits to BCBC:

1. Official Designation – "Championship Sponsor of The Senior Open Presented by Rolex 2023".

2. Championship Logo – the right to use the Championship logo in BCBC's advertising and promotions until 31 December 2023, subject in each instance to supplying draft artwork for prior approval by the PGA European Tour.

3. On-Course Advertising Boards – the right to four on-course advertising boards which will be positioned on the golf course to attract TV exposure with [www.visitbridgend.co.uk](http://www.visitbridgend.co.uk) and BCBC logos.

4. Logo Identification – the right to display the BCBC logo on the welcome archways, digital versions of the official programme, daily drawsheet, and any promotional literature such as posters and flyers.

5. Website Acknowledgement – inclusion of the BCBC logo on the Championship sponsors' page on europeantour.com, linking to [www.visitbridgend.co.uk](http://www.visitbridgend.co.uk)

6. Official Digital Programme – one full colour page of advertising and a welcome message from the Leader of BCBC.

7. Exhibition Space – allocated space within the public tented village of the event for an information stand from which to promote Bridgend County. Size of exhibition space to be agreed.

8. Admission Tickets – one hundred daily tickets for use in BCBC’s marketing campaign. Additional tickets may be purchased at a 50% discount.

4.6 BCBC will establish a liaison group and shall invite relevant officers and a representative of ET. If considered appropriate external organisations may be invited to strengthen the partnership approach. The group will aim to provide advice and guidance to the ET to assist with their decision making, broker relationships between the ET and local stakeholders and identify opportunities in relation to local partnership development, business engagement and promotion and marketing for the ET to take forward.

## **5. Effect upon policy framework and procedure rules**

5.1 There is no direct impact on the Council’s policy framework and procedure rules.

## **6. Equality Act 2010 implications**

6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh language. It is therefore not necessary to carry out a full EIA on this policy or proposal.

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

7.1 The proposal within this report demonstrates the sustainable development principle by ensuring that by meeting the needs of the present they do not compromise the ability of future generations to meet their own needs. This is evidenced through the 5 ways of working as follows:

- Long-term: The trail will create a very timely opportunity to animate the destination and enhance the visitor experience and understanding of the area. This will foster a longer term understanding of Porthcawl and enable the area to raise awareness. In addition to the community, tourism and economic benefits there is a Golf Development programme associated with the event which will engage with schools across the South Wales region, which will support wellbeing.
- Prevention: The introduction of this event into the events calendar for Porthcawl for 2023 will support the destination to diversify its appeal to a wider range of visitor target markets and thereby support the economic resilience of the visitor economy of the area. Events that support an active lifestyle will assist public bodies in providing opportunities for a greater number of people to take part in physical activity.
- Integration: The event will support economic, social, environmental and

cultural outcomes through boosting the local economy, raising the profile of the area through media coverage, increasing tourism, fundraising, and overall event experience.

- Collaboration: The project will be delivered by a range of partners working together. As part of the wider 'Golf Wales' offer it will offer the opportunity to develop relationships with other neighboring destinations
- Involvement: Planning of the event will take place in partnership with departments across BCBC and with private and third sector partners.

## **8. Financial implications**

8.1 The Senior Open Championship 2023 liaison group will be supported by Communities Directorate staff resources.

8.2 The proposed £50,000 contribution to the 2023 Senior Open Championship event will be provided through the Public Realm Fund 2022/23. The contribution of £50,000 shall be paid in two instalments, the first instalment of £25,000 being due on 1 January 2023 and the second instalment of £25,000 due on or before 31 March 2023.

## **9. Recommendations**

9.1 It is recommended that Cabinet:

- Approve the proposed contribution of £50,000 for the purposes set out in paragraph 4.4 above;
- Delegate authority to the Corporate Director Communities, in consultation with the Chief Officer – Legal and Regulatory Services, HR and Corporate Policy and Chief Officer – Finance, Performance and Change to sign a Rights Agreement on behalf of the Council;
- Authorise officers to establish and support a Senior Open Championship liaison group for the purposes set out in paragraph 4.6 above.

**Janine Nightingale**  
**Corporate Director - Communities**  
24 January 2022

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**Background documents:** None

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

#### REPORT OF THE CORPORATE DIRECTOR COMMUNITIES

##### A FUTURE APPROACH TO EMPLOYABILITY

#### 1. Purpose of report

- 1.1 The purpose of this report is to note the success that has been achieved and the difference that has been made to the lives of people throughout the County through the delivery of Employability Bridgend and to seek Cabinet endorsement for the Framework for Future Employability in the Cardiff Capital Region, which builds on the Cardiff Capital Region Employment and Skills plan. The report proposes that the framework be used as the basis for officers to work collaboratively across the Cardiff Capital Region and Wales to secure suitable future resources for employability work that replace those previously available through European Union (EU) funds. The report notes that the Enterprise and Employability Manager to lead for Bridgend County Borough Council (BCBC) on negotiations with appropriate stakeholders in the development of partnership working and associated arrangements. The report also notes the Corporate Director Communities, in consultation with the Corporate Director Education and Family Support, Chief Officer – Legal and Regulatory Services, HR and Corporate Policy and Chief Officer – Finance, Performance and Change will submit proposals to secure resources for employability through appropriate funds and agree partnership working and associated agreements which the Council are able to agree to, in line with the Scheme of Delegation. Any resulting funding offers would be presented to future meetings of Cabinet as considered appropriate for information or decision.

#### 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**:
- **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 All 10 local authorities in the Cardiff Capital Region (CCR) (BCBC, Vale of Glamorgan County Council (VGCC); Torfaen County Borough Council (TCBC); Blaenau Gwent County Borough Council (BGCBC); City of Cardiff Council (CCC); Caerphilly County Borough Council (CCBC); Merthyr Tydfil County Borough Council (MTCBC); Monmouthshire County Council (MCC); Newport City Council (NCC); Rhondda Cynon Taf County Borough Council (RCTCBC) currently deliver employability activity to support people into employment or to help them progress to more sustainable or better paid employment.
- 3.2 Since 2014, across the CCR, this has supported over 50,000 residents to secure a qualification and has helped almost 15,000 long-term unemployed into employment. Employability Bridgend has contributed to this figure by supporting 4,661 participants, with 1,589 of these entering employment and 1,609 receiving training to further their employment journey. This figure includes 410 not in Employment, Education or Training (NEET) from our most vulnerable communities, with 162 of these finding employment. People experiencing in-work poverty have also been supported locally with 249 residents helped to find a better position in the labour market.
- 3.3 Working alongside Employability Bridgend, Inspire 2 Work has also contributed towards this figure by supporting 876 NEET young people (aged 16 to 24 years old) who were classified by Careers Wales and Job Centre Plus as their 'hardest to reach'. As a result of their respective intervention, 427 young people have successfully progressed into employment (344) or education (83).
- 3.4 For the last two rounds of European Union (EU) funding (2007-2013 and 2014-2020) the employability projects run by Local Authorities, Welsh Government, Further Education (FE) and the third sector have largely been funded from the European Social Fund (ESF).
- 3.5 The ESF programme was split between West Wales and the Valleys (BGCBC; BCBC; CCBC; MTCBC; RCTCBC) and East Wales (CCC; MCC; NCC) This meant that two sub-regional suites of projects had to be developed.
- 3.6 The requirements of ESF funding resulted in different employability projects being created for long-term unemployment, short-term unemployment, NEET, in-work poverty and support for those with work-limiting health conditions or disabilities. This created a number separate projects operating concurrently in different areas within the CCR. A summary of this is presented below:

<b>Summary of Recent EU-Funded Employability Programmes</b>			
	<b>Clientele</b>	<b>Geography</b>	<b>Improvements to</b>
<b>Bridges into Work</b>	<ul style="list-style-type: none"> <li>• Long-term unemployed</li> <li>• Age 25+</li> </ul>	<ul style="list-style-type: none"> <li>• BGCBC, TCBC, CCBC, BCBC, MTCBC</li> <li>• Non-CF* areas</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> </ul>
<b>Working Skills for Adults</b>	<ul style="list-style-type: none"> <li>• In Employment</li> <li>• Age 16+</li> <li>• QCF2 or lower</li> </ul>	<ul style="list-style-type: none"> <li>• BGCBC, TCBC, CCBC, BCBC, MTCBC</li> </ul>	<ul style="list-style-type: none"> <li>• In work poverty / career progression</li> </ul>

<b>Nurture, Equip, Thrive</b>	<ul style="list-style-type: none"> <li>• In Employment</li> <li>• Age 16+</li> </ul>	<ul style="list-style-type: none"> <li>• BGCBC, TCBC, CCBC, BCBC, MTCBC</li> </ul>	<ul style="list-style-type: none"> <li>• Underemployment &amp; Work limiting health conditions</li> <li>• Workforce development</li> </ul>
<b>Journey 2 Work</b>	<ul style="list-style-type: none"> <li>• Long-term unemployed</li> <li>• Age 25+</li> </ul>	<ul style="list-style-type: none"> <li>• CCC, NCC, MCC</li> <li>• Non-CF areas</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> </ul>
<b>Skills @ Work</b>	<ul style="list-style-type: none"> <li>• In Employment</li> <li>• Age 16+</li> <li>• QCF2 or lower</li> </ul>	<ul style="list-style-type: none"> <li>• CCC, NCC, MCC</li> <li>• Non-CF areas</li> </ul>	<ul style="list-style-type: none"> <li>• In work poverty / career progression</li> </ul>
<b>Building Resilience, Prosperity &amp; Wellbeing (SWAW)</b>	<ul style="list-style-type: none"> <li>• In Employment</li> <li>• Returning to Work</li> <li>• WLHC</li> </ul>	<ul style="list-style-type: none"> <li>• RCTCBC</li> <li>• Non-CF* &amp; CF areas</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Underemployment &amp; Work limiting health conditions</li> </ul>
<b>Communities 4 Work</b>	<ul style="list-style-type: none"> <li>• Age 16+</li> <li>• AND QCF2 or lower;</li> <li>OR</li> <li>• WLHC; <b>OR</b></li> <li>• BME; <b>OR</b></li> <li>• Jobless Household</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> <li>• CF areas</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> </ul>
<b>PACE</b>	<ul style="list-style-type: none"> <li>• Economically Inactive</li> <li>• Parents</li> <li>• AND NEET 16-24 OR 25+</li> </ul>	<ul style="list-style-type: none"> <li>• Non-CF</li> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> </ul>
<b>ReAct</b>	<ul style="list-style-type: none"> <li>• Redundant less than 3 months</li> <li>• &lt;16+ hours /week since redundancy</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Short-term unemployment</li> <li>• Careers advisory role</li> </ul>
<b>Traineeships</b>	<ul style="list-style-type: none"> <li>• Age 16-17</li> <li>• NEET</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Youth Unemployment</li> <li>• Careers advisory role</li> </ul>
<b>Active Inclusion Fund</b>	<ul style="list-style-type: none"> <li>• Age 25+ <b>AND</b></li> <li>• 54+ econ. inactive;</li> <li>• <b>OR</b> BAME &amp; long-term unemployed; <b>OR</b></li> <li>• Carer &amp; econ. inactive;</li> <li>• <b>OR</b> QCF2 or lower;</li> <li>• <b>OR</b> WLHC</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> <li>• Underemployment &amp; Work limiting health conditions</li> </ul>
<b>Upskilling at Work</b>	<ul style="list-style-type: none"> <li>• Employees QCF2 or lower</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Developing priority sectors</li> <li>• Career progression</li> </ul>
<b>Inspire to Achieve</b>	<ul style="list-style-type: none"> <li>• Age 11-16</li> <li>• At risk of NEET</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR (East &amp; West projects)</li> </ul>	<ul style="list-style-type: none"> <li>• At risk of NEET</li> <li>• Careers advisory role</li> </ul>
<b>Inspire to Work</b>	<ul style="list-style-type: none"> <li>• Age 16-24</li> <li>• NEET</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR (East &amp; West projects)</li> </ul>	<ul style="list-style-type: none"> <li>• Youth Unemployment</li> </ul>

\*CF – Communities First

3.7 Following the United Kingdom's withdrawal from the EU, ESF funding will no longer be available to support projects such as those highlighted above to deliver on-going benefits for individuals, communities and the economy of Bridgend County Borough. Those ESF funded projects that are still active are now entering a closure phase and all projects must close, according to EU rules, by December 2023.

3.8 Information provided by the UK Government Department for Levelling Up, Housing and Communities (DLUHC) indicates that the UK Shared Prosperity Fund (UKSPF) is a domestic successor to the ESF programme. Information provided by the Industrial Communities Alliance (ICA) highlights that the UK Government has indicated that the UKSPF, set to be worth on average £1.5bn a year, is to come into operation in April 2022. This may see a degree of handover between projects depending of timing of launch of new activity and closure of current activity. It is suggested that the UKSPF will help people access opportunity in places in need, such as ex-industrial areas, deprived towns and rural and coastal communities, and for people in disadvantaged groups across the UK. However, the extent to which UKSPF will support employability activity is currently unclear as is the approach that will be taken for the allocation, distribution and delivery of UKSPF resources.

#### 4. Current situation/proposal

4.1 In order to avoid a gap in delivery of much needed employability services it is important that issues relating to employability are clearly understood and articulated so that decisions about the UKSPF reflect the needs of the people, businesses, communities and economy of the County Borough and the wider CCR.

4.2 To support this the CCR Regional Skills Partnership (RSP) have adopted an Employment and Skills Plan. This sets a clear vision of the future skills needs of the CCR and the activities that regional partners need to deliver to achieve this. The value and importance that employers place on 'employability' skills is clearly reflected as is the need to help individuals address their personal barriers to employment to avoid communities being excluded or marginalised in a very competitive labour market.

4.3 To build on this, the 10 CCR Local Authorities have worked together to create a single, clear, consistent framework for future employability projects in the region based on a shared vision, shared principles, and common tools.

4.4 The Framework for Future Employability in the CCR, which is set out in **Appendix 1**, aims to shape a shared vision for an employability service which is:

- Responsive enough to rapidly changing employability trends / priorities
- Flexible enough to still address individual barriers
- Still aligned to local circumstances and still delivered by local teams
- Engaged with industry to support people into more sustainable roles

4.5 Within the framework there is a particular focus on the following challenges:

- Poverty arising from unemployment, under employment and unsustainable employment
- Early Interventions for young people at risk of NEET
- Barriers to high quality sustainable employment faced by adults
- Priority Industry Engagement

4.6 The framework is based on shared principles, set out below, which reflect on the lessons learnt from over 20 years' experience of delivering employability projects across the region.



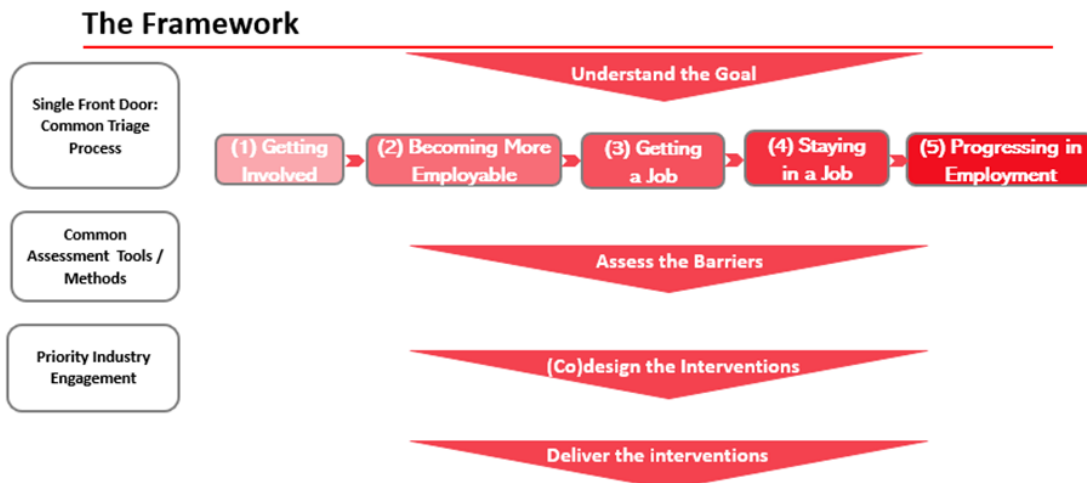
- 4.6.1 **Subsidiarity works:** Local Authority (LA) delivered projects have great penetration into their target communities. LA employability teams have been embedded in communities for over 20 years and so have a strong understanding of residents' barriers, good networks with local support organisations, and are delivered by experienced, well-established (and well-known) practitioners. Local Authority delivered projects have developed good knowledge of local labour markets, and good relations with local and regional employers built over many years. Collectively Local Authorities have networks of thousands of employers who engage employability as part of their recruitment. As a result, local authority teams have been able to select those activities which best work for the participants and businesses in their respective local area.
- 4.6.2 **A trusted brand:** Local authority delivered projects are trusted by participants. Without trust, it is impossible to engage those furthest from the labour market. They are also trusted by local employers because of the positive impact that they have had on local recruitment and upskilling.
- 4.6.3 **Prevention over profitability:** Local Authority led delivery has been motivated by tackling the root causes of participants barriers, however complex and however long that intervention takes. They have been successful at working as part of a wider Early Intervention & Prevention coalition of support agencies, employer networks and early intervention teams (e.g. money advice, benefits, foodbanks, English for Speakers of Other Languages (ESOL) provision, volunteering agencies, adult learning, children's services, education welfare, housing and health & wellbeing advisory services) to help participants.
- 4.6.4 **Continuity of provision is valuable and cost-effective:** Under current EU programmes Local Authority employability teams employ support workers, counsellors and employment liaison officers. Many have developed networks in their local area over 20 years. Collectively there are hundreds of years of experience and local knowledge that would be lost if employability projects were to end. In a profession that relies on building long-term 1:1 relationships with clients, the loss of this expertise could take decades to recover. Add to this the financial cost of decommissioning existing services (office costs, redundancy costs, re-branding) and it is clear that continuity between projects significantly improves the short and long-term cost-effectiveness for the region.
- 4.6.5 **Shared learning adds value:** Over the past two decades strong networks have emerged between employability projects, training providers, higher and further education institutions, the voluntary sector and the business community. Local Authority led provision is effective at working in partnership to deliver in areas where partners have greater expertise, experience of knowledge.
- 4.6.6 **Decades of progress towards real change:** Prior to the Covid-19 pandemic, regional qualifications levels were rising and unemployment was low. Youth employability teams were able to implement a 10-year preventative approach (through successive projects like Prevent, Lift and Inspire) which is benefitting a generation of young people. As a result of intervention, NEET figures were amongst their lowest ever.
- 4.6.7 **Simplified Costs has reduced bureaucracy:** During the 2014-2020 ESF programme, the EU introduced a model of simplified costs called "FR40" which has

had a significant and positive impact on efficiency. FR40 essentially pays 40% of the total staffing costs to the provider to create a fund that can be used for all other non-staffing costs. This allows for the creation of a flexible barriers and training fund that can be tailored to the individual project participants. Local Authorities can now design interventions around a participant's needs and not around a pre-conceived list of compliant purchases.

- 4.6.8 **Assess participants for their “employability” journey, not their “project” journey:** Currently a participant is assessed when they enter each project. Each uses a different approach to determine eligibility and to assess what support to provide to a participant. To some extent this is necessary – the questions asked of an 11 or 16 year-old will be different from those asked of a 30 or 50 year-old. But there should be more commonality between and coordination of assessment tools so that a client can seamlessly move in and out of support at key stages in their employability journey.
- 4.6.9 **Flexible outcomes:** Whilst FR40 has made project delivery more flexible, the current ESF funded programmes are still rigid in their outcomes. The Covid-19 pandemic has again highlighted the need for employability to adapt quickly to changing labour market conditions and priorities (e.g. the flexibility to switch from economic inactivity to unemployment; from long-term unemployment to short-term unemployment; or from unemployment to under-employment). The end of EU funding requirements means that apprenticeships, further learning and volunteering (as stepping stones to employment) could all become more acceptable progression outcomes. Moreover, flexible outcomes can be better aligned to the regional labour market and demography.
- 4.6.10 **One Framework, but not necessarily one Project:** Some projects (particularly Communities 4 Work (C4W)/+) are wider than just employability. Others (particularly the Inspire 2 Achieve reduction of at risk of NEET project) require specialist interventions. Whilst these interact with an employability project, they may also sit alongside rather than within it. They are however, part of the overall employability approach.
- 4.6.11 **Not just a job, but a sustainable job:** - closer alignment with industry. There is substantial change taking place in the economic base of the CCR, accelerated by Covid-19. The employability ‘skills’ needed to work in this emerging economy are also likely to evolve. With the adoption of a regional Employment and Skills Plan, and cluster groups in priority sectors, there is an unique opportunity to improve the alignment between project design and the demands of industry in the local area whilst supporting participants into fair, long-term employment. Analysis has already commenced with Data Cymru and the Regional Skills Partnerships on entry level opportunities within the priority sectors.
- 4.7 Delivery of the Framework for Future Employability in the CCR relies on the use of common approaches, particularly at 5 key transition points:
1. The interface with Pre-16 NEET prevention activity
  2. Recruitment and engagement of participants
  3. Triage and caseworker allocation: understanding the goal and the support available

4. Client assessment process: assessing barriers and what a participant can do.
5. The menu of support and intervention: co-designing and delivering the intervention

4.8 The diagram below shows a representation of the key components of the framework and will simplify the experience for both residents and employers.



- 4.9 It is proposed that Cabinet endorse the Framework for Future Employability in the CCR, which builds on the CCR Employment and Skills plan, and for that Framework to be used as the basis for officers to work collaboratively across the CCR and Wales to secure suitable future resources for employability work that replace those previously available through EU funds.
- 4.10 DLUHC have stated that the Community Renewal Fund (CRF) is a pilot ahead of UKSPF. Therefore, lessons learnt, the model of working and experience developed through the Community Renewal Fund (CRF) project CELT as reported to Cabinet on the 18th January 2022, will form part of the basis for securing future resources.
- 4.11 If, as is anticipated, details on the UKSPF are to be set out in the Levelling Up White Paper, and if the fund is to commence at the start of April 2022, BCBC needs to be in a position to respond accordingly and promptly – to assess the announcement, to identify opportunities, and to develop proposals for consideration.
- 4.12 Cabinet is asked to note that BCBC’s Enterprise and Employability Manager will lead for BCBC on negotiations with appropriate stakeholders in the development of partnership working and associated arrangements based on the principle of a collaborative locally delivered, regionally coordinated approach to employability post-EU through the Local Authority (LA) Cluster Group outlined in **Appendix 1**.
- 4.13 Cabinet is also asked to note that in accordance with the Scheme of Delegation the Corporate Director Communities, in consultation with the Corporate Director – Education and Family Support, Chief Officer – Legal and Regulatory Services, HR and Corporate Policy and Chief Officer – Finance, Performance and Change will submit proposals to secure resources through the UKSPF and other appropriate

funds around employability and any other projects developed around employability in accordance with the framework in Appendix 1 and agree any consequential partnership working and associated agreements which the Council has the power to agree to. Any resulting funding offers would be presented to future meetings of Cabinet as considered appropriate.

## **5. Effect upon policy framework and procedure rules**

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

## **6. Equality Act 2010 implications**

6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh language. It is therefore not necessary to carry out a full EIA on this policy or proposal at this stage.

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

7.1 The Framework for Future Employability in the CCR demonstrates the sustainable development principle by ensuring that by meeting the needs of the present they do not compromise the ability of future generations to meet their own needs. This is evidenced through the 5 ways of working as follows:

- Long term – endorsement of the Framework for Future Employability in the CCR seeks to understand and mitigate the long-term implications on Bridgend County Borough residents of the withdrawal of EU funding for employability by seeking alternate funding.
- Prevention – working with partners to identify potential replacement funding opportunities.
- Integration – The endorsement of the Framework for Future Employability in the CCR to the well-being goals: An Equal Wales, a Prosperous Wales, and a Healthier Wales. It contributes to the well-being objective of Reducing Social and Economic Inequalities.
- Collaboration – the success of the Framework for Future Employability in the CCR and any future employability projects relies on collaboration with partners across the CCR region including local authorities, Department for Work and Pensions and Welsh Government.
- Involvement – a significant element of the Framework for Future Employability in the CCR involves engaging with local residents, their families and communities.

## **8. Financial implications**

8.1 Endorsement of the Framework for Future Employability in the CCR is not considered at this time to have any direct financial implications for BCBC.

8.2 It is considered that work to undertake negotiations with appropriate stakeholders in the development of partnership working and associated agreements will be undertaken using existing revenue budgets within the Communities Directorate.

- 8.3 In noting that the Corporate Director Communities, in consultation with the Corporate Director – Education and Family Support, Chief Officer – Legal and Regulatory Services, HR and Corporate Policy and Chief Officer – Finance, Performance and Change will submit proposals to secure resources for employability through appropriate funds and agree partnership working and associated agreements it is noted that an element of match funding may be required from BCBC. As it is not yet known at this stage what finance would be required it is considered that any match funding requirement would be confirmed by the Corporate Director Communities, in consultation with Chief Officer – Legal and Regulatory Services, HR and Corporate Policy and Chief Officer – Finance, Performance and Change prior to submission in line with the Authority’s Grant Financial Management Policy.
- 8.4 Any resulting funding offers would be presented to future meetings of Cabinet as considered appropriate.

## 9. Recommendations

9.1 It is recommended that Cabinet:

- Notes the success that has been achieved, and the difference that has been made to the lives of people throughout the County, through the delivery of Employability Bridgend;
- Approves the Framework for Future Employability in the CCR as set out in **Appendix 1**, which builds on the CCR Employment and Skills plan, and agrees that the framework be used as the basis for officers to work collaboratively across the CCR and Wales to secure suitable future resources for employability work that replace those resources previously available through EU funds;
- Notes that the Enterprise and Employability Manager will lead on negotiations with appropriate stakeholders through the LA Cluster Group set out in **Appendix 1** in the development of partnership working and associated arrangements based on the principle of a collaborative locally delivered, regionally coordinated approach to employability post-EU;
- Notes that in accordance with the Scheme of Delegation the Corporate Director Communities, in consultation with the Corporate Director – Education and Family Support, Chief Officer – Legal and Regulatory Services, HR and Corporate Policy and Chief Officer – Finance, Performance and Change will submit proposals to secure resources through the UKSPF and other appropriate funds around employability and any other projects developed around employability in accordance with the framework in Appendix 1 and agree any consequential partnership working and associated agreements which the Council has the power to agree to;

- Notes that any resulting funding offers will be presented to future meetings of Cabinet as considered appropriate.

**Janine Nightingale**  
**Corporate Director – Communities**  
**25 January 2022**

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**Background documents:**  
None.

# Shaping Employability to Achieve the Vision of the CCR Employment & Skills Plan

A Discussion Paper from the RSP Cluster Group

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In 2019 the Cardiff Capital Regional Skills Partnership adopted its **Employment and Skills Plan**. This sets a clear vision of the future skills needs of the City Region and the activities that regional partners need to deliver to achieve this.

Employability features strongly. The value and importance that employers place on 'employability' skills is clearly reflected. So too is the need to help individuals address their personal barriers to employment to avoid communities being "left behind" in a very competitive labour market. With the impact of the Covid-19 pandemic now being felt in the economy and labour market, employability is more important now than ever.

There is recognition too of the important role and impact of Local Authority employability projects. With expertise built up over 20 years, the projects epitomise the benefits of subsidiarity and devolution. They are delivered as close as possible to the citizen. They are flexible making them highly responsive to local labour market changes. They are focussed on the personal needs of the client and not the need to generate profit. They create a long-term relationship with thousands of clients, helping people into work, to remain in work, and to progress into better paid work at various stages in their lives. They work together, solving problems in partnership with each other and with other early intervention and prevention services. They are respected and trusted by residents.

The end of EU funding is an opportunity to learn lessons: to remove some of the artificial barriers, constraints and bureaucracy. It is an opportunity to shape a new long-term local authority-led employability programme. But with EU funding ending in 2022, there is a need to do so quickly.

In this context, this discussion paper considers:

- The lessons learnt from employability delivery during the EU programmes
- The achievements and impact of locally-led employability programmes
- CCR labour market challenges and the "new context" for future employability

And concludes with the principles of a future employability approach:

- Local Authority-led delivery using...
- ... a common approach to "**pre-assessment & engagement**" and...
- ... a common "**Triage system**" and...
- ... a common "**Assessment Toolkit**" and ...
- ... a common but flexible "**menu of support & interventions**"

## Appendix 1 - The Framework for Future Employability in the CCR

### What is Employability?

At its core, employability is about removing an individual's barriers to finding, maintaining or progressing in sustainable employment whatever that barrier may be. This could be **skills** (general or occupationally specific), it could be **job readiness/awareness**, or it could be the availability of **support**.

Employability programmes *target* the individual but they *impact* on families, communities, employers and the economy too. From an employer's perspective, staff with the right skills, knowledge and attitude can "hit the ground running" and can introduce new thinking on products and processes adding significant value for the company. At a macro-economic scale, employability programmes can help prepare the workforce to move from lower demand to higher demand (or higher value) occupations.

Consequently, employability programmes have a positive impact on various economic policy objectives including:

- Early intervention & prevention
- Child poverty
- Young people at risk of becoming NEET
- Preparation for work and long-term unemployment
- Youth unemployment
- Short-term unemployment
- Economic integration of refugees (e.g. REACH)
- Under-employment and work-limiting health conditions
- Maximising income, in-work poverty & progression
- Workforce development and employee retention
- Preparation for entry into RSP priority sectors



With such wide impacts, employability is well-reflected in several national strategies and policy documents:

- **CCR Industrial and Economic Growth Plan:** *"We must... target our most deprived and isolated communities and support regenerative growth... GVA per capita remains low, like other regions in the UK. Participation rates - the proportion of the population that is economically-active - could be higher"*
- **UK Industrial Strategy:** *"We need to narrow disparities between communities in skills and education and remove barriers faced by workers from underrepresented groups in realising their potential."*
- **WG Employability Plan:** *"It is one of the prime responsibilities of Government to educate, train and prepare people for the world of work and to remove barriers which prevent people from accessing work so that they can make a contribution to society."*  
*"We are creating a new service, the Employment Advice Gateway, to provide employment-related advice and guidance to people in Wales... Careers Wales will be given an enhanced role to operate the Employment Advice Gateway"*



## Appendix 1 - The Framework for Future Employability in the CCR

- **WG Programme for Government:** *“Low skill levels are the single biggest barrier to building the Welsh economy we want, and often the biggest barrier for individuals in securing meaningful work. It is critical we tailor skills support to individuals’ needs, while addressing other barriers such as poor health, transport and caring responsibilities to drive up prosperity levels for all.”*

*We will deliver the Young Persons Guarantee, giving everyone under 25 the offer of work, education, training, or self-employment.”*

- **WG: Regional Framework in Wales After Brexit:** *[What works] “Unemployed participants on EU-funded employability projects are 46 per cent more likely to find work over twelve months than non-participants. Economically inactive participants are 84 per cent more likely to find work than similar economically inactive people who have not benefited from this support”*
- **WG: A More Equal Wales: Preparing for the commencement of the Socio-economic duty.** *Socio-economic disadvantage leads to inequality of outcome including lower paid work and poorer skills and attainment.*
- **WG: Wellbeing of Future Generations Act:** *“Applying the well-being goals can help tackle poverty as it helps you identify where the main determinants of poverty exist, how they work together and what opportunities there might be.”*
- **One Million Welsh Speakers:** *“The evidence received suggests that there is a demand for a bilingual workforce to meet business and customer needs; this can be addressed by developing the linguistic skills and confidence to meet the requirements of businesses.” “Employers in the Childcare sector were the most likely of all sectors to consider Welsh language skills important. 84 per cent considered such skills important, and 42 per cent ‘very important’.*
- **Youth Engagement and Progression Framework:** *“The recently published Tackling Poverty plan clearly identifies that reducing the number of young people who are not engaged in education, employment or training (NEET) will have a long-term impact on the lives of not just today’s young people, but generations to come. The cost of not addressing this issue is not just economic, but impacts on levels of unemployment, under employment, crime, well-being, substance misuse, premature death and early motherhood.”*

### What have Employability Programmes Achieved?

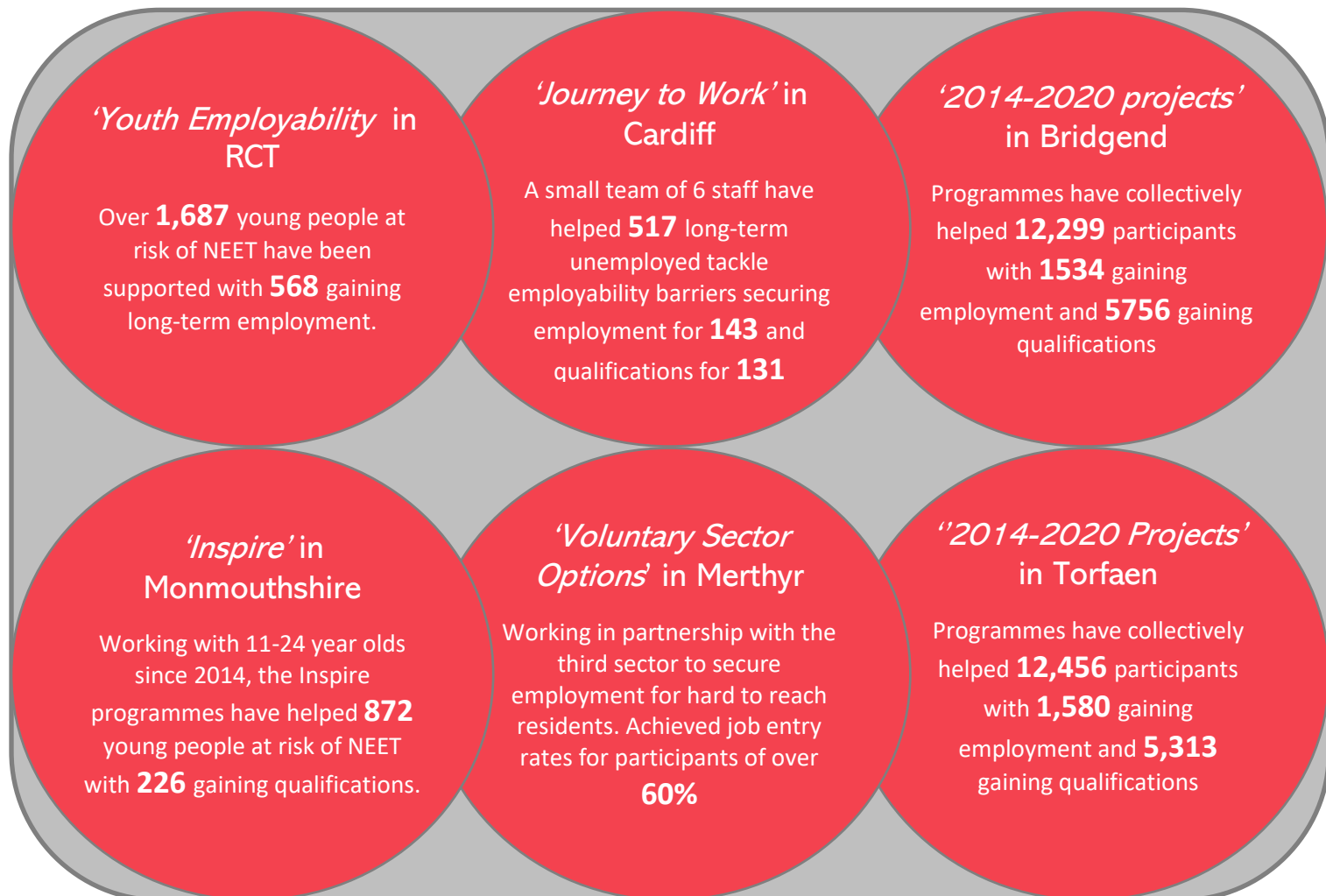
It is well-established that reducing unemployment and economic inactivity, improving skills levels and equipping workers with the ambition to progress in their careers is one of the principal drivers of regional productivity growth. Employability programmes in the Cardiff City Region have helped thousands of people to improve their skills, gain new qualifications and enter / progress in employment.

*‘2014-2020 Structural Funds’ in the CCR*

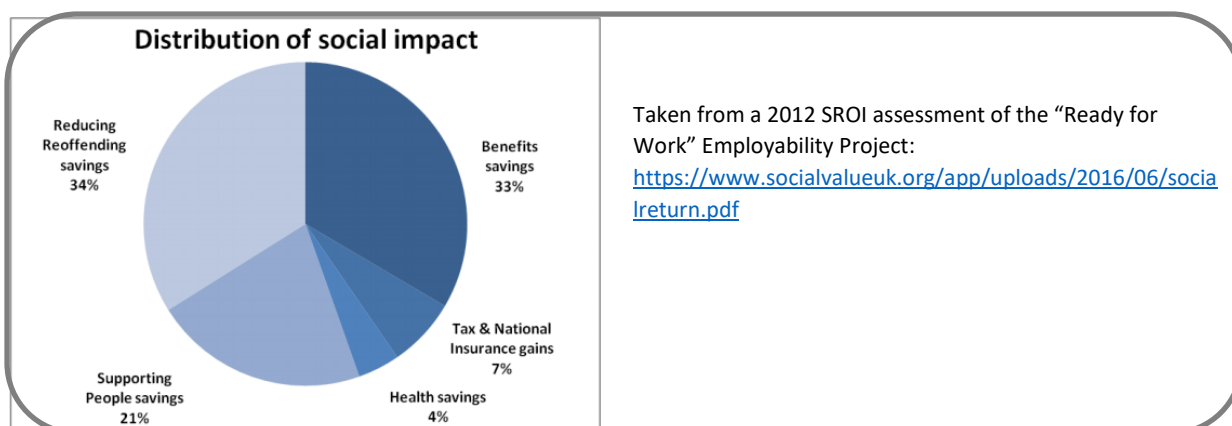
The projects supported **14,522** long-term unemployed into employment and **51,127** to gain qualifications

## Appendix 1 - The Framework for Future Employability in the CCR

For over 20 years local authority led programmes have had success in deprived communities; success working in partnership with the third and private sectors; success working with young people and with vulnerable adults. Highlights include



But the statistics do not show the full impact of these interventions. It is well-established that employability programmes have a high social return on investment. A 2012 evaluation of employability programmes showed cashable impacts across various government departments:



## Appendix 1 - The Framework for Future Employability in the CCR

Closer to home, a 2019 **social return on investment** study for RCT showed a net social impact of £2,080,078 on the £405,000 Inspire to Work project alone. A social return on investment of £5.10 for every £1 spent.

**“RCT I2W: A social return on investment of £5.10 for every £1.00 spent”**

Nor do they show the impact on individuals:

### Monmouthshire Inspires to Achieve

*In Spring 2016, Monmouthshire Inspire to Achieve (I2A) was asked to intervene to support a year 9 boy (“X”) who was not attending school. He had a turbulent family background, no contact with his dad and had recently seen his older sister sectioned under the Mental Health Act leading a severe decline in his own mental health. “X” withdrew from all facets of life and was becoming increasingly violent. His school attendance fell to 30% with 56% unauthorised absence. At this point I2A was asked to intervene.*

*“X” continued to work towards core subjects in school whilst receiving pastoral support for his emotional needs and employability skills support from I2A. Through intense 1:1 support, “X” and his case worker have developed a trusting and effective relationship which has identified his barriers to employment and has significantly reduced his anxiety and improved his confidence. He is now close to completing a BTEC L2 Qualification in Work Skills (ahead of his peers) and his attendance has increased to almost 90% (a 200% increase). He now has the ambition to progress into a career in advertising and design.*

### Torfaen Bridges into Work helps land Dream Job

*In Winter 2020, Torfaen Bridges into Work (BiW2) supported Andrew Wilkinson into his dream job. Andrew was paralysed from the chest down following a road traffic accident 18 years ago. Prior to his accident he worked as a full-time scaffolder. Considered as long term unemployed and having no formal qualifications, he contacted BiW2, where he received support from Employment Mentors who helped him to build his confidence, develop his CV, complete online qualification and ultimately to secure a job as an assistive technologist at Rookwood Hospital – the hospital that provided him with treatment following his accident.*

## How employability has been delivered in CCR

The project-based nature of EU structural funding led to a plethora of employability programmes, each based on the principles above, but targeting a different **clientele**, **geography**, or **employability outcome** and using slightly different models, assessment tools and interventions.

To add to the complexity, there are many wider programmes that have an employability component, including: DWP Restart, DWP Kickstart, and Communities 4 Work+. This is alongside the Working Wales service that provides an independent careers information, advice, coaching and signposting service that incorporates referrals to the full breadth of employability and other provision

## Appendix 1 - The Framework for Future Employability in the CCR

Summary of Recent EU-Funded Employability Programmes			
	Clientele	Geography	Outcome
Bridges into Work	<ul style="list-style-type: none"> <li>• Long-term unemployed</li> <li>• Age 25+</li> </ul>	<ul style="list-style-type: none"> <li>• BGCBC, TCBC, CCBC, BCBC, MTCBC</li> <li>• Non-CF* areas</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> </ul>
Working Skills for Adults	<ul style="list-style-type: none"> <li>• In Employment</li> <li>• Age 16+</li> <li>• QCF2 or lower</li> </ul>	<ul style="list-style-type: none"> <li>• BGCBC, TCBC, CCBC, BCBC, MTCBC</li> </ul>	<ul style="list-style-type: none"> <li>• In work poverty / career progression</li> </ul>
Nurture, Equip, Thrive	<ul style="list-style-type: none"> <li>• In Employment</li> <li>• Age 16+</li> </ul>	<ul style="list-style-type: none"> <li>• BGCBC, TCBC, CCBC, BCBC, MTCBC</li> </ul>	<ul style="list-style-type: none"> <li>• Underemployment &amp; Work limiting health conditions</li> <li>• Workforce development</li> </ul>
Journey 2 Work	<ul style="list-style-type: none"> <li>• Long-term unemployed</li> <li>• Age 25+</li> </ul>	<ul style="list-style-type: none"> <li>• CCC, NCC, MCC</li> <li>• Non-CF areas</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> </ul>
Skills @ Work	<ul style="list-style-type: none"> <li>• In Employment</li> <li>• Age 16+</li> <li>• QCF2 or lower</li> </ul>	<ul style="list-style-type: none"> <li>• CCC, NCC, MCC</li> <li>• Non-CF areas</li> </ul>	<ul style="list-style-type: none"> <li>• In work poverty / career progression</li> </ul>
Building Resilience, Prosperity & Wellbeing (SWAW)	<ul style="list-style-type: none"> <li>• In Employment</li> <li>• Returning to Work</li> <li>• WLHC</li> </ul>	<ul style="list-style-type: none"> <li>• RCTCBC</li> <li>• Non-CF* &amp; CF areas</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Underemployment &amp; Work limiting health conditions</li> </ul>
Communities 4 Work	<ul style="list-style-type: none"> <li>• Age 16+</li> <li>• AND QCF2 or lower; OR</li> <li>• WLHC; <b>OR</b></li> <li>• BME; <b>OR</b></li> <li>• Jobless Household</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> <li>• CF areas</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> </ul>
PACE	<ul style="list-style-type: none"> <li>• Economically Inactive</li> <li>• Parents</li> <li>• AND NEET 16-24 OR 25+</li> </ul>	<ul style="list-style-type: none"> <li>• Non-CF</li> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> </ul>
ReAct	<ul style="list-style-type: none"> <li>• Redundant less than 3 months</li> <li>• &lt;16+ hours /week since redundancy</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Short-term unemployment</li> <li>• Careers advisory role</li> </ul>
Traineeships	<ul style="list-style-type: none"> <li>• Age 16-17</li> <li>• NEET</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Youth Unemployment</li> <li>• Careers advisory role</li> </ul>
Active Inclusion Fund	<ul style="list-style-type: none"> <li>• Age 25+ <b>AND</b></li> <li>• 54+ econ. inactive;</li> <li>• <b>OR</b> BAME &amp; long-term unemployed; <b>OR</b></li> <li>• Carer &amp; econ. inactive;</li> <li>• <b>OR</b> QCF2 or lower;</li> <li>• <b>OR</b> WLHC</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term unemployment</li> <li>• Economic Inactivity</li> <li>• Underemployment &amp; Work limiting health conditions</li> </ul>
Upskilling at Work	<ul style="list-style-type: none"> <li>• Employees QCF2 or lower</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR</li> </ul>	<ul style="list-style-type: none"> <li>• Developing priority sectors</li> <li>• Career progression</li> </ul>
Inspire to Achieve	<ul style="list-style-type: none"> <li>• Age 11-16</li> <li>• At risk of NEET</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR (East &amp; West projects)</li> </ul>	<ul style="list-style-type: none"> <li>• At risk of NEET</li> <li>• Careers advisory role</li> </ul>
Inspire to Work	<ul style="list-style-type: none"> <li>• Age 16-24</li> <li>• NEET</li> </ul>	<ul style="list-style-type: none"> <li>• Whole CCR (East &amp; West projects)</li> </ul>	<ul style="list-style-type: none"> <li>• Youth Unemployment</li> </ul>

\*CF – Communities First

## Appendix 1 - The Framework for Future Employability in the CCR

Each employability project relies on staff resource to deliver or procure the appropriate mix of interventions that address their participants' barriers and achieve the project outcome. In some cases this involves specialist referrals to other programmes. These staffing roles / interventions / specialist referrals are summarised below:

Staff Resource	Interventions / Activities	Specialist Referrals
Design & Deliver Qualifications (e.g. Agored)		Specialist referral: Prison leavers
Employer Liaison Officers	Delivery of courses via accredited centres (e.g. Pearsons, Highfields)	Specialist referral: Learning difficulties
Financial Inclusion Officers		Specialist referral: LAC
Counsellors	Volunteering	Specialist referral: work limiting health condition
Health & Wellbeing Support	Work Placements	
Post-16 Youth Worker Support	Job Prep / Employment Support	
Pre-16 Youth Support Workers	FE Referrals	
	Barriers Fund	

## Lessons Learnt from the EU Programmes

### What has Worked Well?

- **Subsidiarity works:** Local Authority delivered projects have great penetration into their target communities. LA employability teams have been embedded in communities for over 20 years and so have a strong understanding of residents' barriers, good networks with local support organisations, and are delivered by well-established (and well-known) practitioners.
- **Local knowledge is crucial:** Local Authority delivered projects have developed good knowledge of local labour markets, and good relations with local and regional employers built over many years. Collectively we have networks of thousands of employers who engage employability as part of their recruitment. Importantly, Local Authorities also have a strong understanding of the emerging employment opportunities in their local area.
- **A trusted brand:** Local authority delivered projects are trusted by participants. Without trust, it is impossible to engage those furthest from the labour market.
- **Prevention over profitability:** Local Authority led delivery has been motivated by tackling the root causes of participants barriers, however complex and however long that intervention takes. They have been successful at working as part of a wider Early Intervention & Prevention coalition of support agencies, employer networks and early intervention teams (e.g. money advice, benefits, foodbanks, ESOL provision, volunteering agencies, adult learning, children's services, education welfare, housing and health & wellbeing advisory services) to help participants.

## Appendix 1 - The Framework for Future Employability in the CCR

- **Continuity of provision is valuable and cost-effective:** Under current EU programmes Local Authority employability teams employ 100s of support workers, counsellors and employment liaison officers. Many have developed networks in their local area over 20 years. Collectively there are hundreds of years of experience and local knowledge that would be lost if employability programmes were to end. In a profession that relies on building long-term 1:1 relationships with clients, the loss of this expertise could take decades to recover. Add to this the financial cost of decommissioning existing services (office costs, redundancy costs, re-branding) and it is clear that continuity between programmes significantly improves the short and long-term cost-effectiveness for the region
- **Shared learning adds value:** Over the past two decades strong networks have emerged between employability programmes, training providers, higher and further education institutions, the voluntary sector and the business community. Local Authority led provision is effective at working in partnership to deliver in areas where partners' have greater expertise, experience of knowledge.
- **Decades of progress towards real change:** Prior to the Covid-19 pandemic, regional qualifications levels were rising, unemployment was low. Youth employability teams were able to implement a 10-year preventative approach (through successive programmes like Prevent, Lift and Inspire) which is benefitting a generation of young people. As a result of intervention, NEET figures were amongst their lowest ever.
- **Simplified Costs has reduced bureaucracy:** The FR40 simplified costs model used during the 2014-2020 programmes has had a significant impact on efficiency. This essentially creates a barriers and training fund for project participants. Local Authorities can now design interventions around a participant's needs and not around a pre-conceived list of compliant purchases.

### What could be improved?

- **Assess participants for their "employability" journey, not their "project" journey:** Currently a participant is assessed when they enter each project. Each uses a different approach to determine eligibility and to assess what support to provide to a participant. To some extent this is necessary – the questions asked of an 11 or 16 year-old will be different from those asked of a 30 or 50 year old. But there should be more commonality between and coordination of assessment tools so that a client can move seamlessly in and out of support at key stages in their employability journey.
- **Flexible outcomes:** Whilst FR40 has made project delivery more flexible, the current ESF-funded programmes are still rigid in their outcomes. The Covid-19 pandemic has again highlighted the need for employability to adapt quickly to changing labour market conditions and priorities (e.g. the flexibility to switch from economic inactivity to unemployment; from long-term unemployment to short-term unemployment; or from unemployment to under-employment). The end of EU funding requirements means that apprenticeships, further learning and volunteering could all become more acceptable progression outcomes.
- **One Framework, but not necessarily one Programme:** Some programmes (particularly C4W/+) are wider than just employability. Others (particularly the Inspire 2 Achieve reduction of risk of NEET programme) require specialist interventions. Whilst these interact with an employability programme, they may also sit alongside rather than within it.



## Appendix 1 - The Framework for Future Employability in the CCR

- **Hide ‘even more’ of the wiring:** Each project currently has strong brand identity amongst their clients, but the sheer number of brands can create confusion. There are examples of good practice in “hiding the wiring” (creating a seamless experience for a participant) within individual local authorities, but as a region there are still too many brands for employability alone (let alone complementary national programmes like Communities 4 Work/+, Jobs Growth Wales or Restart). There should be a clearer brand hierarchy, fewer brands, and a more consistent and universally accepted approach to triage across all employability interventions in the CCR.
- **Closer alignment with industry:** We want to move from projects which focus on ‘how do I support an individual into a job’ to ‘how do I support an individual into a *sustainable* job’ There is substantial change taking place in the economic base of the CCR, accelerated by Covid-19. The employability ‘skills’ needed to work in this emerging economy are also likely to evolve. With the adoption of a regional Employment and Skills Plan, and cluster groups in priority sectors, we face a unique opportunity to improve the alignment between our programme design and the demands of industry. There are some good innovative ideas:
  - E-learning modules for employability staff so that they are better placed to understand and therefore direct support towards priority sectors.
  - “Try before you qualify” model, supporting employability candidates into the workplace in priority sector roles before they make a decision on which qualification route to pursue.

### The Future Context for Employability

The Covid-19 pandemic has brought into sharp focus the scale of the employability challenge. Structural changes are taking place in the economy at a rate not seen for decades with some well-established sectors declining rapidly.

The following represent opportunities / threats to the delivery of employability support:

- **Brexit:** The impact of Brexit on the industrial base of the CCR remains uncertain. Pre-departure assessments highlighted a high risk to the South Wales economy with its relatively high proportions of manufacturing employment and personal/financial services. Brexit impacts do not yet appear to be impacting on the labour market, but any decline in manufacturing employment will impact on the number of opportunities for employability clients.
- **Retail & Customer Service:** Even before Covid-19 restrictions the retail sector was transitioning away from bricks and mortar premises in town and city centres. Retail is one of the most popular and accessible routes from our employability programmes and any decline in retail employment will impact on opportunities for employability clients. The shift online (accelerated by Covid-19) will create other opportunities – in delivery and warehousing occupations in particular – but the propensity of these workplaces to cluster near to major transport routes will impact on the accessibility of any vacancies to employability clients. This is a particularly acute risk for young people at risk of becoming NEET.
- **Automation and Industry 4.0:** The CCR Industrial Strategy recognises a regional strength in advanced manufacturing and seeks to promote growth and innovation within key manufacturing sub-sectors (including medical devices and diagnostics, compound semi-conductors and transport engineering). The extent to which automation will reduce employment in South Wales’ largely SME manufacturers is unclear, but there is clearly a need to prepare employability programmes for the impact of a reduced number of lower-skilled occupations within these sectors. This will require better employability pathways, improved perceptions of the sector amongst clients and a stronger link between employability and technical skills.

## Appendix 1 - The Framework for Future Employability in the CCR

- **Human Foundational Economy:** The Human Foundational Economy includes several priority sectors for the CCR RSP and has continued potential as a strong source of vacancies for employability clients. But there is a risk that these roles may perpetuate a low-wage economy and a need for employability programmes to engage with the sector to promote fair work, improve job security, improve the reputation of the sector and stimulate progression opportunities.
- **Covid-19: labour market tightening:** The Covid-19 pandemic has forced many businesses to either cease trading temporarily or adjust their business model. Schemes like the Coronavirus Job Retention Scheme (furlough) and relief funds have to date limited the number of redundancies, but there remain risks to the labour market as this support is gradually withdrawn. At the peak of the pandemic, the ratio between claimants and vacancies rose substantially, and further such peaks may be seen. Any tightening of the labour market is likely to reduce opportunities for employability clients. In addition, employability teams are likely to be working with a more diverse range of clients, many of whom may not have previously been unemployed and may need to reskill / upskill. The extent to which demand on employability services will increase post Covid is, as yet, unknown
- **Covid-19: The psychological barriers:** Research conducted with children and young people by the Children's Commissioners Office shows that young people's emotional and psychological wellbeing has been severely impacted by the Covid-19 pandemic. This is highly likely to 'present' as an additional barrier to employment amongst the most vulnerable and may affect their ability to achieve their potential in education and/or to sustain employment.

## An Employability Framework Fit for the Future

### The priorities for future delivery

Reflecting on the context, on what has worked well, and on the lessons from earlier programmes, any future employability approach for the CCR should:

- Use a single long-term employability "model" which can rapidly respond to changeable policy priorities, but is flexible enough to cater to individual barriers and needs.....
- ..... as the basis for designing common programmes together and with our partners across the region which address our three principal employability themes: "*flexible employability support*"; "*anti-poverty interventions*" and "*early intervention for young people at risk of becoming NEET*" .....
- ..... which would include a common triage process, a "single front door" that 'hides the wiring', and common participant assessment tools .....
- ..... and which would be delivered by teams in each of the 10 LAs with the flexibility to directly deliver, procure or refer participants onto a range of approved interventions .....
- ..... funded through the Levelling Up Programme or other similar funds.....
- ..... alongside activity to work with the RSP cluster groups to design pre-employment pathways for priority sectors.
- .....with the aim to give the region the direction, stability and maturity to collectively engage with or bid for other emerging contracts (e.g. Kickstart, CAEHRs, Jobs Growth Wales+, apprenticeship programmes).....



## Appendix 1 - The Framework for Future Employability in the CCR

### The Pre-Assessment Process

The pre assessment engagement process is about reaching out to individuals, supporting them into regular activity and positive routines, and helping them to connect with others.

Many economically inactive and unemployed individuals are not actively engaged with employability services. This may be because they are not interested in working, have had poor experiences of employability services in the past, or are unaware of the range of services available.

To overcome this lack of engagement, a number of mechanisms will be used to reach out to individuals and engage them in employability services. These include:

- Pro-active marketing.
- Effective location of services
- Community outreach workers
- Partnership working with community organisations.
- Co-location of services.
- Adopting area-based approach and client group-based approach

Upon engagement, Triage officers will begin the Triage process to identify the most suitable provision for the client.

### The Triage Process

A triage process is an integral feature of employability programmes to successfully refer a client to the project which can best support the skills, needs and circumstances of the client and for which the client is eligible. Under the proposed framework, all 10 authorities, and partner organisations, will design a common, collective, consistent approach to triage.

In practice the client or referral body completes, with the client's agreement, an expression of interest which is sent to a Triage Officer. The Triage Officer must fully understand all the provision in the area, what that provision can achieve for the client and then assesses the details of the client that have been provided. If there are areas which need further clarification the Triage Officer would contact the client to ask for more details. When the Triage Officer is confident they have that level of detail which allows them to make a sound judgment they refer to the most suitable provision for the client in that locality.

The Triage Officer would notify the referrer that the client had been triaged to the particular project. The receiving agency would be asked to notify Triage when the client is successfully enrolled on the provision. Should the Mentor on that project undertake assessment with that client and determine that the provision is unsuitable for that clients needs they would refer back to the Triage Officer with any new information which would able the Triage Officer to make a new provision.

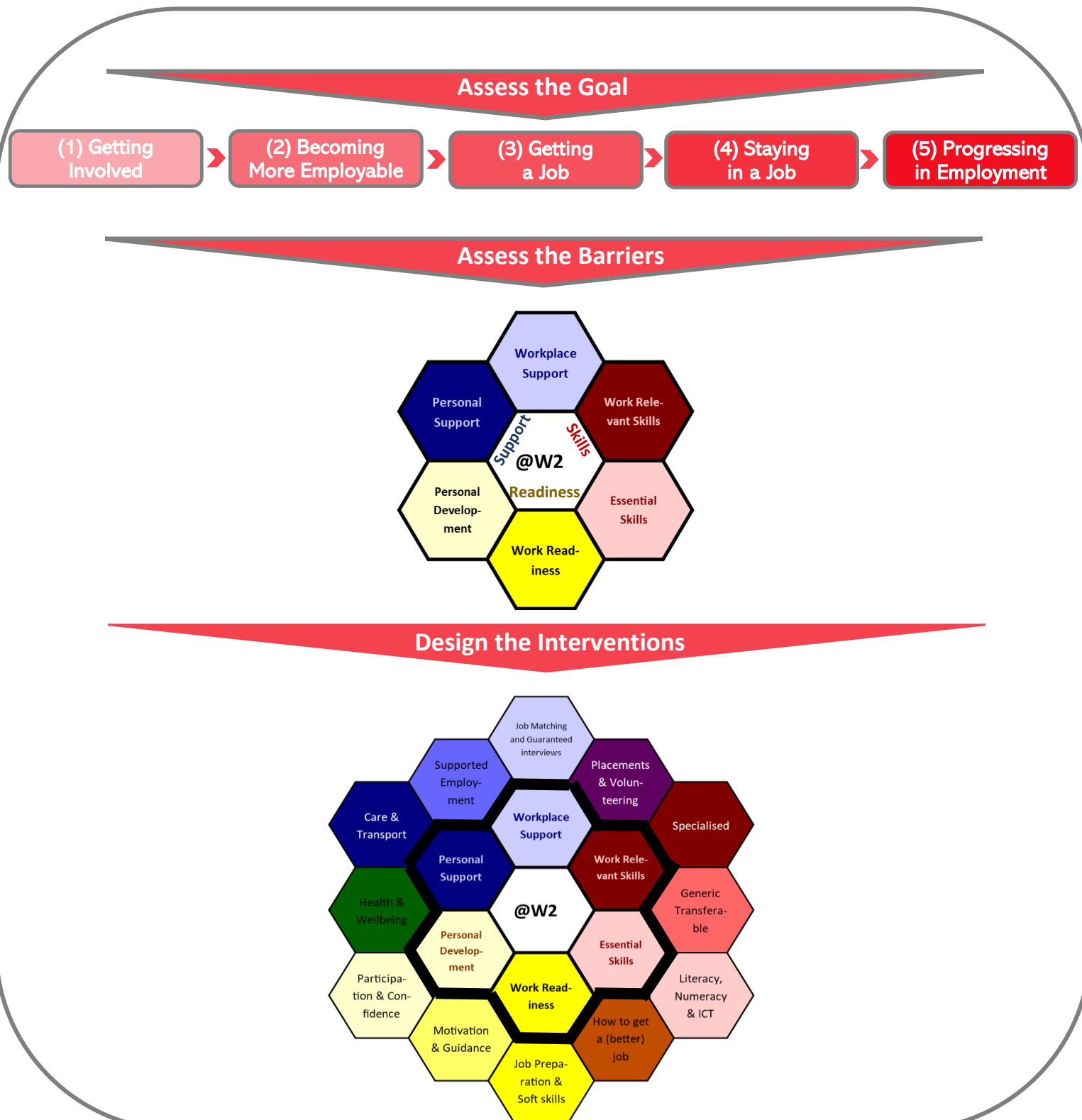
When clients complete their time on a particular project, for example they get a job, and would leave that project a judgment must be made if there is other provision which could continue to meet the clients needs, for example in work support, a referral back to Triage or at least informing Triage that a referral is made to another project is key so the clients employability journey can be tracked.

Many clients are re-referred to provision and seeing what schemes they have successfully or unsuccessfully completed helps inform Triage Officers when making the next referral and ensures that the client is eligible for that provision.

## Appendix 1 - The Framework for Future Employability in the CCR

### The Client Assessment Process

The model below provides a comprehensive and complete range of employment and skills interventions coordinated by the RSP. The ability to seamlessly link the client's journey, whatever their age, from their first engagement with employment and skills provision, demonstrates a model of local integration and delivery of services, which maximises benefits for clients. The various stages of the model below allow a client to re-engage at various stages of their employability journey. This section provides further information about the pipeline, and the different stages and interventions within it.



## Appendix 1 - The Framework for Future Employability in the CCR

### Alignment to Other Provision

An employability programme should not be developed in isolation from the wider skills provision in the CCR to ensure that participants can readily and seamlessly access specialist support, and, importantly, to provide opportunities for participants to progress into more technical skills development activities in priority sectors.

The following conversations should be prioritised during programme design:

- **Communities 4 Work(+):** National anti-poverty programmes have wider objectives which can complement the employability proposals in this discussion paper. In some LAs the projects may be delivered under the same management structures. Discussions should focus on a shared/consistent approach to branding, triage, and assessment.
- **NEET prevention:** Any successor programme to Inspire 2 Achieve will be an important feeder into the employability programme. Discussions should focus on the referral process from Inspire 2 Achieve into the employability programme.
- **RSP Priority Sector Cluster Groups:** Learning the lessons from previous EU programmes, the successor employability framework will need to establish a clear pathway into each sector for employability clients. This will need to consider the requirements of entry level job roles as well as technical skills requirements. This work – looking at starter roles – is now underway jointly between the local authorities and the RSP team.
- **Working Wales & School's Employer Engagement:** The creation of Working Wales and the launch of Jobs Growth Wales+ creates an opportunity to join up “careers & aspirations” workstreams with employability programmes. There are already pockets of good practice focussed on STEM in schools (BGCB) and coordination of opportunities for young people (Cardiff Commitment).
- **Further Education Provision & Technical Skills:** Upskilling / reskilling is likely to remain an important part of the employability offer and technical skills will play an increasing role in that. Discussions with FE should focus on the assessment/intervention model and how it can act as a seamless feeder into existing/proposed FE provision.
- **Work-based Learning & Specialist Apprenticeship Provision:** The end of EU funding restrictions provides an opportunity to embrace apprenticeships as a progression route from employability programmes. There are opportunities for joint promotion, and the co-design of the assessment/referral process. There are also opportunities to align to local-authority / third-sector led specialist apprenticeship provision like Y Prentis and Aspire. This collaborative programmes brings together education, industry and the local authority to provide skilled opportunities in the advanced manufacturing sector. With its strong industry links and track record of supporting industry with recruitment, training & work placements, the Aspire programme could represent a link from employability provision into technical skills development. Y Prentis can do likewise into construction routes.
- **Public Sector Shared Apprenticeships and InFuSe:** A public sector testbed is likely to stimulate new service provision and new occupational routes in the public sector. This could be a strong source of future opportunities for employability clients and should be considered at an early stage of InFuSe's development.
- **CCR Investment Pipeline:** The CCR City Deal is developing a strong pipeline of upcoming investments in infrastructure (creating opportunities for construction vacancies) and innovation

## Appendix 1 - The Framework for Future Employability in the CCR

(creating opportunities for technological vacancies). If a clear “early warning” system could be created to notify employability programmes when an investment proposition looks likely to receive support, it will help the employability teams to begin to prepare the workforce to reskill for these opportunities.

### Conclusions and Next Steps

The adoption of a new framework for employability and a commitment from the RSP to seek funding to sustain the teams required to deliver this framework would usher in an exciting new era for employability in the CCR.

Learning lessons from the EU programmes, our proposed framework would create a system based on coordination not competition; a system based on flexibility and responsiveness to structural changes in the regional labour market; a system aligned to the priority sectors with distinct employability pathways into each one.

The case is strong for locally delivered employability. It provides excellent value for money and social return on investment. It is based on over 20 years of experience, and relationships with local communities that would take years to recover if that expertise was lost.

Adopting the proposed framework for employability would give the Regional Skills Partnership a mechanism to:

- Rapidly adapt to changing regional employability priorities in response to structural changes in the economy and labour market (i.e. getting the right mix between short-term unemployed, long-term unemployed, NEETs, under-employment etc).
- Improve the integration of employability with the other elements of the Regional Employment and Skills Plan, like careers and aspiration, technical education and cluster development.

And it would provide direction to local authorities (working with the Cardiff City Deal) to seek funding from the Levelling Up fund to establish a long-term, regionally-minded, locally-delivered employability approach. It would provide a launchpad for further collaboration with other emerging contracts like Kickstart, Jobs Growth Wales+ or other programmes coming from the CAEHRS.

### Immediate Next Step

Subject to approval on the principles within this paper from the RSP, the LA cluster group will commence work with partners on an employability project proposal for submission to Shared Prosperity Fund.

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

#### REPORT OF THE CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING

##### 3 YEAR STRATEGIC PLAN FOR CHILDREN'S SOCIAL CARE IN BRIDGEND

#### 1. Purpose of report

1.1 The purpose of this report is to:

- Present for Cabinet consideration and approval a 3 year strategic plan for Children's Social Care in Bridgend.

#### 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**:

- **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 Children's social care services in Bridgend are fundamental in delivering the Council's statutory duties under the Social Services and Wellbeing (Wales) Act 2014 to safeguard, protect and improve outcomes for the most vulnerable children in the County Borough.

3.2 The impact of the Covid-19 pandemic on Children's social care services is starting to become evident in respect of the need and complexity of children and families in Bridgend. In December 2021 there was a 40% increase in contacts into children's social care (476) compared to January 2021 (339) when the country was in lockdown. The number of children on the child protection register (185) have remained relatively stable and the number of care experienced children (380) have remained relatively stable over the last year. Quality assurance work has highlighted an increased complexity of case work and the issues which children and families are presenting to Children's social care.

3.3 Care Inspectorate Wales (CIW) undertook a quality assurance check of social services in Bridgend in April 2021. They found some strengths and some areas for

further development in their analysis of Children's social care. Overall, practitioners and Independent Reviewing Officers (IROs) presented as having an understanding of the circumstances and experiences of the children and families they were working with. They found more varied practice in relation to co-production and seeking and /or recording the voice of the child. Confirmation regarding the active offer of advocacy was contained in the files viewed. Co-production, particularly in the context of engagement, identification of personal outcomes, risks, and provision of services to achieve positive change required some improvement. The assurance letter noted "the local authority is aware of the need to further embed practice, which is strength based and outcome focused and work is currently underway to address this".

- 3.4 Children's social care in Bridgend, in common with many other local authorities in Wales and across the UK, has experienced challenges in the retention and recruitment of children's social workers. There are vacancy rates across Children's services of around 30%. Corporate as well as service level attention is needed to deliver a strategic plan and the underpinning culture and values required to ensure that Bridgend is able to attract and retain social workers and this strategic plan.

#### **4. Current Situation**

- 4.1 The 3 year strategic plan for Bridgend Children's social care is attached as **Appendix 1** to this report. The plan sets out the purpose of children's social care in Bridgend and emphasises the importance of culture, behaviour and values in delivering that purpose as well as the strategic actions which are detailed in the plan.

- 4.2 The strategic plan sets out strategic actions for the next 3 years which are themed in the following areas:

- A stable, well-supported, motivated permanent workforce
- Strength based, social work practice which supports children and families to stay together (wherever possible) and safeguards children from harm
- Evidence based services and interventions
- Seamless partnership working at an operational and strategic level
- Listening to and acting on the voice of children and families.

As well as detailing the actions required, the plan indicates the measures that will be used to understand progress.

- 4.3 The 3 year timescale for the strategic plan is based on evidence of independent evaluations of transformation programmes in Children's services conducted in other local authorities which demonstrate this is the timescale needed to sustain and embed change, particularly the implementation of strength based models of practice which is a central element of this plan.

- 4.4 The governance of the plan will be through an 'Improving Outcomes for Children Board' which will be chaired by the Chief Executive of the Council. The Board will provide regular reports on progress to the Cabinet Corporate Management Board, the Cabinet Corporate Parenting Committee and the Corporate Overview and Scrutiny Committee. The Board will provide regular oversight, challenge and direction and ensure that resources are recommended to enable delivery of this plan. The Board will benefit from independent expert advice provided by a specialist in

Children's social care who will advise on the priorities set out, measures and progress.

## **5. Effect upon policy framework and procedure rules**

5.1 There is no effect upon the Policy Framework and Procedure Rules as a result of this strategic plan.

## **6. Equality Act 2010 implications**

6.1 An initial EIA screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh language. It was therefore not necessary to carry out a full EIA on this policy or proposal.

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

7.1 By taking steps to shift the focus of approach to strength based and solution focussed practice we are supporting the delivery of the Government's wellbeing objectives in "*Prosperity for all: the National strategy*". It is evident that a disproportionate number of children and families who Children's social care services work with and for experience multiple disadvantages including risk of poverty and economic disadvantage.

7.2 The links to the Welsh Government "*A Healthier Wales, our Plan for Health and Social Care*" can be evidenced in the emphasis in this plan of the need for enhanced partnership working arrangements between Health, Social Care and other agencies to provide seamless assessment and care and support for children and families.

## **8. Financial implications**

8.1 There are no direct resource implications arising from this report. The Council will be asked to consider recurring pressures in Children's social care workforce and service provision in setting its budget for 2022/23 onwards. Priorities for capital investments in Children's social care services will be considered by the Council in consideration of the capital programme. Short term resource requirements as a consequence of the quality assurance work, training and development and strategic capacity requirements to effectively deliver this plan, may require consideration of short term earmarked reserves in line with the Council's Reserves and Balances protocol.

## **9. Recommendation**

9.1 It is recommended that Cabinet consider and approve the 3 year strategic plan for Children's social care in Bridgend attached as Appendix 1.

**Claire Marchant**  
**Corporate Director – Social Services and Wellbeing**  
**February 2022**

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**Background documents:**

None



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



## **Bridgend Children’s Social Care Strategic Plan 2022-2025**

### **Improving Outcomes for Children and Families in our County Borough**

***‘Working together to enable better outcomes for children, young people and their families via strong relationships, effective practice and timely and responsive services, which support children and families to live together (wherever possible) work on difficulties and safeguard children from harm’***

## APPENDIX 1

### Introduction

This plan has been developed to set out a clear set of strategic actions that will be taken to support a culture and practice of strength based, continuous improvement in children's social care in Bridgend which places safety, wellbeing and improving outcomes for children and their families at the heart of everything we do.

The plan is located within a wider programme of organisational and service development being undertaken by Bridgend County Borough Council (the Council) in partnership with the people and communities of Bridgend, statutory and non-statutory partners which include:

- Progressing the priorities in the Council's Corporate Plan 2018-23 and developing a new plan for 2023-34 onwards.
- The Cwm Taf Morgannwg Regional Partnership Board Population Needs Assessment which sets out an assessment of the needs of the populations of Bridgend, Rhondda Cynon Taff and Merthyr Tydfil and is also an assessment of the range of health, social care and wellbeing services needed to meet those needs
- The priorities of the Cwm Taf Morgannwg Regional Safeguarding Board (RSB) which provides strategic leadership for safeguarding children and adults at risk across the region and supports learning through the undertaking and publication of Child Practice Reviews (CPRs)
- Contributing to the Council's medium term financial strategy (MTFS)
- Legislation set out in the Social Services and Wellbeing (Wales) Act (2014), the Regulation and Inspection of Care Act (2016), the Wellbeing of Future Generations Act (2015) and other statute and guidance.
- The Bridgend Social Services and Well-being Recovery Plan developed to support people, workforce and providers of service to recover from the short, medium and long-term impact of the Covid-19 global pandemic.

## APPENDIX 1

The Plan forms part of a wider transformation programme to improve outcomes for people in Bridgend 'Improving Outcomes for the Joneses' which has the following purpose:

### ***Doing what matters for all the Joneses***

*Through:*

- *Keeping people well, connected and addressing health inequalities*
- *Relationship based practice and services*
- *Seamless well-being, primary and community health and social care co-located in localities and communities delivered by multi-professional teams with the person at the centre*
- *Understanding and mitigating risks and safeguarding people from harm and supporting their safety and wellbeing and enabling people to achieve what matters to them.*

Whilst this wider context is important, this plan is specific to the purpose and strategic priorities for children's social care. It is clear these strategic priorities can only be delivered through strong and effective partnerships, most importantly with the children and families who children's social care work with and for but also key partners within and out with the Council. The effectiveness of multi-agency safeguarding and early help arrangements that support the protection and wellbeing of children who may need intervention from children's social care is also fundamental to the successful delivery of the priorities within this plan.

### **The purpose of Bridgend Children's Social Care:**

*'Working together to enable better outcomes for children, young people and their families via strong relationships, effective practice and timely and responsive services, which support children and families to live together (wherever possible) work on difficulties and safeguard children from harm'*

## What will this plan achieve to support delivery of this purpose?

- Children’s social care will have a clear purpose. This purpose will be achieved through culture and values which are inclusive and support everyone within the service and we the people we work with to feel part of the ‘family firm’. Our culture will be open and transparent, celebrate our strengths and commit to learning and development and continuous improvement;
- The voice of children and young people will drive the delivery of this strategic plan and their voices will be evident in all work and decisions;
- Meaningful involvement and engagement of families in the work of children’s social care reflecting a commitment to the long-term relationships needed to work together for our children and young people;
- Effective workforce planning which supports a stable, well- motivated workforce , good retention and recruitment, an optimal mix of skills and capabilities. Our workforce feel well supported, professionally supervised and have access to high standards of professional development;
- Highly effective management and leadership which provides clarity, structure, excellent supervision and provides high support and appropriate challenge;
- Children’s social care teams which are resourced to fulfil their purpose and responsibilities and are good places to work and develop professional practice;
- A strength-based model of effective social work practice which will be implemented systematically. This model will have at its heart protecting children from harm, enabling positive outcomes through strong relationships with families and partners who work together as the ‘village’ which it takes to raise a child in Bridgend;
- High standards of safeguarding and child protection practice, recognizing that whilst safeguarding children is an inherently multi-agency endeavor children’s social care play a leading role in ensuring Bridgend children are protected from harm;
- Robust quality assurance and performance systems which ensure that the effectiveness and consistency of excellent practice and interventions are understood within a culture and practice of transparency, learning and continuous improvement;
- Creating a way of working which is ‘proactive’ rather than ‘reactive’, with interventions focused on preventing escalation of needs because needs are met effectively at the earliest opportunity, preventing the need for children and young people to become care experienced unless

**APPENDIX 1**

this is evidently the right outcome in which case plans for permanence and stability will be timely and support children to achieve their potential;

- A range of effective services and interventions, from prevention through to services for care experienced children which are evidence based, are of the highest standards, and are able to support children and young people to achieve positive outcomes;
- An integrated, seamless 'whole system' practice with across the whole system to meeting the needs of the vulnerable children and families in Bridgend – across the whole Council, with statutory partners, the third sector and commissioned providers.

## APPENDIX 1

### From purpose into action – our culture and behaviours

We recognise that ‘purpose’ and ‘strategy’ can feel like ‘empty words’ without the underpinning culture and behaviours which support effective delivery. As a Council, we therefore, commit to the following:

- A ‘One -Council’ and ‘One Bridgend’ approach in which we commit to working together to working with others to support the delivery of the priorities within this plan, recognizing corporate, political and partnership ownership are as critical to effective children’s social care as the behaviours and actions within children’s social care

In Children’s Social Care:

- Our leadership, management and practice will be strongly focused on delivering our purpose;
- We will be respectful of each other’s contributions to the lives of children and families and those of our partners;
- We will work as a team, and as part of other Council and partnership teams, working to each other’s strengths and to improve outcomes for children and family;
- We will listen and have open and honest styles of communication;
- We commit to reflection, understanding and acting on our individual and collective learning and development needs;
- We will appropriately challenge and work with others to improve systems, practice and process where this will improve outcomes for children and families;
- We are passionate and motivated about the work we do and the difference we can make;
- We will take care of, and be mindful of, our own and our colleagues wellbeing;
- We will work equitably and fairly, creatively, and innovatively within all resources available.

## APPENDIX 1

### Values

Work in children' social care is rooted in the values of the social work and social care and the United Nations convention on the rights of a child:

- To hear, listen and act upon the voice of the child or young person in everything that we do
- Respect for the inherent worth and dignity of all people
- Promoting social justice
- Acting with integrity
- Ensuring our children are safe from harm
- Treating all people with respect, compassion, empathy and care

## The Governance Structure for this Strategic Plan

### Governance

Improving outcomes for children’s social care is a high priority for the Council. To ensure that the strategic plan is effectively led and has the right level of resources assigned to support delivery, a Strengthening Outcomes for Children Board (the Board) will be established, chaired by the Chief Executive of the Council. The Board will provide regular reports on progress to the Cabinet/Corporate Management Board, the Cabinet/Corporate Parenting Committee and the Corporate Overview and Scrutiny Committee. The Board will provide regular oversight, challenge and direction and ensure that resources are recommended to enable delivery of this plan.

This Board is in addition to safeguarding as a standard agenda item at each Cabinet/Corporate Management Board meeting in accordance with the Council’s Corporate Safeguarding Policy (2021).

Strengthening outcomes for children and families is also a partnership priority and it is critical that senior partners from the NHS, police, housing, education and third sector are fully involved in the delivery of this plan. It is proposed that the Board involves partners as appropriate and reports through the Bridgend Local Operational Group for Community Safety and Safeguarding to the Cwm Taf Morgannwg Regional Safeguarding Board and the Bridgend Public Services Board as appropriate as well as reporting to individual governance arrangements within partner organisations.

The Board will benefit from independent professional advice from an experienced expert in children’s social care. The independent expert will provide appropriate support and challenge to ensure that priorities set are the right ones, that measures and progress are understood.



**APPENDIX 1****Improving Outcomes Strategic Plan – 2022-2025**

The following Strategic Plan (see Appendix 1) looks to support a ‘whole Council’ approach to achieving the purpose set for children’s social care. As such, the plan is the bridge between strategic actions, effective operational practice and improving outcomes for children and families. The 3-year timescale of the plan recognises that practice led continuous improvement requires sustained leadership, focus and actions over a prolonged period of time.

The detailed plan is Appendix 1 to this paper. There are 5 themes contained within the plan which details the strategic actions required to deliver effectively:

- A stable, well- supported, motivated permanent workforce
- Strength based, social work practice which supports children and families to stay together (wherever possible) and safeguards children from harm
- Evidence based services and interventions
- Seamless partnership working at an operational and strategic level
- Listening to and acting on the voice of children and families

## APPENDIX 1 – CHILDREN’S SERVICES 3 YEAR STRATEGIC PLAN

## Theme 1 -Stable, well-supported, motivated, permanent workforce (W)

Action	Strategic Action	Measure of Success
<b>Priority action W1</b>	Implement new structures for grade 3 social workers in children’s social care and consider application for market supplement to address vacancies for children’s social workers	<p>High level of permanent social workers in children’s social work teams</p> <p>Low vacancy rates in children’s social work teams</p> <p>Low levels of turnover in children’s social work teams.</p>
<b>Priority action W2</b>	Review of skill mix in children’s social care to develop a workforce plan which includes consideration of optimal numbers of: social workers, social work support officers, social work assistants, social services practitioners, support officers, business support, other professionals such as mental health specialist workers, behaviour analysts.	<p>Quality of practice and outcomes for children and families evidenced by achievement of care plan outcomes which are better achieved by multi-professional input.</p> <p>Improved retention and recruitment of children’s social workers who are able to delegate non social work tasks to skilled workers who can work effectively within their competencies.</p>

<b>Priority action W3</b>	Develop a revised business case for the Bridgend 'Grow our own Social Work Programme' which sets out the resource requirements for Bridgend to achieve sustainable permanent recruitment by supporting workforce to develop their careers to become qualified social workers through secondment and traineeship arrangements.	Effective social work workforce planning evidenced by sufficient numbers of social workers to meet requirements.  Improved retention and recruitment/ low vacancy levels as it is evidenced that social workers who are supported to professionally qualify in an LA area are committed to the culture and practice in the area and more likely to develop their careers there.
<b>Priority action W5</b>	Implement a training programme for all workforce in children's social care to ensure there is a consistent understanding of quality of practice	Consistency and quality of practice evidenced through quality assurance, inspection and the outcomes for children and families.
<b>Priority action W6</b>	Deliver a comprehensive ongoing training and development programme to ensure effective and consistent implementation of the preferred strength-based model of social work practice	Consistent strength-based practice which achieves the purpose of this strategy to improve outcomes for children, young people and their families supporting children and families to live together (wherever possible) and work on difficulties and safeguard children from harm. This will be evidenced by quality assurance, inspection and the outcomes for children and families
<b>Priority action W7</b>	Review and strengthen supervision policy and practice to ensure all workforce benefit from strength based reflective supervision, management oversight support and focus on quality.	Timely and high-quality supervision evidenced through regular quality assurance audits.

<p><b>Priority action W8</b></p>	<p>Commission a bespoke management and leadership development programme to support all managers in children’s social care to support current and future managers to develop their skills in leading the development of team culture and practice.</p>	<p>Improved retention of managers and leaders of children’s social care in Bridgend</p> <p>Improved retention and recruitment of children’s social care staff</p> <p>Consistently high quality and performance from well-managed and led social work teams</p>
<p><b>Priority action W9</b></p>	<p>Implement evidence-based mechanisms to ensure that reflective practice is embedded including communities of practice and action learning sets.</p>	<p>High quality strength practice and outcomes for children and families which benefit from peer led practice reflection</p> <p>A well-supported, motivated workforce who feel well supported in the time required for reflective practice.</p>
<p><b>Priority action W10</b></p>	<p>Focus on well-being through implementing a tiered approach to ensure timely and effective trauma informed support to workforce including through effective line management support, peer support and timely access to specialist support where needed.</p>	<p>Low levels of sickness absence for reasons related to workforce stress</p> <p>Low turnover rates/ high levels of retention as staff feel supported in their work.</p>
<p><b>Priority action W11</b></p>	<p>Work to implement the most effective recruitment process including drawing on marketing expertise to enhance campaigns and ensure the most efficient selection processes.</p>	<p>Increased number of applicants for children’s social care roles.</p> <p>Efficient processes for recruitment which lower levels of attrition.</p>

**Theme 2 -Strength based practice which supports children and families to stay together (where possible) and safeguards children from harm (P).**

Action	Strategic Action	Measure of Success
<p><b>Priority action P1</b></p>	<p>Undertake an option appraisal of strength- based models of social work practice and develop a business case for the implementation of the practice model which will best deliver the purpose to support children and families to stay together (where possible) and safeguard children from harm. The model of practice will build on strengths within the Bridgend operating model of locality hubs. The preferred model will enable:</p> <ul style="list-style-type: none"> <li>• Relationship-based, systemic and solutions-focused practice</li> <li>• Higher proportion of social worker time invested in direct work with family members.</li> <li>• Strengthened relationships with specialist services such as mental health, domestic abuse and substance misuse services, exploring how these can be integrated into teams around the family</li> <li>• Consistency of social worker, promoting longer term relationships and reduced likelihood of children and families having to repeat their story.</li> </ul>	<p>A model of practice is agreed with a clear evidence base which is understood by the workforce and is clearly evident in practice as evidenced by:</p> <ul style="list-style-type: none"> <li>• Quality assurance</li> <li>• Outcomes for children and families</li> <li>• Independent evaluation</li> </ul>

<p><b>Priority action P2</b></p>	<p>Systematically implement preferred model of practice ensuring that all mechanisms are in place to support this including:</p> <ul style="list-style-type: none"> <li>• Leadership by senior managers at every level</li> <li>• Policies and procedures</li> <li>• Decision making processes</li> <li>• Supervision and case direction</li> <li>• Practice leadership positions, coaching and mentoring</li> <li>• Systems of quality assurance</li> <li>• Operating model</li> <li>• Training and development programme</li> <li>• Case management system and business support processes</li> <li>• Celebration and show-casing good practice and progress</li> </ul>	<p>Measures as above with progressed mapped through in-depth independent diagnostics on an annual basis.</p>
<p><b>Priority action P3</b></p>	<p>Implement an evidenced based framework to enable practitioners the potential for safe reunifications with families for children who become care experienced.</p>	<p>The numbers of children who are reunified with their families Qualitative review on outcomes for children following evaluation</p>
<p><b>Priority action P4</b></p>	<p>Commission a programme of independent detailed quality assurance to provide a thorough assessment of the strengths and areas for development in Bridgend children’s social care services to inform the practice development programme and the Council, and partnership quality assurance programmes.</p>	<p>Quality assurance reports</p>

<p><b>Priority action P5</b></p>	<p>Following completion of action P4, develop a series of practice development plans, where appropriate with partners, for key service areas including:</p> <ul style="list-style-type: none"> <li>•MASH and IAA</li> <li>•The threshold between early help and safeguarding</li> <li>•Children with Disabilities</li> <li>•Transition</li> <li>•Care Experienced Children</li> </ul> <p>The practice development plans will include priorities for policy development, decision making processes, training and development.</p>	<p>Development plans for key areas which are able to demonstrate progress through follow up quality assurance work at agreed timescales.</p>
<p><b>Priority action P6</b></p>	<p>Ensure that learning from Child Practice Reviews and other in-depth analysis is systematically embedded through learning, training and development and follow up quality assurance and review.</p>	<p>Outcomes for children and families Quality assurance reports</p>
<p><b>Priority action P7</b></p>	<p>Undertake a review of integrated family support service and family group conferencing, arrangements within Bridgend with a view to determining if this whole family approach can be expanded for working with more families.</p>	<p>Increased number of children and families benefitting from these interventions Outcomes for children and families</p>

## Theme 3 - Evidence based services and interventions (S)

Action	Strategic Action	Measure of Success
<b>Priority action S1</b>	Develop an updated commissioning strategy for family support services and interventions to ensure the optimal range of commissioned and Council provided services to meet the needs and interventions set out in care and support and child protection plans	Commissioning strategy approved by Cabinet which demonstrates an analysis of need, clear evidence based and commissioning intention
<b>Priority action S2</b>	Complete the establishment of the children's assessment hub at Brynmenyn, reviewing the service model as part of the ambition to ensure the right multi-agency therapeutic input including access to psychological assessments where required.	Outcomes for children who are assessed through the hub through effective long-term care plans which meet their needs and reduce unplanned changes of placement
<b>Priority action S3</b>	Working with regional partners in Cwm Taf Morgannwg ensure there is sufficient quantity and quality of flexible provision for children who's needs can not be met in standard residential or fostering provision. This planning will be informed by the regional market stability plan which will analyse need and set out requirements for service development.	Sufficiency of supply of accommodation care and support – children are supported in regulated settings (no un-regulated placements) and reduction in the need for children to move out of the region to have their needs met for reasons of sufficiency.
<b>Priority action S4</b>	Develop a commissioning strategy for the provision of accommodation, care and support services for children with disabilities, working closely with education	Commissioning strategy with analysis of need and clear plans to meet the accommodation, care and support needs of children with disabilities.



	and health partners to ensure integrated models for short and long term care provision.	Outcomes for children and young people
<b>Priority action S5</b>	Develop a commissioning strategy with key partners to meet the accommodation, care and support needs of care experienced children and young people and care leavers	Commissioning strategy with analysis of need and clear plans to meet the accommodation, care and support needs of care experienced children and young people and care leavers.  Outcomes for children and young people.
<b>Priority action S6</b>	Work with national and regional partners through the National Fostering Framework to increase the numbers of Bridgend foster families, including carers who have additional skills and experience in caring for children who would otherwise require residential care, or are transitioning from such provision. The work to increase the numbers of Bridgend foster carers should consider the most effective recruitment and retention strategies as well as the range of support for foster carers from the Council.	Bridgend children with fostering in their care plan are able to have their needs met by Bridgend foster carers unless there is a specific need identified for an independent foster carer, or a foster carer who lives out of the Bridgend area.
<b>Priority action S7</b>	Explore innovative and creative solutions including the use of direct payments and family help services as part of care and support arrangements in children's services teams.	Increased uptake of direct payments across children's services. Review of models for family help and support and commissioned service in place if the review demonstrates a need. Improved outcomes for children and families.

<p><b>Priority action S8</b></p>	<p>Enhance pathways between children’s social care and substance misuse services, domestic abuse services, mental health services (for adults and children) and third sector organisations. Explore opportunities for integrated teams and provision.</p>	<p>Improved outcomes for children and families where substance misuse, mental health and domestic abuse is evident.</p>
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**Theme 4 - Seamless partnership and working and business systems at an operational and strategic level (B)**

Action	Strategic Action	Measure of Success
<b>Priority action B1</b>	Ensure that senior health, education, housing, NHS and partners work with children’s social care services strategically and operationally to deliver the priorities in this plan. In delivering this action, existing Bridgend children’s partnerships will be reviewed to ensure the most effective set of arrangements for joint and integrated working.	Effective multi-agency strategic partnerships for children and families in Bridgend in which key partners at a senior level are meaningfully involved in developing practice, services and improving outcomes.
<b>Priority action B2</b>	Building on the MASH partnership model, develop business cases for integrated multi-professional locality teams to meet the needs of children and families with care and support needs, children with disabilities and child protection needs. Models that will explored will include integration of mental health professionals, substance misuse workers and specialist therapists.	Improved outcomes for children and families achieved through seamless teams around the child and family. Less ‘hand offs’, waiting times for services referred to and children and families tell their stories once.
<b>Priority action B3</b>	Working with partners regionally and nationally ensure that children’s social care teams have an effective case management IT system which enables integrated working and supports strength based practice and the safeguardng and protection of children.	‘Fit for purpose’ IT system which: <ul style="list-style-type: none"> <li>• Improves the quality of working experience for staff</li> <li>• enables information sharing between professionals</li> <li>• Supports improved outcomes for children and families</li> </ul>

<p><b>Priority action B4</b></p>	<p>Enhance the use of business intelligence within children’s social care teams, through live performance dashboards which support safe and effective practice and management oversight and decision making.</p>	<p>Demonstrable use of dashboards Improved performance against key measures Improved outcomes for children</p>
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**Theme 5 – Listening to and Acting on the Voice of Children and Families (V)**

Action	Strategic Action	Measure of Success
<b>Priority action V1</b>	Develop an engagement and involvement framework so children and young people have an opportunity to become meaningfully involved in all aspects of the work of children’s social care in Bridgend. This will build on existing good practice such as involvement in interview panels and tender evaluations.	The involvement of children and young people is clearly evident in all strategies and service development proposals.
<b>Priority action V2</b>	Ensure that the quality and effectiveness of practice is understood through the lens of the experience of the children and families who we work with and for.	Quality assurance processes meaningful embed the experience of children and families using a range of mechanisms to capture their voice and using the outcomes of quality assurance to drive improvements.
<b>Priority action V3</b>	Develop a Corporate Parenting Strategy which is led by the children and young people for whom the Council is their corporate parent, ensuring all parts of the Council and partner agencies understand what matters to care experienced children and young people.	Cabinet approve a corporate parenting strategy which clearly demonstrates what matters to care experienced children and young people in all aspects of their lives. The outcomes in the strategy are measurable and key partners are held to account by care experienced children and the Cabinet Corporate Parenting Committee for their achievement.

APPENDIX 1

<p><b>Priority action V4</b></p>	<p>Develop a parent’s participation charter setting so the experience of the families who work with children’s social care is understood and used enhanced practices and interventions.</p>	<p>Experience of parents who children’s social care work with is understood and any findings acted upon.</p>
<p><b>Priority action V5</b></p>	<p>Celebrate the achievements of our children and families with an annual celebration event.</p>	<p>The achievements of children and families are clearly valued and can inspire others to achieve their potential.</p>

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

#### REPORT OF THE CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT

##### SCHOOL MODERNISATION PROGRAMME: OUTCOME OF THE CONSULTATION ON SCHOOLS' MODERNISATION PROPOSAL TO ENLARGE MYNYDD CYNFFIG PRIMARY SCHOOL

### 1. Purpose of report

1.1 The purpose of this report is to:

- inform Cabinet of the outcome of the consultation on the proposed enlargement of Mynydd Cynffig Primary School;
- to present the findings of the consultation in a detailed consultation report (Appendix A); and to
- seek approval to progress to the publication of a public notice as prescribed in the School Organisation Code.

### 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:

- **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 borough.
- **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 deliver the Council's well-being objectives.

### 3. Background

3.1 In April 2009, Cabinet approved a number of individual projects that emerged from a feasibility study, which reviewed 3 to 18 learning provision in the Cefn Cribwr, Cornelly, Kenfig Hill and Pyle area. Approval was received to progress a project to cater for a proposed amalgamation and enlargement of Mynydd Cynffig Infant and Junior Schools.

3.2 In December 2010, the Council's Strategic Outline Programme (SOP) for the 21<sup>st</sup> Century Schools Programme was submitted to Welsh Government (WG) and a replacement Mynydd Cynffig Primary School scheme was identified as a

Band A project. In 2011, the project was again confirmed as a priority Band A scheme in a further SOP submission to WG.

- 3.3 A feasibility study was undertaken in 2011 to establish the most suitable site for the primary school. That study considered the establishment of primary provision on Mynydd Cynffig Infant and Junior Schools' sites plus the site of Cynffig Comprehensive School, the outcome of which determined that the preferred site was that of the Junior School.
- 3.4 Following the establishment of Mynydd Cynffig Primary School in September 2015, a decision was made to undertake further feasibility work to explore the potential of remodeling Cynffig Comprehensive School, in order to accommodate Mynydd Cynffig Primary School at that location.
- 3.5 The feasibility study showed that Cynffig Comprehensive School site allowed for suitable alternative solutions to the critical issues of sufficient developable area and appropriate site access. It also offered sufficient space to develop a 2-form entry (FE) school plus nursery and remove some secondary surplus places.
- 3.6 The outcome of the feasibility study was reported to Cabinet in July 2016 and approval was provided to commence the consultation process to relocate the primary school to the secondary school site.
- 3.7 The outcome of the consultation was reported to Cabinet in January 2017. The community strongly opposed the proposal and Cabinet determined to consider a counter proposal from the objectors (ie to locate the new school on the school's junior site).
- 3.8 In March 2017, the outcome of a review of the 2011 feasibility study and the counter proposal was reported to Cabinet together with concerns regarding revised budget estimates for the new school development at the secondary school site. Cabinet determined to abandon the proposal, as there was insufficient funding available to take forward the scheme at the comprehensive or junior site.
- 3.9 In October 2017, Cabinet approved Bridgend's Band B priorities and agreed that further feasibility work would be undertaken for a replacement Mynydd Cynffig Primary School which, depending on the outcome and available funding, could be delivered as a priority scheme in Band C.
- 3.10 In November 2019, the Mynydd Cynffig Primary School's infant site suffered a catastrophic failure of its heating system and the repair forced the temporary closure of the school building.
- 3.11 A subsequent building condition survey reduced the school from its previous condition, that is 'C', to a category 'D' (ie 'Bad – life expired and/or at risk of imminent closure, requiring significant immediate/urgent works'). The nature and assortment of the disrepairs highlighted within the survey made isolated repair works to individual fabric elements at the school extremely challenging and economically unfeasible. As a result of the health and safety risk to pupils and staff, it was agreed that the school building would close and alternative teaching accommodation would be provided as a matter of urgency.



- 3.12 Funding was made available through the capital programme to procure temporary accommodation.
- 3.13 On 30 June 2020 Cabinet approval was received to reprioritise Band B, bringing forward the replacement school scheme for Mynydd Cynffig Primary. Approval was received to submit a revised SOP to WG to reflect this and for officers to commence an options appraisal and feasibility study for the proposed replacement primary school.
- 3.14 In September 2020 the outcome of the options appraisal process was reported to Cabinet and approval received to undertake a feasibility study on Mynydd Cynffig Primary School's junior site.
- 3.15 In December 2020, the Strategic Outline Business Case received Ministerial approval.
- 3.16. In October 2021, the outcome of the feasibility study was reported to Cabinet and approval was given to commence a statutory consultation process to enlarge Mynydd Cynffig Primary School to a 2FE school, plus a 75-place nursery to be located on the junior site and open with effect from September 2025.

#### **4. Current situation/proposal**

- 4.1 In order to progress the proposal, consultation exercises were carried out between 30 November 2021 and 12 January 2022 in accordance with the statutory School Organisation Code. A copy of the consultation document was made available during this time on the Council's website:

<https://www.bridgend.gov.uk/my-council/equalities-and-engagement/consultations/current-consultations/mynydd-cynffig-primary-school-consultation/>

- 4.2 The consultation document invited views and opinions to be submitted in respect of the proposal. A summary of the issues raised by consultees and the local authority's responses are provided in the consultation report as detailed in Appendix A of this report. Cabinet will need to consider the consultation report and determine the preferred way forward.
- 4.3 Should Cabinet wish to proceed with the proposal, the next stage of the process is to publish a statutory notice outlining the proposals which would need to be published for a period of 28 days and any formal written objections would be invited during this time.
- 4.4 If there are no objections during the public notice period then the proposal can be implemented with Cabinet's approval.

If there are objections at this public notice stage, an objections report will be published summarising the objections and the authority's response to those objections. Cabinet will need to consider the proposal in light of objections.

Cabinet could then accept, reject or modify the proposal. The following timetable provides an indication of the likely timescales involved:

Activity	Date
Consultation period where we welcome your views and observations on the proposal*.	23 November 2021 to 12 January 2022
Draft Consultation Report to cabinet on the outcomes of the consultation.	February 2022
Publish Approved Consultation Report on BCBC website, hard copies available on request.	February 2022
If agreed by the cabinet of Bridgend County Borough Council, a Public Notice will be published and there will be a period of 28 days in which to submit any objections to the proposal in writing.	March 2022
If there are no objections cabinet can decide whether to proceed or not. If there are any objections, an Objections Report will be forwarded to cabinet for their consideration and subsequent determination. The approved report will then be published on the BCBC website and hard copies of the report will be made available upon request. Publication of the decision notice.	May 2022
Implementation.	September 2025

## 5. Effect upon policy framework and procedure rules

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

## 6. Equality Act 2010 implications

6.1 An equality impact assessment has been carried out as part of the consultation stage and has been further informed by responses to the consultation papers. The assessment has concluded that there is no negative impact anticipated on the duties of the Council towards protected groups.

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

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

Long term	<ul style="list-style-type: none"> <li>• Fulfils the Council’s statutory duty to provide sufficient pupil places.</li> <li>• Allows teaching and learning to take place on one site, assisting with sharing expert knowledge and resources.</li> <li>• Supports the day-to-day management and operation of the school.</li> <li>• Helps parents with drop-off and pick-up arrangements, as all pupils will attend one site.</li> </ul>
Prevention	<ul style="list-style-type: none"> <li>• Safeguards the Council’s position in terms of any potential legal challenge regarding the supply of school places.</li> </ul>
Integration	<ul style="list-style-type: none"> <li>• Ensures that the curriculum can be delivered from a purpose-built facility that meets social, environmental and cultural objectives.</li> </ul>
Collaboration	<ul style="list-style-type: none"> <li>• Works effectively with schools and many internal and external partners to ensure that the building meets the short-term and future needs of users and the community that it will serve.</li> </ul>
Involvement	<ul style="list-style-type: none"> <li>• Engagement of potential stakeholders including Cabinet, members, governors, staff, pupils, community, internal and external partners.</li> </ul>

## **8. Financial implications**

- 8.1 In December 2018, the Council approved a programme envelope of £71.3m, covering Band B new school builds of £68.2m and potential highways works of £3.1m (the cost of highway works will have to be met in full by the local authority, as there is no match funding from WG). Following subsequent amendments to the capital programme, the current position is that there are budgets of £49.504m for works and £3.4m for infrastructure within the capital programme, with the remaining schemes funded via the revenue funded Mutual Investment Model (MIM).
- 8.2 £10.2m has been allocated in the Capital Programme for this project and the WG intervention rate is 65%. The additional 15 FTE places for rising 3’s would need to be funded from BCBC capital and would form part of the total project costs. Contractor inflation and the impact of Covid-19 and ‘Brexit’ may have a detrimental impact on the scheme costs. However, this would be monitored and reviewed regularly throughout the course of the project. Any changes to the total cost of the scheme or council contributions will be reported back to cabinet and council as appropriate.
- 8.3 The scheme, should it go ahead, could generate revenue cost efficiencies as a consequence of moving from multiple sites to a single site. The exact amounts are difficult to quantify at present as they will form part of the annual formula funding process. Any potential revenue costs involved with moving allotments and Air Training Corp (ATC) would be minimal.

8.4 The cost of the feasibility study has been funded from the Band B revenue feasibility funding allocation.

## **9. Recommendations.**

9.1 Cabinet is recommended to:

- note the outcome of the consultation with interested parties as detailed in the attached consultation report and appendices;
- approve the consultation report for publication; and
- authorise the publication of a public notice on the proposal.

**Lindsay Iorwerth Harvey**  
**Corporate Director - Education and Family Support**

**8 February 2022**

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### **Background documents**

Welsh Impact Assessment, Equality Impact Assessment, Community Impactment Assessment



## APPENDIX A

### BRIDGEND COUNTY BOROUGH COUNCIL

#### CONSULTATION REPORT

#### REPORT OF THE CORPORATE DIRECTOR - EDUCATION AND FAMILY SUPPORT

#### SCHOOL MODERNISATION PROGRAMME: OUTCOME OF CONSULTATION ON THE PROPOSAL TO MAKE A REGULATED ALTERATION TO MYNYDD CYNFFIG PRIMARY SCHOOL IN THE FORM OF AN ENLARGEMENT

#### 1. Purpose of report

- 1.1 This public report is to inform of the outcome of the consultation on the proposal to make a regulated alteration to Mynydd Cynffig Primary School, in the form of an enlargement (ie 2 form entry plus 75-place nursery).

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

- 2.1 This school modernisation programme assists in the achievement of the following corporate well-being 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 focused on raising the skills, qualifications and ambitions for all people in the county borough.
- **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 deliver the Council's well-being objectives.

#### 3. Background

- 3.1 In October 2021, Cabinet approval was given to commence a statutory consultation process to enlarge Mynydd Cynffig Primary School to a 2FE school, plus a 75-place nursery to be located on the junior site and open with effect from September 2025.
- 3.2 This report outlines the responses to the consultation.

#### 4. Consultation process

- 4.1 In order to progress the proposal, consultation exercises were carried out between 23 November 2021 and 12 January 2022 in accordance with the statutory School Organisation Code. A copy of the consultation document was made available during this time on the Council's website:

<https://www.bridgend.gov.uk/my-council/equalities-and-engagement/consultations/current-consultations/mynydd-cynffig-primary-school-consultation/>

- 4.2 The consultation document invited views and opinions to be submitted in respect of the proposal. A list of stakeholders consulted can be seen at appendix 16.

## **5. Summary of responses to consultation**

- 5.1 Key points from the consultation exercise were as follows, with full details appended at the end of this report. The local authority held four stakeholder consultation meetings at Mynydd Cynffig Primary School (infants site) over two dates, and held 'virtual' meetings with pupils, staff, governors and Pyle Community Council. Representatives from the Pwllgath Allotments Association and the Air Training Corp (ATC) attended the sessions held at the school. In addition, separate sessions were held with both organisations to address their specific concerns. Local members actively engaged and supported the process.

### **5.2 Open consultation evening at Mynydd Cynffig Primary School**

A series of four consultation meetings were held at Mynydd Cynffig Primary School on 30 November and 7 December 2021. Full details of the meeting discussions and responses/clarifications given are detailed in Appendix 1, 2, 6 and 7 of this consultation report.

Five representatives from BCBC attended all the meetings. There were no attendees at the first consultation evening on Tuesday 30 November 2021 4pm-5pm. One member of the public attended each of the meetings held on Tuesday 30 November 2021 at 5.15pm-6.15pm and Tuesday 7 December 2021 at 4pm-5pm. Three members of Pwllgath Allotments Association attended the meeting on Tuesday 7 December 2021 at 5:15pm-6:15pm and four members of the allotments association attended a subsequent meeting on Monday 10 January 4pm-5pm.

Questions were raised in relation to the relocation of the allotments, construction, design and budget of the new school and parking/highway concerns. Council representatives explained the allotments will be located behind the school. Further discussions will be held with the Pwllgath Allotments Association relating to water supply and the relocation of their pigeons and sheds. The entrance to the allotments will be to the side, next to the current ATC building and there will be a central route through the allotments. An area has been identified that can accommodate up to four parking spaces, one of which would be a disabled / accessible space. Secure by Design standards will be adhered to in respect of fencing and security / gates will be included.

The new school will be built as a two-storey building and will gain space by using land currently occupied by the ATC. The existing junior building will be demolished. The project will be undertaken in phases. Contractors will have an on-site compound and officers advised that if there are any problems, to

contact a member of the team to deal with any issues. A school car park will be included in the scheme and the road leading to the school will be widened, with a landscaped bio-retention area between the road and the pavement to create a separation between pedestrians and vehicles.

The school will have a main hall and a studio hall, with the total m<sup>2</sup> exceeding current provision. The school will have a budget as per the number of learners for furniture and IT equipment. The team are exploring options to relocate the ATC building, there is potential for them to utilise the school facilities.

The project phases were explained and the group were reassured that any asbestos found on the site will be appropriately dealt with. A full ecology survey has been undertaken and mitigation measures will be in place.

Funding is determined by Welsh Government's 21<sup>st</sup> Century Schools standardised cost. We will work with them to ensure there is sufficient funding to complete the project.

### 5.3 **Governing body consultation**

A 'virtual' consultation meeting was held with representatives from Mynydd Cynffig Primary School governors on 2 December 2021. Full details of the meeting discussions and responses/clarifications given are detailed in Appendix 3 of this consultation report. Questions were raised mainly concerning the road/lane outside the school, the school playground and sport facilities and the residual infant school site and what the plans are for relocating ATC.

Council representatives were asked if the lane will have a one-way system and explained that options will be investigated as the scheme develops. Council representatives explained that there are m<sup>2</sup> rates per child when determining hard standing areas. No decision has been made as to how the residual infant site will be used. Subject to the outcome of the consultation process, Cabinet will make a decision. Corporate Landlord are currently looking at alternative sites for the ATC and there may opportunity for them to use the school hall / facilities. A question was asked regarding a disability impact assessment, as the school will be on two levels. It was explained that as well as building regulations, we have to satisfy the Disability and Discrimination Act and the school would be fully compliant.

### 5.4 **Learners consultation**

Mynydd Cynffig Primary School's school council met virtually with BCBC council representatives on 6 December 2021 to discuss the proposal. The pupils were given a child friendly version of the consultation document prior to the meeting and asked about their views. Full details of the meeting discussions and responses/clarifications given are detailed in Appendix 4 of this consultation report.

The main concerns for the pupils related to where the school will be located and what will happen to the infants building, what facilities the new school would have and where the allotments will be located. Council representatives explained that although detailed design has not yet been undertaken, sufficient outdoor space would be provided including circulation space, sports pitches,



games courts, soft play areas, hard play areas and habitat space. Should the proposal progress, further meetings would be arranged so that pupils can input into the design process. Council representatives also explained that the proposed new school would be located at the current junior school site, with both the infants and juniors in one building and construction work will be phased to ensure safety. The allotments will move 100 metres from where they currently are to behind the school building. Cabinet will need to make a decision whether to proceed with a new school, then a decision will be taken in respect of the infant school site. A school council vote as to whether the learners felt that the proposal was generally a good or a bad idea was held at the end of the meeting. All 16 learners present agreed that they felt it was a good idea.

### **5.5 Staff consultation**

A 'virtual' consultation meeting was held with the Mynydd Cynffig Primary School staff on 6 December 2021. Full details of the meeting discussions and responses/clarifications given are detailed in Appendix 5 of this consultation report. Questions were raised mainly concerning access to outdoor spaces, parking and drop-off areas and the school hall.

Council representatives explained the school will have a learning plaza (street) and there will be at least two staircases for learners to access the yard. All foundation phase will have direct access outside from their classrooms. We will work with the school to ensure the yard space works and we will be consulting formally with staff in the future regarding design requirements, if approval for this scheme is received from Cabinet. The lane will be widened and a 2m bio retention area will be created, with a 3.5m wide footway in between to allow for walking, scooters and cycling. The drawing demonstrates site-fit and is not finalised. There will be a main hall and a studio with a "moving" wall and a community kitchen/food technology room which will be located adjacent to the studio.

### **5.6 Pyle Community Council consultation**

A 'virtual' consultation meeting was held with Pyle Community Council on 15 December 2021. Full details of the meeting discussions and responses/clarifications given are detailed in Appendix 8 of this consultation report. Questions were raised mainly concerning traffic congestion in the lanes and Croft Goch Road and engagement with the local community to raise awareness of the project.

Council representatives explained that all options in relation to the highway are still open at this stage. Previous draft plans showed the drop-off circle coming from Croft Goch Road, this is a good idea to move traffic from the main road, but would result in not being able to accommodate all of the playing fields on the school site. It will not benefit the school by putting car park in that area. Relocating the allotments and ATC will release more land. The lane will be widened and a 2m bio retention area will be created, with a 3.5m wide footway to allow for walking, scooters and cycling. Opportunities will be created to link active travel routes with the wider area. Councillors were asked to engage with the local community to raise awareness of the plans.

## 5.7 **Air Training Corp consultation**

A 'virtual' consultation meeting was held with the ATC on 20 December 2021. Full details of the meeting discussions and responses / clarifications given are detailed in Appendix 9 of this consultation report. Questions were raised mainly concerning the future location and facilities for the ATC.

Council representatives explained the phasing process for the construction work to the school. Corporate Landlord Department is currently looking at alternative sites for the ATC and it was noted that there may opportunity for the group to use the school hall / facilities, as the school would be a community school. The team will need to know the requirements of the ATC in terms of usage of the building and storage requirements. It was explained that BCBC intend to oppose to any new tenancy agreement once the lease comes to an end in 2023. However, officers will provide as much notice as possible. The team offered to hold a further meeting with the ATC if required.

A second 'virtual' consultation meeting was held with the Air Training Corp on 10 January 2022. Full details of the meeting discussions and responses / clarifications given are detailed in Appendix 10 of this consultation report. It was expressed that the ATC needs to have a presence in the Kenfig Hill area. They may be able to utilise the school facilities, but there may be potential safeguarding issues. The team requested information regarding the requirements of the ATC; what storage facilities and floor space they will need in order for us to explore potential opportunities. The ATC has a flight simulator room, however there are several cadet sites in Bridgend that have a flight simulator room, that can be used if necessary. Officers confirmed that BCBC will be opposing renewal of the lease and 12 months' notice will be served in February 2022. It was explained that no decision has been made as to how the residual infant site will be used as this would be subject to the outcome of the statutory process in relation to the proposed new school.

A site meeting was held at Mynydd Cynffig Primary School infants hall on 10 January 2022 and a member of the ATC attended. A presentation and an overview of the scheme was presented, along with information regarding the construction phases. A link to the consultation on the BCBC website was emailed the following morning, along with a request for information relating to the usage of the ATC.

Questions were raised in relation to the play area and the team explained that it will move a few metres from its current position. it was noted that the airplane located at the ATC site is one of only ten in the United Kingdom, it is listed and will need to move with the ATC. It was suggested that use of the school facilities would not be appropriate; the ATC has a shooting range and a flight simulator room which will need to be considered. Officers advised that consideration will be given to what could provided for the ATC. Concern was raised that the area will lose the ATC and that cadets will have to travel elsewhere. 95% of the cadets live locally and can walk to the unit. Concerns were expressed that the budget will not support the new school in future years. The team explained that the whole site will be utilised and there is very little land left over for future development. The small space that is left will be developed for ecology. The school design will be informed by Building Bulletin

99 area guidelines for school, as required by Welsh Government. Full details of the meeting discussions and responses / clarifications given are detailed in Appendix 14 of this consultation report

#### **5.8 Pwllgath Allotment Association**

A site meeting was held at Mynydd Cynffig Primary School infants hall on 10 January 2022, four members of the allotments attended. The purpose of the meeting was to specifically discuss the requirements of the allotments association. BCBC staff provided a proposed site layout plan of the new allotments and a discussion was held regarding sizes and positioning of the plots and access points. It was explained the allotments will benefit from a perimeter security fence and each plot will have a fence. Secure by Design requirements will be followed (eg fencing and security / gates will be included). Four parking spaces will be included and there is space available for a secure container for tools. The representatives were concerned that the entrance point will be blocked by inconsiderate parking. The team gave reassurance by explaining that the school drop-off area will be improved and parking will be provided for staff. There is no traffic control at present and this development provides an opportunity to put new controls in place, such as “no waiting / loading” signage, there are lots of ideas to explore. Speed and traffic issues will be addressed as part of the highway proposals. There will be a bio-retention area created between the pavement and road. The provision of a replacement pigeon loft has been agreed by BCBC. It is suggested that the best option is to place a loft outside of any allotment plot and that it is managed by Pwllgath Allotment Association. Sheds and water butts will be provided and the ground for each plot will be treated. At this stage we are aiming at getting a site layout that the allotment association are happy with. The finer detail will be discussed further along the scheme. A copy of the plans will be shared with the allotments. It was explained that no option is “off the table”, these are proposed designs. Access to the allotments will be from the rear of Pwllgath Street with a pedestrian access from the lane.

#### **5.9 Summary of written representations**

Three items of direct correspondence were received during the consultation period. See Appendix 12 of this consultation report for details and responses/clarifications.

5.10 Responses were sent to the originators of items of correspondence thanking them for their submissions and stating that their comments would be taken into consideration.

5.11 Two letters of correspondence were received raising issues relating to the Welsh Language Impact Assessment, which has been updated following the consultation.

5.12 In the meeting on 10 January 2022, a representative of Pwllgath Allotments Association, advised that they wrote to object to the plans for the allotments, not to object to the plans for the school. The objection concerns arose from the proposed access point at Caer Wetril. The access point at Pwllgath Street is identical to the current provision and therefore alleviates those concerns.

### 5.13 **Summary of online survey responses**

Overall, 78 respondents completed the online questionnaire. In respect of the question on whether they support the proposal, 65 responded 'Yes' and 8 responded 'No'. See Appendix 3 of this consultation report for details and the authority's responses/clarifications in respect of issues raised.

## 6. **The view of Estyn, her Majesty's Inspectors of Education and Training in Wales**

6.1 Estyn has considered the educational aspects of the proposal. See Appendix 14 of this consultation report for full details. Estyn's has concluded as follows:

"The proposal is aligned to the five key principles which form part of the framework for school organisation in Bridgend local authority. These key principles inform the organisation and modernisation of the local authority's schools. The proposals are likely to maintain the standard of education provision in the area. The proposal is likely to improve provision for foundation phase pupils".

## 7 **Impact Assessments**

7.1 An Equality Impact Assessment has been carried out as part of the consultation stage and was published as part of the consultation document. The assessment concluded that the proposal is unlikely to impact disproportionately on any protected group. Having reviewed responses to the consultation, the conclusion remains valid.

7.2 A Welsh Impact Assessment has been carried out as part of the consultation stage and was published as part of the consultation document. It concluded that there would be no significant impact on the Welsh language provision currently experienced by learners at the school and that Welsh would continue to be taught through the curriculum as presently. The Welsh Impact Assessment has been updated following consultation.

7.3 A Community Impact Assessment has been carried out as part of the consultation stage and was published as part of the consultation document. The infant and junior school sites are located within 0.4 miles of each other. It is therefore not anticipated to be significant potential for there to be negative impact on the community. However, there is a possibility that there may be a positive impact on community cohesion as should the proposal go forward, learners would be attending a new school building which will incorporate purpose-built community facilities. Having reviewed responses to the consultation, the assessment has been updated and the conclusion remains valid.

7.4 The Well-being of Future Generations (Wales) Act 2015 has been considered in formulating the proposal (see Appendix 15).

## 8 **Financial Implications**

- 8.1 £10.2m has been allocated in the Capital Programme for this project and the WG intervention rate is 65%. The scheme, should it go ahead, could generate revenue cost efficiencies as a consequence of moving from multiple sites to a single site. The exact amounts are difficult to quantify at present as they will form part of the annual formula funding process. Any potential revenue costs involved with moving allotments and ATC would be minimal.

## 9. Statutory process in determining proposals

- The following table sets out the provisional timetable:

Activity	Date
Consultation period where we welcome your views and observations on the proposal*.	23 November 2021 to 12 January 2022
Draft Consultation Report to cabinet on the outcomes of the consultation.	February 2022
Publish Approved Consultation Report on BCBC website, hard copies available on request.	February 2022
If agreed by the cabinet of Bridgend County Borough Council, a Public Notice will be published and there will be a period of 28 days in which to submit any objections to the proposal in writing.	March 2022
If there are no objections cabinet can decide whether to proceed or not. If there are any objections, an Objections Report will be forwarded to cabinet for their consideration and subsequent determination. The approved report will then be published on the BCBC website and hard copies of the report will be made available upon request.	May 2022
Publication of the decision notice.	May 2022
Implementation.	September 2025

*Hard Copies of this report are available on request.*

**Contact Officer:** Education and Family Support Directorate (Directorate Support Unit)  
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## APPENDIX 1



**Mynydd Cynffig Primary School  
Consultation Meeting – Open event  
Tuesday 30 November 2021  
4pm-5pm**

Present: BCBC Staff x5  
Teacher x1

No attendees.

## APPENDIX 2



**Mynydd Cynffig Primary School  
Consultation Meeting – Open event  
Tuesday 30 November 2021  
5.15pm -6.15pm**

Present: BCBC Staff x5  
Teacher x1  
Member of the public x1

The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting, nature and process of the consultation and outlined the proposal.

<b>Questions/Issues</b>	<b>Answer/Comments</b>
Where will the allotments be located?	They will move behind the school. Access will be from the existing lane where the Air Training Corp (ATC) is currently situated.
Will there be enough space for the school?	We will gain space by using land currently occupied by the ATC. The new school will be built as a two-storey school.
What will happen to the current school building?	The current building will be demolished and re-built. Construction will be undertaken in phases.
Have the allotments been given any notice and how will their premises be secured?	We have been in discussion with Pwllgath Allotment Association throughout the process and have discussed their requirements and needs. We follow secure by design for example fencing and security will be included.
Parking is a concern, where will staff and visitors to the school park?	A car park is included in the scheme.
There is a lot of on-street parking and parents waiting to drop-off / collect their children, it gets very busy and the surrounding lanes won't cope with extra traffic, visibility is poor and there is parking at each side, it's not safe.	The road leading to the school will be widened. There will be a landscaped area between the road and the pavement to create a separation between pedestrians and vehicles. We are in discussion regarding a drop-off area at the school. The school will have a school travel plan and we are actively encouraging people to walk, cycle or scooter to school. Bringing both schools to one site may alleviate some of the issues where parents are racing between both schools.
Is there any school transport to the school?	No, only transport to sporting events.
Will there be a "green roof"?	A green roof, along with the cost implications is being considered. There will be green technology throughout the school, such as solar panels, windows, and heat



	sources. The school will be built as Net Zero Carbon.
Who will design and construct the school?	We have an in-house architect to design, and we will hold a tendering process to employ the construction company.
Where will construction vehicles park?	They will have an on-site compound. There will be a strict “no vehicle movement” policy in place during peak times. These conditions will be written into their contract. If there are any problems, please email a member of the team and we will deal with the issue.

## APPENDIX 3



### Mynydd Cynffig Primary School Consultation Meeting with School Governing Body Thursday 2 December 2021 at 16:15pm

Present: BCBC Staff x5  
Teacher x1  
School Governors x5

The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting and explained the nature and process of the consultation and outlined the proposal. The team introduced themselves. The Principal Architectural Assistant shared the site plan to the screen.

<u>Questions/Issues</u>	<u>Answer/Comments</u>
	Noted the amount of information received before and during the consultation process has been great.
<p>Will the lane have a one-way system?</p> <p>XX requested further investigation. Residents are positive about the development. The garages back on to the lane and two-way traffic is unsafe.</p>	<p>We need to consider the views of local residents. This can be investigated as we develop the scheme further.</p> <p>XX: will speak with traffic management and explain that residents may be more in favour. We can undertake a pre-consultation. XX will provide feedback to the team.</p> <p>XX and XX are happy to approach residents.</p>
<p>How close to scale is the drawing? The yard space looks small. Will the artificial areas be used as play areas? There will be 240 children on the yard.</p>	<p>There are m<sup>2</sup> rates per child. The yard looks smaller on the drawing than what it is. This is not a final design.</p>
<p>Does there have to be a playground near the school? There are several playgrounds available in the village. Playgrounds are a magnet for vandalism.</p>	<p>Can't give an answer to that. We are looking to ensure that we don't lose any of the current facilities.</p> <p>The local authority is actively encouraging green space and parks and it will be expected to keep the playground.</p> <p>We follow secure by design, for example fencing and security / CCTV will be included.</p>

<p>Will the CCTV encompass the park?</p> <p>If the sport facilities can be used by the community during the evening, this will deter vandalism in the area during the evenings.</p>	<p>The CCTV will cover the car park and may possibly cover the playground. We would need to check the regulations.</p> <p>Will help to facilitate the women's rugby team.</p> <p>All agreed that the facility will be an asset to the community.</p>
<p>How would the community be affected by floodlighting, overlooking their homes?</p>	<p>Floodlighting will need to be considered. There are floodlights at the Rugby Club, no complaints have been received to date.</p>
<p>Will a disability impact assessment be undertaken? The school will be on two levels. Have lifts, stairways and doorways been considered?</p>	<p>As well as building regulations, we have to satisfy the Disability Discrimination Act. Stairs and ramps must be set at a certain gradient and there will be a lift. The teaching block will have fire exit staircases and an evacuation chair, including call points which are directly linked to the emergency services.</p>
<p>What will happen to the residual infant school site? The Local Development Plan has the site earmarked for residential development. We can't have more residential developments if we haven't got the services to accommodate them. Could a bigger playground be located there?</p>	<p>No decision has been made as to how the residual infant site will be used. Subject to the outcome of this process, Cabinet will make a decision.</p>
<p>The lease is coming to an end for the Girl Guides Club, could they utilise the infant school site? Also, could the Air Training Corp (ATC) use that site?</p>	<p>Corporate Landlord Department is currently looking at alternative sites for the ATC. There may opportunity for them to use the school hall / facilities.</p> <p>The Girl Guides/Rainbows/Brownies are currently in a Valleys to Coast property (Scout Hall).</p> <p>The school would welcome the option for the Girl Guides to use their facilities.</p> <p>There will be a main hall and a studio hall with a community kitchen.</p>

## APPENDIX 4



### Mynydd Cynffig Primary School Consultation Meeting with School Council Monday 6 December 2021 at 10am

Present: BCBC staff x6ve p  
Teacher x1  
School Council members (x16)

The Corporate Director introduced the consultation session and set out the purpose of the meeting and the team introduced themselves. The Project Manager, School Modernisation, explained the nature and process of the consultation and outlined the proposal. The Principal Architectural Assistant shared the site plan and photographs of other new schools to the screen.

<b>Questions/Issues</b>	<b>Answer/Comments</b>
Where are the allotments moving to?	They will move behind the school, approximately 100 metres from where they currently are.
xx: will the new school be where our current play area is?	Explained the new location using a map on screen. The teaching block will be situated where the current grassed area is.
Will the new school hall be bigger?	Yes
Will the new school be situated at the junior and infant site as it is now?	It will be situated on the junior school site. Everyone will be on the same site in one building.
What will happen to the infants school building?	We have not decided what will happen with the infant school building yet. Cabinet will need to make a decision whether we can go ahead with the idea to build a new school, then we can explore what will happen with the infant school.
Will the infants school have their own yard, or will we have to share the yard space?	There will be a soft play for nursery and reception learners. The other yards will be shared. Some areas will be segregated and will be managed by the school. Once the design is more developed, we can work with learners and school staff regarding the yard space and usage. We are not at that stage as yet.
Will the rugby and football pitch be all-weather?	It will be all-weather, artificial pitch.
Where will we be located while the school is being built and will we still be able to play sport?	Building work will be phased. Learners will remain in the buildings they are in now. Builders and learners will be separated to ensure safety. The playing field will

	remain operational as much as possible, there may be a short period of time where the field is out of use, but we will try to do that during the school holidays to minimise the impact.
How big will the netball court be?	It will be bigger than what you currently have. It will be a regulation sized court.
Will there be different types of toilets?	We hope to provide a shared toilet facility between two classrooms. There will be plenty of provision and different types for everyone.
xx: Will the junior and infant schools be attached to each other, or separate buildings?	The school will be a two-storey building, with the infants on the ground floor and the juniors on the first floor.
	Informed the learners that if they think of any further questions, to let their teacher know and they can be sent to the team for answers.
Project Manager, School Modernisation: Asked the group if they felt that a new school building is a good idea.	School Council unanimously agreed "yes".
XX asked if the school council would like to visit a new school building to look around and to speak with other learners about their experiences.	School Council unanimously agreed "yes".  Shared photos of Pencoed and Betws Primary Schools
Did you design the inside of the schools?	Yes
	When the consultation process ends and if Cabinet make a decision to proceed, we will arrange a meeting with the School Council to ask for ideas of what you would like to see included at your new school.

## APPENDIX 5



### Mynydd Cynffig Primary School Consultation Meeting with school staff Monday 6 December 2021 at 3:45pm

Present: BCBC Staff x5  
Teacher x1  
BCBC Catering Services x1  
Mynydd Cynffig Primary School Staff

The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting and explained the nature and process of the consultation and outlined the proposal. The team introduced themselves. The Principal Architectural Assistant shared a potential site layout plan and photographs of other new schools to the screen.

<b>Questions/Issues</b>	<b>Answer/Comments</b>
Yard space for foundation phase (FP) has direct access to the yard, what about key stage 2?	Explained there will be a learning plaza (the street). There will be at least two staircases for learners to access the yard. There will also be an emergency escape route. In effect they will have three ways to access the yard.
Will the kitchen be in the upper admin area, with a side access for deliveries? Will the design take into consideration the commitment for free school meals for all primary schools for three years in the m <sup>2</sup> allocations of the kitchen and the hall?	Yes the kitchen will be situated in the upper admin area, with a side access for deliveries. Design brief is to follow the Building Bulletin (BB) 99 Guidelines (BB99). Welsh Government (WG) has indicated they will be reviewing the floor area allocation advised in BB99 and BB103.
Will there be a pathway running alongside the school by the rugby pitch, it is quite a dangerous route at present.	The lane will be widened and a 2m bio retention area will be created, with a 3.5m wide footway in between.
Pencoed Primary School has a nature area including a pond, are there plans for this at Mynydd Cynffig Primary School (MCP)?	Part of our commitment as a local authority is to enhance biodiversity. We cannot determine if the site can accommodate a pond at this point in the project, but if we can fit one in safely, we will look at the options.
Will there be outdoor learning areas to accommodate whole classes?	The drawing demonstrates site-fit and therefore is not finalised. Once we know the exact amount of space we have, we can determine if it can be provided and its location. The boundary will be hedgerow and we could incorporate small, wooded

	areas. The levels allow to place a small amphitheatre.
Will the walkway outside the school incorporate a cycle area?	The pathway will be 3.5m <sup>2</sup> to allow for walking, scooters and cycling. WG advice is not to segregate the cycle and walkway. 3.5m <sup>2</sup> will allow sufficient space.
Will the cycle pathways link to other local areas to allow for safe active travel and improve infrastructure?	We have an integrated network map detailing aspirational routes. We are currently considering routes around the scout's club and the surgery. Once we know if this project will go ahead, we will look at further details.
We currently have two halls available to us, will we have one big hall available at the new school? It will have to accommodate indoor PE, concerts etc.	Essentially there will be two halls; we will install a "moving" wall to create a main hall and a studio. The total m <sup>2</sup> will exceed current provision. We will also include a community kitchen/food technology room which will be located adjacent to the studio.
Will we have a stage in the hall and what is the capacity?	Not a fixed stage, but a portable stage. The capacity will be determined by the fire officer.
Commented that the image is not to scale. The school will have two floors. There will be a lot more space and sport facilities. We will need to be creative with the space.	Suggested a staff visit to other new local schools to explore their facilities and to ask questions of how they use their site.
How imposing will a two-storey building be on local residential areas?	The teaching block is a large structure. However, the existing school building height is currently one and a half storeys. The level of the building will drop along the side of the grounds. We will be adding trees to mitigate.
A lot of schools have stopped using the turning circle, due to safety. Where is the access road for the allotments? There is a lot of parking in front of school where cars are coming in.	We have considered a few options for access to the allotments and that has not been finalised. The design for drop-off areas is acceptable, habits of usage are not. Further education is required to ensure that the drop-off areas are used safely. Workshops will be held between education officers, highways and the School Transport Advisory Group to determine whether a drop-off is included in future developments. We will be consulting formally with staff in the future regarding their requirements in respect of the design, if approval for this scheme is received from cabinet.
Free school meals for all primary pupils will require an extension of lunch time use of the hall which will impact on school use of hall times.	This will have an impact on all schools. We will await advice regarding floor area from WG.

<p>There is an issue with storage at the junior site, will the new site have enough storage capacity?</p> <p>Is there a m<sup>2</sup> allowance of storage per learner?</p>	<p>Every classroom will have its own storage facilities. There will be external storage, dining and PE in the hall, curriculum stores, kitchen stores and a central stock room. The Building Bulletin is generous with storage solutions and the changing levels of the school will allow for additional storage. There are guidelines for storage, not regulations.</p>
<p>FP access to the playground, does this allow for free flow to a patio area?</p>	<p>All FP will have direct access outside from their classrooms. We will work with the school to ensure the yard space works for you. We will be consulting formally with staff in the future regarding design requirements, if approval for this scheme is received from Cabinet.</p>
<p>Shared photographs of Pencoed Primary School and provided an overview.</p>	
<p>New schools usually receive an influx of children, what is the scope for expansion of the school?</p>	<p>The school will be a 2-form entry school. The site is not big enough for expansion. If new houses are planned in the area, a catchment review will be necessary. Expansion would take space required for yard space. We explored other sites to develop which were discounted.</p>
<p>Will the drop-off area be similar to Pencoed?</p>	<p>If a drop off was provided, it would look very different to Pencoed and there would be more green space. Discussions are ongoing.</p>
<p>Does Pencoed have a separate 'music' room for visiting peri teachers?</p>	<p>No, but there are a number of group rooms that can be utilised.</p>
<p>Would like to arrange a visit to Pencoed or Brynmenyn Primary School to enable staff to envisage the new school.</p>	<p>XX suggested meeting with 'Band A' headteachers to discuss lessons learnt. XX will involve as many staff as possible and will provide the team with feedback.</p>

Further questions can be emailed to the project manager.

XX extended thanks to the group for attending.

Mynydd Cynffig Primary School will be the first school in Bridgend to be Net Zero Carbon. This scheme is an exciting opportunity for the community.

We will arrange visits to other schools for both staff and learners.



## APPENDIX 6



### Mynydd Cynffig Primary School Consultation Meeting – Open event Tuesday 7 December 2021 4pm-5pm

Present: BCBC Staff x4  
Teacher x1  
1 member of the public  
Councillors x2

Apologies: BCBC Staff x1

The team introduced themselves. The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting, nature and process of the consultation and outlined the proposal.

<b>Questions/Issues</b>	<b>Answer/Comments</b>
	The school has opportunities for community use. There is a possibility the Air Training Corp (ATC) and the Brownies to use the facilities. There are a number of local clubs who could benefit and the school would welcome and encourage them.
Will the Allotment Association receive any compensation?	We are working with the Allotment Association and have received a list of requirements / needs from them. We will continue to meet with them and ensure they are not at any detriment due to the move.
Will the Allotment Association have running water supplied?	That needs to be considered. Water butts are better for the environment. There may be issues with paying bills with running water. Further discussion is required.
What size will the school hall be?	Essentially there will be two halls; we will install a “moving” wall to create a main hall and a studio. The total m <sup>2</sup> will exceed current provision.
	Cabinet decision will likely be June, rather than May.
Does the design follow other previous school design plans?	Each site is different and the land available at Mynydd Cynffig follows different levels. The teaching blocks follow a similar design, as we know that this layout works. There is some flexibility in the design of the hall and administration areas.

	The school will have a learning plaza/street, which requires some creative thought as to how the school wishes to use the space.
Will the school be given an additional budget to purchase new equipment in their first year?	A budget is worked out as per the number of learners for things like furniture. There is a separate budget for IT equipment.
When construction starts, how can you ensure the children's education is not disrupted?	The project will be undertaken in phases: Phase 1: allotments will move; Phase 2: construction of school building; Phase 3: decant the juniors into the new building and demolish old school building; and Phase 4: Car park, pitches and highways.
How will disruption to the learners be minimised, in terms of contractors moving around on site?	The contractors will be allocated their own access points and will have a secure compound. The school yard and building will be secured from the working area. There will be a strict no vehicle movement policy in place during peak times. Our highways team will ensure the access is kept clear. XX has powers in terms of the planning and XX has contractual powers that can be enforced if there are incidents of non-compliance.
Where will staff park?	A car park is included in the scheme.
There will be a period where the contractors will need to use the playground?	We haven't designed as yet, if we needed to use the playground, our health and safety team would be involved. Advice would be provided and we would ensure there are parking controls in place.

## APPENDIX 7



### Mynydd Cynffig Primary School Consultation Meeting – Open event Tuesday 7 December 2021 5:15pm-6:15pm

Present: BCBC Staff x4  
Teacher x1  
Allotment Association x3  
Councillor x1

Apologies: BCBC Staff x1

The team introduced themselves. The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting, nature and process of the consultation and outlined the proposal.

Questions/Issues	Answer/Comments
Will any of the allotments stay where they are?	No
How will they all fit on the new site?	The area has been designed to demonstrate site fit. Detailed design will follow. There will be no detriment in terms of quantity or quality. Allotments will match the current sizes and will have the same amount of plots. There is a possibility to have a container for tools.
Where will the entrance be?	At the side, next to the Air training Corp and there will be a central route through the allotments.
All new sites have to have a car park by law. Will we have a car park?	There are parking standards we are required to follow. There will be a drop-off and pick-up area, with space for disability parking. An area has been identified that can accommodate up to four spaces, one of which would be a disabled / accessible space.
Will we get a meeting room?	The school could be utilised to hold meetings. This is a community project and we would encourage you to work together to share facilities.
Where will the Air Training Corp (ATC) go?	Our Corporate Landlord Department is currently reviewing this. There is potential for them to utilise the school hall. We will be holding a separate meeting with the ATC to discuss this.

The allotments are an archaeological site (XX handed out documents). An arrowhead was found at one of the plots.	A site investigation has been undertaken. However, we will need to liaise with planners to investigate this further.
Noted that the road by the school rugby pitch is privately owned.	We are aware of this.
Cars travel fast along the road, if you make it wider, it will make it worse.	Traffic calming measures will be implemented. Traffic managers have been on site to monitor the traffic for speed and undertaken traffic counts. We will look at the options to ensure the road is safe and that it works for the community. There is a possibility to introduce a one-way system. We have an opportunity to make something useable and safe as part of this scheme.
There should be exclusion zones and zig zag lines.	This will be included.
This will cause problems for Lawsons Garages who are situated in the lane.	There should not be any problems, improvements will consider everyone.
Will the local authority provide a state-of-the-art facility for the allotments?	We follow secure by design, for example fencing and security / gates will be included. There may be space for a secure container for tools.
Will running water supplied? Would prefer to have water butts supplied.	That needs to be considered. Water butts are better for the environment. There may be issues with paying bills with running water. Further discussion is required.
What will happen to the pigeons? They need to be moved before anything else. They have a breeding season and won't be able to move until October.	We would like to work with you regarding this. Suggest emailing a timeline and information to the project manager.
Will they have a new shed? Currently they have 3 (approx. measurements: 40"x8"/10"x10"/22"x8")	Nothing is off limits at the moment, but this will require further discussion in the future.
You might say there is not enough money in the future.	We won't do that; this project is also for the community and we want to ensure we work together to provide what is required.
What happens when construction starts?	The project will be undertaken in phases: Phase 1: allotments will move; Phase 2: construction of school building; Phase 3: decant the juniors into the new building and demolish old school building; and Phase 4: Car park, pitches and highways.
When will you remove the asbestos?	The school building will be empty and sealed. Different grades of asbestos require different approaches and will be dealt with accordingly.
This is not going to work.	We want to work with you. We want to ensure that you have an allotment facility

	that you are excited about and that suits your needs. It is important that you share your knowledge of the site with us.
There are bats in the area.	A full ecology survey has been undertaken and mitigation measures will be in place. No boundaries will be removed without the knowledge and investigations required.
You don't have the money to complete this build.	Funding is determined by Welsh Government's 21 <sup>st</sup> Century Schools standardised cost. We will work with them to ensure there is sufficient funding to complete the project.
Will you fox-proof the fencing?	Unable to confirm that at the current time.
Will the road access be wide enough for a trailer or tractor?	Yes, it will be 3.5m <sup>2</sup> .
Will we have a turning circle?	It is difficult to include a turning circle, but there is potential for a turning area to be included. XX added that it is illegal to turn in the roadway.

XX expressed this project is an exciting opportunity for the school and the local community. XX encouraged everyone to consider the positive impact this scheme will provide. The school capacity will provide places for local children in a new building with excellent learning facilities. There is opportunity for the community to make use of the school and in turn, this will have benefits for local families, learners and local clubs. It would be great for the school to work with the allotments and create a garden and ecology area.

## APPENDIX 8



**Mynydd Cynffig Primary School  
Consultation Meeting  
Pyle Community Council  
Wednesday 15 December 2021  
5pm-6pm**

Present: BCBC Staff x4  
Councillor x1  
Pyle Community Council x5

Apologies: BCBC staff x1  
Teacher x1

The team introduced themselves. The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting, nature and process of the consultation and outlined the proposal.

<b>Questions/Issues</b>	<b>Answer/Comments</b>
The Principal Architectural Assistant provided an overview of the draft site layout and explained the phases of the construction work. Photographs of recent new build schools were shared and discussed.	Phase 1: allotments will move; Phase 2: construction of school building; Phase 3: decant the juniors into the new building and demolish old school building; Phase 4: Car park, pitches and highways.
There is traffic congestion in the lanes and Croft Goch Road. The original draft plans showed the drop-off circle coming from Croft Goch Road, this is a good idea to move traffic from the main road. Is this option still being considered?	All options are still open at this stage. This option that was originally considered, but would result in not being able to accommodate all of the playing fields on the site. It will not benefit the school by putting car park in that area. Relocating the allotments and Air Training Corp will release more land. The lane will be widened and a 2m bio-retention area will be created, with a 3.5m wide footway to allow for walking, scooters and cycling.
Asked councillors to engage with the local community to raise awareness of the plans and to gather support.	Advised that traffic management officers want to move traffic away from Croft Goch Road, as this would mean bringing more vehicles into the school and creates queues on the road. We felt the lane offered a better solution and provides an opportunity to create a cycle path and walkway with connections to other active travel routes. This will allow us to seek funding from Welsh Government (WG), as the infrastructure will be in place.

<p>Recently approached BCBC for funding for a safe crossing point at the square by the miners surgery. Unfortunately, there is no budget to support this at present, but could be if WG funding is available.</p>	<p>The crossing point is vital and could be considered as part of the school infrastructure, to connect to the wider walking network. BCBC could be involved, if we are able to get WG funding.</p>
<p>Asked what responses have been received in relation to the consultation so far.</p>	<p>We have held four public consultation events. No formal responses have been received yet. the general feedback is that people are in support of the project. There have been concerns from residents of Pwlygath Street, their garages back on to the lane. We will engage with the residents at design stage to discuss their concerns.</p>
<p>XX asked the community council to advertise the project and to raise at community council meetings for everyone to have an opportunity to comment.</p>	

## APPENDIX 9



### Mynydd Cynffig Primary School Consultation Meeting Air Training Corp Monday 20 December 2021 5pm-6pm

Present: BCBC staff x6  
Councillor x1  
Air Training Corp (ATC) x1

Apologies: Teacher x1  
ATC x1

XX declared an interest.

The team introduced themselves. The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting, nature and process of the consultation and outlined the proposal.

<u>Questions/Issues</u>	<u>Answer/Comments</u>
The Principal Architectural Assistant provided a verbal overview of the draft site layout and explained the phases of the construction work.	Phase 1: allotments will move; Phase 2: construction of school building; Phase 3: decant the juniors into the new building and demolish old school building; Phase 4: Car park, pitches and highways.
Has anyone from the Kenfig Hill Squadron been in contact with the team?  XX and XX will need to respond to information provided in the consultation. XX will contact them.	XX has had previous contact. Six members of the ATC were invited to this meeting today.  XX offered to hold another meeting if required. ATC to let us know.
What do you propose to provide for the ATC? Will they have a new building, or will they have to move out and find a new site?	Corporate Landlord Department is considering if there are alternative sites for the ATC. There may opportunity for them to use the school hall / facilities. There will be a main hall and a studio hall with a community kitchen. The school will have an all-weather pitch, in addition to the yard and hall space. We need to know the requirements of the ATC in terms of usage of the building and storage needs.
	BCBC intend to oppose to any new tenancy agreement once the lease comes to an end in 2023. We will provide as much notice as possible, the minimum is 6 months, maximum 12 months and we will specify a



	<p>date. Landlord and tenant Act procedures will be followed. If the ATC can provide their requirements ie floor space, storage, BCBC team will help as much as possible. 180m<sup>2</sup> is required for a new hut.</p>
<p>How many evenings/days do they use the hut?</p>	<p>Cadets usually parade over one or two evenings a week, between two to four hours. They are a Centre of Excellence and they are undertaking the Duke of Edinburgh's Award, which means they may use the hut at weekends. It depends what the squadron require.</p>
<p>The ATC will need to consider where and how to move the aircraft.</p>	<p>XX has a list of questions for the ATC.</p>
<p>The ATC will need to assess their storage requirements for uniforms and tuck shop items. It sounds positive that they can share the school facilities and community kitchen area. There are a lot of considerations to take into account ahead of 2023. XX suggested that the ATC need to hold an internal meeting prior to further discussion with BCBC.</p>	<p>We can hold another meeting if required before 12 January 2022. The new school won't be built until 2025, but the ATC site will be required in 2023 to start construction. They may want to consider using the junior building during this time, or possibly the infants building. These requests will have to be agree with the school governing body.</p>
<p>XX asked XX to consider storage for the ATC during the phasing work.</p>	<p>We want the school to be shared with the community. There will facilities on the school site available and beneficial to the ATC.</p> <p>There are many benefits to this project. The ATC will need to consider if they want to share the school site, or if they would prefer a separate site with their individual identity.</p>
<p>The ATC may have their own shooting range (not live ammunition), this will need further discussion.</p>	<p>XX will discuss notes from the meeting with the ATC and will inform the project manager if another meeting is required.</p>

## APPENDIX 10



### Mynydd Cynffig Primary School Consultation Meeting with Air Training Corp Monday 10 January 2022 at 11am

Present: BCBC staff x 5  
School Governor x1  
Air Training Corp x1

Apologies: BCBC staff x1

The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting, explained the nature and process of the consultation and outlined the proposal. The team introduced themselves. The Principal Architectural Assistant shared the site plan to the screen and explained the construction phases.

<b>Questions/Issues</b>	<b>Answer/Comments</b>
<p>XX: The ATC needs to have a presence in the area. Utilising the school is not ideal but could be workable, there may be potential safeguarding issues. Asked regarding other leaseholds in the area.</p>	<p>XX: The lease agreement is protected under the Act. We will be opposing renewal of the lease. 12 months' notice will be served in February 2022 and a date will be specified. We can discuss further once we know the timescales. We have no alternative accommodation in the area that we can offer at the moment. We need to know your storage requirements and what floor area you need, land requirements and information on the training aircraft. The best solution we can offer at the moment is shared facilities at the new school. Compensation will be paid under the Act.</p>
<p>XX: Timescales is an issue. Appreciate that 12 months' notice will be given. Storage is minor. There are several cadet sites in Bridgend that have a flight simulator room, that we can use if necessary. XX will share information regarding floor space and other requirements to XX.</p>	<p>XX offered to liaise directly with XX regarding the lease.</p>
<p>XX: What will happen to the residual infant school site? The Local Development Plan has the site earmarked for residential development. We can't have more residential developments if we haven't got the services to accommodate them. It is important to keep facilities in the local area.</p>	<p>XX: No decision has been made as to how the residual infant site will be used. Subject to the outcome of this process, Cabinet will make a decision.</p>

Is there potential for the ATC to develop a site there and it would be big enough to accommodate a flight simulator room and the aircraft.	
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## APPENDIX 11



### Mynydd Cynffig Primary School Consultation Meeting Pwllgath Allotment Association Monday 10 January 2022, 4pm-5pm

Present: BCBC staff x5  
Allotment Association x4  
Air Training Corp x1

Apologies: XX / XX

The Schools Programme Manager introduced the consultation session and set out the purpose of the meeting, explained the nature and process of the consultation and outlined the proposal. The team introduced themselves. The Principal Architectural Assistant shared the site plan to the screen and explained the construction phases.

Questions/Issues	Answer/Comments
XX: There are 26 allotments altogether. XX: The allotments measure 30m x 7.5m.	XX: The dimensions of the site will be the same, the allotments on the proposed plan are drawn to double the width and will need to be split in two to provide 26 allotments. XX explained the access points and pathways. Currently there is a 2.7m wide track, the new track will be 3.7m wide. XX explained this is an initial sketch and wants to establish a site layout plan that everyone is happy with.
XX: Will there be a fence?	XX: There will be a perimeter security fence and each plot will have a fence. We follow Secure by Design, for example fencing and security / gates will be included.
XX: How many parking spaces will you provide?	XX: Four parking spaces will be included. National Planning Policy encourages active travel and alternative methods of travel. There is also space available for a secure container for tools.
XX: Will there be a gate at the entrance to the allotments?  XX: School parents will park in the spaces provided for the allotments.	XX: There will be a security gate / barrier.  XX: Parents will not be able to park there. There will be a barrier. It is possible to have bollards at each space with a set of keys also. The entrance will only be used for kitchen deliveries, rubbish collections and the allotments

XX: Raised concerns that the entrance way could be blocked by inconsiderate parking.	XX: The drop-off area will be improved and parking will be provided for staff. XX: There is no traffic control at present and this development provides an opportunity to put new controls in place, such as “no waiting / loading” signage, there are lots of ideas to explore.
XX: The traffic outside the school is extremely busy and can be dangerous.	XX: Traffic issues will be addressed as part of the highway proposals. The lane will be developed to alleviate traffic problems. XX: Speed reducing measures will be incorporated into the development. XX: There will be a bio-retention area created between the pavement and road.
XX: Are you planning on marking out each plot?	XX: Yes
XX: Is the land relatively flat, or does it slope?	XX: The land slopes. Some parts will need to be cut and filled. XX has ensured that each plot will slope less than what they currently do.
XX: Have you considered the two allotments towards the back and can they remain where they are? A new roadway might affect them.	XX: If we can undertake the work without moving them, we will. We will look at how to place a roadway without adversely affecting the two allotments.
XX: Suggested there is an awkward corner by the two allotments that may accommodate the car park.	XX: will have to liaise with XX regarding parking. The number of spaces provided is dependent upon the usage of the site.
XX: There are three pigeon lofts, what will happen to them.	XX: The pigeon loft has been agreed by BCBC. Suggest that the best option is to place a loft outside of any allotment plot and that it is managed by Pwlllygath Allotment Association. XX requires the sizes of all the lofts.
XX: Will we get glass houses?	XX: Sheds and water butts will be provided and the ground for each plot will be treated. Glass houses are not currently planned at this stage. We are looking at getting a site layout that you are happy with. The finer detail will be discussed further along the scheme.
XX: Can we have a copy of the plans?	XX will update the current plan and will provide everyone with a copy.
XX explained the consultation and objection process. The allotments have emailed in with an objection, but this will have to be sent again during the formal objection period, should Cabinet determine to proceed with the next stage of the process.	XX: the allotments are not objecting to the school, just the proposal for the allotments. We were told you would provide like for like, but you are not providing that. You said there will be no access from the rear of Pwlllygath Street.  XX: replied that nothing is “off the table”, these are proposed designs. We said we

	<p>would try to avoid access from the rear of Pwllgath Street. Access will not work from Caer Wetril due to the land gradient. In the meantime, you said you wanted a pedestrian access from the lane, therefore it made sense that we revert back to that option.</p> <p>XX: The objection concerns arose from the access at Caer Wetril. The access point at Pwllgath Street is identical to the current provision and therefore alleviates those concerns.</p>
<p>XX: You keep changing the plans.</p> <p>XX: These plans work so far. There is chance you will change them again.</p>	<p>XX: This is a consultation process and that is why we are holding these engagement sessions to develop the drawings to understand what your needs are. We may have created an idea at the beginning, but this changes as we go through the process for example, due to the surveys undertaken. We need information from you so that we can build on your requirements and needs. Today we want to ensure you are happy with the proposed plans.</p> <p>XX: Wants feedback from the proposed design and explained that design is a process that will change as the scheme develops. There will be more drawings and changes as the finer details develop.</p>
<p>XX: Can we have chickens?</p> <p>XX: We would like an opportunity to discuss what we will be allowed to do.</p>	<p>XX: Chickens are allowed under the Act.</p> <p>XX: We can arrange that.</p>
<p>XX: How far away is the school from the allotments?</p>	<p>XX: The building is approximately 20-25m away. The building is two-storey, but will not be much higher than it currently is due to the ground levels. The roof will be less steep</p>
<p>XX: The allotments is an archaeological site, what are you doing about that?</p>	<p>XX: Has written to the museum and is awaiting a reply.</p>
<p>XX: The playground is a magnet for vandalism.</p>	<p>XX: We follow Secure by Design, for example fencing and security / CCTV will be included.</p>
<p>XX: Can there be a gate for school children to access the allotments?</p>	<p>XX: Yes, that is something we can incorporate.</p>

**Air Training Corp (ATC)**

<b><u>Questions/Issues</u></b>	<b><u>Answer/Comments</u></b>
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<p>XX: Requested a copy of the consultation document.</p> <p>XX: Shared the presentation and overview of the scheme for information.</p> <p>XX: informed the group that the consultation will end on Wednesday 12 January 2022.</p>	<p>XX: will email the link to the website.</p>
<p>XX: Will there be a play area?</p>	<p>XX: Yes it will be relocated a few metres from where it currently is.</p>
<p>XX provided a paper copy of the current layout of the ATC and asked what the plans are to relocate the ATC.</p> <p>XX: It is not suitable for the ATC to use the school facilities</p>	<p>XX: Corporate Landlord have been searching for alternative sites for the ATC. There may opportunity for them to use the school hall / facilities. There will be a main hall and a studio hall with a community kitchen. The school will have an all-weather pitch, in addition to the yard and hall space.</p> <p>We need to know the requirements of the ATC in terms of usage of the building and storage needs. XX will email XX with a list of requirements.</p> <p>XX: We will be opposing renewal of the lease. 12 months' notice will be served in February 2022 and a date will be specified. We have no alternative accommodation in the area that we can offer at the moment.</p>
<p>The team asked about the airplane on the ATC site.</p>	<p>XX: the airplane is one of only 10 in the United Kingdom. It is listed and will need to move with the ATC.</p>
<p>The Principal Architectural Assistant provided a verbal overview of the draft site layout and explained the phases of the construction work.</p>	<p>Phase 1: allotments will move;  Phase 2: construction of school building;  Phase 3: decant the juniors into the new building and demolish old school building;  Phase 4: Car park, pitches and highways.</p>
<p>XX asked will enough space be allocated for the ATC. The range is specifically made, they have a new computer suite and lecture rooms, including a flight simulator. They are a Centre of Excellence.</p>	<p>XX: We will prepare a proposal and will look at what we can provide for you.</p>
<p>XX is worried that that the area will lose the ATC and that cadets will have to travel elsewhere. 95% of their cadets live locally and can walk there.</p>	<p>XX asked how many cadets attend the unit. XX will find out and email XX.</p>
<p>XX explained there is a super school in Swansea that had to downsize their boundaries due to lack of budget. If this happens in the future at MCP it will be very disappointing.</p>	<p>XX: We are using the whole site and there is very little land left over to develop on in the future. The small space that is left will be developed for ecology.  XX added that we follow Building Bulletin 99 area guidelines for school, as required by Welsh Government.</p>

## **APPENDIX 12**

### **Direct correspondence received:**

The consensus of the members is that the allotments have been surveyed there is no necessity for us to take any measurements.

The members also decided to object to the proposed plans, the ATC also now object to the propose plans Mrs Carol John has requested I do this on her behalf she will be attending the meeting on the tenth to confirm, we all feel the planning dept.is push the plans through without any consideration for either ourselves or ATC all we hear is empty promises.

You may now treat this Email as a full objection to your plans all will be made clear by ourselves and the ATC in the meeting on the 10/01/22.

### **Local Authority Response:**

Thank you for your email, the views of Pwllgath Allotment Association will be included in our report to Cabinet.

### **Direct correspondence received:**

We note that a consultation on Mynydd Cynffig Primary School has commenced this week.

We are surprised and disappointed that no substantive consideration has been made of the effects that this school's scheme will have on Welsh-medium Education within the county or how those effects will be mitigated. Indeed, a plan to open Ysgol Gymraeg was removed from the Band B scheme for the new building of Ysgol Mynydd Cynffig to be built. This is another hard blow to Welsh-medium Education.

Indeed, the Welsh Language Impact Assessment as it is, is totally unacceptable and the Equality Impact Assessment (EIA) states that the impact on the Welsh in Education Strategic Plan is Irrelevant. This is contemptible and we kindly ask you to delay this consultation until a full impact assessment on the Welsh language has been completed and as part of the consultation.

We also wish to see the Welsh Education Forum identified as a consultee in the process as well.

We will write to the Welsh Language Commissioner to note a complaint about the failure of the consultation to include the full impact assessment of this scheme on the Welsh language.

We look forward to a copy of the Welsh language impact assessment when it is completed and the discussion at the next Welsh Education Forum.



**Direct correspondence received:**



**Response of Parents for Welsh Medium Education to  
Bridgend County Borough Council's consultation**

**on the**

**Proposal to make a regulated alteration to Mynydd Cynffig Primary School, in  
the form of an enlargement.**

**10 January 2022**

Parents for Welsh Medium Education would like to thank you for the opportunity to respond to Bridgend County Borough Council's consultation on the **Proposal to make a regulated alteration to Mynydd Cynffig Primary School, in the form of an enlargement.**

Firstly, we would like to note that we realize the scale of the work involved in reorganizing schools for the 21st century. Parents for Welsh Medium Education has worked positively with County officials over the years and have been contributing ideas and strategies to ensure fairness for Welsh-medium education provision. With the introduction of the 10-year plans, there is a real opportunity to make a difference to the accessibility of Welsh-medium education within Bridgend County.

On reading the consultation document on the proposed alteration to Mynydd Cynffig Primary School, we were extremely disappointed as it does not measure the potential impact of this scheme on Welsh-medium education and, in particular, on the developments at Ysgol Gymraeg y Ferch O'r Sgêr and Llangynwyd Comprehensive school.

There is a responsibility within any consultation to measure the impact on a number of different aspects, including the Welsh language.

To be clear, we are not saying that the scheme should not proceed but, rather, that the consultation is not transparent enough in terms of the impact on the Welsh language nor has it included enough detail about the impact of this increase in a local English-medium school on Welsh education in the area. Neither does it identify the steps which would be taken to mitigate the potential negative effects on Welsh-medium education in the area.

In the introduction, you state that there will be an increase of 100 places at the school.

This is a significant increase and its impact needs to be measured not only the development of Ysgol Gymraeg y Ferch O'r Sgêr and Llangynwyd Comprehensive School but also on the Welsh in Education Strategic Plan in general. The decision to proceed to the public consultation stage is usually taken when the internal planning and impact assessments have been completed thoroughly but we cannot see evidence of this in terms of the impact on the Welsh language or Welsh education in this area of the county.

In our opinion, the Welsh language has not been a core aspect of this process. Our reasons are noted below:

- Bridgend's Welsh Education Forum was not given an opportunity to comment on this scheme as it was drawn up. This is disappointing as the forum has a range of expertise and would have been able to advise the officials on the potential impacts that should have been included in this consultation.
- A number of counties across Wales now include feedback from Welsh Education Forum members in any planning work. In cases where proposals for significant developments in local schools could impact on Welsh- medium education, input from the Welsh Education Forum can be particularly valuable in ensuring that any scheme is resilient in terms of the Welsh language. To have had the opportunity to provide feedback on this scheme and to include a strong element of supporting the promotion of Welsh-medium education in the area, would have been beneficial during the planning stage rather than at the end of the process.
- In the screenshot below, we are surprised that there are two crosses in the "No effect" box for the two points listed.

### The Welsh language

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on the ability of people to use the Welsh language and in terms of treating the Welsh language less favourably than the English language?

**\*Note: If you identify a negative impact on the ability of people to use the Welsh language and in terms of treating the Welsh language less favourably than the English language, you are required to provide further evidence to complete a full impact assessment.**

**Place an X in the relevant box**

	Positive effect/s	Negative effect/s	No effect	Explanation of effect
Will the policy or proposal impact on the ability of people to use the Welsh language?			x	
Will the policy or proposal treat the Welsh language less favourably than the English language?			x	

Section 3.4 of the Welsh Government's School Organization Code states:

***Welsh in Education Strategic Plan (WESP)***

- *The extent to which the proposal would support the targets in the approved Welsh in Education Strategic Plan.*
- *How the proposal would expand or reduce Welsh language provision. In the case of the latter, set out why provision will be reduced.*

The document has not fulfilled the responsibility noted in the code. While the Equality impact assessment (EIA) screening form at Annex C includes a reference to the Welsh in Education Strategic Plan on page 35, we cannot see any further document that elaborates on the impact as required by the code.

The code also states the following:

*Where any school involved or affected provides teaching through the medium of Welsh the following information must be included in the consultation document:*

- *an assessment of the impact of proposal on the Welsh language ( a Welsh language impact assessment must be included either in the main part of the consultation document or as an Annex ); and*
- *an explanation of how the proposal forms part of the WESP*

<https://gov.wales/sites/default/files/publications/2018-10/school-organisation-code-second-edition.pdf> Section 3.4 page 34 Code School Organization Code, Welsh Government.

- The code is clear that **you must** assess the impact on the Welsh language. In Wales, all schools, even our English-medium schools, now teach to some extent through the medium of Welsh. The Welsh schools in the area are also an integral part of this consultation and I would therefore have expected that the complete impact assessment would have been part of the consultation documentation.
- Local Authorities are required to measure the impact themselves from the beginning of the consultation, and demonstrate the potential impact and propose ways of mitigating these.
- The fact that no negative impact has been identified as part of this EIA assessment concerns us greatly and demonstrates a lack of understanding of the Council's responsibility to assess the impact of schemes on the Welsh language, and especially in the development of Welsh in Education Strategic Plans.
- On page 7, you provide commendable principles to be adopted as a framework for school organization in Bridgend. I would have expected this also when planning the provision.

The principles are as follows:

- i. Commitment to high standards and excellence in provision;
- ii. Equality of opportunity, so that all pupils can access quality learning opportunities, regardless of which school they attend;
- iii. Inclusive schools, which cater for the learning needs of all their pupils;
- iv. Community focussed schools, where the school actively engages with its local community;
- v. Value for money.

- We do not want to deprive any learner of 21st Century education provision, but it is important that fair consideration is given to all new schemes so that robust mitigation measures can be introduced should a risk emerge.

- You have offered, on page 11, a Welsh language impact assessment, but you have failed to consider the impact of an increase of 100 places at Ysgol Mynydd Cynffig on Ysgol Gymraeg y Ferch o Sgêr, which is within the Ysgol Mynydd Cynffig community area and which is a school which primary learners currently attend.

- As Welsh-medium schools have no catchment areas in the county, a detailed study of the impact on Ysgol Gymraeg y Ferch o Sgêr should have been carried out before this consultation to show that you have followed the schools organization code correctly by showing the impact that the 100 additional places would have on the Council's ability to meet its target in outcome 2 of the county's Welsh in Education Strategic Plan 2022-2032, and also to suggest measures which would mitigate those risks.

What are the potential risks and mitigation measures?

- I would propose that an additional risk should be included on page 13 i.e. “reduction in the number of applications for places at Ysgol Gymraeg y Ferch o'r Sgêr”. Measures would clearly be needed to mitigate this risk.

- It would have been beneficial to have also included the scheme to expand Ysgol y Ferch o'r Sgêr in a Welsh language impact assessment. A new stream will be available in the area and it would have been beneficial to set out clearly that this is going to mitigate the situation to some extent.

- It would have been beneficial to have identified other schemes within the county to develop Welsh-medium education and to have considered these in a Welsh language impact assessment.

- I would point out though that there is a difference between the community's perception of a brand new provision and a remodelled provision. Promotional steps should have been taken to mitigate this risk.

- The proposal has also failed to recognize the potential impact on the number of pupils transferring to Llangynwyd Comprehensive School from this area specifically and, thereby, disregards the responsibility to strengthen outcome 4 targets in the Welsh in Education Strategic Plan.

- Could a new provision for latecomers be set up on the site of Ysgol y Ferch o'r Sgêr?

The above are only initial ideas and I'm certain that the members of the Welsh Education Forum would have been able to offer further constructive suggestions and comments.

We are disappointed that the county decided not to delay this consultation until an adequate language impact assessment was conducted as part of the consultation - as required by the code.

A complaint has been made to the Welsh Language Commissioner regarding this document and the lack of a thorough and transparent impact assessment on the Welsh language as we suspect you may have broken Welsh language standards 91, 92 and 93.

Therefore, as things stand, we disagree with the proposal to extend the school as a full assessment has not been conducted on the impact on the Welsh language and in particular on Ysgol Gymraeg y Ferch o'r Sgêr and Llangynwyd Comprehensive School and on the Welsh in Education Strategy.

We wish to see a comprehensive impact assessment and promotional plan as soon as possible to ensure that this scheme does not adversely affect Welsh-medium education in the area.

As always, we will be happy to discuss our response with Bridgend County Borough Council officers and councillors at any convenient time.

### **Local Authority Response:**

The Bridgend South East scheme at Parc Afon Ewenni (a proposed dual stream Welsh and English-medium 2FE school), could not be delivered without the proposed residential development being progressed. As there was a delay in bringing forward the residential development identified in the Local Development Plan, (to which the school scheme needed to align), the provision was not deliverable within the Band B period. Therefore, Cabinet determined to bring forward a scheme for the replacement Mynydd Cynffig Primary School which had suffered serious issues with the infant building.

School organisation is strictly governed by legislation namely the School Standards Organisation (Wales) Act 2013 and the School Organisation Code Wales (Code).

The Code clearly sets out each step in the consultation process together with the statutory consultees. The Welsh Education Forum unfortunately is not one of the prescribed consultees per the Code (however, anybody is of course welcome to respond to the consultation).

As part of the consultation process an equality impact assessment together with a Welsh impact assessment were undertaken in accordance with the Code.

The Authority are satisfied that the consultation has been carried out in accordance with Welsh Government legislation and the requirements of the code.

The Code provides that Local Authorities must ensure that there are sufficient schools providing Primary and Secondary Education for the area. The Code also provides that where proposals affect schools where Welsh is the medium of instruction (for subjects other than Welsh) for some or all of the time, Local Authorities should carry out a Welsh Language impact assessment.

In all other cases Local Authorities should consider:

\*The effect to which the proposal would support the targets in the approved Welsh in Education Strategic plan.

\*How the proposal would expand or reduce the Welsh Language provided and in the latter, set out why provision would be reduced.

The Mynydd Cynffig consultation is specifically regarding the enlargement to an existing English-medium school (ie the medium of instruction is not Welsh – it is an English- medium school using the Welsh Government Circular 23/2007 “Defining schools according to Welsh-medium provision”). The existing school is split over two sites, is overcrowded and the infant school building is in significant disrepair and not fit for purpose. The foundation phase department is now mainly located in mobile classrooms. The proposal is to bring together the infant and junior departments onto one site.

It is important to appreciate that the increase in places proposed is predominantly to deal with already existing overcrowding issues at the school. Consequently, negative effects on Welsh-medium education in the area is not anticipated should the proposal be taken forward.

While the Mynydd Cynffig Primary School proposal, for the reasons stated above, has been assessed by the local authority as likely to be neutral in terms of the extent to which it would support the targets in the approved Welsh in Education Strategic Plan, it should be noted that the Welsh-medium school in this area is Ysgol y Ferch O'r Sger. The local authority also plans to enlarge this school and the proposed enlargement has been subject to its own separate consultation (which set out the anticipated impacts on targets in the Welsh in Education Strategic Plan) and has been approved by Cabinet. Consequently, both the English-medium and Welsh-medium school are to be enlarged in this area. The Mynydd Cynffig Primary School itself proposal neither expands nor reduces Welsh language provision.

The School Organisation Statutory Code does not prescribe the format of impact assessments, it simply states that impact assessments should ideally be included in consultation documents. The local authority has undertaken an initial impact assessment (which, as explained in the consultation document, will be reviewed in light of consultation responses received).

Impact assessments are reviewed and updated continually throughout the process. The updated Welsh Impact Assessment is provided in appendix 16 on page 64.

## **APPENDIX 13**

### **(Snap Online Survey) Responses**

#### **Are you (please tick):**

Parent/guardian (37) 52%  
School staff (20) 28%  
Other interested party (please specify) (10) 14%  
School governor (4) 6%  
School pupil (-)

#### **Do you support the proposal:**

No (8) 11%  
Yes (65) 89%

#### **If you do not support the proposal – please state why:**

The parking situation is very dangerous. There is not sufficient parking in the surrounding streets to accommodate the current provision. As a parent and a resident I am opposed to the planning. It's dangerous for pupils. And there is a hindrance for residents. Until a suitable parking provision can be factored in I feel the planning should relocate to a more suitable and open area.

I cannot support a proposal that does not include information regarding the plans for the infant site. I also do not support this proposal at this time because an increase in pupils on this site will mean an increase in the number of children being driven to school and this lane becoming increasingly dangerous. There is no support to the school from the council in keeping this a car free zone during school start and finish. I do not know which land is going to be used for the allotments or the park? I feel this is more natural space being destroyed without creative and critical thinking.

The site is too small to house a primary school. Traffic is already crazy with just the primary school. I've witnessed countless cars speed up Garth street and nearly knock children over just to skip the lights to get their children to school Road links need to be seriously thought of before doing this before children and adults get killed.

Parking & traffic concerns. As a resident of Garth Street, there is a serious parking issue at certain times of the day in the car park at the rear of our house. There are days when people park outside our garage and I can't get to work on time. Also the car park itself is in a serious state of disrepair. I have brought this up with valleys to coast but nothing has been done about it.

The roads were made for horse and carts and not cars. There is severe traffic congestion on these roads when parents drop off and collect the children from the current school.

We have too much traffic now and this will double. Some of the parents are so rude, they park where they like and will not move even if they are blocking access to your own premises. How there hasn't been an accident I don't know. The people pushing this through don't live in this street and wouldn't put up with it around their properties. And to be putting another sports field there is ridiculous when the existing one is rarely used. Somewhere else for trouble makers to hang around in the evenings and cause more aggravation to the residents.

It is ridiculous. It will be ridiculously busy in the area and the streets will be even more busy than they already are.

The traffic situation now around the school is very dangerous and the beginning and end of the school day. With the increased volume of pupils and therefore traffic this would far worse.

**If you would like to suggest any changes or alternatives to the proposals presented please give details:**

I think this is the best outcome for such a brilliant school.

In principal I support the coming together of the two key stages but I do not support the use of the infant site for more housing. If we are going to bring the two sites together, the infant site should also be used to support and enhance the life quality of our future generations.

I can't say whether I support the change or not as I don't think I've got all the information. What is happening to the infant site once it is closed? Will something be put in its place that benefits the local community or will it be sold off for private development? I hope it's the former. Can I see a map of the planned development of the junior site? I can't imagine where the allotments will go or where the new park will end up. The lane leading to the junior site has no safe pavement and is already dangerous at either end of the school day. Can the lane be made traffic free while pupils at the start and end of the school day.

Alternative - could the infant's site be used instead?

Children need modern building and equipment. Both my children attended both sites and staff use facilities to the best of their abilities. Children will no doubt benefit new state of the art equipment. Staff and children will benefit from this move.

My only concern is the traffic on pwylygath street, my Nan loves there now and it is chaos now with just the juniors there and has been since I've gone to the school. I would consider alternate routes maybe to school?

Spend the money on doing the infants school up it's a lovely school and the right size for our children to provide the best education not massive schools where they get lost in.

Parking on site.

Please find a safer site for the children.

Yes, put it somewhere with better roads.

Why couldn't the Infants school be rebuilt on the original site. The children are all in school now and there would be no disruption to them in the future.

I fully support the proposal. The primary school needs to be on one site to fully function as a primary school. With the school expanding I feel there should be a



provision for pupils with additional learning needs. Unfortunately we are seeing a larger need for this within the community and very little schools within BCBC that have this provision.

Find a car park for the parents as it's dangerous were it is now people who walk always has to be carefull with dodging the cars as no one cares up there.

Comment/suggestions/requests/questions:

**If you would like to suggest any changes or alternatives to the proposals presented please give details:**

The opportunity to bring the Infant and Junior schools together onto one site with a school built for the twenty-first century can only be a huge positive for the children and their families within the Mynydd Cynffig Primary School community. Our previous school inspection in 2017 stated that the school would face increasing difficulties moving forward whilst the pupils were on a split-site which I could only agree with. Our fantastic teaching and support staff continue to do all they can to work closely together on, for example, implementing and embedding our approach towards the Curriculum for Wales, despite the barriers of being on opposite sides of the village of Kenfig Hill. Locating to a single site would bring us all closer together, to ensure that we all feel 'one school' rather than us still being Infants and Juniors. I am very much in support of this project and I am confident that it will have such a positive impact on the future of the village, the town, the Local Authority and beyond. There is an incredible amount of potential within our fantastic children and having the right environment with us all working in the same direction underneath the same roof can only result in excellence being achieved.

I support the present location.

More resource type rooms. four is not enough for both stages, foundation and Ks2.

This is essential in order to equip the school for the future.

No park at front of school. Needs to be away from entrance. Individual play/classroom area's outside each foundation class entrances. Too many pitches. Can use same 1 for all outdoor sports.

**Any other comments:**

Parking needs to be looked at in order for this to go ahead.

Rather than move the allotments to a nearby space on the same land, this could be moved to the infant site (it is only 0.4 miles away). I am not confident having the cadets site as part of the school site. These are separate things and I think they should stay that way. The infant site could be developed as a wonderful outdoor site for children. Kenfig Hill is hugely lacking in anything exciting and creative for our children. The school needs to have a no car / traffic free zone at the start and end of the day. OR we should be asking why so many people need to drive their children to school when they should all be living within walking distance!

I'm not against the proposal to move the infant school to the junior site but need the full picture before I can support or oppose the plans. My main concern is the provision of safe walking routes to school as we do not have that at the moment and it bothers me every day.

What is the plans for the infant's site? What will happen to the allotments, air cadet site etc? Where will they be relocated? Are there proposals for an alternative entrance/route to the school as the back lane is already very busy and dangerous during school times. Alternatively, will there be staggered start and finish times?

Our village of kenfig hill need this new school building to go ahead every other area seems to get one built we have been waiting long enough now i think its our turn now i think.

Parking arrangements for parents dropping/picking up pupils. The road where the school is now is already congested in mornings and afternoons during pickups.

There's no parking already where is everyone going to park?

Parking / traffic arrangements would need to be looked at too.

Please consider the nearby residents before making a final decision.

**Any other comments:**

The proposal to build a new primary school on the site at the rear of Pwlygath Street, is an opportunity to provide a 21st century school for the children of Kenfig Hill. Having a split site school as at present, results in logistical and physical difficulties which can impact on the teaching and learning provided. I realise that the proposed site has its difficulties and that there is no room for expansion. However given that there is no other obvious site available, the present proposal is the best option.

Hope it works out.

I think this new Primary school in one site is long over due and needs to be completed as soon as possible. The children need a building on one site that is fit for purpose to come together as a whole school.

The new school should be a priority. The community needs a 3-11 school where we can all be on one site.

This is a very exciting time for both pupils and all staff at the school. Although foundation phase and key stage two amalgamated years ago there are multiple benefits of all pupils being together and this is something of which to look forward. Careful considerations of possible obstacles have been addressed and we can hopefully look forward to the next phase.

This new school will benefit all of the children in the area and the community.

**Local Authority responses/clarifications to summary issues raised:**

**Parking, traffic concerns, school drop-off**

The local authority acknowledges the concerns raised in the consultation responses regarding parking, traffic and school drop-off concerns. Any traffic issues created by the proposal will be addressed as part of the highway proposals in close consultation with the Highway Authority. Pwllgath lane will be developed and widened to alleviate the increase in traffic. Speed reducing measures, together with robust 'no parking' and 'no waiting' traffic orders during school drop off and pick up times will be incorporated into the development. There will be a bio-retention area (grass verge) created between the pavement and road to create a separation between pedestrians and vehicles to improve pedestrian safety. A staff car park is included in the scheme, along with a car park for the allotments association. Entrances and drop-off points would be determined at detailed design stage, they would be designed in accordance with the latest highway design guide and would be informed by a full Transport Assessment (Transport Assessments consider the impact of the development on all transport modes, set out proposals to minimise the impact of the development on the transport network and promote measures to encourage sustainable and environmentally friendly transport). Any necessary transport network improvements (including crossing points, footpaths, cycleways) identified by the Transport Assessment would form part of the proposed new build scheme. The Local Authority and the school will develop and implement a school travel plan to actively encourage people to walk, cycle or scooter to school as an alternative means of travel.

#### **Mynydd Cynffig primary school – residual infants school site**

No decision has been made as to how the residual infant site will be used. Subject to the outcome of the consultation process, Cabinet will make a decision. The infant school site is not big enough to accommodate both the infants and junior school together. In March 2019 the infant building condition was reported as being category D (ie bad/urgent work required) and the backlog maintenance was £1,094,891. Due to the condition of the building, the local authority decided to close the majority of the teaching spaces and replace with temporary mobile classrooms. A subsequent condition report confirmed the backlog maintenance had reduced to £767,323, as a result of the mobile classrooms being installed. The replacement school will provide a 21st Century replacement primary school.

#### **Mynydd Cynffig primary school – Junior school site**

The local authority does not accept the concerns raised in the consultation responses in relation to the size of proposed junior school site being insufficient. Site 'test-fit' analysis undertaken has demonstrated that the site is large enough to accommodate the proposed new 21st century primary school. Building Bulletin (Briefing Framework for Primary School Projects) recommended areas for new primary schools (including all types of space in primary schools eg teaching areas, circulation space, sports pitches, games courts, soft play areas, hard play areas and habitat space) were compared to the land available on the sites to ensure that they are of sufficient size. Design of the proposed new school would be in accordance with Building Bulletin design standards (and will take full account of eg aspect, fencing, planting, safety and security, privacy, environmental issues, energy, ventilation, acoustics and lighting). The new school will require to utilise land currently occupied by the allotments, the ATC and the playground. Once the school is built, there will be no residual land for future development. The small areas of available land will be developed for ecology purposes. The junior school is a condition category C building

(ie poor exhibiting major defects and/or not operating as intended) with a backlog maintenance cost of £304,550.

### **Pwlllygath Allotment Association**

The allotments located at Pwlllygath Street would need to be relocated. However, the design team has demonstrated that the allotments can be accommodated on land adjacent to the junior site. Access will be from the existing lane where the ATC is currently situated. The local authority will ensure that the allotments are at no detriment.

### **Air Training Corp (ATC)**

The land on which the ATC building is located would form part of the school development site. Consideration will be given to incorporating the ATC usage into the new school development.

### **The Playground**

The playground next to the junior school would have to be relocated, but it will still be within 50m of the school. The local authority follows “secure by design”, for example fencing and security / gates will be included. There will be a perimeter security fence around the school and the allotments.

## APPENDIX 14

**Estyn's response to the proposal by Bridgend County Borough Council to make a regulated alteration to Mynydd Cynffig Primary School, in the form of an enlargement. The existing split-site arrangement would cease and the infant department would relocate to a new build primary school on the existing Mynydd Cynffig Primary School junior site at Pwllgath Street, Kenfig Hill, Bridgend, CF33 6ET with effect from September 2025.**

### **Introduction**

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer.

### **Summary/ Conclusion**

The proposal is aligned to the five key principles which form part of the framework for school organisation in Bridgend local authority. These key principles inform the organisation and modernisation of the local authority's schools. The proposals are likely to maintain the standard of education provision in the area. The proposal is likely to improve provision for foundation phase pupils.

### **Description and benefits**

The proposer has provided a clear rationale for the proposal throughout the consultation document. The proposal provides a detailed and clear description of the plans for Mynydd Cynffig Primary School, including the projected timetable for statutory procedures for the implementation of the proposal. The council has brought forward the proposal in order to provide additional primary places to serve the traditional catchment of the school, to address building condition and overcrowding issues, and to bring the infant and junior departments onto one site.

The expected benefits and possible disadvantages of the proposal are made clear throughout the consultation document. Due consideration is given to the proposal's benefits when compared to maintaining the status quo. The proposal is to make a regulated alteration to Mynydd Cynffig Primary school, currently on two sites. The existing split-site arrangements would cease, and the infant department would relocate to a new build Primary school on the existing Mynydd Cynffig Primary School junior site, which is located 0.4 miles from the current infant site. The current infant building is in a poor state of repair, and the proposal gives due consideration to the impact of the proposed changes on the school during the interim period.

The infant building is in category D ('bad condition with urgent work required' noted in March 2019) with significant backlog maintenance of over £1000 000. Due to the poor condition of the building the local authority made the decision to close the majority of teaching spaces and establish temporary mobile classrooms at the site.

The proposal sets out reasonable alternatives and reasons why these have been discounted. It also acknowledges the minimal impact on learner travel arrangements as the infant and junior sites are 0.4 miles apart. The proposal demonstrates that the proposed changes are unlikely to increase surplus places at the school. Projected numbers show that the proposal's plans for pupil numbers align with current projections. Current capacity at the school is 333 full time and 67 full time equivalent nursery places, (in place since the school was established in 2015) The proposal is for the capacity to increase to 420 learner places (2 form entry) and 75 full time equivalent nursery places. January 2021 data show the school to be above their agreed capacity. Outline projections up to 2025 show that the school is likely to remain above its capacity.

The proposal includes details of financial implications of the proposed changes at Mynydd Cynffig Primary School and potential savings.

### **Educational aspects of the proposal**

The proposal demonstrates clearly that the local authority has considered the impact of proposed changes on quality and standards in education at the school. It outlines the advantages of bringing the infant and junior departments together on one site. Learners and staff would benefit from providing for learners in a brand-new facility, designed to facilitate teaching and learning. This is noted as being particularly significant for the foundation phase pupils, who would access a more appropriate provision. The proposal also refers to the possibility of incorporating a community provision into the new building.

The proposal refers to the impact of developing the school on outcomes for learners and concludes that proposed changes are likely to have a positive impact on quality and standards. It notes the comments made by Estyn inspectors during the most recent inspection in 2017, referring to the negative impact of the school being housed over two sites. The report's findings were positive, with all inspection areas considered 'good.'

The quality of provision, including teaching at the school are considered in the proposal. It states that the school already makes best use of its learning environments but would benefit significantly from having learning environments designed to facilitate the principles of foundation phase pedagogy and to support the implementation of the Curriculum for Wales.

The historically strong leadership at the school brings the proposal to the conclusion that the proposed changes are unlikely to have a significant impact upon leadership and management at the school, and how the school is run. However, it acknowledges the advantages of the whole team being located on one site.

The proposal considers the most recent Estyn reports for each of the schools which may be affected. It also considers the possible impact on members of the local community who may be affected unfairly by the carrying out of the proposal. It invites the views of interested parties. The proposal includes a community impact

assessment and highlights community groups likely to be affected by the proposed changes. It also includes the steps the local authority proposes to mitigate the impact on individuals and organisations.

The proposal outlines that construction of the new school building would be undertaken in a phased manner to ensure that teaching and learning can continue at the junior site during the construction period.

**Local Authority responses/clarifications to summary issues raised:**

The proposed new school building would be suitably designed to meet the requirements for the delivery of 21<sup>st</sup> Century teaching and learning and will address building condition and overcrowding issues. The school will provide additional primary pupil places to serve the traditional catchment area of the school and bring both the infant and junior departments together onto one site. This is an exciting opportunity for a school, which is designed to provide the right learning environment and curriculum opportunities, particularly at the foundation phase. The building will also present opportunities to share facilities with local clubs and to provide shared community facilities.

The proposed changes are unlikely to have a significant impact upon leadership and management at the school and how the school is run. However, there are many advantages of the whole team being located on one site.

## APPENDIX 15

### Community Impact Assessment - updated following consultation

**Name of proposal:**

Proposal to make a regulated alteration to Mynydd Cynffig Primary School, in the form of an enlargement. The existing split-site arrangement would cease and the infant department would relocate to an enlarged primary school at the existing Mynydd Cynffig Primary School junior site at Pwllgath Street, Kenfig Hill, Bridgend, CF33 6ET with effect from September 2025.

**Who will make the decision?**

Cabinet

**Who has been involved in developing the proposal?**

Corporate Director – Education and Family Support  
Head of Education and Family Support  
Schools Programme Manager – Education and Family Support  
Group Managers – Education and Family Support Directorate  
School Modernisation Strategic Programme Board  
Project Manager – School Modernisation  
Technical officers of the local authority

**Aims and objectives:**

Proposal to make a regulated alteration to Mynydd Cynffig Primary School, in the form of an enlargement. The existing split-site arrangement would cease and the infant department would relocate to an enlarged primary school at the existing Mynydd Cynffig Primary School junior site at Pwllgath Street, Kenfig Hill, Bridgend, CF33 6ET with effect from September 2025.

**Key actions:**

- Statutory procedure to make a regulated alteration to Mynydd Cynffig Primary School

**Expected outcomes:**

Mynydd Cynffig Infant School will relocate to the Mynydd Cynffig Junior School site in an enlarged primary school building. The proposal means that a new school will be constructed to provide a 2 Form Entry (FE) primary school with a capacity of 420 learners plus a nursery of 75 full-time equivalent learners, with effect from September 2025.

**Who will be affected:** Staff, governors, learners, parents and wider the community.

**Approximately how many people will be affected:** potentially more than 1000 people.



**Expected date of decision:** June 2022.

### **Scope/focus of the assessment**

Consideration given to:

- the existing use of the schools by the community
- accessibility to learners, staff, parents and the community
- impact of moving a primary school
- impact on the school building
- impact on the extended community

### **Relevant data and/or research:**

- Out of hours use of school buildings
- 'Strategy, Principles, Policy and Planning Framework' which informs the approach for addressing strategic priorities within the County Borough and the subsequent 2015 'Principles Document'
- Learner projections, capacity and building conditions

### **Findings:**

#### **Community Use:**

- None of the existing buildings are utilised for out of-hours use by local organisations or for adult and community learning.
- The infant site holds a breakfast club and a simply out of school club in the school hall after school.
- The junior site holds a breakfast club and teacher led after school clubs.

#### **Primary Policy:**

- This proposal aligns with the March 2015 'Principles Document'

#### **Learner projections, capacity, building condition:**

- The learner projections affecting primary schools in the cluster show that the learner population is increasing for certain areas within the cluster.
- Building conditions in respect of the existing buildings are outlined below:

<b>School</b>	<b>Quality of Accommodation</b>
Mynydd Cynffig Infant School	Overall condition rating D (Bad; life expired and/or risk of imminent closure) As a consequence, mobile classrooms have been installed.
Mynydd Cynffig Junior School	Overall condition rating C (poor; exhibiting major defects and/or not operating as intended)

#### **Impact on extended community**

There will likely be a positive impact in terms of modern, accessible, purpose-built community facilities located in the proposed new school.

#### **Impact on other schools**

It is considered that relocating the infant school to the junior school site will not directly have a significant impact on other schools within the area. The council has considered the extent to which this proposal supports the target of the Welsh in Education Strategic Plan (WESP) and has concluded that the proposal is likely to be neutral in terms of the extent of WESP targets.

**How will the decision affect people with different protected characteristics?**

It is not considered likely that the proposal will impact disproportionately on any protected characteristics. If anything, there would potentially be a positive impact given that the new school would be designed to be fully DDA compliant which would support all learners, staff, visitors etc.

**Consultation**

**Has there been specific consultation on this decision (if not, state why not and/or when this may happen):**

Consultation commenced 23 November 2021 to 12 January 2022.

**What were the results of the consultation?**

The impact of this proposal has been considered and updated.

**Across the protected characteristics, what difference in views did analysis of the consultation reveal?**

The assessment concluded that the proposal is unlikely to impact disproportionately on any protected group.

**What conclusions have been drawn from the analysis on how the decision will affect people with different protected characteristics?**

It is not considered likely that the proposal will impact disproportionately on any protected characteristics. If anything, there would potentially be a positive impact given that the new school would be designed to be fully DDA compliant which would support all learners, staff, visitors etc.

**Assessment of impact on staff**

**Please give details of impact on staff, including staffing profile if/as appropriate:**

The proposal may have an impact on teaching and non-teaching staff. Determination of this is a matter for the governing body and will be based on educational need and the budget available.

**Assessment of impact on wider community**

**Please give details of any impacts to the community as a whole:**

The infant and junior school sites are located within 0.4 miles of each other. It is therefore not anticipated to be significant potential for there to be negative impact on the community.

However, there is a possibility that there may be a positive impact on community cohesion as should the proposal go forward, learners would be attending a new school building which will incorporate purpose-built community facilities.

**Analysis of impact by protected characteristics**

**Please summarise the results of the analysis:**

It is not considered likely that the proposal will impact disproportionately on any protected characteristics.

**Assess the relevance and impact of the decision to people with different characteristics**

**Relevance** = High/Low/None **Impact** = High/Low/Neutral

<b>Characteristic</b>	<b>Relevance</b>	<b>Impact</b>
Age	High	Low
Disability	None	Neutral
Gender reassignment	None	Neutral
Marriage and civil partnership	None	Neutral
Pregnancy and maternity	None	Neutral
Race	None	Neutral
Religion or belief	None	Neutral
Sex	None	Neutral
Sexual orientation	None	Neutral
Other socially excluded groups (include health inequalities)	None	Neutral

**Where any negative impact has been identified, please outline the measures taken to mitigate against it:**

No negative impact has been identified.

**Please advise on the overall equality implications that should be taken into account in the final decision, considering relevance and impact:**

The assessment concluded that the proposal is unlikely to impact disproportionately on any protected group.

**Signed:**

Project Manager, School Modernisation Team, Education and Family Support

**Date:**

24 January 2022

## Appendix 16 - Welsh Language Impact Assessment – updated following consultation

### Mynydd Cynffig Primary School

The Welsh in Education Strategic Plan (WESP) is the local authority's strategy which sets out the way in which it aims to facilitate an increase in the number of people of all ages able to use the Welsh language within the county borough.

The local authority is committed to taking forward plans to strategically grow the Welsh language and with effective strategic planning and significant investment, aims to significantly contribute to achieving Welsh Government's 'Cymraeg 2050' vision of one million Welsh speakers across Wales.

The local authority's current WESP can be viewed via the following link:

<https://democratic.bridgend.gov.uk/documents/s14163/171219%2010%20WESP%20Appendix.pdf?LLL=0>

A statutory consultation on the new ten-year WESP for the period from 2022 to 2032 has recently concluded and the plan has been submitted to Welsh Government for consideration.

This proposal is to make a regulated alteration to Mynydd Cynffig Primary School, in the form of an enlargement. The existing split-site arrangement would cease and the infant department would relocate to an enlarged primary school on the existing Mynydd Cynffig Primary School junior site at Pwllgath Street, Kenfig Hill, Bridgend, CF33 6ET, to create a 420-place school plus a nursery of 75 full-time equivalent learners with effect from September 2025.

As the proposed school would continue to provide education through the medium of English, Welsh would continue to be taught, as presently, through the curriculum. Mynydd Cynffig Primary School currently uses the Welsh language wherever possible promoting the informal use of Welsh amongst learners and employing programmes such as 'Seren yr Wythnos', 'Helpwr Heddiw' and 'Cryw Cymraeg'. This helps create a positive attitude and increases the ability of learners in using the language. This approach will continue in the proposed new school building. There is a commitment to achieving the 'Cymraeg Campus' Language Charter, a framework to promote and increase the use of Welsh across the school. Using the Welsh language across key stages offers learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales – 2022. It is therefore considered unlikely that this proposal would have a significant impact on the Welsh language provision currently experienced by learners at the school.

If implemented, the proposal could allow for community use of the school's facilities which could be used to hold adult classes and meetings through the medium of Welsh. Welsh language courses are offered by Learn Welsh Glamorgan who delivers courses online and locally in Bridgend, Merthyr Tydfil and Rhondda Cynon Taf on behalf of the National Centre for Learning Welsh. They also offer a range of online taster courses that anyone can access and offer Sadwrn Siarad sessions periodically. Activities through the medium of Welsh are primarily offered by Menter

Bro Ogwr although Bridgend Learning Partnership also aims to offer learning activities where they are able to and where activities prove viable in terms of numbers.

It is important to appreciate that the increase in places proposed for Mynydd Cynffig Primary School is predominantly to deal with already existing overcrowding issues at the school. Consequently, negative effects on Welsh-medium education in the area is not anticipated should the proposal be taken forward.

Pupil numbers at Mynydd Cynffig Primary School remain consistent, with 383 learners aged 4-11 as at January 2020, and 388 learners aged 4-11 as at January 2021 on roll. Prior to the installation of temporary accommodation on the infant site, the capacity of the combined school was 345, this demonstrates the level of overcrowding experienced by learners (a deficit of 11% places as at January 2020).

Increasing capacity to 420, which results in a PAN of 60, aligns to the size of certain year groups that the school currently accommodates (ie years 3, 4 and 5 - as at January 2021). Therefore, the additional places planned for the school will not have a detrimental effect on Ysgol Y Ferch O'r Sgêr. Mynydd Cynffig Primary School would be sized appropriately to address accommodation needs for learners who are already in the system and attend Mynydd Cynffig Primary School. The projections demonstrate that the pupil population is not anticipated to increase as a result of the new proposed school.

While it does not form part of this proposal, the Council is also working to improve and increase Welsh-medium provision in the area by building a new enlarged purpose-built school to replace the provision of Ysgol Y Ferch O'r Sgêr on the current site at Greenfield Terrace, North Cornelly.

Ysgol Y Ferch O'r Sgêr currently has significant surplus places (ie as at January 2021 the school had a capacity of 197 places and 139 pupils aged 4-11 on roll) and therefore, parents are not restricted from choosing a Welsh-medium education for their children should they so wish, as the school has sufficient places available (ie 58 pupil places available, which equates to 29% surplus capacity)

While the Mynydd Cynffig Primary School proposal, for the reasons stated above, has been assessed by the local authority as likely to be neutral in terms of the extent to which it would support the targets in the approved WESP, it should be noted that the Welsh-medium school in this area is Ysgol y Ferch O'r Sgêr. In September 2024, Ysgol Y Ferch O'r Sgêr will be expanded to a 2FE school (ie 420 places aged 4-11), in order to further promote the Welsh language and take forward the Cymraeg 2050 agenda.

### **Current linguistic profile**

The 2011 Census indicated that of the 134,545 residents living in the County Borough of Bridgend, 9.7% (13,103) were able to speak Welsh, whilst the remaining 90.3% (121,442) were not able to speak Welsh. This can be compared to the all-Wales figures that showed of the 2,955,841 residents living Wales, 19.0% (562,016) were able to speak Welsh, whilst the remaining 81.0% (2,393,825) were not able to speak Welsh.

The table that follows illustrates the Welsh language skills of residents living in the electoral division of Pyle compared to the all Wales figure, and is obtained from the 2011 Census: <https://statswales.gov.wales/Catalogue/Welsh-Language/Census-Welsh-Language/welshspeakers-by-localauthority-gender-detailedagegroups-2011census>

	Pyle	All Wales
Can speak, read and write Welsh	6.6%	14.6%
Can speak and read but cannot write Welsh	0.8%	1.5%
Can speak but cannot read or write Welsh	1.4%	2.7%
Can understand spoken Welsh only	4.0%	5.3%
Other combination of skills	4.0%	2.5%
No skills	83.2%	73.3%
Total	100%	100%

The data demonstrates that in the Pyle electoral division, the Welsh language skills of residents are below the All-Wales Welsh language skills level.

The Annual Population Survey for the year ending June 2021, reported that 17.8% of respondents living in the County Borough of Bridgend said they could speak Welsh, compared to the all Wales percentage of 29.2% of respondents. This can be further broken down to the data contained in the table that follows.

Welsh Language Skills of Residents (%)		
	Bridgend County Borough	Wales
Can read Welsh	16.9%	25.9%
Can write Welsh	15.9%	23.8%
Can understand spoken Welsh	21.2%	33.7%

Welsh Language Skills of Residents (%)		
	Bridgend County Borough	Wales
Speak Welsh daily	6.3%	15.2%
Speak Welsh weekly	3.1%	5.2%
Use it less often or never	6.9%	7.3%

The data shows that there is a gap in the Welsh language skills of residents of Bridgend when compared to the whole of Wales. Proposals such as this significantly improve the learning environment and the opportunities available for our learners. The headteacher of the new school will be encouraged and supported to consider using these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh.

The Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English to Welsh-medium education, to further encourage the uptake of Welsh-medium education. Although the Council has no Welsh language immersion classes for late comers in any of our schools at present, schools requiring Welsh language immersion support for learners who are late comers are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises. As such, Welsh-medium schools are provided with funding directly to ensure that any late comers to Welsh-medium education are provided with the necessary support and skills to enable them to thrive within their school.

This is considered to be working effectively, however, given that many local authorities are implementing varying models of Welsh language immersion classes to support learners who are late comers to Welsh-medium education, work with the Welsh Government, central South Consortium, JES and other regional education consortia could be beneficial in understanding what opportunities for joint working could be had to ensure children and young people who are late comers to Welsh-medium education are sufficiently supported. Where there is demand, the Council will consider creating a Welsh language immersion class for late comers alongside the development of its Band B 21<sup>st</sup> Century Schools and Colleges Programme.

#### **Other relevant data or research**

Bridgend County Borough Council has four Welsh-medium primary schools for learners age 3-11 and one secondary provision for learners age 11 to 18.

Demand and projections are regularly monitored across all schools as part of the school organisation planning process. This ensures that all schools have sufficient accommodation to meet demand. The process also identifies opportunities to promote and grow the Welsh language. This data has been used to inform the local authority's WESP. The projection figures for all schools in the catchment area of Mynydd Cynffig Primary School, which includes Ysgol Y Ferch O'r Sgêr, are detailed in the consultation document.

Project Manager  
24 January 2022



## Equalities Impact Assessment (EIA) Screening Form

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#). It also ensures consideration of the [Welsh Language Standards](#).

[Click here to access more information and guidance to help you complete this EIA.](#)

- **This assessment should be carried out during the formation stage of your policy or proposal. Any negative impact identified will support you to devise engagement strategies for further evidence gathering.**
- **If you are undertaking a full public consultation as part of your policy or proposal this form should be completed before the consultation begins and used as a tool to inform your consultation questions and engagement activities.**
- **All sections and all questions require a response and must not be left blank even if they are ‘not applicable’ or ‘subject to further consultation’.**

Name of project, policy, function, service or proposal being assessed:	Mynydd Cynffig Primary School replacement
Brief description and aim of policy or proposal:	Proposal to provide an enlarged primary school to replace the current school and bring the infant and junior departments onto one site
Who is responsible for delivery of the policy or proposal?	Director – Education and Family Support
Date EIA screening completed:	14/06/21

<p>Does this policy or proposal relate to any other policies? (please state)</p>	<ul style="list-style-type: none"> <li>• School Modernisation Programme</li> <li>• Flying Start Programme</li> <li>• Welsh Government Childcare Offer</li> <li>• Infant Class Sizes</li> <li>• Additional Learning Needs</li> <li>• Bridgend Public Services – Well-being Plan</li> <li>• Corporate Plan 2018-2022</li> <li>• Medium Term Financial Strategy</li> <li>• Taking Wales Forward Strategy 2018-2021</li> <li>• Wellbeing and Future Generations Act 2015</li> <li>• Education in Wales: Our national mission - action plan 2017-2021</li> <li>• Bridgend County Borough Council - Local Development Plan (LDP)</li> </ul>
<p>Who is affected by this policy (eg Staff, residents, disabled people, women only?)</p>	<p>Learners, parents and staff</p>
<p>Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external)? <i>Note: Consider this in terms of statutory requirements, local policies, regional (partnership) decisions, national policies, welfare reforms.</i></p>	<ul style="list-style-type: none"> <li>• Flying Start Programme</li> <li>• Welsh Government Childcare Offer</li> <li>• Infant Class Sizes</li> <li>• Additional Learning Needs</li> <li>• Bridgend Public Services – Well-being Plan</li> <li>• Corporate Plan 2018-2022</li> <li>• Medium Term Financial Strategy</li> <li>• Taking Wales Forward Strategy 2018-2021</li> </ul>

	<ul style="list-style-type: none"> <li>• Wellbeing of Future Generations (Wales) Act 2015</li> <li>• Education in Wales: Our national mission - action plan 2017-2021</li> <li>• Bridgend County Borough Council - Local Development Plan (LDP)</li> <li>• Bridgend County Borough Council - Welsh in Education Strategic Plan</li> <li>• Cymraeg 2050 Welsh Language Strategy</li> </ul>
If this is a review or amendment of an existing policy, has an EIA been carried out? Please include date of completion:	N/A
If an EIA exists, what new data has been collected since its completion?	N/A

### **Assessment of Impact**

#### **Protected characteristics**

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on people from different groups in different ways?

**\*Please note: If you identify a negative impact for any protected characteristics you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Gender	<b>X</b>			Building design will cater for gender neutral users
Disability			<b>X</b>	
Race			<b>X</b>	
Religion and belief			<b>X</b>	
Sexual Orientation			<b>X</b>	
Age	<b>X</b>			Ensure improved school environment for learners
Pregnancy & Maternity			<b>X</b>	

Transgender			X	
Marriage and Civil partnership			X	

### Socio-economic impact

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on people or communities experiencing socio-economic disadvantage?

**\*Please note: If you identify a negative socio-economic impact you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Socio-economic disadvantage	X			Improved facilities for learners attending, living with socio-economic disadvantage. Potential for wrap around provision, potentially enabling parents to seek employment or training

### Welsh Language

Is it possible that any aspect of the policy or proposal will have a positive or negative impact for persons to use the Welsh language and in treating the Welsh language less favourably than the English language?

**\*Please note: If you identify a negative impact for persons to use the Welsh language and in treating the Welsh language less favourably than the English language you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Will the policy or proposal impact on opportunities for people to use the Welsh language			X	Welsh will continue to be taught at the school.
Will the policy or proposal treat the Welsh language no less favorably than the English language			X	

### **Public Sector Equality Duty**

The Public Sector Equality Duty consists of a general equality duty and specific duties, which help authorities to meet the general duty.

The aim of the general equality duty is to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't
- Foster good relations between people who share a characteristic and those who don't

### **How does this policy or proposal demonstrate you have given due regard to the general equality duty?**

The scheme would be developed to ensure there is no negative impact on any protected group.

### **Procurement and partnerships**

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

### **Will this policy or proposal be carried out wholly or partly by contractors or partners?**

	<b>Please place an X in the relevant box:</b>
Yes	X (partly)
No	

If yes what steps will you take to comply with the General Equality Duty, Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships?

	<b>Steps taken to ensure compliance:</b>
General Equality Duty	Robust procurement and contract documentation includes due regard to this
Welsh Language legislation	Robust procurement and contract documentation includes due regard to this

Socio-economic duty	Robust procurement and contract documentation includes due regard to this
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**What have you decided to do?**

Record of decision based on assessment of impact on protected characteristics, socioeconomic impact and Welsh Language. Please place an X in the relevant box.

**If you identify negative impact on one, some or all protected characteristics, socioeconomic duty or Welsh Language you will MUST complete a full EIA.**

Impact identified	Next steps:	Please place an X in the relevant box:
No negative impact identified	Screen out: carry on with the policy or proposal	<b>X</b>
One or more negative impact identified	Complete full EIA to gather more evidence on potential negative impacts	
<b>Please explain the reasons for this decision. If you have 'screened out' you must include information and evidence to justify your decision.</b>		
It has been identified that the proposal is unlikely to negatively impact on any protected group. There have been positive impacts identified, including gender and age as detailed in the table above. As there have been no negative impacts identified, it will not be necessary to undertake a full equalities impact assessment.		

**Approval:**

<b>Date EIA screening completed:</b>	14/06/21
<b>Approved by (Head of Service):</b>	Nicola Echanis 
<b>Date of approval by HoS:</b>	10 November 2021

<b>If this screening has identified that a full EIA is needed, who will carry out the full EIA?</b>	N/A
<b>If this screening has identified that a full EIA is needed when will the Full EIA be completed by (Date):</b>	N/A

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

<b>Project Description (key aims): Delivery of Mynydd Cynffig Primary School as part of Band B of the School Modernisation Programme</b>	
<b>Section 1 Complete the table below to assess how well you have applied the 5 ways of working.</b>	
<b>Long-term</b>  (The importance of balancing short-term needs with the need to safeguard the ability to also meet long term needs)	<p><b>1. How does your project / activity balance short-term need with the long-term and planning for the future?</b></p> <p>This scheme has been identified through a collaborative strategic approach with officers from key departments of the Council including education, planning and corporate landlord. A strategic group considered current and projected data including capacity of schools, housing, building condition etc. An options appraisal process was undertaken to identify the preferred education option for the school and a feasibility study is being undertaken on the preferred site. Should the new school scheme proceed, it will fulfil the Council's statutory duty to provide sufficient pupil places and will allow teaching and learning to take place on one site, assisting with sharing expert knowledge and resources among the staff. It will also support the day-to-day management and operation of the school and will also assist parents with drop-off and pick-up arrangements, as all pupils will attend one site.</p>
<b>Prevention</b>  (How acting to prevent problems occurring or getting worse may help public bodies meet their objectives)	<p><b>2. How does your project / activity put resources into preventing problems occurring or getting worse?</b></p> <p>Provision of places at schools is reviewed on an annual basis to ensure there is a sufficient supply and there is suitable accommodation to deliver the curriculum effectively. This scheme has been identified to ensure that pupil places can be delivered in the future and to prevent pupils not being able to obtain a pupil place. Certain schemes will also ensure that the Council aids on the Welsh Government commitment of Cymraeg 2050. Councils have a statutory duty to ensure there are a sufficient supply of school places, and these schemes will safeguard the Council's position in terms of any potential legal challenge in this regard.</p>
<b>Integration</b>  (Considering how the public body's well-being objectives may impact upon each of the wellbeing goals, on their	<p><b>3. How does your project / activity deliver economic, social, environmental &amp; cultural outcomes together?</b></p> <p>Providing sufficient places at Mynydd Cynffig, ensures that the curriculum can be delivered and meets the social, environmental and cultural objectives of pupils and the community it will serve. This scheme will promote inclusion and community use of facilities will be explored and, where appropriate, will be incorporated into the design. Construction will be competitively tendered, thereby achieving best value for money. Main contractors will be asked to advertise work on Sell to Wales which will potentially provide</p>

<p>objectives, or on the objectives of other public bodies)</p>	<p>opportunities for local SMEs to tender for the construction, which would support economic activity in the area. Community benefits will be maximised.</p>
<p><b>Collaboration</b>  (Acting in collaboration with any other person (or different parts of the body itself) that could help the body meet its well-being objectives)</p>	<p><b>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</b></p> <p>The local authority works effectively with schools, Estyn, Central South Consortium (CSC), health, community councils and many internal and external partners to ensure that the building meets the short-term and future needs of the users and the community which it will serve. Officers will work with technical colleagues developing the scheme to ensure that the building design is sustainable and energy efficient. The project team will ensure that the scheme will work effectively, in order to maximise the use of resource and capitalise on the expenditure ensuring it meet the needs of current and future generations.</p>
<p><b>Involvement</b>  (The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves)</p>	<p><b>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</b></p> <p>This scheme was subject to a long list of options, which included education and site. These were systematically evaluated and have been reduced from a long list to a short list to confirm the preferred option. Further work involves the engagement of all potential stakeholders including Cabinet, members, governors, staff, pupils, community, internal and external partners which will include third sector organisations, during the consultation exercise.</p>



**Section 2 Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals (use Appendix 1 to help you).**

Description of the Well-being goals	How will your project / activity deliver benefits to our communities under the national well-being goals?	Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?
<p><b>A prosperous Wales</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>It is anticipated that construction companies will be appointed from the SEWSCAP framework and therefore will have to adhere to sustainability strategies developed for construction and meet targets for recycling. They are also expected to provide community benefits on each project. This could include providing apprenticeships, employment and work experience plus employment opportunities as appropriate.</p>	<p>We would maximise the benefits by ensuring that certain key aspects are detailed within the construction contract.</p>
<p><b>A resilient Wales</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The scheme will be developed to ensure that there is no adverse impact on the environment. This scheme will be developed with due regard to the council's decarbonisation strategy.</p>	<p>N/A</p>
<p><b>A healthier Wales</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Improved facilities for pupils, staff and the wider community encourages physical and mental well-being.</p>	<p>Ensuring the building is designed to current regulations.</p>
<p><b>A more equal Wales</b></p>	<p>This scheme will be fully inclusive in terms of its</p>	<p>Ensure the building design is fully inclusive</p>

<p>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).</p>	<p>design and will promote opportunities for all pupils to learn, develop and reach their full potential.</p>	<p>and meets the needs of the pupils and communities they serve.</p>
<p><b>A Wales of cohesive communities</b> Attractive, viable, safe and well-connected communities.</p>	<p>We will engender good relations with the community that the school serves, working closely with them to promote opportunities to engage throughout the course of the project and thereafter.</p>	<p>Improved facilities for schools present opportunities for increased community use.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p>Welsh language will be promoted by the Council in Band B, thereby supporting the aim of Cymraeg 2050. Schemes will be designed to promote opportunities for participation.</p>	<p>Schools would better deliver the full curriculum which would include Welsh, its culture, heritage and sport. Community use of facilities would help inform the design ensuring the facilities are accessible.</p>
<p><b>A globally responsible Wales</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Construction may require the use of a contractor sourced via the SEWSCAP framework however, it is likely that materials specified may be sourced outside of Wales, thereby support the global economy.</p>	<p>In order to minimise any negative impact, we would seek to ensure that the majority of materials are available from Welsh suppliers.</p>

**Section 3 Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts**

Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
Age:	Yes	No	Ensure improved school environment for pupils
Gender reassignment:	No	No	N/A
Marriage or civil partnership:	No	No	N/A
Pregnancy or maternity:	No	No	N/A
Race:	No	No	N/A
Religion or Belief:	No	No	N/A
Race:	No	No	N/A
Sex:	Yes	No	Building design will cater for gender neutral users
Welsh Language:	No	No	N/A

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

<b>Compiling Officers Name:</b>	xx
<b>Compiling Officers Job Title:</b>	Strategic Resources and Planning Officer, Principal Architectural Assistant and Head teacher Mynydd Cynffig Primary School
<b>Date completed:</b>	14 June 2021

## Appendix 19

### List of stakeholders

- ▶ The Governing Body, parents, staff, carers, guardians and learners of Mynydd Cynffig Primary School
- ▶ Other schools within the cluster/area: Afon y Felin Primary School, Cefn Cribwr Primary School, Corneli Primary, Ysgol y Ferch O'r Sger, Cynffig Comprehensive School.
- ▶ Neighbouring authorities
- ▶ The Church in Wales and Roman Catholic Diocesan Authorities
- ▶ Welsh Ministers
- ▶ Welsh Government
- ▶ Constituency and Regional Assembly Members (AMs) and Members of Parliament (MPs) representing the area served by any school which is subject to the proposals
- ▶ Estyn
- ▶ Teaching and staff trade unions representing teachers and other staff at any school which is subject of the proposals
- ▶ Central South Consortium Joint Education Service
- ▶ South Wales Police and Crime Commissioner
- ▶ Town and Community Councils representing the area served by any school which is subject to the proposals
- ▶ Independent or voluntary nursery providers serving the area
- ▶ BCBC Childcare team/Children and Young People's Partnership and/or Early Years Development and Childcare Partnerships where present
- ▶ Cabinet Members
- ▶ Corporate Management Board
- ▶ Ward Members
- ▶ BCBC Group Manager, Inclusion
- ▶ CAMHS, NHS Wales, Cwm Taff, Local Health Board.  
Primary Mental Health Team, NHS Wales, Cwm Taff, Local Health Board.
- ▶ Speech and Language Therapy Service, NHS Wales, Cwm Taff, Local Health Board.

- ▶ Paediatricians, NHS Wales, Cwm Taff, Local Health Board.
- ▶ Occupational Therapy (OT) NHS Wales, Cwm Taff, Local Health Board.
- ▶ Physiotherapy Service: NHS Wales, Cwm Taff, Local Health Board.
- ▶ Educational Psychologists. Educational Psychology Service, Bridgend County Borough Council.
- ▶ Social Services & Wellbeing Directorate, Bridgend County Borough Council
- ▶ SNAP Cymru
- ▶ Barnardo's Cymru
- ▶ Royal Air Force Air Cadets, Kenfig Hill
- ▶ Pwllgath Allotments Association (PAA)

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

#### REPORT OF THE CHIEF OFFICER - LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY

##### FORWARD WORK PROGRAMMES

#### 1. Purpose of report

- 1.1 The purpose of this report is to seek Cabinet approval for items to be included on the Forward Work Programme for the period 1 March 2022 to 5 May 2022 and for Cabinet to note the Council and Overview and Scrutiny Committees Forward Work Programmes for the same 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 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 In accordance with the Council's Constitution, the Forward Work Programme will be prepared by the Monitoring Officer to cover a period of four months except when ordinary elections of councillors occur. In this case, as that applies, the Forward Work Programme will cover the period up to the date of the elections.
- 3.2 The Forward Work Programme will contain matters which the Cabinet, Overview and Scrutiny Committees and full Council are likely to consider. It will contain information on:

- (a) the timetable for considering the Budget and any plans, policies or strategies forming part of the Policy Framework and requiring Council approval, and which body is to consider them;
- (b) the timetable for considering any plans, policies or strategies which are the responsibility of the Cabinet;
- (c) any individual matters on which the Cabinet intends to consult in advance of taking a decision, and the timetable for consultation and decision;
- (d) the work programme of the Overview and Scrutiny Committees, to the extent that it is known.

#### **4. Current situation/proposal**

4.1 The proposed Forward Work Programmes are appended as follows:

- Cabinet 1 March 2022 to 5 May 2022 - **Appendix 1**
- Council 1 March 2022 to 5 May 2022 - **Appendix 2**
- Overview and Scrutiny Committees 1 March 2022 to 5 May 2022 - **Appendix 3**

4.2 Following consideration by Cabinet, the Forward Work Programmes will be published on the Council's website.

#### **5. Effect upon policy framework and procedure rules**

5.1 There are no implications relating to the policy framework and procedure rules.

#### **6. Equality Impact 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. Wellbeing of Future Generations (Wales) Act 2015 implications**

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

#### **8. Financial implications**

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



## 9. Recommendations

9.1 Cabinet is recommended to:

- Approve the Cabinet Forward Work Programme for the period 1 March 2022 to 5 May 2022 at **Appendix 1**;
- Note the Council and Overview and Scrutiny Committees Forward Work Programmes for the same period, as shown at **Appendix 2** and **Appendix 3** of the report, respectively.

**Kelly Watson**

**Chief Officer Legal and Regulatory Services, HR and Corporate Policy**  
**February 2022**

Contact Officer: Mark Anthony Galvin -  
**Interim Democratic Services Manager**

Postal Address: Democratic Services  
Chief Executives Directorate  
Level 4  
Civic Offices

Telephone: (01656) 643148

Email: [mark.galvin@bridgend.gov.uk](mailto:mark.galvin@bridgend.gov.uk)

**Background documents:** None

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**CABINET FORWARD WORK PROGRAMME - 1 MARCH 2022 TO 5 MAY 2022**

Date	Title of Report	Contact Officer
8 Mar	Insurance Renewal	<p>Carys Lord            Chief Officer – Finance Performance and Change            Tel: 01656 643302            Email:  <a href="mailto:Carys.Lord@bridgend.gov.uk">Carys.Lord@bridgend.gov.uk</a></p>
8 Mar	Disabled Facilities Grant Framework	<p>Carys Lord            Chief Officer – Finance Performance and Change            Tel: 01656 643302            Email:  <a href="mailto:Carys.Lord@bridgend.gov.uk">Carys.Lord@bridgend.gov.uk</a></p>
8 Mar	Disabled Facilities Grants	<p>Carys Lord            Chief Officer – Finance Performance and Change            Tel: 01656 643302            Email:  <a href="mailto:Carys.Lord@bridgend.gov.uk">Carys.Lord@bridgend.gov.uk</a></p>

Date	Title of Report	Contact Officer
8 Mar	High Street and Retail Rates Relief Scheme 2022-23	Carys Lord Chief Officer – Finance Performance and Change Tel: 01656 643302 Email: <a href="mailto:Carys.Lord@bridgend.gov.uk">Carys.Lord@bridgend.gov.uk</a>
8 Mar	Housing Support Programme Strategy	Carys Lord Chief Officer - Finance, Performance and Change Tel: 01656 643302 Email: <a href="mailto:Carys.Lord@bridgend.gov.uk">Carys.Lord@bridgend.gov.uk</a>
8 Mar	Refugee Programme	Carys Lord Chief Officer - Finance, Performance and Change Tel: 01656 643302 Email: <a href="mailto:Carys.Lord@bridgend.gov.uk">Carys.Lord@bridgend.gov.uk</a>
8 Mar	Porthcawl Programme	Janine Nightingale Corporate Director Communities Tel: 01656 643241 Email: <a href="mailto:Janine.nightingale@bridgend.gov.uk">Janine.nightingale@bridgend.gov.uk</a>
8 Mar	Bridgend District Heat Network	Janine Nightingale Corporate Director Communities Tel: 01656 643241 Email: <a href="mailto:Janine.nightingale@bridgend.gov.uk">Janine.nightingale@bridgend.gov.uk</a>

Date	Title of Report	Contact Officer
8 Mar	Harbour Byelaws	Janine Nightingale Corporate Director Communities Tel: 01656 643241 Email: <a href="mailto:Janine.nightingale@bridgend.gov.uk">Janine.nightingale@bridgend.gov.uk</a>
8 Mar	BCBC Economic Strategy	Janine Nightingale Corporate Director Communities Tel: 01656 643241 Email: <a href="mailto:Janine.nightingale@bridgend.gov.uk">Janine.nightingale@bridgend.gov.uk</a>
8 Mar	2030 De-Carbonisation Agenda	Janine Nightingale Corporate Director Communities Tel: 01656 643241 Email: <a href="mailto:Janine.nightingale@bridgend.gov.uk">Janine.nightingale@bridgend.gov.uk</a>
8 Mar	S 33 Agreement for Short Term Adult Social Care Services	Claire Marchant Corporate Director Social Services and Wellbeing Tel: 01656 643241 Email: <a href="mailto:Claire.Marchant@bridgend.gov.uk">Claire.Marchant@bridgend.gov.uk</a>

Date	Title of Report	Contact Officer
8 Mar	Schools Admissions Policy 2023-2024	Lindsay Harvey Corporate Director – Education and Family Support Tel: 01656 642612 Email: <a href="mailto:Lindsay.harvey@bridgend.gov.uk">Lindsay.harvey@bridgend.gov.uk</a>
8 Mar	Caerau Primary School – Proposed Enlargement	Lindsay Harvey Corporate Director – Education and Family Support Tel: 01656 642612 Email: <a href="mailto:Lindsay.harvey@bridgend.gov.uk">Lindsay.harvey@bridgend.gov.uk</a>
8 Mar	Park Street Air Quality Management Public Consultation Action Plan	Kelly Watson Chief Officer, Legal and Regulatory Services, HR and Corporate Policy Tel: 01656 643248 Email: <a href="mailto:Kelly.watson@bridgend.gov.uk">Kelly.watson@bridgend.gov.uk</a>

**COUNCIL FORWARD WORK PROGRAMME - 1 MARCH 2022 TO 5 MAY 2022**

Date	Title of Report	Contact Officer
9 Mar	Independent Remuneration Panel for Wales Annual Report 2022/23	Kelly Watson Chief Officer, Legal and Regulatory Services, HR and Corporate Policy Tel: 01656 643248 Email: <a href="mailto:Kelly.watson@bridgend.gov.uk">Kelly.watson@bridgend.gov.uk</a>
9 Mar	Petition Scheme	Kelly Watson Chief Officer, Legal and Regulatory Services, HR and Corporate Policy Tel: 01656 643248 Email: <a href="mailto:Kelly.watson@bridgend.gov.uk">Kelly.watson@bridgend.gov.uk</a>
9 Mar	Pay Policy	Kelly Watson Chief Officer, Legal and Regulatory Services, HR and Corporate Policy Tel: 01656 643248 Email: <a href="mailto:Kelly.watson@bridgend.gov.uk">Kelly.watson@bridgend.gov.uk</a>
9 Mar	Harbour Byelaws	Janine Nightingale Corporate Director Communities Tel: 01656 643241 Email: <a href="mailto:Janine.nightingale@bridgend.gov.uk">Janine.nightingale@bridgend.gov.uk</a>

Date	Title of Report	Contact Officer
9 Mar	2030 De-Carbonisation Agenda	Janine Nightingale Corporate Director Communities Tel: 01656 643241 Email: <a href="mailto:Janine.nightingale@bridgend.gov.uk">Janine.nightingale@bridgend.gov.uk</a>
9 Mar	Related Party Transactions and Statement of Accounts	Carys Lord Chief Officer - Finance, Performance and Change Tel: 01656 643302 Email: <a href="mailto:Carys.Lord@bridgend.gov.uk">Carys.Lord@bridgend.gov.uk</a>



**OVERVIEW AND SCRUTINY FORWARD WORK PROGRAMME – 1 MARCH 2022 TO 5 MAY 2022**

<b>Date</b>	<b>Title of Report</b>	<b>Scrutiny Committee</b>	<b>Contact Officer</b>
<b>2 Mar</b>	<b>Budget Monitoring 2021-22 – Quarter 3 Revenue Forecast</b>	<b>Corporate Overview and Scrutiny Committee</b>	<b>Carys Lord</b> Chief Officer - Finance, Performance and Change Tel: 01656 643302 Email: <a href="mailto:Carys.Lord@bridgend.gov.uk">Carys.Lord@bridgend.gov.uk</a>
<b>2 Mar</b>	<b>Employee Wellbeing</b>	<b>Corporate Overview and Scrutiny Committee</b>	<b>Kelly Watson</b> Chief Officer, Legal and Regulatory Services, HR and Corporate Policy Tel: 01656 643248 Email: <a href="mailto:Kelly.watson@bridgend.gov.uk">Kelly.watson@bridgend.gov.uk</a>
<b>14 Mar</b>	<b>Post Inspection Action Plan</b>	<b>Subject Overview and Scrutiny Committee 1</b>	<b>Lindsay Harvey</b> Corporate Director – Education and Family Support Tel: 01656 642612 Email: <a href="mailto:Lindsay.harvey@bridgend.g">Lindsay.harvey@bridgend.g</a>

Date	Title and Description of Report	Scrutiny Committee	Contact Officer
			<a href="#">ov.uk</a>

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET

8 FEBRUARY 2022

#### REPORT OF THE CHIEF OFFICER LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY AND MONITORING OFFICER

##### INFORMATION REPORT FOR NOTING

#### 1. Purpose of report

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

#### 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** – ensuring that all its 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.

#### 3. Background

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

#### 4. Current situation/proposal

##### 4.1 Information Report

The following Information Report has been published since the last meeting of Cabinet:-

<u>Title</u>	<u>Date Published</u>
Estyn Inspections For Plasnewydd Primary School, Ogmere Vale Primary School, Cefn Cribwr Primary School and Archbishop Mcgrath Catholic High School	2 February 2022

##### 4.2 Availability of Documents

This document has been circulated to Elected Members electronically via email and placed on the Bridgend County Borough Council website. It is also available from the date of publication.

#### 5. Effect upon policy framework and procedure rules

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

## **6. Equality 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. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

## **8. Financial implications**

- 8.1 There are no financial implications regarding this report.

## **9. Recommendation**

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

**K Watson**

**Chief Officer Legal and Regulatory Services, HR and Corporate Policy and Monitoring Officer**

**2 February 2022**

**Contact Officer:** Andrew Rees  
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Angel Street  
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**Background documents:** None

**BRIDGEND COUNTY BOROUGH COUNCIL**

**INFORMATION REPORT TO CABINET**

**8 FEBRUARY 2022**

**REPORT OF THE CORPORATE DIRECTOR OF EDUCATION AND FAMILY SUPPORT**

**ESTYN INSPECTION OUTCOMES FOR PLASNEWYDD PRIMARY SCHOOL, OGMORE VALE PRIMARY SCHOOL, CEFN CRIBWR PRIMARY SCHOOL AND ARCHBISHOP MCGRATH CATHOLIC HIGH SCHOOL**

**1. Purpose of report**

1.1 The purpose of this report is to inform the Cabinet Members of the outcomes of the recent Estyn:

- revisit of Plasnewydd Primary School;
- revisit of Ogmores Vale Primary School;
- review of progress at Cefn Cribwr Primary School; and
- review of progress at Archbishop McGrath Catholic High School.

**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**:

**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 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 During autumn term 2021, Estyn revisited two primary schools, and reviewed progress at one primary school and one secondary school in Bridgend. The full text of these reports is available on the Estyn website: [www.estyn.gov.uk](http://www.estyn.gov.uk).

#### Plasnewydd Primary School

- 3.2 Plasnewydd Primary School was inspected by Estyn in January 2018 and the report was published on 4 April 2018.
- 3.3 In accordance with the Education Act 2005, her Majesty's Chief Inspector (HMCI) judged that special measures were required in relation to this school. Inspectors reached the following judgements:

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

- 3.4 The report included the following recommendations:

Recommendation number	Recommendation
Recommendation 1	Improve the quality of teaching and assessment in key stage 2
Recommendation 2	Raise standards in reading, writing and mathematics in key stage 2
Recommendation 3	Revise the curriculum so that it is broad and balanced and meets the needs of all pupils
Recommendation 4	Challenge more able pupils
Recommendation 5	Strengthen the effectiveness of senior leaders in identifying and addressing shortcomings in standards and provision
Recommendation 6	Address the safeguarding issues identified during the inspection

- 3.5 The school produced a post-inspection action plan (PIAP), which showed how it would address the recommendations. Estyn continued to monitor the school's progress on a termly basis.

### Ogmore Vale Primary School

- 3.6 Ogmore Vale Primary School was inspected by Estyn in October 2017 and the report was published on 4 December 2017.
- 3.7 In accordance with the Education Act 2005, her Majesty's Chief Inspector (HMCI) judged that special measures were required in relation to this school. Inspectors reached the following judgements:

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

- 3.8 The report included the following recommendations:

Recommendation number	Recommendation
Recommendation 1	Improve strategic planning systems and communication to involve all staff and enable the school to make and sustain improvements
Recommendation 2	Monitor the school's work rigorously so that leaders can evaluate strengths and weaknesses accurately, identify priorities precisely and challenge underperformance
Recommendation 3	Improve the quality of teaching and assessment across the school
Recommendation 4	Raise standards of reading and spelling
Recommendation 5	Analyse the progress of specific groups of pupils to target and evaluate the effectiveness of interventions
Recommendation 6	Increase opportunities for pupils to contribute purposefully to the life and work of the school

- 3.9 The school produced a PIAP, which showed how it would address the recommendations. Estyn continued to monitor the school's progress on a termly basis.

- 3.10 In April 2019, Estyn revisited Ogmere Vale Primary School and judged the school to have made insufficient progress since the section 28 inspection.
- 3.11 As a result, Her Majesty's Chief Inspector of Education and Training in Wales increased the level of follow-up activity.
- 3.12 The school produced another PIAP, which showed how it would address the recommendations. Estyn planned to return to the school in a further four to six months' time, to monitor progress in addressing a sample of the recommendations.

### **Cefn Cribwr Primary School**

- 3.13 Cefn Cribwr Primary School was inspected by Estyn in February 2020 and the report was published on 6 April 2020.
- 3.14 In accordance with the Education Act 2005, her Majesty's Chief Inspector (HMCI) judged that Estyn review was required in relation to this school. Inspectors reached the following judgements:

<b>Inspection Area</b>	<b>Judgement</b>
Standards	Adequate and needs improvement
Wellbeing and attitudes to learning	Good
Teaching and learning experiences	Adequate and needs improvement
Care, support and guidance	Good
Learning and management	Adequate and needs improvement

- 3.15 The report included the following recommendations:

<b>Recommendation number</b>	<b>Recommendation</b>
Recommendation 1	Ensure that self-evaluation and improvement processes result in better outcomes for pupils
Recommendation 2	Improve the quality of teaching and assessment to ensure that all pupils build on their skills progressively, particularly in literacy and numeracy
Recommendation 3	Improve standards in literacy across the school
Recommendation 4	Ensure that the principles of the foundation phase are reflected fully in mainstream and observation classes in the foundation phase

- 3.16 The school produced a PIAP, which showed how it would address the recommendations. Estyn planned to review the school's progress after approximately one year, although this was impacted by COVID-19.



## Archbishop McGrath Catholic High School

- 3.17 Archbishop McGrath Catholic High School was inspected by Estyn in November 2019 and the report was published on 30 January 2020.
- 3.18 In accordance with the Education Act 2005, her Majesty's Chief Inspector (HMCI) judged that Estyn review was required in relation to this school. Inspectors reached the following judgements:

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

- 3.19 The report included the following recommendations:

Recommendation number	Recommendation
Recommendation 1	Improve consultation and communication, including around decision-making
Recommendation 2	Increase the precision of self-evaluation processes at all levels
Recommendation 3	Strengthen provision for the progressive development of pupils' skills
Recommendation 4	Address the safeguarding issue identified during the inspection

- 3.20 The school produced a PIAP, which showed how it would address the recommendations. Estyn planned to review the school's progress after approximately one year, although this was impacted by COVID-19.

## 4. Current situation/proposal

### Plasnewydd Primary School

- 4.1 In November 2021, Estyn revisited Plasnewydd Primary School and judged the school to have made sufficient progress since the section 28 inspection.
- 4.2 The local authority, with Central South Consortium (CSC), supported the school to bring swift improvement and addressed all the recommendations. The report noted the following evidence in terms of progress since the last inspection:

- Recommendation 1 Leaders have developed a culture across the school where improving teaching and learning is everyone's priority, and at the heart of the school's work. Together, staff have created a teaching and learning charter that identifies precisely what leaders expect teachers to deliver.
- Recommendation 2 All staff plan suitable opportunities for pupils to develop their reading skills, through focused, well-structured work to improve their speech and language, guided reading groups and targeted phonics and intervention sessions. Pupils write for a wide range of purposes, and many write at a level suitable for their age and stage of development. Teachers have begun to improve the quality of pupils' writing with a stronger focus on purposeful, extended writing. Most pupils across the school develop a suitable range of mathematical skills at an appropriate level and recent analysis shows that many pupils across the school are making suitable progress to reach and exceed the expected levels.
- Recommendation 3 The school has developed comprehensive long, medium and short-term planning that reflect all the areas of learning thoughtfully. Planning is monitored regularly to ensure that pupils acquire the necessary skills in literacy, numeracy and ICT as they move through the school. Together with the pupils, the staff are working to design a curriculum that is engaging, exciting and that meets the needs of the whole school community.
- Recommendation 4 Teachers and support staff have high expectations of more able pupils and generally challenge them to extend their learning well. Through careful monitoring of teachers' planning, leaders challenge and support teachers to raise their expectations of what all pupils, including the more able, can achieve.
- Recommendation 5 The executive headteacher worked with the local authority and followed due process to reform the senior leadership team to include the substantive deputy headteacher and two leaders with specific responsibilities. In addition, there is now a substantive headteacher who was appointed in April 2021. This well-focused team of four leaders meets weekly and has a clear, shared, strategic overview of the

school's work. All leaders now have job descriptions that reflect their current roles and responsibilities.

Recommendation 6      Since the core inspection, the school has taken suitable measures that significantly reduce the risk of a pupil absconding or unwanted visitors gaining access to the site. Over recent time, nearly all staff have received safeguarding training online that is suitable for their roles, including induction training for staff new to the school.

- 4.3      Estyn has determined that the school is removed from the list of schools requiring special measures.
- 4.4      There will be no further monitoring visits from Estyn in relation to this inspection, but Estyn has noted that while there have been real improvements, there is still more that the school needs to do to build on the foundation that has been established.
- 4.5      The local authority, along with CSC, will continue to monitor and support the school according to their need, and building on the improvements already made.

### **Ogmore Vale Primary School**

- 4.6      In November 2021, Estyn revisited Ogmore Vale Primary School and judged the school to have made sufficient progress since the section 28 inspection.
- 4.7      The local authority, with CSC, supported the school to bring swift improvement and addressed all the recommendations. The report noted the following evidence in terms of progress since the last inspection:

Recommendation 1      Since being appointed, the headteacher and deputy head have worked with energy and determination to establish and implement strategic plans for improvement. Together, they provide clear lines of accountability and have high expectations. Members of the senior leadership team provide them with good support. Between March 2020 and April 2021, the disruption caused by the COVID-19 pandemic, several absences in the senior leadership team, and matters relating to the governing body understandably slowed the school's progress in some areas. However, since the start of the summer term 2021, the pace and consistency of improvement has returned.

#### Recommendation 2

The school now has a comprehensive programme to monitor and evaluate the quality of the school's provision and the standards that pupils achieve. During the pandemic, some aspects of this programme, such as lesson observations, were disrupted. Despite this, leaders modified their plans appropriately to include activities relevant at the time, including evaluating the effectiveness of online learning. Now that the school is operating more normally, leaders have resumed their programme of monitoring and evaluating. They have developed a clear plan and timetable for monitoring the most important aspects of its work. Leaders ensure that all staff understand the purpose and relevance of the school's self-evaluation cycle. The monitoring and evaluation cycle has already highlighted several areas for improvement over the past year, which leaders have included in the school's most recent self-evaluation report.

#### Recommendation 3

To help achieve consistency and to improve teaching, leaders have introduced the 'Ogmore Vale way'. This provides clear expectations and essential guidance to all staff and considers important aspects of school life, including teaching. Alongside these expectations, leaders have outlined classroom non-negotiables, such as the expectations for planning learning and classroom displays. These clear guidelines help teachers to understand the standards expected of them and of pupils across the school.

#### Recommendation 4

Leaders have introduced a range of useful strategies to improve standards in reading across the school. They have established a systematic approach to developing reading, with clear expectations, for all staff. Staff have received valuable professional development on how to structure guided reading sessions and now use these sessions effectively to develop pupils' skills and understanding. Throughout the school, there is a clear emphasis on fostering pupils' love of reading for enjoyment, and nearly all pupils are developing positive attitudes towards reading. By the end of foundation phase, the majority of pupils spell many simple words accurately. In key stage 2 many pupils spell an increasing range of irregular words correctly.

Recommendation 5            The school has a broad range of screening programmes and processes to help teachers identify when pupils need extra help and support. Leaders have provided staff with valuable professional learning to help them to assess and evaluate pupils' achievements more accurately. They have clear systems to record the progress of all pupils. This means that the school has a better understanding of the needs of individual pupils than at the time of the core inspection, including those with additional learning needs. As a result, the school provides pupils with a beneficial range of interventions to support their learning, and staff are deployed effectively to address the needs of these pupils.

Recommendation 6            Since the core inspection, the school has introduced several learner voice groups, including a school council, a healthy schools group and a digital leaders' group. Members of these groups understand their role in improving the work of the school for the benefit of pupils. They appreciate opportunities to work alongside members of staff and influence changes within the school, for example when they accompany the school's improvement partner on learning walks around the school to identify strengths and areas for improvement in classrooms.

- 4.8    Estyn has determined that the school is removed from the list of schools requiring special measures.
- 4.9    There will be no further monitoring visits from Estyn in relation to this inspection, but Estyn has noted that while there have been real improvements, there is still more that the school needs to do to build on the foundation that has been established.
- 4.10   The local authority, along with CSC, will continue to monitor and support the school according to their need, and building on the improvements already made.

### **Cefn Cribwr Primary School**

- 4.11   In December 2021 Estyn worked with the local authority and CSC to review the progress that the school had made since the core inspection.
- 4.12   Cefn Cribwr Primary School was judged to have made appropriate progress in respect of the key issues for action, and in developing the capacity to continue to bring about improvements.

- 4.13 Estyn will now remove the school from the list of schools requiring Estyn review. There will be no further monitoring activity in relation to this inspection.

### **Archbishop McGrath Catholic High School**

- 4.14 In December 2021 Estyn worked with the local authority to review the progress that the school had made since the core inspection.
- 4.15 Estyn agreed that Archbishop McGrath Catholic High School has been supported sensibly by the local authority and regional consortium, including the establishment of a partnership arrangement with Cowbridge Comprehensive School. However, it is felt that the school would benefit from a further period in Estyn review, during which it can ensure then demonstrate how changes are having a positive impact.
- 4.16 The school is judged not to have made enough progress to date in respect of the key issues for action, and in developing the capacity to continue to bring about improvements. Estyn will review the school's progress again with the local authority in a further six months. Meanwhile, the school will remain on the list of providers requiring Estyn review.

### **5. Effect upon policy framework and procedure rules**

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

### **6. Equality Act 2010 implications**

- 6.1 The protected characteristics identified within the Equality Act, Socioeconomic 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 equalities 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 Assessment**

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

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

**Prevention** Development of post-inspection action plans or refinement of school improvement plans helped to ensure that recommendations

identified are addressed and acted upon to secure school improvement, preventing standards from slipping. The local authority and CSC will continue to monitor the school's progress.

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

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

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

## **8. Financial implications**

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

## **9. Recommendation**

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

**Lindsay Harvey**

**Corporate Director – Education and Family Support**

**8 February 2022**

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**Background documents:** None

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