

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

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

*We welcome correspondence in Welsh. Please
let us know if your language choice is Welsh.*



Annwyl Cyngorydd,

CABINET

Cynhelir Cyfarfod Cabinet Hybrid yn Siambr y Cyngor Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr, CF31 4WB / o bell trwy Dimau Microsoft ar **Dydd Mawrth, 20 Mehefin 2023** am **14:30**.

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o ddi-ddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 3 - 8
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 09 05 2023
4. Polisi Taliadau Uniongyrchol 9 - 32
5. Polisi Osgoi Talu Treth 33 - 60
6. Canlyniad Cyllideb Refeniw 2022-23 61 - 94
7. Canlyniad y Rhaglen Gyfalaf 2022-23 95 - 108
8. Alldro Rheoli'r Trysorlys 2022-23 109 - 126
9. Cynllun Strategol y Gyfarwyddiaeth Addysg a Chymorth i Deuluoedd 2023-2026 127 - 210
10. Canlyniad Arolygiad Estyn o Ysgol Gyfun Gymraeg Llangynwyd 211 - 214

Ffôn/Tel: 01656 643643

Negeseuon SMS/ SMS Messaging: 07581 157014

Facs/Fax: 01656 668126

Twitter@bridgendCBC

Ebost/Email: talktous@bridgend.gov.uk

Gwefan/Website: www.bridgend.gov.uk

Cyfnwidi testun: Rhowch 18001 o flaen unrhyw un o'n rhifau ffon ar gyfer y gwasanaeth trosglwyddo testun

Text relay: Put 18001 before any of our phone numbers for the text relay service

Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

We welcome correspondence in Welsh. Please let us know if your language choice is Welsh

- | | | |
|-----|---|-----------|
| 11. | <u>Rhaglen Moderneiddio Ysgolion - Model Buddsoddi Cydfuddiannol Gorllewin Pen-y-bont ar Ogwr</u> | 215 - 218 |
| 12. | <u>Moderneiddio Ysgolion - Ysgol Eginblanhigion Canolig Cymraeg Porthcawl - Ganlyniad yr ymgynghoriad</u> | 219 - 236 |
| 13. | <u>Penodi Llywodraethwyr Awdurdod Lleol</u> | 237 - 244 |
| 14. | <u>Cynrychioliad ar Cyrff Allanol</u> | 245 - 254 |
| 15. | <u>Deddf Trwyddedu 2003 Cymeradwyaeth i Gyhoeddi Asesiad Effaith Gronnol Canol Tref Pen-y-bont ar Ogwr</u> | 255 - 272 |
| 16. | <u>Cronfeydd Grant Ffyniant a Rennir y Deyrnas Unedig</u> | 273 - 282 |
| 17. | <u>Dyraniadau o dan Gynllun Grant Cyfalaf Cynghorau Tref a Chymuned 2023-2024</u> | 283 - 288 |
| 18. | <u>Materion Brys</u>
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â pharagraff 2.4 (e) o'r Rheolau Trefn y Cabinet yn y Cyfansoddiad. | |
| 19. | <u>Gwahardd y Cyhoedd</u>
Nid oedd yr eitemau canlynol yn cael eu cyhoeddi, gan fod eu bod yn cynnwys gwybodaeth eithriedig fel y'i diffinnir ym Mharagraffau 14 a 16 o Ran 4 a Pharagraff 21 o Ran 5, Atodlen 12A, Deddf Llywodraeth Leol 1972, fel y'i newidiwyd gan Orchymyn Llywodraeth Leol (Cymru) 2007 (Mynediad at Wybodaeth) (Amrywio).

Os, yn dilyn cymhwyso'r prawf budd y cyhoedd yn y Cabinet yn penderfynu yn unol â'r Ddeddf i ystyried yr eitemau hyn yn breifat, bydd y cyhoedd yn cael eu gwahardd o'r cyfarfod yn ystod ystyriaeth o'r fath. | |
| 20. | <u>(Redstart) Cytundeb Menter ar y Cyd - Cais i Ymestyn Contract</u> | 289 - 296 |

Nodyn: Bydd hwn yn gyfarfod Hybrid a bydd Aelodau a Swyddogion mynychu trwy Siambr y Cyngor, Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr / o bell Trwy Timau Microsoft. Bydd y cyfarfod cael ei recordio i'w drosglwyddo drwy wefan y Cyngor. Os oes gennych unrhyw gwestiwn am hyn, cysylltwch â cabinet_committee@bridgend.gov.uk neu ffoniwch 01656 643147 / 643148.

Yn ddiffuant

K Watson

Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol

Dosbarthiad:

Cynghorwyr

JC Spanswick

N Farr

W R Goode

Cynghorwyr

J Gebbie

HJ David

HM Williams

Cynghorwyr

JPD Blundell

CABINET - DYDD MAWRTH, 9 MAI 2023

COFNODION CYFARFOD Y CABINET A GYNHALIWYD YN HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB DYDD MAWRTH, 9 MAI 2023, AM 14:30

Presennol

Y Cyngorydd HJ David – Cadeirydd

JC Spanswick
HM Williams

N Farr
JPD Blundell

W R Goode

J Gebbie

Swyddogion:

Carys Lord	Prif Swyddog - Cyllid, Perfformiad a Newid
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Janine Nightingale	Cyfarwyddwr Corfforaethol - Cymunedau
Kelly Watson	Prif Swyddog – Gwasanaethau Cyfreithiol, Adnoddau Dynol a Rheoleiddio
Mark Shephard	Prif Weithredwr
Mark Galvin	Uwch Swyddog Gwasanaethau Democrataidd - Pwyllgorau
Michael Pitman	Swyddog Gwasanaethau Democrataidd – Pwyllgorau

175. DATGANIADAU O FUDDIANT

Dim

176. CYMERADWYAETH COFNODION

PENDERFYNWYD: Cymeradwyo'r cofnodion dyddiedig 11/04/2023 fel cofnod gwir a chywir.

177. POLISI RHEOLI RISG CORFFORAETHOL

Cyflwynodd y Prif Swyddog - Cyllid, Perfformiad a Newid adroddiad oedd yn gofyn am gymeradwyaeth y Cabinet i'r Polisi Rheoli Risg Corfforaethol wedi ei ddiweddarau.

Eglurodd fod y polisi wedi ei ddiweddarau yn Atodiad A yr adroddiad yn nodi'r archwaeth am risg, neu'r graddau o risg yr oedd y Cyngor yn barod i'w oddef ar draws ystod eang ei weithgareddau.

Dywedodd nad oedd unrhyw newidiadau sylweddol i'r Polisi Rheoli Risg, ond bod y polisi wedi cael ei ddiweddarau i adlewyrchu cyflwyno rhaglen feddalwedd rheoli risg fyddai'n cael ei rhoi ar waith yn chwarter 2 blwyddyn ariannol 2023-24.

Croesawodd Aelod y Cabinet dros Adnoddau yr adroddiad a'r tryloywder yr oedd yn ei gynnig. Ychwanegodd fod y polisi yn galluogi Aelodau i ddeall proses rheoli risg y Cyngor ac y byddai'r feddalwedd newydd yn darparu rhywfaint o ddata defnyddiol i gyfrannu at reoli risg.

Gofynnodd y Dirprwy Arweinydd sut yr oedd y gofrestr risg ranbarthol yn cael ei hymgorffori yn y polisi hwn. Eglurodd y Prif Swyddog pan fyddai'r asesiad risg corfforaethol wedi cael ei ddiweddarau, y byddai'r Swyddogion yn sicrhau bod y materion allweddol yn eu maes gwasanaeth yn cael eu hadlewyrchu yn yr asesiad risg corfforaethol ac y byddai hyn yn cynnwys y materion a godwyd ar lefel ranbarthol.

Rhoddodd sicrwydd y câi risgiau rhanbarthol eu hadlewyrchu yn yr Asesiad Risg Corfforaethol pe baent yn effeithio ar CBSP.

Ychwanegodd yr Arweinydd fod hyn yn bwysig o ystyried pwysigrwydd cynyddol rôl y trefniadau partneriaeth rhanbarthol. Gofynnodd gyda golwg ar yr amserlen a oeddem yn cadw at yr amser. Cadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Newid ein bod ar amser a bod yr Asesiad Risg Corfforaethol i gael ei dderbyn yn y Pwyllgor Llywodraethu ac Archwilio ym mis Mehefin. Bydd y Pwyllgor yn edrych ar hyd at ddwy risg yn fanwl a bydd y Brif Swyddfa berthnasol yn amlinellu'r risg a'r camau lliniaru i fynd i'r afael â'r risg honno.

PENDERFYNWYD: Bod y Cabinet yn cymeradwyo'r Polisi Rheoli Risg Corfforaethol wedi ei ddiweddarau.

178. **POLISI RHEOLAETH ARIANNOL GRANTIAU**

Cyflwynodd y Prif Swyddog Cyllid, Perfformiad a Newid adroddiad oedd yn gofyn am gymeradwyaeth y Cabinet i'r Polisi Rheolaeth Ariannol Grantiau wedi ei ddiweddarau yn Atodiad A, ac i gadarnhau llofnodwyr awdurdodedig cyllid ar gyfer cymeradwyo derbyn grant ar ran y Cyngor. Esboniodd fod Polisi Rheolaeth Ariannol Grantiau cyfredol y Cyngor, oedd yn ei le, wedi cael ei gymeradwyo gan y Cabinet yn 2019.

Tynnodd y Prif Swyddog - Cyllid, Perfformiad a Newid sylw at gymwysiadau allweddol y Polisi Rheolaeth Ariannol Grantiau, a nodwyd yn Atodiad 1 yr adroddiad. Rhoddodd grynodedeb o ganfyddiadau'r adroddiad Archwilio a'r gwersi o ddatganiad perfformiad blynyddol Swyddfa Archwilio Cymru, a nodwyd yn adran 11 o Atodiad 1.

Croesawodd Aelod y Cabinet dros Adnoddau yr adroddiad a dywedodd ei fod yn rhoi tryloywder i'r Polisi. Nodai'r adroddiad archwilio risgiau isel ond roedd y rhain wedi cael eu hadlewyrchu yn y polisi pan gafodd ei ddiweddarau. Ategodd yr Arweinydd y sylwadau hyn ac ychwanegodd ei fod yn falch o weld bod ein blaenoriaethau corfforaethol diweddaraf yn cael eu hadlewyrchu yn hyn.

Gofynnodd y Dirprwy Arweinydd am sicrwydd bod ein prosesau'n gymesur â lefelau'r cyllid yr oedd cais yn cael ei wneud amdano, gan roi enghraifft o swm bach o arian oedd yn gofyn am lofnodi contract. Rhoddodd y Prif Swyddog Cyllid, Perfformiad a Newid sicrwydd ynghylch hyn.

Pwysleisiodd yr Arweinydd bwysigrwydd hyn a rhoddodd enghraifft o arian grant a ddarparwyd gan CBS Pen-y-bont ar Ogwr i sefydliad a oedd â phrosesau a gweithdrefnau priodol ar waith i sicrhau tryloywder ac atebolrwydd tra hefyd mor ddi-dor â phosibl.

PENDERFYNWYD: Bod y Cabinet yn cymeradwyo'r Polisi Rheolaeth Ariannol Grantiau yn Atodiad A a'r rhestr o swyddogion cyllid yn unol â pharagraff 4.3.

179. **ADOLYGIAD O BARTNERIAETHAU DIOGELWCH CYMUNEDOL YNG NGHWM TAF MORGANNWG**

Cyflwynodd y Prif Swyddog Cyllid, Perfformiad a Newid adroddiad oedd yn rhoi'r wybodaeth ddiweddaraf i'r Cabinet am ganfyddiadau'r adolygiad o drefniadau Partneriaeth Diogelwch Cymunedol yn rhanbarth Cwm Taf Morgannwg (Atodiad A) a'u goblygiadau ar gyfer Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr wrth i ni geisio dod yn un Bartneriaeth Diogelwch Cymunedol Cwm Taf Morgannwg a chymeradwyo mewn egwyddor uno Bwrdd Partneriaeth Diogelwch Cymunedol Cwm Taf a Bwrdd Partneriaeth Diogelwch Cymunedol Pen-y-bont ar Ogwr. Rhoddodd y Prif Swyddog Cyllid, Perfformiad a Newid gefndir i'r adroddiad fel y nodir yn adran 3. Ychwanegodd fod 9 argymhelliad penodol wedi cael eu nodi yn yr adolygiad a bod y rhain wedi cael eu cynnwys yn 4.1 o'r adroddiad.

Croesawodd Aelod y Cabinet dros Adfywio yr adroddiad ond roedd yn bryderus ein bod yn ymestyn yn rhy eang. Mae'r trefniadau presennol yn canolbwyntio ar Ben-y-bont ar Ogwr yn unig ac yn gweithio'n dda ac ofnai y gallem gollu'r cysylltiad personol/lleol gyda'r preswylwyr. Dywedodd hefyd ein bod wedi derbyn grant o £750,000 i'w ddefnyddio tuag at gamerâu teledu cylch cyfyng a chymorth ar gyfer hyfforddiant i fenywod. A ydym yn mynd i wanhau hynny hefyd drwy ehangu i'r rhanbarth ehangach.

Sicrhodd y Prif Swyddog Cyllid, Perfformiad a Newid y Cabinet fod gennym nifer o drefniadau partneriaeth rhanbarthol eraill fel y Bwrdd Gwasanaethau Cyhoeddus a'r Bwrdd Diogelu Rhanbarthol a bod gan y rhain strategaethau cyffredin oedd yn canolbwyntio ar faterion ac anghenion lleol ac y byddai hyn yn parhau gyda threfniadau'r Bartneriaeth Diogelwch Cymunedol hon hefyd. Yn dilyn trafodaethau pellach, gofynnodd Aelodau'r Cabinet i adroddiad pellach gael ei gyflwyno i'r Cabinet maes o law, fyddai'n cynnwys trefniadau craffu a chynlluniau ar gyfer delio ag eithafiaeth a gwrthderfysgaeth.

PENDERFYNWYD: bod y Cabinet:

1. yn nodi'r adolygiad o drefniadau'r Bartneriaeth Diogelwch Cymunedol ac yn cymeradwyo mewn egwyddor uno Bwrdd Partneriaeth Diogelwch Cymunedol Cwm Taf a Bwrdd Partneriaeth Diogelwch Cymunedol Pen-y-bont ar Ogwr;
2. yn nodi y caiff adroddiad pellach ei gyflwyno i'r Cabinet i ystyried cefnogaeth a threfniadau strwythur;
3. yn cytuno i dderbyn adroddiad diweddarar fyddai'n edrych ar drefniadau craffu yn ogystal â threfniadau lleol a chynlluniau ar gyfer delio ag eithafiaeth a gwrthderfysgaeth.

180. RHAGLEN MODERNEIDDIO YSGOLION - CANLYNIAD PROSES YMGYNGHORI YSGOL GYNRADD COETY

Cyflwynodd y Cyfarwyddwr Corfforaethol dros Addysg a Chymorth i Deuluoedd adroddiad oedd yn gwneud y canlynol:

- hysbysu'r Cabinet am ganlyniad yr ymgynghoriad ynghylch ehangu Ysgol Gynradd Coety;
- cyflwyno canfyddiadau'r ymgynghoriad mewn adroddiad ymgynghori manwl (Atodiad A);

- gofyn am benderfyniad ynghylch y canlynol mewn perthynas ag Ysgol Gynradd Coety:
- gofyn am gymeradwyaeth i naill ai cyhoeddi'r cynigion gydag addasiadau neu hebddynt a chyhoeddi hysbysiad cyhoeddus fel y nodir yn y Cod Trefniadaeth Ysgolion 2018;
- rhoi'r gorau i'r cynigion; neu
- ailwampio'r cynigion yn sylweddol ac ail-ymgynghori ar y dewisiadau canlynol:
 - newid categori iaith yr Ysgol i gyfrwng Cymraeg; neu
 - newid categori iaith yr Ysgol i ddwyieithog.

Esboniodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd fod Ysgol Gynradd Coety, oedd yn ysgol gyda dau ddsbarth mynediad wedi ei lleoli ar Barc Derwen, wedi cael ei hadeiladu yn ystod Band A y Rhaglen Moderneiddio Ysgolion a'i hagor ym mis Tachwedd 2015. Ers hynny, adeiladwyd datblygiadau tai ym Mharc Derwen oedd yn golygu bod angen estyniad i Ysgol Gynradd Coety.

Ar 15 Mehefin 2022, cafwyd cymeradwyaeth y Cyngor i gynnwys y cynllun yn y rhaglen gyfalaf a defnyddio adnoddau cyfalaf Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr (CBSP) i ariannu'r estyniad. Unwaith y byddai'r cyfraniad adran 106 wedi dod i law (tua £300 mil i gyd), byddai'r cyllid hwn yn disodli rhywfaint o gyllid CBSP. Roedd cefndir pellach yn adran 3 yr adroddiad.

Esboniodd fod y ddarpariaeth feithrin wedi cael ei hadolygu cyn dechrau'r ymgynghoriad a bod y wybodaeth am hyn wedi cael ei nodi yn 4.1 o'r adroddiad. Mae'r cynnig i ehangu'r ysgol yn rhan o strategaeth ehangach i gynyddu nifer y lleoedd i ddisgyblion i wasanaethu ardal gogledd-ddwyrain Pen-y-bont ar Ogwr ac mae strategaeth fesul cam wedi cael ei mabwysiadu i ehangu'r ddarpariaeth gynradd fel y nodir yn 4.2 yr adroddiad. Roedd rhagor o fanylion am yr ymgynghoriad a gynhaliwyd i'w gweld yn adran 4 yr adroddiad. Ychwanegodd fod angen ystyried yn neilltuoel hefyd p'un ai am addysg gyfrwng Cymraeg ynteu am addysg Saesneg yr oedd y galw yng Ngogledd Ddwyrain Pen-y-bont ar Ogwr fel yr amlinellwyd yn 4.6 yr adroddiad.

Dywedodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd fod crynodeb o'r materion a godwyd gan ymgynghoreion ac ymatebion yr awdurdod lleol wedi cael eu darparu yn yr adroddiad ymgynghori fel y manylir arno yn Atodiad A yr adroddiad hwn. Byddai angen i'r Cabinet ystyried yr adroddiad ymgynghori a phenderfynu ar y ffordd orau ymlaen. Pe bai'r Cabinet yn dymuno symud ymlaen â'r cynnig, cam nesaf y broses fyddai cyhoeddi hysbysiad statudol yn amlinellu'r cynnig, y byddai angen ei gyhoeddi am gyfnod o 28 diwrnod. Câi gwrthwynebiadau ysgrifenedig ffurfiol eu gwahodd yn ystod y cyfnod hwn.

Croesawodd Aelod y Cabinet dros Addysg yr adroddiad a diolchodd i bawb a gymerodd ran yn yr ymgynghoriad yn ogystal â Chynrychiolwyr Fforwm y Gymraeg mewn Addysg oedd yn gweithio gyda CBSP yn ein hymrwymiad i Addysg Gyfrwng Cymraeg ar draws y fwrdeistref. Rydym hefyd wedi ystyried yr asesiad effaith ar y Gymraeg yn ofalus i sicrhau ein bod yn cynnig darpariaeth ragorol i blant yn y lleoliadau cyfrwng Cymraeg a chyfrwng Saesneg.

Gofynnodd Aelod y Cabinet dros Adfywio, ar ôl darllen yr Asesiad o'r Effaith ar y Gymraeg, a allai'r Cyfarwyddwr Corfforaethol amlinellu'r hyn yr ydym yn ei wneud i gynnig dewis cyfartal o addysg gyfrwng Cymraeg a Saesneg yn rhanbarth Coety a Gorllewin Bracla.

Dyweddod y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd fod ar ddisgyblion o ardal Coety yn draddodiadol eisiau addysg gyfrwng Cymraeg a'u bod yn mynychu Ysgol Bro Ogwr. Fel rhan o Raglen Moderneiddio Ysgolion Band B, rhoddwyd cymeradwyaeth y Cabinet i wneud newid rheoledig i Ysgol Bro Ogwr yn ffurf ehangu. Bydd yr ysgol newydd yn derbyn 2.5 dosbarth y flwyddyn gyda 225 o leoedd i ddisgyblion yn ogystal â dosbarth meithrin a dosbarth arsylwi ac asesu. Caiff yr ysgol ei hadeiladu wrth dir Ffordd Cadfan sydd yn nalgylch Ysgol Gynradd Coety.

Gofynnodd y Dirprwy Arweinydd mewn perthynas ag agweddau eraill ar fywyd ysgol a oeddem yn ôl-osod yn unrhyw le. Dywedodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd ein bod yn gwneud hyn ac mai un nod oedd edrych ar y ffordd i wneud gwell defnydd o adnoddau yn yr ysgol gan gynnwys y Cae 4G a newidiadau i neuadd yr ysgol er mwyn darparu'n well ar gyfer mentrau sydd wedi cael eu cynllunio yno.

Gofynnodd yr Arweinydd a ymgynghorwyd ag ESTYN ynghylch y broses hon. Dywedodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd yr ymgynghorwyd â hwy ac nad oeddent wedi codi unrhyw faterion na phryderon ynghylch y cynigion.

Gofynnodd yr Arweinydd am gadarnhad ynglŷn â'r camau y mae Ysgol Gynradd Coety wedi eu cymryd i hyrwyddo'r Gymraeg. Eglurodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd fod Ysgol Gynradd Coety, ymhlith dros 15 o ysgolion eraill ym Mhen-y-bont ar Ogwr, wedi ennill gwobr Cymraeg Campus a roddir i ysgolion sy'n dangos ymdrech arbennig o gadarnhaol i hyrwyddo'r Gymraeg.

PENDERFYNWYD: Bod y Cabinet:

- yn nodi canlyniad yr ymgynghoriad ynghylch ehangu arfaethedig Ysgol Gynradd Coety;
- yn cymeradwyo cyhoeddi adroddiad yr ymgynghoriad (Atodiad A).

181. **DYDDIADAU ARFAETHEDIG AR GYFER CYFARFODYDD Y CABINET, CYDRADDOLDEB PWYLLGORAU'R CABINET A RHIANTA CORFFORAETHOL PWYLLGOR Y CABINET**

Cyflwynodd y Prif Swyddog Gwasanaethau Cyfreithiol a Rheoleiddiol, AD a Pholisi Corfforaethol adroddiad oedd yn gofyn am gymeradwyo rhaglen dyddiadau cyfarfodydd y Cabinet, Pwyllgor Cydraddoldeb y Cabinet a Phwyllgor Rhianta Corfforaethol y Cabinet ar gyfer y flwyddyn ddinesig 2023 – 2024.

Nododd y gallai Cyfarfod Cyllideb y Cabinet, oedd wedi ei drefnu ar gyfer 20 Chwefror 2024 gael ei newid, am ei fod yn dibynnu ar amserlen Setliad Llywodraeth Leol gan Lywodraeth Cymru.

Croesawodd Aelod y Cabinet dros Adfywio yr adroddiad ac roedd yn falch o weld bod gwyliau'r ysgol yn cael eu hosgoi lle roedd modd. Dywedodd fod gan lawer o Swyddogion ac Aelodau blant a'i bod yn anodd ar adegau sicrhau presenoldeb mewn cyfarfodydd.

PENDERFYNWYD: Bod y Cabinet wedi cymeradwyo'r rhaglen o ddyddiadau cyfarfodydd ar gyfer y Cabinet, Pwyllgor Cydraddoldeb y Cabinet a Phwyllgor Rhianta Corfforaethol y Cabinet, fel yr amlinellwyd ym mharagraff 4.1 yr adroddiad hwn.

182. **MATERION BRYD**

Dim

Daeth y cyfarfod i ben am 4:00pm

Agenda Item 4

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	DIRECT PAYMENTS POLICY
Report Owner / Corporate Director:	CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING
Responsible Officer:	JOE BOYLE POLICY OFFICER – SOCIAL SERVICES AND WELLBEING
Policy Framework and Procedure Rules:	There is no effect upon the policy framework or procedure rules
Executive Summary:	This report outlines the process undertaken to review and implement a new policy and approach to Direct Payments in Bridgend County Borough Council. This new approach enables the Council to directly meet recommendations made by Audit Wales following their 2022 review. The policy describes Direct Payments and sets out in plain language the law, the Council’s principles and commitment to improve Direct Payments. The policy informs the Council’s recipients of Direct Payments, family members and carers what they should expect at each of the four stages. The policy sets standards for what and how we complete processes for Direct Payments, provides the foundation for measuring and evaluating performance and the use of Direct Payments.

1. Purpose of Report

- 1.1 The purpose of this report is to seek Cabinet approval of a new policy at **Appendix 1** for the use of direct payments to meet people’s care and support needs, and support needs in the case of unpaid carers.

2. Background

- 2.1 Direct payments are an important way of meeting the assessed care and support needs of people who are eligible for care and support (adults and children) and their carers. Direct payments provide choice and control for people in respect of how their needs are met.
- 2.2 An independent review was commissioned to examine the Council's approach and to develop a new policy and a strategy for direct payments. Engagement with recipients of direct payments, carers, families, and Council staff was a key feature. Feedback was obtained from more than 120 respondents via face-to-face meetings, telephone and video meetings and interviews, and online surveys.
- 2.3 The review considered the duties placed upon local authorities by the Social Services and Well-being (Wales) Act 2014 and its associated regulations. It also considered best practice elsewhere in Wales and the UK.
- 2.4 The new policy enables the Council to respond directly to recommendations made by Audit Wales after its national review of direct payments (2022) provided under **Appendix 2**.

3. Current situation / proposal

- 3.1 The review identified some strengths in the current approach across service areas. The Council has increased its use of direct payments since 2016, predominantly for children with disabilities, adults with learning difficulties, and older people. The use of direct payments are strongly supported by recipients, unpaid carers, families, direct payment Personal Assistants, and workforce alike. Their use is proven to help individuals, parents, and families with arrangements for care and support over which they have greater choice and control.
- 3.2 There are some good examples of how direct payments have been used in a more creative way to help people achieve what matters to them but there is a need for consistency across service areas and improvements in their promotion and how they are managed.
- 3.3 In summary, the review identified the scope and need for:
 - (i) direct payments to be promoted as an equal option alongside more traditional social care provision.
 - (ii) more creative and flexible use of direct payments, greater promotion and offer of direct payments, and improvements in decision-making.
 - (iii) better, easier to understand, information, and a streamlined application process with reduced paperwork.
 - (iv) training and development for key new and existing staff to boost and maintain knowledge and confidence for the creative use of direct payments, and to ensure consistently high-quality care and support plans.
 - (v) a new system for managing and recording direct payments to support a more systematic approach to monitoring and evaluation.

(vi) addressing the shortage of Personal Assistants by a new, proactive, and community-based approach to recruit more to the local workforce, and to enhance the training and support available to them.

(vii) action to prevent circumstances where recipients build up surpluses of funding and action to address such cases in ways which reflect the requirements of the Social Services and Well-being (Wales) Act 2014.

3.4 The review concluded that, overall, arrangements for managing direct payments appear to work well but identified the need for consistency of practice, linked to strength based social work and the need to drive the more strategic approach needed to address the shortage of Personal Assistants.

3.5 The review produced a draft strategy to guide improvement action. The draft document was shared with recipients of direct payments, carers, family members, and officers at two events held on Thursday 2 March 2023.

3.6 The meetings stimulated helpful discussion and feedback. Participants emphasised the need for improvement and welcomed the planned developments set out in the draft strategy. They gave examples of how direct payments had helped them and the difference it has made to their lives or the lives of those they cared for, and what was important to them i.e. their priorities for improvement. Some participants gave examples of difficulties and problems encountered when applying for, or receiving, direct payments and decisions which they believe were wrong.

3.7 The improvement strategy is underpinned by a detailed action plan, which has been updated after feedback received. Implementation has already commenced. For example, the development of this new policy document, and a project to pilot the introduction of the new approach.

3.8 A new policy has been produced for the public (attached as **Appendix 1**). It reflects what recipients and families told us needs to be improved and best practice.

3.9 The policy describes direct payments and sets out in plain language the law which governs direct payments, the Council's principles which shape the work of all departments, and commitment and action to improve direct payments.

3.10 This new policy effectively sets standards for what we do and how we do it. In doing so, it improves our accountability to users and potential users of our services. It is also the foundation for us to measure and evaluate our performance and the use of direct payments. It will help ensure sufficiency, and a high standard, of a key element of social care and support.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 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,

Involvement	This report has been informed by co-production with people who receive direct payments and their carers in a number of workshops and interviews conducted by independent consultants.
Long term	There will be a positive long-term impact of this policy review as it means the policy is easier for the public to read and understand and therefore easier to access direct payments which will result in more individuals being able to access the care and support when and in what way that they would choose.
Prevention	People with eligible care and support needs may receive direct payments. Direct payments can be effective in preventing escalation of need for more intensive care and support.
Integration	This policy will be implemented for people with care and support needs and should support greater integration with health services as direct payments can be used flexibly in jointly funded support arrangements.
Collaboration	This policy has been developed collaboratively by a working group involving staff from across the Social Services and Wellbeing and Chief Executive's Directorates.

6. Climate Change Implications

6.1 There is no direct impact on Climate Change through the implementation of this policy.

7. Safeguarding and Corporate Parent Implications

7.1 The new policy will enhance the Council's ability to discharge its statutory duties under the Social Services and Well-being (Wales) Act 2014, and relevant regulations (notably the Care and Support (Direct Payments) (Wales) Regulations 2015), and the statutory framework of rights and responsibilities set out in Part 4 of the Code of Practice (Meeting Needs) issued under the 2014 Act. Direct payment personal assistants are subject to all safe recruitment processes including Disclosure and Barring Service (DBS) checks.

8. Financial Implications

8.1 A Direct Payments Development Officer post has been created, funded from the Social Care Workforce Grant. The postholder will drive transformation and change addressing the range of issues and needs relating to Direct Payments and the associated Direct Payments Review Report, including its recommendations. The

postholder will ensure the new policy is implemented and works for everyone who uses Direct Payments.

- 8.2 It is probable that implementation of a better approach for direct payments could increase demand, which could lead to an increase in pressure on the direct payments budget. However, in most circumstances, direct payments can be a lower unit cost option compared to commissioned social care and support. Direct payments are also a prevention intervention; they aim to maintain someone's independence and well-being thus preventing their circumstances deteriorating or reaching crisis point when increased care and support would need to be provided by statutory services. Similarly, direct payments maintain or improve the well-being of carers, enabling them to continue a role without which there would be a requirement for the Council to provide care and support instead.

9. Recommendation

- 9.1 It is recommended Cabinet consider and approve the new policy for direct payments attached as **Appendix 1**.

Background documents

None

This page is intentionally left blank



Using Direct Payments to Meet People's Care and Support Needs

Policy

May 2023

What are direct payments?

Direct payments are one of the ways we can meet the needs of someone who is eligible for social care and support, or the needs of an unpaid carer.

Payments are made directly to a person or their representative e.g., a family member. They use the money to arrange their own care or support in a way which suits them, allowing them to choose who provides the support, where and when it is delivered.

Direct payments are not a form of income. A direct payment is provided to enable an individual with care and support needs, or a carer of a person with care and support needs, to meet their well-being outcomes identified in their care and support plan. Services and/or equipment can be purchased using the direct payment provided, for example.

Direct payments can also be used to support an individual in the fundamentals of daily living things such as personal care, dressing, cooking, driving, and support to facilitate discharge from hospital. They can also be used to facilitate social activities outside the home, visiting friends, evening classes and gardening, as well as for assistance to access training and employment. These are examples of how a direct payment can be used and are not the only ways for direct payments to be used, however, everything bought using a direct payment must help to achieve the personal well-being outcomes as set out in the care and support plan.

This document

This document is the Bridgend County Borough Council (“the Council”) Direct Payments Policy. It sets out the rules and guidelines the Council works to, and its approach towards direct payments being used to support the achievement of an individual’s well-being outcomes. The policy has been informed by the findings of an independent review in which people told us what is working well and what needed to be improved in how the Council administers direct payments.

What is the purpose of the direct payments policy?

Bridgend County Borough Council is committed to improving the quality of life and wellbeing of everyone who lives in the County Borough and specifically to improving wellbeing outcomes for people with care and support needs in the most effective way. For many people with care and support needs, a direct payment gives them more support and control over their own lives.

This direct payment policy also enables the Council to follow what is set out, under law, in the Social Services and Well-being (Wales) Act 2014 (“the Act”).

The Act requires that the Council assess an individual that may have needs for care and support and, where there is an eligible need identified, meet the care and support needs of that individual - adults, children and carers. The Council’s strategy is to enable individuals to live the lives they want to live. For most people this means living as independently as

possible, with or without support, in their own homes. Most people want to be involved in family and community life, and to engage in work, education and leisure when and wherever possible.

The law

The Act is the legislation which underpins this policy. The Act is based on four principles:

- **Voice and control:** the individual and their needs are at the centre of their care, and they have a say in, and control over, achieving outcomes which maintain or improve their well-being.
- **Prevention and early intervention:** increasing services in the community to prevent people reaching a crisis point.
- **Well-being:** helping people achieve well-being and measuring the success of care and support.
- **Co-production:** which means encouraging people to become more involved in the way care and support plans are designed and delivered, as well as shaping the Council's policies and services.

Direct payments are an important way of improving the well-being of people who need care and support, and that of unpaid carers.

The Act gives the Council the legal power to make payments to meet the care and support needs of adults and children, and carers' support needs. The way the Council operates direct payments is in accordance with the Code of Practice (Part 4 – Meeting Needs) of the Act, which sets out people's rights and responsibilities to receive and manage direct payments.

The Council's policy also complies with other legislation, including the Well-being of Future Generations (Wales) Act 2015, which requires public organisations to do all they can to improve social, economic, environmental and cultural well-being. The policy also enables the Council to fulfil its duties placed under the Equality Act 2010.

Principles

The Council's principles are:

- **Fair** - taking into account everyone's needs and situation.
- **Ambitious** - always trying to improve what we do and aiming for excellence.
- **Citizen-focused** - remembering we are here to serve our local communities.
- **Efficient** - delivering services that are value for money.

This policy applies these principles alongside what is required to meet legal obligations.

The Council is committed to working co-productively with citizens of the county borough who use Council services. The policy has been informed by the engagement and participation of people who have an interest or role in the use of direct payments. This

means the way direct payments are supported in Bridgend will more effectively meet the needs of people.

The Council is committed through this policy to working closely with organisations and community groups to support initiatives, which help to improve people's well-being in many ways, including the development of co-operatives and social enterprises led by local people.

The Council values people's feedback and will seek feedback on our services and support. This will help the Council to continually learn and improve.

Our approach

The Council's approach to direct payments is based on four principles:-

- Promoting the use of direct payments and helping people to manage their care and support.
- Involving people in shaping the care and support they receive.
- Encouraging people to find creative, flexible, and innovative ways to achieve what matters to them for their independence and well-being.
- Considering the existing support people might have.

The law requires the Council to decide whether providing care and/or support will assist a person to meet the personal outcomes they want to achieve for their well-being. When completing an assessment, there are four things which are considered:

- The person's circumstances and if their need for care and support arises from what is set out in law. The law specifies distinct kinds of circumstances for adults, children, and carers.
- If their need relates to one or more of the outcomes stated in law e.g., the ability to conduct self-care or domestic routines. The law specifies distinct kinds of circumstances for adults, children, and carers.
- If the need is such that a person is not able to meet it on their own, or with the care and support of others who are able or willing to provide it, or with the help of other services in the community. For a child, the condition is met if the need is one that neither the child, the child's parents, or anyone else in a parental role can meet either alone or together.
- The person is unlikely to achieve the personal outcomes they want to achieve unless the Council provides or arranges care and support through a care and support plan and/or enables the need to be met by making direct payments.

Where someone is eligible for care and support, or support in the case of a carer, the Council will spend time with them or their representative to help them decide what care is best and how it could be provided, including the option of using direct payments.

The Council will:

- Take time to find out what matters to each person and what they want to achieve to improve their well-being.
- Offer direct payments as an equal option alongside other ways of providing care and/or support.
- Use direct payments where it can help prevent an individual's needs from increasing or their situation from getting worse, aiming to ensure the right help, advice and support is available when it is needed.
- Explain everything a person needs to know about direct payments and answer all questions. The Council will also explain the help and support provided throughout the time someone receives direct payments.

The Council will only refuse a direct payment where after exploring all options in detail, it is clear it would not be able to secure the outcomes the person wants to achieve.

Our ambition

The Council is committed to making people aware of the benefits of direct payments. The Council will raise awareness of direct payments, by promoting their use, and by using them in more creative and flexible ways to meet people's needs.

The Council will utilise direct payments as a way of helping to prevent someone's needs from increasing or their circumstances worsening.

The Council recognises people have different needs, from short-term needs to those which are more complex and long-term. A person might need care and support for themselves, or to support them as an unpaid carer of someone who has care and support needs.

The Council is committed to delivering effective social care and/or support to all who need it and are eligible for it – adults, children, families, and carers. The Council's goal is for people to live as independently as possible for them, with or without support, and to be as involved as they wish to be in family and community life, and to engage in work, education and leisure when and where possible.

Our commitment

The Council is committed to delivering the best possible care and support arrangements. The following diagram describes how the Council works and what the Council will do

before someone accesses care and support, during the process of accessing care and support, and throughout the time they receive direct payments to meet their assessed need for care and support:

When	What you can expect from the Council
<p>Before accessing care and support</p>	<ul style="list-style-type: none"> • Easy to understand, easy to access, information for people who feel they (or a family member) might need help, including their rights under law • Respond quickly to queries and requests.
<p>After initial contact; assessment, and when accessing care and support</p>	<ul style="list-style-type: none"> • Simple and straightforward access, and personal discussion with our social workers and our Direct Payments Team. • We will take time to discuss “what matters” to you. • We will involve you in working out what care and support will help you to achieve well-being for you. • We will be open minded, creative, and flexible in discussing and identifying ways to help you achieve what you want • An assessment of your needs, and if eligible for care and/or support, discuss and offer direct payments as an equal option (and at reviews and re-assessments) • We will tell you everything you need to know about direct payments and answer all your questions. • An explanation of the ongoing support we will provide • Financial assessment and charging implications explained • An offer of independent advocacy help, if needed • Decisions made as quickly as possible
<p>When setting up a direct payment to meet your care and support needs</p>	<ul style="list-style-type: none"> • A high-quality care and support plan shared with you • An explanation of your responsibilities and obligations and how we will help you to manage them, and risks. • Accurate and fair payment calculations, and payment arrangements which meet your needs • An open, honest, and frank discussion with you about any areas you think you might find difficult. • Advice and assistance when you need it. • Agree our respective roles on managing direct payments • Clarity on what happens with unspent money and its use to achieve your agreed personal outcomes • Arrangements put in place in case things go wrong
<p>All the time direct payments are received</p>	<ul style="list-style-type: none"> • Information, advice and support when you need it • User-friendly monitoring arrangements • Regular and timely information on spend against budget • Regular, timely, reviews to identify and overcome any problems in achieving your agreed outcomes, to discuss the use of funding, and to assess what difference the care and support has made. • Streamlined arrangements for agreeing adjustments in response to changing needs

Raising awareness of direct payments

The Council has a legal duty to provide information, advice and assistance and preventative services, and to promote social enterprises, co-operatives, user-led services and the third sector. The Council will work with others to ensure people are able to easily access support locally.

The Council will ensure its residents can easily access information so anyone who feels they or a family member might need help understands what social care and/or support might be available, and their rights.

The Council will publish information on its website and use social media and other means of disseminating information, including other organisations and community groups.

Working with you if you have care and support needs or if you are a Carer of someone with care and support needs

The Council will work closely with you or your representative, discussing what matters for your well-being, and involving you if you require care and/or support to help achieve what matters to you.

After assessing your needs and your eligibility for care and support, the Council will offer direct payments as an option, explaining how they can offer choice and control over care and support.

Information and support

The Council will tell you or someone who represents you all you need to know about direct payments. The Council's social workers and direct payments team will provide information and advice when you consider an offer of direct payments to help you understand how direct payments work and the responsibilities involved so you can make an informed decision. The direct payment's team also provides ongoing, day-to-day, help for everyone receiving direct payments.

If required, the Council will arrange for an independent advocate to help someone to make an informed decision about direct payments.

Well-trained staff

The Council will ensure a consistently good service. The Council provides regular, ongoing, learning and development opportunities for our social care staff and for other front-line staff in the Council who have contact with our residents. This, together with training for new staff who join our team, ensures our policy and the law results in effective practice.

Working with providers and other organisations

Personal assistants play a vital role in providing care and support and we are working to provide them with more support and training to keep their skills up to date. The Council will work with other local organisations to support recruitment of more people to work as a personal assistant and, to support the opportunities for individuals with care and support needs and carers to share a personal assistant can help make even better use of direct payments.

Helping you manage your direct payments

When a direct payment is approved, the Council will set up an agreement with the individual with care and support needs, or the carer or their representative. The care plan will focus on the flexible and creative use of direct payments to meet the agreed well-being outcomes. It will also set out your, or your representative's, roles and responsibilities and the Council's as the operator of the direct payments scheme. The Council will ensure there is discussion before signing the agreement to ensure its contents are clear and understood, to give assurance on any concerns, and to explain the ongoing support we provide.

The Council will provide one point of contact for ongoing, day to day, support to help the individual with care and support needs/ carer manage direct payments and regular discussion to ensure they are being used effectively.

Feedback

The Council will actively seek feedback from people about their experience of discussing or receiving direct payments. The Council will use the feedback to consider how to improve and to understand how direct payments make a difference to people's lives and help people to achieve what matters to them for their well-being.

Should anyone be dissatisfied with, or concerned about, the way the Council implements the policy, they can seek resolution via the Social Services Complaints Policy or the Council's Complaints Policy. Which is applicable will depend on the nature of the complaint.

How to contact the Council

The Council website has helpful information and advice about all our services for adults and children, how to contact us, and information about other support available.

Adults

<https://www.bridgend.gov.uk/residents/social-care-and-wellbeing/adult-social-care/>

Children

<https://www.bridgend.gov.uk/residents/social-care-and-wellbeing/children-s-social-care/>

Direct payments

<https://www.bridgend.gov.uk/residents/social-care-and-wellbeing/adult-social-care/direct-payments/>

Direct Payments Team

The Council's Direct Payments Team have detailed knowledge of direct payments and can provide information, advice and support.

Adults Services:

Telephone 01656 642279.

Email contactassessmentreviewteam@bridgend.gov.uk

Childrens Services:

Telephone 01656 642320

Email assessmentteamduty@bridgend.gov.uk

This page is intentionally left blank

Direct Payments for Adults – service users' views

November 2022



Direct Payments for Adult Social Care

Audit Wales recently published its report looking at how well councils in Wales were providing Direct Payments to those in need. This paper summarises the views of Direct Payments recipients and carers, who told us what they think of the way their council does this.

What are Direct Payments?

Direct Payments are monies paid specifically to buy services or equipment that help to meet people's social care or support needs. They can be used as an alternative to care or support services arranged directly by councils. Direct Payments give people more choice, greater flexibility and more control over the support they get.

Audit Wales review

During August and September 2021, we spoke to 1,028 people across Wales who were receiving Direct Payments. This represents around 1 in every 6 people who received Direct Payments in Wales at the time.

This ensured that service users' and carers views were at the heart of our research. Overall, our review found that Direct Payments support people's independence and are highly valued, but inconsistencies mean services are not always equitable and always delivering value for money.

[You can read the full report on our website.](#)

Overall, it is clear that Direct Payments users enjoy high levels of satisfaction with the services they receive:

91% of those who we surveyed said that Direct Payments has had a positive impact on their independence and well-being

85% feel that Direct Payments are the right option for them

76% are satisfied with the quality of the services their council provides to meet their care and support needs.

Despite high levels of overall satisfaction, our report highlights that councils could improve how they promote access to and manage Direct Payments.

Key facts about Direct Payments

In 2018-19, social services supported **125,415 adults**. Of whom, **6,262** (5%) received Direct Payments.



Just over a third of adults receiving direct payments, **36.1%**, were older people (aged 65 or more), with **63.9%** aged 18-64. This is despite older people making up over **75%** of adults receiving social services.

Between 2016-17 and 2018-19, **14** of the 22 local authorities increased take up of Direct Payments.

The biggest percentage increase was in the Isle of Anglesey (**90.4%**). The biggest fall was in Newport (**-28.8%**).

Of this figure, **£79.5 million** (3.5%) was spent on Direct Payments for adults.

The average Direct Payment for adults in 2018-19 in real terms was **£12,344**, ranging from **£6,033** in Ceredigion to **£21,836** in Wrexham.



In 2018-19, the proportion of adults receiving social care services via Direct Payments ranged from **1.6%** in Gwynedd to **12.9%** in Ceredigion.



Local authority spending on Direct Payments rose by 117% in real terms from **£36.6 million** in 2010-11 to **£79.5 million** in 2020-21.



In 2020-21, social service authorities spent **£2.29** billion on all social services.

People are not consistently supported to take up Direct Payments

Finding out about Direct Payments

- According to our survey, very few people (2%) first found out about Direct Payments through published information.
- **Almost a third** of current recipient (63%) found out about Direct Payments when a social work professional told them when they were being assessed for their needs.
- **75%** rated the quality of the information provided to them about Direct Payments as either **good** or **very good**.
- And **70%** felt that the council staff they spoke to really understood Direct Payments and could explain things to them clearly.
- **66%** of current recipients felt encouraged by their council to take up a Direct Payment.

75% rated the quality of the information provided to them about Direct Payments as either good or very good

“ To be honest I don’t know how we would survive without Direct Payments ”



“ I think it is quite complex. I come from a background where I employ people, but I think it can be quite daunting for some people ”

Assessing people’s needs

The nature and outcome of the What Matters conversation and assessment of needs are important factors in determining whether people take up Direct Payments.

- Just **over three-quarters (76%)** of survey respondents felt encouraged to tell their council about the things that mattered to them and felt that their voice was listened to during their assessment of needs.
- **83%** felt that what was agreed during the assessment was right for them.

Managing and supporting people to use Direct Payments varies widely with service users and carers receiving different standards of service

People's ability to manage Direct Payments

- Our survey found that **76% of people** were made aware of their potential legal obligations as an employer in taking up a Direct Payment.
- And **75% of current recipients** discussed their ability to manage Direct Payments with their council before taking them up.
- **70% of people** were made aware that they may have to contribute financially to their care and support costs.

Of the **638 survey respondents** who confirmed that they contribute financially towards their care and support costs, **80% agreed** that their contribution was affordable, and **20%** said it was not. (Note – this was at the time of our survey, prior to the cost-of-living crisis).

“ **Direct Payment is a much better option than agencies** ”



“ **No support or network to assist with recruitment** ”

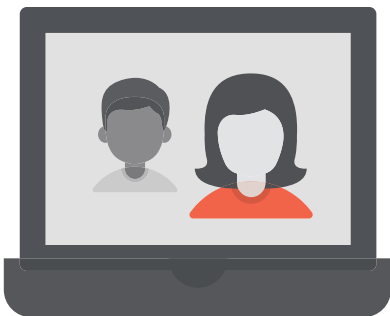


Purchasing care and support services using Direct Payments

- **Just 49%** of survey respondents told us that they found the process of finding and appointing a suitable care and support provider to be easy or very easy. Over a third (34%) described the process as either difficult or very difficult.
- **Over a quarter (27%)** of recipients were given a list of 'approved providers' from which to choose their care and support provider.
- **An overwhelming majority (90%)** felt they were able to employ who they wanted to, and a similar proportion (**89%**) were satisfied with their current care and support provider.

Direct Payments are helping people live independently and improving their wellbeing, but it is difficult to assess overall value for money because of limitations in data and evaluation

“ I cannot get hold of anybody really. My other son helps me with all the paperwork as I don't have emails or a computer ”



Follow up and on-going support from councils

- **78% of survey respondents** told us they receive good quality support to help them manage their Direct Payments.
- We asked people what happens to the money if Direct Payments build up in their account over time:
 - **32%** said their council takes the money back but tells them beforehand
 - **10%** said that it builds up over time and they can spend it as they wish, as long as the money contributes to meeting their needs
 - **5%** said the council takes the money back with little or no warning
 - At **24%**, a significant proportion said they don't know what happens in this eventuality.
 - **28%** said that payments do not build up.
- Before the pandemic started in March 2020, around **half of current recipients (54%)** felt that the level of follow up contact from their council regarding their Direct Payments felt about right. **Over a quarter (27%)** felt it was not enough.

Support during the pandemic

- During the pandemic, only **44%** said their council contacted them specifically to check if they had any problems resulting from the lockdown and restrictions.
- Similarly, **35%** said that their council sourced personal protective equipment (PPE) for their care and support provider on their behalf during the pandemic – **57%** said their council did not provide PPE.

“ It has allowed me to be in control of my own care package ”



The characteristics of a local authority that effectively encourages, manages and supports people to use Direct Payments



Local authorities who are good at **promoting** Direct Payments

Have simple and concise public information that is made available in a wide range of mediums and has been tested to ensure it is effective and tells people what they need to know

Offers and encourages people to use independent advocacy to help people make informed choices

Uses the 'What Matters' conversation in the assessment process to explain Direct Payments

Direct Payments are promoted as an option at least equally with other choices



Local authorities who are **managing** Direct Payments effectively

Help people to access and use Personal Assistants

'Demystify' what Direct Payments are and provide sufficient support to assure people on employment requirements, liabilities and fallback processes. Bureaucracy is kept to a minimum

Clearly set out what Direct Payments can be used for giving examples of the type of support that is available and, wherever possible, encourage innovation

Have regular and ongoing contact and provide support and information to adults using Direct Payments to clarify responsibilities and ensure people remain safe

Work to shape the 'market' and by improving access to Personal Assistants, encouraging more providers, managing costs and encouraging the pooling of budgets

Jointly agree with NHS bodies on how best to address the needs of clients who use Direct Payments and Continuing Healthcare so they are not disadvantaged



Local authorities who are **delivering** positive outcomes for people using Direct Payments

Evidencing that people's wellbeing is maintained or improving as a result of Direct Payments

Have a comprehensive system for monitoring and evaluating all aspects of Direct Payments

Involve and value input from all stakeholders/partners in evaluating the impact of services

Compare and benchmark individual and collective performance with others and use the findings of evaluation to shape current plans and future approaches

Know what works and whether the approach of the authority is delivering the aspirations of the Act



Audit Wales

24 Cathedral Road

Cardiff

CF11 9LJ

Tel: 029 2032 0500

Textphone: 029 2032 0660

We welcome telephone calls in
Welsh and English.

E-mail: info@audit.wales

Website: www.audit.wales

Agenda Item 5

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	ANTI-TAX EVASION POLICY
Report Owner / Corporate Director:	CHIEF OFFICER – FINANCE, PERFORMANCE & CHANGE
Responsible Officer:	NIGEL SMITH GROUP MANAGER – CHIEF ACCOUNTANT
Policy Framework and Procedure Rules:	Paragraph 25.5 of the Financial Procedure Rules requires the Chief Finance Officer to develop, maintain and implement the Anti-Tax Evasion Policy. All Chief Officers are responsible for ensuring compliance with the Anti-Tax Evasion Policy and with systems of internal control
Executive Summary:	<ul style="list-style-type: none">• The Criminal Finances Act 2017 sets out how organisations categorised as ‘relevant bodies’ will be considered criminally liable where they fail to prevent those who acted for, or on their behalf, from criminally facilitating tax evasion.• The Act introduced new offences that will be committed where a relevant body fails to have taken appropriate steps to prevent an associated person criminally facilitating the evasion of a tax, whether in the UK or in a foreign country.• The Anti-Tax Evasion Policy specifically addresses the prevention of tax evasion and provides a coherent and consistent approach for all employees and any person who performs services for and on behalf of Bridgend County Borough Council.• Cabinet approved the Anti-Tax Evasion Policy on 9 February 2021. This review updates the policy and makes a number of minor changes. These include setting out that the Policy applies to Members and Officers, updating the role of Deputy Head of Finance from Interim Deputy Head of Finance; the policy is to be reviewed biennially; and minor presentational changes and formatting.• The revised Anti-Tax Evasion Policy is attached as Appendix A, with the changes identified therein.• No instances of tax evasion have been reported to the Council.

1. Purpose of Report

1.1 The purpose of the report is to present the updated Anti-Tax Evasion Policy to Cabinet for approval.

2. Background

2.1 The Criminal Finances Act 2017 (the '2017 Act') became law in the summer of 2017. Part 3 of the 2017 Act sets out how those organisations categorised as 'relevant bodies' under the Act will be considered criminally liable where they fail to prevent those who act for, or on their behalf, from criminally facilitating tax evasion.

2.2 The 2017 Act introduced new offences that will be committed where a relevant body fails to have taken appropriate steps to prevent an associated person criminally facilitating the evasion of a tax, and this will be the case whether the tax evaded is owed in the UK or in a foreign country.

2.3 '**Relevant bodies**' include corporate bodies or partnerships (wherever incorporated or formed), local authorities and fire authorities.

2.4 An '**associated person**', as set out in the legislation, is an employee, agent or other person who performs services for or on behalf of the Council.

2.5 '**Tax evasion**' can be described as any fraudulent activity that intends to divert funds from the public revenue and constitutes the common law offence of cheating the public revenue.

2.6 Organisations, including local authorities, could be liable to severe penalties if they fail to put in place adequate procedures to prevent tax evasion.

2.7 In order for the corporate charges to be brought there must first be two offences that have taken place. There must be a criminal offence by the taxpayer and an associated person must deliberately and dishonestly take action to facilitate the taxpayer's evasion. To accidentally, ignorantly or negligently facilitate the evasion of tax will not result in the corporate offence.

2.8 If both offences have been committed then the Council will have committed the corporate offence of "failure to prevent the facilitation of tax evasion" unless it can demonstrate that it had reasonable preventative procedures in place.

2.9 The penalty for this offence includes unlimited fines and ancillary orders such as confiscation orders or serious crime prevention orders, as well as reputational damage to the Council. Tax based fraud or evasion is generally investigated by HM Revenues and Customs (HMRC) with prosecutions brought by the Crown Prosecution Service (CPS).

2.10 HMRC issued guidance for relevant bodies formulated around the following six guiding principles:

- a) Risk assessment
- b) Proportionality of risk-based prevention procedures
- c) Top level commitment
- d) Due diligence
- e) Communication (including training)

f) Monitoring and review.

- 2.11 On 26 January 2023 HMRC reported that they had 28 potential Corporate Criminal Offences cases underway (<https://www.gov.uk/government/publications/number-of-live-corporate-criminal-offences-investigations/number-of-live-corporate-criminal-offences-investigations>). They had 9 live investigations, and a further 26 live opportunities currently under review. These investigations spanned 11 different business sectors including software providers, labour provision, accountancy and legal services and transport.

3. Current situation / proposal

- 3.1 The Council is committed to establishing and maintaining effective arrangements to prevent and detect acts of bribery, corruption and tax evasion in relation to Council services. The Council requires all Members and employees to demonstrate the highest standards of honesty and integrity and this includes compliance with the relevant legislation.
- 3.2 The Council has in place Anti-Fraud and Bribery and Anti-Money Laundering policies to support effective arrangements to prevent and detect acts of bribery and corruption which are monitored and reviewed by the Governance and Audit Committee.
- 3.3 The Anti-Tax Evasion Policy specifically addresses the prevention of tax evasion and provides a coherent and consistent approach for all employees and any person who performs services for and on behalf of Bridgend County Borough Council. Cabinet approved the Anti-Tax Evasion Policy on 9 February 2021. This review updates the policy and makes a number of minor changes. These include setting out that the Policy applies to Members and Officers, updating the role of Deputy Head of Finance from Interim Deputy Head of Finance, the policy is to be reviewed biennially, and minor presentational changes and formatting. The revised Anti-Tax Evasion Policy is attached as **Appendix A**, with the changes incorporated.
- 3.4 This policy statement is supplementary to the Council's wider Anti-Fraud and Bribery Strategy which sets out the key responsibilities with regard to fraud prevention and what to do if fraud or financial irregularity is suspected and the action that will be taken by management.
- 3.5 The Council has a Fraud e-learning module which includes a section in relation to Anti-tax evasion, which was rolled out in August 2020 to appropriate staff, and to date 713 staff have completed the training.
- 3.6 The Policy will be reviewed and updated as required on a biennial basis. The Governance and Audit Committee considered the policy as part of their role to obtain assurance over the Council's corporate governance and risk management arrangements on 27 April 2023. The Committee noted the policy and recommended it be forwarded to Cabinet for approval.
- 3.7 No instances of Tax Evasion have been reported to the Council.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The well-being goals identified in the Act were considered in the preparation of this report. 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 Anti-Tax Evasion Policy, Procedure and Reporting Arrangements will assist in the long term to support officers and Members in the successful execution of their duties by meeting the legal obligations in the course of business activities.
- **Prevention** The purpose of the Policy is to prevent the facilitation of Tax Evasion under the Criminal Finances Act 2017.
- **Integration** Implementation of the Policy will help in the prevention of the facilitation of tax evasion by persons associated with the Council and in doing so prevent fraudulent activity that intends to divert funds from the public revenue. This objective links with the Government objective to tackle tax evasion.
- **Collaboration** An 'associated person' or person who performs services on behalf of the Council will be required to adhere to this policy.
- **Involvement** Persons mainly involved in implementing the policy will be Bridgend County Borough Council members and staff. However, any agent or other person who performs services for or on behalf of the Council will be included, and this may involve a diverse range of stakeholders.

6. Climate Change Implications

6.1 There are no direct implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no direct implications arising from this report.

8. Financial Implications

8.1 There are no specific financial implications arising from this report.

9. Recommendation

9.1 Cabinet is recommended to approve the updated Anti-Tax Evasion Policy.

Background documents

None

This page is intentionally left blank



ANTI-TAX EVASION POLICY



May 2023

ANTI-TAX EVASION POLICY

CONTENTS	PAGE
1 Introduction	3
2. Scope of the policy	4
3. What is the facilitation of tax evasion?	4
4. Examples of tax evasion	6
5. Defences	6
6. Responsibilities of staff & other associated persons	8
7. Risk assessment	10
8. Senior management commitment	10
9. Due diligence	11
10. How to raise a concern	12
11. What happens if an officer prefers not to report their suspicions?	12
12. Self reporting	13
13. Communication & training	13
14. Monitoring & review	13
15. Other relevant policies	13
Appendix A – Example of risk exposure within the Council in relation to the facilitation of tax evasion & how the risk is managed	15
Appendix B - Report of tax evasion activity	21

1. Introduction

- 1.1 The Government believes that relevant bodies should be criminally liable where they fail to prevent those who act for, or on their behalf, from criminally facilitating Tax Evasion.
- 1.2 The Criminal Finances Act 2017 (the '2017 Act') became law in the summer of 2017 and Part 3 of the 2017 Act introduced new offences which sets out how those organisations categorised as 'relevant bodies' under the Act will be considered criminally liable where they fail to prevent those who act for, or on their behalf from criminally facilitating Tax Evasion. The act applies to both tax evaded which is owed in the UK or in a foreign country.
- 1.3 This statement sets out Bridgend County Borough Council's (the Council) policy in relation to anti-tax evasion and sets out the procedures that must be followed to enable the Council to comply with its legal obligation.
- 1.4 This policy statement is supplementary to the Council's wider Anti-Fraud and Bribery Strategy which sets out the key responsibilities with regard to fraud prevention and what to do if fraud or financial irregularity is suspected and the action that will be taken by management.
- 1.5 The Council aims to conduct its financial affairs in a law abiding way and does not tolerate either the commitment or facilitation of Tax Evasion. The Council has a zero tolerance approach to all forms of Tax Evasion, whether under UK law or under the law of any foreign country.
- 1.6 The Council already has a range of policies, procedures and guidance that underpins its financial activities including the Anti-Money Laundering Policy and Anti-Fraud and Bribery Policy.
- 1.7 We request all our officers and all who have, or seek to have, a business relationship with the Council, to familiarise themselves with our Anti-Tax Evasion Policy and to act at all times in a way which is consistent with the procedures and reporting arrangements therein.

2. Scope of the policy

- 2.1 This policy applies to Members and officers working for the Council or any subsidiary, including employees at all levels, directors, officers and associates (as defined below), including, but not limited to, agency workers, seconded workers, volunteers, apprentices, contractors, external consultants, third party representatives and business partners, sponsors or any other person associated with us, wherever located.
- 2.2 This policy is adopted by the Council. Officers in leadership positions are responsible for ensuring those reporting to them understand and comply with the policy.

3. What is the facilitation of tax evasion?

- 3.1 Part 3 of the Criminal Finances Act 2017 (“the Act”) created the corporate criminal offence of failure to prevent the facilitation of Tax Evasion. Under this offence the Council, if found to be facilitating Tax Evasion, could face an unlimited fine and consequent damage to reputation. The Council could be found guilty if a third party committed Tax Evasion which a member of Council staff or an associate helped to assist in any way.
- 3.2 This legislation aims to overcome the difficulties in attributing criminal liability to relevant bodies for the criminal acts of employees, agents or those that provide services for or on their behalf. Under the Act the new offence does not radically alter what is criminal, it simply focuses on who is held to account for acts contrary to the current criminal law. It does this by focussing on the failure to prevent the crimes of those who act for or on behalf of a corporation, rather than trying to attribute criminal acts to that corporation.
- 3.3 The legislation applies to any form of tax including employment taxes and indirect taxes such as VAT, national insurance, landfill tax, custom tax and excise duties e.g. road fund licence and tax on the sale of alcohol and tobacco, capital gains and employment taxes. This list is not exhaustive.
- 3.4 A person is “**associated**” with a relevant body if that person is an employee, agent or other person who performs services for or on behalf of the relevant body e.g. contractors, professional advisors and back office outsourced service suppliers such as IT or payroll providers.
- 3.5 Only a “**relevant body**” can commit the offences contained in the ‘2017 Act’. This means that only incorporated bodies (typically companies) and partnerships can commit the new offences, including local authorities. Individuals cannot commit these offences.

- 3.6 **Tax Evasion** is the illegal non-payment or under-payment of taxes, usually as the result of making a false declaration (or no declaration) of taxes due to the relevant tax authorities, which results in legal penalties if the perpetrator is caught.
- 3.7 **Tax Avoidance**, by contrast, is seeking to minimise the payment of taxes without deliberate deception. This is often legitimate but is sometimes contrary to the spirit of the law, e.g. involving the exploitation of loopholes. Importantly the corporate criminal offence of facilitation only applies to Tax Evasion.
- 3.8 There are two stages to assessing whether an offence has been committed under the Act and these apply to both UK and overseas Tax Evasion offences:
- Stage 1:** A criminal Tax Evasion by the taxpayer (either by an individual or legal entity) must have occurred under existing law. A prosecution is not a pre-requisite for tax evasion, however where there is no criminal conviction of the taxpayer, the prosecution in respect of the corporate offence would still have to prove to the criminal standard of beyond reasonable doubt that the taxpayer's offence had been committed.
- Stage 2:** The criminal facilitation of the offence by a person associated with the Council with a view to aiding, abetting, counselling or procuring the evasion of tax by the taxpayer.
- 3.9 Liability is strict – if stages 1 and 2 are satisfied, the Council will have committed an offence unless it shows that it has put in place reasonable measures and procedures to prevent the criminal facilitation of Tax Evasion or that it was not reasonable in the circumstances to expect it to have prevention procedures in place.
- 3.10 If a relevant body is found guilty of a facilitation of Tax Evasion it could face unlimited financial penalties. Tax based fraud or evasion is generally investigated by Her Majesty's Revenue and Customs (HMRC) with prosecutions brought by the Crown Prosecution Service (CPS).
- 3.11 The foreign Tax Evasion facilitation offence can only be committed by an organisation that has a connection with the UK, namely:
- it is a body incorporated, or partnership formed, within the UK, or;
 - it carries on business, or part of a business, within the UK, or;
 - through any conduct constituting part of the foreign Tax Evasion facilitation offence takes place in the UK.

4. Examples of tax evasion

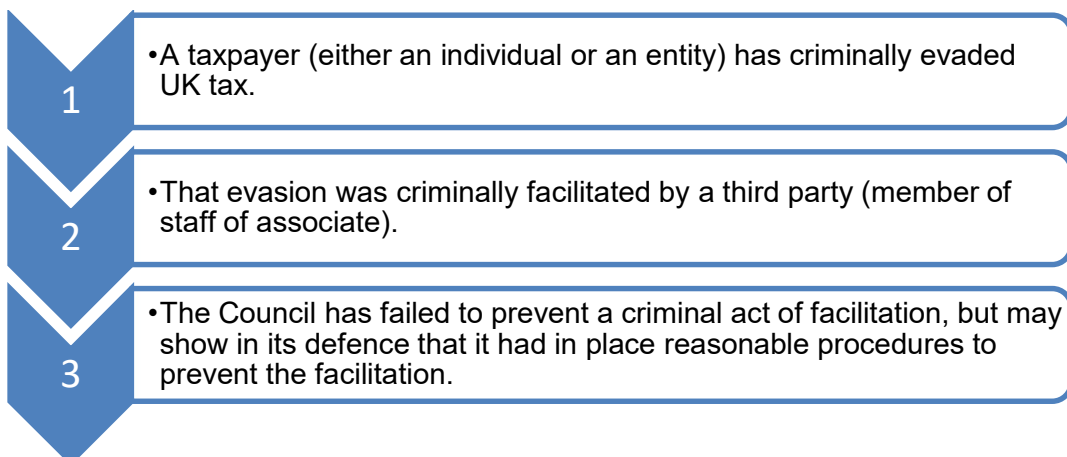
- 4.1 It is not possible to give examples covering every possible scenario, however, some 'red flag' indicators are detailed below to give a flavour of the scope of the legislation:

<i>INDICATORS OF POSSIBLE TAX EVASION:</i>
<i>You become aware, in the course of your work, that a third party has made or intends to make a false statement relating to tax; has failed to disclose income or gains to, or to register with, HMRC; has delivered or intends to deliver a false document relating to tax; or has set up or intends to set up a structure to try to hide income, gains or assets from a tax authority.</i>
<i>You become aware, in the course of your work that a third party has deliberately failed to register for VAT or failed to account for VAT.</i>
<i>Someone who works for a third party supplier offering you what seems like a discount because they tell you they don't need to charge you VAT – without giving a reason.</i>
<i>Someone asking you to do something that does not match up or 'feel right' and does not adhere to policy documentation – for example, paying into a different account than that which is specified on the invoice.</i>
<i>A third party requests payment in cash and/or refuses to provide an invoice or receipt for a payment made.</i>
<i>You become aware, in the course of your work that a third party working for us as an employee asks to be treated as a self-employed contractor, but without any material changes to their working conditions.</i>

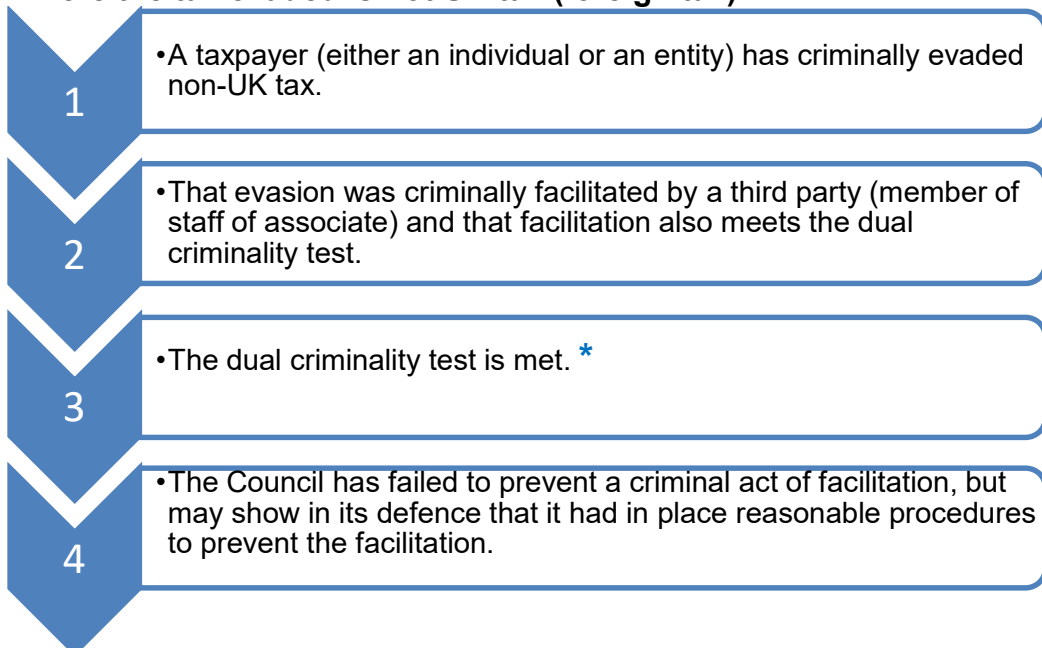
5. Defences

- 5.1 For the corporate offence to be committed there must be criminal facilitation of the taxpayer evasion by a person acting in the capacity of a person associated with the relevant body. The associated person must deliberately and dishonestly take action to facilitate the taxpayer-level evasion. If the associated person is only proved to have accidentally, ignorantly or even negligently facilitated the Tax Evasion offence then the offence is not committed by the relevant body.
- 5.2 It is a defence to the corporate criminal offence of facilitating Tax Evasion if the Council can prove that it has in place such prevention procedures as it is reasonable to expect in the circumstances. The diagram below summarises the stages of the offence for both UK and foreign Tax Evasion:

Where the tax evaded is UK tax



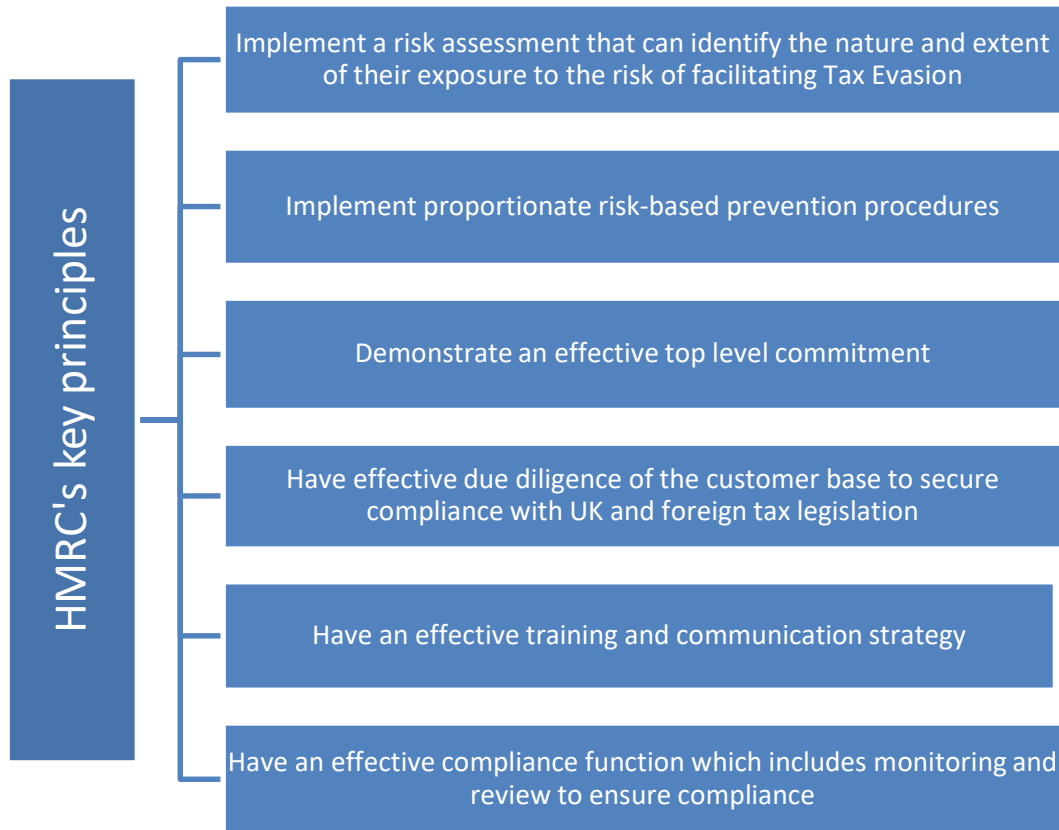
Where the tax evaded is not UK tax (foreign tax)



* *An organisation must have a connection with the UK and there must also be so-called “dual criminality”. In effect this broadly means equivalence between both the taxpayer’s Tax Evasion offence and the “associated person” facilitator’s offence with regard to the UK and the foreign jurisdiction:*

- For the taxpayer Tax Evasion offence: e.g. a French taxpayer evades French income tax (i.e. this is an offence in France) – Income Tax Evasion is a criminal offence in the UK, so there is “dual criminality”;
- For the “associated person” facilitator’s offence: e.g. an “associated person” commits a French offence of aiding and abetting Tax Evasion – aiding and abetting Income Tax Evasion is a criminal offence in the UK, so there is “dual criminality”.

- 5.3 HMRC has produced guidance on the appropriate set of prevention measures (six core principles) which could be put in place by a relevant body to prevent associated persons from criminally facilitating Tax Evasion are:



6. Responsibilities of staff & other associated persons

- 6.1 The prevention, detection and reporting of all forms of financial irregularity, including suspected Tax Evasion, are the responsibility of all those working for the organisation or under its control (“associated person”). All staff are required to avoid activity that breaches this policy.
- 6.2 To prevent Tax Evasion, Council staff (and associates, so far as relevant) should:
- always follow Council policies, procedures and guidance;
 - tell management if any criminal activity is suspected;
 - attend any appropriate training offered.

- 6.3 Failure to comply with these policies, procedures and guidance, including in particular failure to comply with the obligations detailed in this policy, may result in disciplinary action for staff and the termination of arrangements with associates.
- 6.4 Should staff or associates be concerned that another employee or associate is facilitating a third party's Tax Evasion, they should report this (*see section 10 on how to raise your concerns*).
- 6.5 Specifically, staff and associates must not knowingly do anything that helps someone else to evade tax. Note in this context that the Council is only responsible for the actions of associates in respect of things they do for, or on behalf of, the Council. Other than this the Council is not responsible for the way associates manage their business.
- 6.6 It is not acceptable for officers and associates to:
- engage in any form of facilitating Tax Evasion or Foreign Tax Evasion.
 - aid, abet, counsel or procure the commission of a Tax Evasion offence or Foreign Tax Evasion offence by another person.
 - fail to promptly report any request or demand from any third party to facilitate the fraudulent Evasion of Tax by another person, in accordance with this policy;
 - engage in any other activity that might lead to a breach of this policy;
 - threaten or retaliate against another individual who has refused to commit a Tax Evasion offence or a Foreign Tax Evasion offence or who has raised concerns under this policy.
 - commit an offence under the law of any part of the UK consisting of being knowingly concerned in, or taking steps with a view to, the fraudulent evasion of tax.

7. Risk assessment

- 7.1 The Council should assess the nature and extent of its exposure to the risk of those who act for or on its behalf engaging in activity during the course of business to criminally facilitate Tax Evasion, analysing whether they have the motive, opportunity and means to do so and how that risk might be managed. The Council should keep the risks under review.
- 7.2 The Council's systems of control are designed to aid compliance. In addition, the Council's Internal Audit Team conducts regular compliance checks paying specific attention to areas of high risk and providing reports to Governance and Audit Committee.
- 7.3 Examples of the type of exposure the Council faces in relation to the prevention of the facilitation of Tax Evasion and how the risk is managed is attached as **Appendix A**.
- 7.4 The Council has governance processes and procedures to address specific risks. This includes both this policy and a "whistle blowing" policy. The Council also has procedures in place on the segregation of duties, budget holder's guidance, Anti Money Laundering Policy and Anti-Fraud and Bribery Strategy.
- 7.5 There is not an exhaustive list of Tax Evasion opportunities. At a more general level, the best defence of Tax Evasion and facilitation of Tax Evasion remains the vigilance of our officers and the adoption of a common sense approach supported by our clear whistleblowing procedures.

8. Senior management commitment

- 8.1 The top-level management of a relevant body should be committed to preventing persons associated with it from engaging in the criminal facilitation of Tax Evasion. Those at the most senior levels of a relevant body are best placed to foster a culture where actions intended to facilitate Tax Evasion are considered unacceptable.
- 8.2 This policy has been approved by Cabinet and complements the Anti-Fraud and Corruption Strategy.
- 8.3 Once adopted the policy will be reported to the Governance and Audit Committee for monitoring and review.

9. Due diligence

- 9.1 A relevant body should apply due diligence procedures, taking an appropriate risk based approach, to identify the risk of criminal facilitation of Tax Evasion by associated persons, in order to mitigate such risks.
- 9.2 Reasonable care and caution is exercised when processing all transactions particularly high value/high risk area payments. Regular monitoring takes place and particular caution is exercised when making payment to new suppliers.
- 9.3 In applying a common sense approach, officers must be aware of the following:
- Is there anything unusual about the manner in which an associate of the Council is conducting their relationship with the third party (usually a customer)?
 - Is there anything unusual about the customer's or associate's conduct or behaviour?
 - Are there unusual payment methods?
- 9.4 An example of high risk factors are listed below:
- Private banking.
 - Anonymous transactions (which may include cash).
 - Non face-to-face business relationships or transactions.
 - Payment received from unknown or associated third parties.
 - The business relationship is conducted in unusual circumstances.
 - Non-resident customers.
 - Businesses that are cash intensive.
 - The ownership structure of the company appears unusual or excessively complex.
 - Countries identified by credible sources as not having adequate anti-money laundering and counter-terrorism financing approaches.
 - Countries subject to sanctions, embargoes, or similar measures issued by, for example, the UN
 - Countries identified by credible sources as providing support for terrorist activities, or that have designated terrorist organisations operating within their country
- 9.5 Unusual payment methods and unusual conduct of third parties with Council associates can be indicative that a transaction may not be as it seems – please refer to section 5 of the Council's 'Anti-money Laundering Policy' for further guidance on unusual payment methods and unusual conduct. Likewise, the Council procedures outlined in the aforementioned policy for identifying the customer are also an important part of the Councils' policy against Tax Evasion.

10. How to raise a concern

- 10.1 The Council is committed to ensuring that there is a safe, reliable, and confidential way of reporting any suspicious activity, and wants each and every member of staff to know how they can raise concerns.
- 10.2 All have a responsibility to help detect, prevent and report instances of Tax Evasion. If you have a concern regarding a suspected instance of Tax Evasion please speak up – your information and assistance will help. The sooner it is brought to attention, the sooner it can be resolved. You do NOT need to be certain that Tax Evasion is taking place to report it.
- 10.3 The Council has clear guidance in its Whistleblowing Policy in relation to how employees can raise their concern. However as this policy relates specifically to Tax Evasion any concerns or suspicions should be directed to the:
- Chief Officer – Finance, Performance and Change, and
 - Deputy Head of Finance
- 10.4 Officers are encouraged to raise concerns about any issue or suspicion of Tax Evasion as soon as possible. If there is any suspicions of any intention that a staff member, associate or third party is attempting to commit Tax Evasion, the details of the parties and the transaction must be reported to the Chief Officer – Finance, Performance and Change using the confidential form at **Appendix B**, who may report the circumstances to HMRC.
- 10.5 Concerns expressed anonymously may, at the Council’s discretion, be considered but are much less powerful. It is better to raise your concerns in writing but you may equally express your concerns verbally and have the detail recorded for you. Whilst you will not be expected to prove the truth of any allegations you make, you will need to demonstrate sufficient grounds for your concerns.
- 10.6 In the event that an incident of suspected wrong doing is reported, the Council will act as soon as possible to evaluate the situation. It has clearly defined procedures for investigating fraud, misconduct and non-compliance issues and these will be followed in any investigation of this kind. This is easier if and quicker if concerns raised are not anonymous.

11. What happens if an officer prefers not to report their suspicions?

- 11.1 This should never happen. If there is any suspicion of any intention to evade tax and the transaction is nevertheless finalised, the Council can be criminally prosecuted, subject to a large fine and be publically named and shamed.
-

12. Self reporting

- 12.1 If an organisation suspects that one of the two offences may have taken place it may wish to undertake an internal investigation and (voluntarily) self-report; self-reporting can be done via an online form. The official UK HM Revenue & Customs guidance states that “In order to encourage relevant bodies to disclose wrongdoing, timely self-reporting will be viewed as an indicator that a relevant body has reasonable procedures in place” (so an organisation may have a defence).

13. Communication & training

- 13.1 To ensure that the policy against engaging in activities to help clients commit tax fraud is communicated, embedded and understood throughout the organisation to help deter those providing services on behalf of the relevant body from engaging in such activities, all new staff, especially those involved in processing and approving financial transactions, will be made aware of this policy via their induction.
- 13.2 All staff will also be able to access this information on the Council’s intranet.
- 13.3 It will be the responsibility of Chief Officers for ensuring compliance with the policy.

14. Monitoring & review

- 14.1 Monitoring and reviews of the Council’s prevention procedures will form part of audit programmes with regular reports to the Governance and Audit Committee.
- 14.2 The Chief Officer – Finance, Performance and Change will be responsible for the continuous review and amendment of this policy document, to ensure that it remains compliant with good practice and legislative requirements. The policy was reviewed in March 2023 and will be reviewed biennially thereafter.

15. Other relevant policies

- 15.1 Further information on the relevant Council policy and practice can be found in the following internal documents:

- The Council's [Constitution](#), incorporating the Members' Code of Conduct, Officers' Code of Conduct, Contract Procedure Rules, Financial Procedure Rules;
- [Anti-Money Laundering Policy](#);
- [Anti-Fraud and Bribery Policy](#);
- [Whistleblowing Policy](#);
- [Gifts & Hospitality Policy for Officers](#);

APPENDIX A

Example of risk exposure within the Council in relation to the facilitation of tax evasion & how the risk is managed

1. Construction Industry Scheme

- 2.1 There is a risk of suppliers purposely submitting artificially low labour breakdowns on their invoices to avoid tax being deducted on the labour element or no tax being deducted at all.
- 2.2 There is a risk that staff have a lack of understanding as to what work comes within the scope of the scheme or the implications of not applying the scheme.
- 2.3 The member of staff would have had to act deliberately and dishonestly to facilitate the taxpayer-level evasion for the Council to be considered as having committed a criminal offence in assisting in a third party in Criminal Tax Evasion.
- 2.4 The Council has in place adequate Construction Industry Scheme (CIS) procedure documents, and undertakes a daily check of all CIS payments input into the financial information system to ensure that they have been correctly included or excluded from the CIS scheme and that labour has been recorded and flagged as such, if expected. In addition all new data entry inputters receive full training about the scheme and their responsibilities, and are provided with the rules of the scheme on an annual basis. All staff centrally supporting the payment of CIS transactions have also received internal training and are familiar with the HMRC guidance on CIS.

3. Direct Payments (for Care & Support Services)

- 3.1 There is a risk that there is a deliberate failure to ensure deduction of Income Tax and National Insurance from payments made to personal assistants by recipients of Direct Care Payments.
- 3.2 There is a risk that the Council makes payments to people who have over-stated their requirements at the needs assessment stage.
- 2.3 A member of staff would have had to act deliberately and dishonestly to facilitate the taxpayer-level evasion for the Council to be considered as having committed a criminal offence in assisting in a third party in Criminal Tax Evasion. To achieve such evasion, it would require collusion by a number of parties involved in the Direct Payments process.
- 2.4 The Council has adequate Direct Payments Protocol and Guidance documents in place. The Council has a contract in place with a Direct Payments Support Organisation, who offer support to Direct Payment recipients, by providing a fully comprehensive payroll service in accordance with HMRC regulations. Direct Payments bank accounts are monitored and reconciled, to ensure that the money

is being used appropriately. All payments calculated by the Council to Direct Payment recipients are checked and authorised by a second member of staff.

3. Grants

- 3.1 There is a risk that an organisation purposely fails to ensure that grant funding provided by the Council is used for its intended purpose.
- 3.2 There is a risk that the Council gives a grant to an organisation for a specific project or service which may include the employment of staff. Staff are paid without the appropriate deduction of Income Tax and National Insurance.
- 3.3 The member of staff would have had to act deliberately and dishonestly to facilitate the taxpayer-level evasion for the Council to be considered as having committed a criminal offence in assisting in a third party in Criminal Tax Evasion.
- 3.4 The Council has in place a number of controls to mitigate the risk including a robust process in place in relation to the financial management of grants via its grant procedure rules, strong segregation of duties, due diligence and financial procedure rules which assists in mitigating the risk of collusion.

4. Off Payroll Working – IR35

- 4.1 There is a risk that a member of staff fails to identify workers and associates that should be paid via the payroll system rather than the creditors system. If the member of staff did not deliberately and dishonestly take action to facilitate the taxpayer-level evasion and are proved to have accidentally, ignorantly or even negligently facilitated the Tax Evasion offence then an offence has not been committed by the Council.
- 4.2 There is a risk that a supplier wishes to be treated as a self-employed contractor so that payments to them are paid gross and they can evade paying the appropriate income tax and national insurance liabilities. There is a risk that a Council officer helps the supplier by deliberately falsifying information on the Employment Status Questionnaire so the worker is treated as a contractor rather than deducting PAYE at source. By supplying false information in this way, the Council employee is committing a criminal offence as they have assisted a third party in Criminal Tax Evasion.
- 4.3 The Council has in place a number of controls to mitigate risk. Control procedures are in place so that all new suppliers are set up centrally and are reviewed to ensure that off payroll working is identified and treated appropriately. All sundry suppliers are reviewed daily and investigated where necessary to identify if they

meet the criteria for off payroll working. Although there are central controls to diligently review that off payroll working is identified, it does rely on the manager completing the IR35 self-assessment correctly.

5. PAYE- Income Tax & National Insurance

- 5.1 There is a risk that a member of staff fails to deduct the tax and NI at the correct rate. If there is no collusion and the member of staff did not deliberately and dishonestly take action to facilitate the taxpayer-level evasion and are proved to have accidentally, ignorantly or even negligently facilitated the Tax Evasion offence then an offence has not been committed by the Council.
- 5.2 The Council has in place a number of controls to mitigate this risk, Tax and National Insurance details are system generated on the payroll system so the only potential issue could be where these are manually overwritten. If this should happen then this would be picked up in the monthly real time submission to HMRC which provides information about tax and other deductions under the PAYE system.

6. Value Added Tax

- 6.1 There is a risk of suppliers adding VAT to their invoices when they are not registered for VAT. Payment would be made to the supplier and recovered from HMRC. The expense would not fall as a cost to anyone's budget so would be difficult to spot.
- 7.1 There is a risk that an officer pays a fraudulent VAT only invoice. The expense would not fall as a cost to anyone's budget as the money would be recovered from HMRC.
- 7.2 Both instances would have to be in collusion with officers for there to be an offence of assisting a third party in Criminal Tax Evasion.
- 6.4 The Council has in place a number of controls to mitigate risk. The Council's Constitution - Part 4 Rules of Procedure requires that each Chief Officer be responsible for examining, verifying and authorising invoices and any other payment vouchers or accounts arising from sources in their Directorate. Before authorising an account, the authorising officer shall be satisfied that invoices satisfy VAT regulations and that prices, extension, calculations etc. are correct. A similar responsibility exists for schools where the checking of invoices for accuracy and that VAT has correctly been charged is the responsibility of the Finance Officer or Bursar. Additionally, VAT only invoices are costed separately and are easily identifiable and as such are reviewed by a member of the VAT team to ensure VAT has correctly been applied.

- Payment To Suppliers

- 7.1 There is a risk that a supplier seeks to evade tax by asking to be paid into an offshore account, to deliberately and dishonestly hide their income which will not be declared in the UK for UK tax purposes, and that they send an invoice to the Council asking to be paid into this bank account which is not the same as the one set up within our supplier database.
- 7.2 There is a risk that an officer of the Council (who in this example is the 'associated person') facilitates this Tax Evasion by deliberately and dishonestly paying this invoice into the offshore account at the request of the supplier. This could be as a result of collusion (such as taking a bribe), or could be simply turning a blind eye to the Tax Evasion of which they are aware.
- 7.3 Both instances would have to be in collusion with officers for there to be an offence of assisting a third party in Criminal Tax Evasion
- 7.43 The Council has in place a number of controls to reduce the risk and prevent the facilitation of Tax Evasion including managing all supplier creation at a central point, a verification process for changing supplier bank details, the on-line authorisation of invoices and all supplier transactions must be supported by relevant invoice(s) / documentation and independently signed off as approved to pay. For payments over a certain financial value there is an additional tier of authorisation before payment is processed. Financial Procedure Rules also apply to all payments made by Corporate Purchasing Cards which should mitigate the risk of fraud and error. Planned Internal Audit reviews of payments also ensure that procedures are in place and being followed.

- Cash

- 7.3 There is a risk that cash received from a supplier or service recipient by a member of staff is retained by the individual and not paid into the Authority's bank account.
- 7.4 Whilst this would be considered a criminal activity, for a Criminal Tax Evasion Offence to be committed under the Act collusion would also have had to have taken place.
- 7.5 The Council has in place a number of controls to reduce the risk of the theft or facilitation of tax evasion in respect of cash transactions including financial procedure rules. Cash high risk areas also have additional controls in place to ensure the safety of cash as it progresses internally to the point of collection by our external secure cash collection service providers. For example all our metric car parking machines can be interrogated from the back office system to establish which machines need emptying, two officers are allocated for collection and counting of the cash and there is dual supervision when counting monies. Receipt of cash is supported by a full audit trail and coins bagged in readiness for collection by our courier service is reconciled back to machine receipts which is then signed for by the cash collection courier before onward transmission to a

specialist sorting office for banking. The system supporting metric car parking also has functionality which can identify any discrepancies very early so we can check machines to minimise and protect potential financial losses. A number of newer machines also have card payment facilities and as a result the use of coin is falling considerably, additionally most car parks have a paybyphone system and this usage has also increased.

- Outsourcing

7.6 There is a risk that an outsourced service provide colludes with a member of staff to facilitate tax evasion.

7.7 The Council has in place a number of controls to mitigate this risk of staff colluding with outsourced services as officers have to adhere to internal rules such as contract procedure rules and financial procedure rules. Additionally outsourced service providers have other rules that they need to comply with. For example:

- I. Our leisure services provider is a registered charity and a company limited by guarantee and therefore have to comply with company law as well as charity law and intrinsically are required to submit externally audited accounts and statutory reports to both annually. The leisure services provider have in place financial procedures and controls that support budget setting, financial performance review and operational controls that would be expected of an established charity, as well as an internal audit function. Financial performance is scrutinised at their board level and discussed as part of client monitoring approaches. An advisory board mechanism is available in Bridgend and quarterly reports present financial and other performance information. The leisure services provider provides their accounts to the charity commissioners and share the details with Bridgend County Borough Council. They also manage any food and beverage related services themselves – there is no outsourcing – which falls under the internal controls and processes established by the leisure services provider.
- II. Our cultural trust services provider also has in place financial procedures and controls that support budget setting, financial performance review and operational controls that would be expected of an established charity. Financial performance is scrutinised at the cultural trust services board level and discussed as part of client monitoring approaches. They also provide their accounts to the charity commissioners and share the details with Bridgend County Borough Council. Cultural Trust Services Trading is in place to operate services that have a level of commerciality (Bryngarw House, Bryngarw Café, Pavilion Café and bars) and to donate any profits to the Trust as the parent organisation-standard practice for Trust based models. The services referenced such as food and beverage are now directly operated by the Trust as opposed to being sub contracted. As well as the external audit, the Trust also have an internal audit function which assists in creating financial controls, ensuring they are adhered to, indicating where they need improving and ensuring that those improvements are actioned as required.

APPENDIX B

Report of tax evasion activity

Report to the Chief Officer – Finance, Performance and Change

To: Chief Officer – Finance, Performance and Change

From: _____
[Insert name of employee]

Directorate: _____

[Insert post title and team]

Ext/Tel No: _____

Urgent Yes/No

Date by which response needed: _____

Details of suspected offence:**Name(s) and address(es) of person(s) involved:**

[If a company/public body please include details of nature of business, please supply as many details as possible]

Nature, value and timing of activity involved:

[Please include full details e.g. what, when, where, how. Continue on a separate sheet if necessary]

Nature of suspicions regarding such activity:

[Please continue on a separate sheet if necessary]

--

Has any investigation been undertaken (as far as you are aware)? [Delete as appropriate]

Yes / No

If yes, please include details below:

--

Have you discussed your suspicions with anyone else? [Delete as appropriate]

Yes / No

If yes, please specify below, explaining why such discussion was necessary:

--

Please set out below any other information you feel is relevant:

--

Signed: _____ Dated: _____

Please do not discuss the content of this report with anyone and particularly those you believe to be involved in the suspected tax evasion activity described.

This page is intentionally left blank

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	REVENUE BUDGET OUTTURN 2022-23
Report Owner/ Corporate Director:	CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE
Responsible Officer:	JOANNE NORMAN GROUP MANAGER – BUDGET MANAGEMENT
Policy Framework and Procedure Rules:	As required by section 3 (budgetary control) of the Financial Procedure Rules; Chief Officers in consultation with the appropriate Cabinet Member are expected to manage their services within the approved cash limited budget and to provide the Chief Finance Officer with such information as is required to facilitate and monitor budgetary control.
Executive Summary:	<ul style="list-style-type: none"> • The net revenue budget for 2022-23 was £319.514 million. The overall outturn at 31st March 2023 is a net under spend of £2.057 million which has been transferred to earmarked reserves. • The overall under spend on the Council budget significantly masks underlying budget pressures in Social Services and Wellbeing, Homelessness and Home to School Transport. • Given the potential for significant funding being required to meet pay and price costs in 2023-24, along with any ongoing budget pressures arising as a result of the conflict in the Ukraine, any uncommitted funding in 2022-23 will be required to meet these pressures in the new financial year. • There are also potential pressures for 2023-24 on council tax collection and an increase in eligibility for council tax support through the Council Tax Reduction Scheme due to the cost of living crisis. • During 2022-23 Directorates drew down funding from specific earmarked reserves. The final draw down from reserves was £18.910 million.

1. Purpose of Report

1.1 The purpose of this report is to provide Cabinet with an update on the Council's revenue financial performance for the year ended 31st March 2023.

2. Background

2.1 On 23rd February 2022, Council approved a net revenue budget of £319.510 million for 2022-23 based on the provisional local government settlement received from Welsh Government (WG) on 21 December 2021. The Welsh Government announced its final settlement on 1st March 2022 and, as a result of a technical adjustment, there was an increase in the Revenue Support Grant (RSG) for the Council of £4,336, increasing the net revenue budget for 2022-23 to £319.514 million. As part of the Performance Management Framework, budget projections are reviewed regularly and reported to Cabinet on a quarterly basis. The delivery of agreed budget reductions is also kept under review and reported to Cabinet as part of this process.

3. Current situation / proposal

3.1 Summary financial position at 31st March 2023

3.1.1 The Council's net revenue budget and final outturn for 2022-23 is shown in Table 1 below.

Table 1- Comparison of budget against actual outturn at 31st March 2023

Directorate/Budget Area	Original Budget 2022-23 £'000	Current Budget 2022-23 £'000	Final Outturn Q4 2022-23 £'000	Final Over / (Under) Spend 2022-23 £'000	Projected Over / (Under) Spend Qtr 3 2022-23 £'000
Directorate					
Education and Family Support	131,430	138,368	138,245	(123)	795
Social Services and Wellbeing	78,434	85,387	96,255	10,868	9,421
Communities	28,995	31,040	30,601	(439)	(333)
Chief Executive's	21,895	23,498	21,446	(2,052)	(1,172)
Total Directorate Budgets	260,754	278,293	286,547	8,254	8,711
Council Wide Budgets					
Capital Financing	7,329	7,203	5,070	(2,133)	(722)
Levies	8,177	8,210	7,981	(229)	16
Apprenticeship Levy	650	650	741	91	0
Council Tax Reduction Scheme	16,054	16,054	14,885	(1,169)	(1,169)
Insurance Premiums	1,363	1,363	1,671	308	(127)
Repairs & Maintenance	670	497	0	(497)	(200)
Pension Related Costs	430	430	427	(3)	0
Other Corporate Budgets	24,087	6,814	909	(5,905)	(5,778)
Total Corporate Budgets	58,760	41,221	31,684	(9,537)	(7,980)
Accrued Council Tax Income	0	0	(774)	(774)	0
Appropriation to Earmarked Reserves	0	0	2,057	2,057	0
Transfer to Council Fund	0	0	0		
Total	319,514	319,514	319,514	0	731

- 3.1.2 The overall outturn at 31st March 2023 is a net under spend of £2.057 million which has been utilised to create new earmarked reserves, primarily to supplement the Cost of Living Fund for known pressures in 2023-24. The under spend is small in comparison to the overall net budget for 2022-23 (0.6%), therefore no transfers have been made to the Council Fund, however, the closing balance of the Council Fund is still in line with Principle 9 of the Medium Term Financial Strategy (MTFS). Total Directorate budgets provided a net over spend of £8.254 million, and council wide budgets a net under spend of £9.537 million. The outturn position also takes into account additional council tax income collected over budget of £774,000 during the financial year.
- 3.1.3 Further detail is provided on the movements since quarter 3 at individual directorate level and on council wide budgets in section 3.3.
- 3.1.4 The overall under spend on the Council budget significantly masks the underlying budget pressures in some services which were reported during the year and still persist. The main financial pressures are in the service areas of Social Services and Wellbeing, Homelessness and Home to School Transport (HtST). It should be noted that these budget areas can be volatile and small changes in demand can result in relatively high costs being incurred.
- 3.1.5 It is forecast that the long-term impact of Covid-19, alongside the already known pressures of an ageing population, increasing dementia rates and more complex and challenging needs is going to result in increasing demands on already pressurised services in the Social Services and Wellbeing Directorate. In 2022-23 the Directorate experienced pressures of work to meet statutory duties against a backdrop of an exponential increase in demand in children's social care and an increase in the number of independent residential placements in Children's Services along with pressures in learning disabilities and older persons residential placements. Whilst budget growth of £8.174 million was approved by Council as part of the Medium Term Financial Strategy (MTFS) for 2023-24, the Directorate continues to see increases in demand and the budget growth confirmed for 2023-24 might be insufficient to meet the increase in demand going into 2023-24 and will require close monitoring. In addition, further consideration will need to be given by Council to the sustainable resource required specifically in Children's Services to improve the quality of outcomes for children and families in Bridgend.
- 3.1.6 Whilst budget growth of £2.192 million was approved by Council as part of the Medium Term Financial Strategy (MTFS) budget setting process in February 2021, to continue the commitment to focus support for homeless individuals, the Council has seen a significant increase in the provision of temporary accommodation. Whilst the council received £3.546 million of grant funding from WG in 2022-23, £2.5 million was on a one-off basis. Given the increase in provision and reduced level of grant funding from WG in 2023-24, the budget growth of £700,000 confirmed for 2023-24 might be insufficient to meet the increase in demand going into 2023-24 and will again require close monitoring.
- 3.1.7 There is an over spend on Home to School Transport (HtST) of £1.316 million in 2022-23. This is on top of the underlying pressure on the HtST budget which was supported in 2022-23 by a MTFS Budget Pressure of £2.472 million, approved by Council in February 2022 to support historical budget pressures,

but also the additional requirement for the transportation of nursery pupils, alongside cost pressures arising from tender exercises. Several retendering exercises on HtST took place in 2022-23 with market conditions not being favourable due to high levels of inflation and shortage of drivers and escorts, with procurement exercises resulting in generally higher costs across many contracts.

- 3.1.8 In addition, given the potential for significant funding being required to meet pay and price costs in 2023-24, along with any ongoing budget pressures arising as a result of the conflict in the Ukraine, any uncommitted funding in 2022-23 will be required to meet these pressures in the new financial year. There are also potential pressures on council tax collection and an increase in eligibility for council tax support through the Council Tax Reduction Scheme (see paragraph 3.3.5) due to the cost of living crisis. Therefore, any uncommitted funding from other council wide budgets will be carried forward to meet those pressures in the new financial year. A budget pressure of £1.325 million was also approved by council in February to mitigate emerging pressures in 2023-24 which will be allocated in line with need and reported through quarterly monitoring reports.

Covid-19

- 3.1.9 The UK was put into lockdown in March 2020 in an unprecedented step to attempt to limit the spread of coronavirus. A Covid-19 Hardship fund was set up at an early stage by the Welsh Government which the Council was able to draw on for financial support. Bridgend successfully claimed over £16.444 million in expenditure and loss of income claims in 2021-22. In addition, WG recognised the need for homelessness accommodation to be secured in advance to continue the commitment to focus on support for homeless individuals, providing them with accommodation, and approved £1.479 million to cover these costs for the first six months of 2022-23.
- 3.1.10 The WG Hardship Fund ended on 31 March 2022 and, in recognition of this, a budget pressure of £1 million was approved by Council for 2022-23 as part of the Medium Term Financial Strategy (MTFS) to meet ongoing budget pressures, both in respect of additional cost pressures and ongoing loss of income. Updates have been provided to Cabinet through the quarterly revenue budget monitoring reports for 2022-23 on this budget, with the final allocations in quarter 4 shown in 3.1.13. This budget has been allocated to the corporate pay and price budget in 2023-24 to contribute towards increases in inflation not seen for over a decade.
- 3.1.11 Cabinet and Corporate Management Board (CCMB) agreed to establish a one-off £1 million Covid-19 Recovery Fund in 2020-21 to provide funding for conscious and proactive decisions aimed at boosting recovery that were unlikely to be paid for by WG through the Hardship Fund. The recovery fund was utilised in 2022-23 to support the free car parking offer for town centres to the end of 2022-23. The balance of £270,087 on the Covid-19 Recovery Fund will be carried into 2023-24 and will be used to support the free car parking offer for town centres whilst long-term options are considered.
- 3.1.12 Whilst the WG Hardship Fund ended on 31st March 2022, local authorities continued to administer four elements that were paid through the Hardship Fund on behalf of WG – self isolation payments (scheme ended June 2022), statutory

sick pay enhancement scheme (scheme ended August 2022), free school meal payments (scheme due to end at the end of the May Half Term Holiday 2023) and the winter fuel support scheme (scheme ended February 2023). WG Hardship Expenditure claims submitted to Welsh Government in 2022-23 in relation to these four schemes is shown in Table 2.

Table 2 – Covid-19 expenditure claims 2022-23

Specific Hardship fund	Claimed £'000
Self Isolation Payments (SIP)	635
Statutory Sick Pay Enhancements (SSP)	119
Free School Meals	1,795
Winter Fuel	3,708
TOTAL	6,256

Budget virements/technical adjustments

3.1.13 There have been no budget virements, but a large number of technical adjustments between budgets since the quarter 3 Revenue Forecast was presented to Cabinet in January 2023. The main technical adjustments in quarter 4 are outlined below:

Technical Adjustments

Service vired from / to	Amount
Allocation of funding retained centrally in respect of Teachers' pay award 2022-23 – additional pay award – net of grant of £1,571,862 from Welsh Government	£89,712
Allocation of funding retained centrally in respect of Youth Worker pay award 2022-23 covering September 2022 to March 2023 – confirmed end of December	£6,834
Allocation of funding to schools' delegated budgets in respect of term time worker pay award 2022-23 originally allocated to Education and Family Support Directorate in quarter 3	£17,180
Allocation of corporately held funding for Feasibility works in line with spend	£136,179
Allocation of corporately held funding for Revenue minor works in line with spend	£36,752
Allocation of one-off support to schools from the centrally held Covid-19 budget to cover costs of Maternity Shielding	£177,459
Allocation of one-off support to the Council's leisure provider from the centrally held Covid-19 budget to cover an ongoing loss of income experienced by Halo in running the leisure services due to Covid-19	£191,446

Pay/Price Inflation

- 3.1.14 When the budget for 2022-23 was set, very little funding was allocated to directorates for pay and price inflation, as most had not been determined for the forthcoming year. The majority of the provision was retained centrally within council wide budgets, to be allocated as further information was known about specific contractual price increases. The technical adjustments table above outlines the final amounts released from these budgets during the last quarter, based upon confirmed pay awards and evidenced inflationary uplifts.

3.2 Monitoring of Budget Reduction Proposals

Prior Year Budget Reductions

- 3.2.1 As outlined in previous monitoring reports during the year, there were still £179,000 of outstanding prior year budget reduction proposals that had not been met in full. Directors have been working to realise these savings during the 2022-23 financial year. The latest position is attached as **Appendix 1** with a summary provided in Table 3.

Table 3 – Outstanding Prior Year Budget Reductions

	Total Budget Reductions Required	Total Budget Reductions Achieved	Shortfall
DIRECTORATE /BUDGET REDUCTION AREA	£'000	£'000	£'000
Communities	179	119	60

- 3.2.2 Table 3 shows that of the £179,000 prior year budget proposals outstanding, £119,000 has been realised, leaving a shortfall of £60,000. The proposal still not achieved is COM 2 – Re-location of the community recycling centre from Tythegston to Pyle. The new site in Pyle is anticipated to open later in 2023, should the licence to operate be granted by Natural Resources Wales (NRW). Both sites will be maintained until the new site is fully operational, therefore the saving will not be achieved in full until 2024-25. The saving will therefore have to be met through alternative one-off efficiencies in 2023-24 in order to deliver a balanced budget position.

Budget Reductions 2022-23

- 3.2.3 The budget approved for 2022-23 included budget reduction proposals totalling £631,000, which is broken down in **Appendix 2** and summarised in Table 4 below. The year end position is a shortfall on the savings target of £176,000, or 27.9% of the overall reduction target.

Table 4 – Monitoring of Budget Reductions 2022-23

	Total Budget Reductions Required	Total Budget Reductions Achieved	Shortfall
DIRECTORATE /BUDGET REDUCTION AREA	£'000	£'000	£'000
Education and Family Support	68	68	0
Social Services and Wellbeing	365	284	81
Communities	150	55	95
Chief Executive's	48	48	0
TOTAL	631	455	176

3.2.4 The most significant budget reduction proposals not achieved in full are:-

- SSWB 2 – remodelling of day service provision for older people and learning disability services (£81,000 shortfall). Efficiencies were identified and implemented in 2022-23 and work has continued to further develop the remodelling to enable the savings target to be met in full in 2023-24.
- COM 3 – change the composition of household food waste bags (£35,000 shortfall). Budget reduction proposal has been delayed due to ongoing national research and debate surrounding composition of household food waste bags, to ensure any potential changes in legislation do not impact on the proposal. The saving will be met through alternative one off efficiencies in 2023-24 to deliver a balanced budget position.
- COM5 – commercially let a wing of Ravens Court to a partner organisation or business (£50,000 shortfall) – delay in progressing budget reduction proposal due to staffing vacancies. The appointment of a Senior Portfolio Surveyor will make this a priority in 2023-24, however the saving might not be made in full during the next financial year. If this is the case, the saving will be met through alternative one off efficiencies in order to deliver a balanced budget position.

3.2.5 As outlined in the MTFS reports to Cabinet and Council, MTFS Principle 7 states that “Savings proposals are fully developed and include realistic delivery timescales prior to inclusion in the annual budget. An MTFS Budget Reduction Contingency Reserve will be maintained to mitigate against unforeseen delays”. An MTFS Budget Reduction Contingency reserve was established in 2016-17. This reserve has been used to meet specific budget reduction proposals in previous years on a one-off basis pending alternative measures. It has not been used in 2022-23 to mitigate on-going shortfalls as service areas are committed to identify alternative one-off under spends in the service areas affected.

3.3 Commentary on the financial position at 31st March 2023

Financial position at 31st March 2023

A summary of the financial position for each main service area is attached as **Appendix 3** to this report and comments on the most significant variances are provided below.

3.3.1 **Education and Family Support Directorate**

The net budget for the Directorate for 2022-23, including school delegated budgets, was £138.368 million and the actual outturn was £138.245 million, following planned draw down of £1.903 million from earmarked reserves, resulting in an under spend of £123,000. The main variances are:

EDUCATION & FAMILY SUPPORT DIRECTORATE	Net Budget	Actual Outturn	Actual Variance Over/(under) budget	% Variance
	£'000	£'000	£'000	
Family Support Group	3,078	2,388	(690)	-22.4%
Home-to-school transport	8,192	9,508	1,316	16.1%
Education and Family Support Directorate Support Unit	671	410	(261)	-38.9%
Catering Services	1,525	1,724	199	13.1%
Corporate health and safety	403	256	(147)	-36.5%
Vulnerable Groups Support Group	641	521	(120)	-18.7%
Historic pension and redundancy costs	983	780	(203)	-20.7%

Schools' delegated budgets

Total funding delegated to schools in 2022-23 was £117,607 million (including Post-16 grant funding of £7.012 million).

The schools' delegated budget is reported as balanced in any one year as any under spend or over spend is automatically carried forward, in line with Welsh Government legislation, into the new financial year before being considered by the Corporate Director - Education and Family Support in line with the 'Guidance and Procedures on Managing Surplus School Balances' as set out in the Financial Scheme for Schools.

The year-end position for 2022-23 was:

- Net overall school balances totalled £14.228 million at the start of the financial year. During 2022-23 school balances decreased by £7.330 million to £6.898 million at the end of the financial year, representing 5.94% of the total funding allocated in 2022-23.
- Out of a total of 59 schools, there are 10 schools with a deficit balance (9 primary and 1 special school) and 32 schools (23 primary, 8 secondary, and 1 special

school) that have balances in excess of the statutory limits (£50,000 primary and £100,000 for secondary and special schools) in line with the School Funding (Wales) Regulations 2010. These balances will be analysed in line with the Council's agreed 'Guidance and Procedures on Managing Surplus School Balances'.

- A summary of the position for each sector and overall is provided below:-

	Balance brought forward	Funding allocated in 2022-23	Total Funding available	Actual Spend	Balance at year end
	£'000	£'000	£'000	£'000	£'000
Primary	6,994	52,828	59,822	56,947	2,875
Secondary	6,524	53,255	59,779	56,045	3,734
Special	710	11,524	12,234	11,945	289
Total	14,228	117,607	131,835	124,937	6,898

Central Education and Family Support Directorate budgets

Family Support

- The Family Support Group has an under spend of £690,000.
- A budget pressure of £188,000 was approved for 2022-23 to increase the provision of universal youth support (for example youth clubs) across the county borough and to improve the digital offer to young people. However, due to difficulties in sourcing suitable venues for the youth clubs, the setting up of these additional centres has been delayed. The service is working to progress these new centres in 2023-24, therefore the under spend should not be recurring in 2023-24.
- The Youth Justice Service has an under spend of £118,000 due to staff vacancies. The service is actively looking to recruit to the vacant posts, therefore the saving should not be recurring in 2023-24.
- The remainder of the under spend within the Family Support Group area is due to maximisation of grant funding - Children and Communities Grant (£230,000), Promoting Positive Engagement (£87,000), and the Turnaround Grant (£29,000).

Home-to-school transport (HtST)

- A MTFS budget pressure of £2.472 million was approved by Council in February 2022 to support the increased costs of HtST reported in 2021-22. These included the increased provision of taxis and minibuses for pupils with additional learning needs attending our special schools requiring dedicated transport as bespoke packages of support. There have also been significant increased costs associated with the transportation of the current cohort of nursery pupils in dedicated minibuses and taxis. Several retendering exercises on home-to-school transport contracts have been required over the last year for vehicles of all types in line with contracts naturally ending and to ensure the local authority follows both procurement and Contract Procedure Rules. Market conditions are not favourable, and these procurement exercises have resulted in generally higher costs across many contracts in line with difficulties associated with the aftermath

of the pandemic, namely the shortage of drivers and escorts and increased fuel costs internationally.

- The HtST budget has a £1.316 million over spend, primarily as a result of the retendering exercises and additional support provided to suppliers in 2022-23 to reflect inflationary pressures in the market. Fuel prices have started to decrease, therefore close monitoring of this budget will be required to determine whether there continues to be a pressure on this service area in 2023-24.

Education and Family Support Directorate Support Unit (EDSU)

- The EDSU provides administrative support to the education and family support service and Schools. There is an under spend of £261,000 due to 10 vacant posts, 5 within EDSU and 5 within the Knowledge Management Team. Some of these posts were filled during the latter part of 2022-23, and the service area is actively seeking to fill the remaining vacant posts in 2023-24, therefore the under spend should not be recurring in 2023-24.

Catering Services

- The price of school meals remained the same in 2022-23 and demand for school meals also increased across all sectors. However, the over spend of £199,000 is primarily due to the service being unable to achieve full cost recovery due to the impact of high inflation on food purchases. The cost of food purchases will be closely monitored in 2023-24 to determine whether inflationary pressures continue to impact cost recovery in this service area.

Corporate Health and Safety Unit

- The under spend of £147,000 within the Corporate Health and Safety Unit primarily relates to staff vacancies. The service area is actively looking to recruit to the vacant posts therefore this saving should not be recurring in 2023-24.

Vulnerable Groups Support Group

- The under spend of £120,000 within the Vulnerable Groups Support Group budget is due to a combination of staff vacancies (£97,000) and maximisation of the Parenting Support Grant (£35,000). The service area is actively seeking to recruit to the vacant posts, therefore this saving should not be recurring in 2023-24.

Historic pension and redundancy costs

- The £203,000 under spend is due primarily to a reduction in redundancy costs requiring funding in 2022-23. Due to the reduction in schools in a deficit position since 2020-21, fewer staffing restructures have been required in 2022-23. There has also been a reduction in the costs of supporting historic employee pension costs - there will be an incremental reduction each year as members pass away. The budget will be monitored in 2023-24 to determine if any of these savings can be proposed for future MTFs savings.

3.3.2 **Social Services and Wellbeing Directorate**

The net budget for the Directorate for 2022-23 was £85.387 million and the actual outturn was £96.255 million following planned draw down of £3.809 million from earmarked reserves, resulting in an over spend of £10.868 million. The over spend has increased since the projected over spend reported at quarter 3 of £9.421 million. This is mainly due to the pressures of work to meet statutory duties against a backdrop of an exponential increase in demand in children's social care and an increase in the number of independent residential placements in Children's Services, pressures in learning disabilities and within older persons residential placements.

The main reasons for the £10.868 million over spend are:-

- An exponential increase in need for children's social care as evidenced through increasing contacts, increasing numbers of assessments and high numbers of children on the child protection register. To keep the children safe and for the Council to meet statutory duties in respect of safeguarding children, there has been significant engagement of agency workforce to fill vacant posts and over the budgeted establishment– in particular this has placed pressure in the Multi Agency Safeguarding Hub and Information, Advice and Assistance Service, safeguarding localities and the Care Experienced Children's Team and the Children's Social Work Team in children's social care. A business case is being developed to inform the level of workforce required to sustainably deliver safe services in a way that reduces need for statutory interventions. A significant review of learning disability services has also been undertaken which will set out recommendations from a service and financial perspective.
- There is also an increasing complexity of need in adults' and children's services with service over spends for key population groups, particularly care experienced children with more requiring residential placements, learning disability services with significant over spends in commissioned supported living and day opportunities, equipment and direct payment budgets and also services for older people. Some increased complexity can be attributed to the impact of extended covid lockdowns on physical and mental health, but they also reflect cost pressures experienced by providers.
- A reduction in specific grants previously available to social care services has also increased the pressure on core budgets in 2022-23. In 2021-22 significant one-off grant income was received such as the Social Care Recovery Fund (£2.916 million) and the Social Care Pressures Grant (£2.221 million). Whilst the Social Care Recovery Grant primarily funded one-off costs, the combined value of these grants (£5.137 million) supported pressures in 2021-22 and were primarily allocated to the following service areas:- Children's Social Care (£1.886 million), Learning Disabilities (£992,000), Prevention and Wellbeing (£617,000), Mental Health (£454,000) and Older People (£441,000).

In March 2023, as part of the budget setting process Council approved budget pressures of £8.174 million for the Social Services and Wellbeing Directorate for 2023-24. This will cover areas such as Real Living Wage uplifts on commissioned contracts, demographic pressures, Children's Residential and Independent Residential Care, Learning Disabilities and increased demand and increased costs of commissioned services.

The most significant variances are:

SOCIAL SERVICES AND WELLBEING DIRECTORATE	Net Budget	Actual Outturn	Actual Variance Over/(under) budget	% Variance
	£'000	£'000	£'000	
Adult Social Care	57,740	62,516	4,776	8.3%
Prevention and Wellbeing	6,048	5,850	(198)	-3.3%
Childrens Social Care	21,599	27,889	6,290	29.1%

Adult Social Care

There is a net over spend of £4.776 million on the Adult Social Care budget. The most significant variances contributing to this over spend were:-

ADULT SOCIAL CARE	Actual Variance Over/(under) budget
	£'000
Learning Disabilities Home Care	1,826
Older People Residential Care	1,149
Learning Disabilities Residential Care	822
Learning Disabilities Day Opportunities	630
Equipment & Adaptions	460
Mental Health Home Care	415
Learning Disabilities Direct Payments	307
Assessment and Care Management	59
Mental Health Supported Accommodation	-219
Older People Home Care	-586

- Learning Disabilities Home Care – the over spend has decreased by £390,000 since quarter 3 due primarily to maximisation of Housing Support Grant (£208,000), and additional joint funding confirmed by Cwm Taf Morgannwg University Health Board (£157,000). However, there is still an over spend of £1,826 million with the service seeing unprecedented demand. Firstly, the number of hours of care covered by home care services has increased as people have either opted to not return to, or are having a reduced service from, the internal day services provision following a review of their assessed need. Secondly, there has been an increase in the complexity of people’s needs – e.g. waking nights required rather than sleep-in nights which increases the cost of service delivery considerably. Thirdly, the service has experienced an increase in agency costs in internal homecare due to difficulty in recruiting.
- Older People Residential Care – the over spend of £1.149 million mainly relates to an increase in the number of care packages. It was reported in the quarter 2 revenue monitoring report that care packages had increased from 328 placements at quarter 1 to 345 placements at quarter 2. This increase has continued throughout the remainder of 2022-23, to reach 400 placements at quarter 4. In addition, all contributions towards residential care are financially assessed in

accordance with the Social Services and Wellbeing (Wales) Act 2014 but the average income received each year will vary in total depending on the financial position of the people needing care during the financial year – e.g. if there are a large number of people who have no savings or assets, and are therefore reliant on the local authority paying their contribution in full then this will decrease the overall average income received per person.

- Learning Disabilities Residential and Respite Care - there is an over spend of £822,000, increasing from the over spend of £584,000 projected at quarter 3. The increase is primarily due to one-off restructure costs in the Breakaway Respite Service. This service has undergone extensive remodelling to deal with increasing complex needs, emergency respite support and specialist support with a 24 hour support model when required. The underlying over spend is due to increased costs for existing placements within the residential and nursing service due to changing needs.
- Learning Disabilities Day Opportunities - the over spend of £630,000 mainly relates to placement numbers exceeding the available budget for externally commissioned day services (£449,000). Placement numbers are similar to those in 2021-22, however the pressure was offset in the prior year by one-off grant income of £302,000. Secondly, whilst the learning disabilities home care budget also has an over spend as people have not returned to internal day services, new people are taking up the vacant day services placements. Thirdly, transport costs are higher (£177,000) due to the service having to hire vehicles on a short term basis as the service has experienced delays in the delivery of replacement vehicles due to chassis parts being difficult to obtain. The delays, originally due to a backlog of orders from Covid but further impacted by the Ukraine war, are still being experienced so further pressures relating to vehicle hire are expected in 2023-24. Finally, whilst efficiencies were identified and implemented in 2022-23 in relation to the £115,000 MTFS saving relating to re-modelling of Day Services, work is continuing to further develop the remodelling to enable the savings target to be met in full in 2023-24 as reported in section 3.2.4. A plan has been formulated to achieve the remaining savings in 2023-24.
- Equipment & Adaptions - the over spend of £460,000 is because of continuing demand for equipment due to the need to support individuals in line with Welsh Government's rehabilitation and recovery model. The outturn for 2021-22 saw a comparable underlying pressure in this service area of £401,000 demonstrating this is an ongoing pressure, and one which will continue into 2023-24. Budget growth of £298,000 was approved by Council as part of the Medium Term Financial Strategy (MTFS) budget setting process in March 2023 which will alleviate some of the pressure in 2023-24, however this budget will require close monitoring going forward.
- Mental Health Home Care - this includes supported living, short breaks and domiciliary care. The over spend of £415,000 is mainly due to supported living packages of care exceeding the available budget based on needs of people using the service. There are currently 38 placements, an increase of 3 placements since quarter 3, and whilst supported living packages of care have decreased slightly since the 40 reported in 2021-22, the one-off Social Care Pressures Grant funding received was utilised to offset a considerable element of the prior year over spend of £454,000.

- Learning Disabilities Direct Payments - there is an over spend of £307,000 as the service area has seen a shift to people choosing to opt for direct payments in line with the legal requirement for choice. This shift does not necessarily result in under spends in other service area budgets as there is currently significant demand for social services support across the directorate.
- Assessment and Care Management – there is an over spend of £59,000 which is primarily due to the increased costs of having to rely on agency staffing in the Community Network teams. Various recruitment activities and initiatives have been actioned in order to fill vacant posts, but appointments have been affected by the acute lack of availability of staff and increasing demands across the Care sector.

These are partially offset by under spends in the following areas:-

- Mental Health Supported Accommodation - the £219,000 under spend primarily relates to maximisation of Innovation grant funding.
- Older People Home care – the under spend of £586,000 has improved by £646,000 from a projected over spend of £216,000 at quarter 3. This is mainly due to a reduction in the average hours of care being provided in Independent Domiciliary Care and Short Breaks placement costs (£256,000). Additional income of £318,000 was also received in quarter 4 relating to non-residential charges.

Prevention and Wellbeing

- The under spend of £198,000 is primarily due to the maximisation of grant funding opportunities (Transformation, Summer of Fun, Local Authority Partnership Agreement, Disability Sports and Families First grant). A payment of £190,000 was made to the Council's leisure provider to contribute towards the residual impact of running the leisure services in 2022-23 due to Covid-19. This was funded from the Council wide Covid-19 budget that was approved for 2022-23 specifically to meet ongoing budget pressures as a result of the Covid-19 pandemic.

Children's Social Care

There is a net over spend of £6.290 million on the Children's Social Care budget, which is an increase on the projected net over spend of £5.123 million at quarter 3. The main reason for this is the increase in Independent Residential Care placements (£786,000).

The most significant variances contributing to this over spend were:-

CHILDREN'S SOCIAL CARE	Actual Variance Over/(under) budget £'000
Care Experienced Children	3,497
Commissioning & Social Work	2,414
Management & Administration	333

- The over spend of £3.497 million for care experienced children is due to a combination of factors:-
 - Children's Residential Services have an over spend of £582,000 mainly due to additional spend on agency staff of £721,000 as a result of the challenging recruitment market and need to staff services safely to meet the needs of children within Bridgend homes. This was offset by under spends on core staff budgets (£254,000).
 - The independent residential care budget (previously known as out of county) has an over spend of £2.419 million, an increase of £786,000 since quarter 3. Two further placements have been made in quarter 4 increasing the number of children currently placed in independent residential care to 24 compared with the 22 placements reported at quarter 3. The extent of the pressure on this budget is further demonstrated when comparing this with the 9 placements at quarter 4 in 2021-22. This is due to a number of factors, including high numbers of care experienced children, sufficient numbers of quality placements to meet needs including foster carers (in-house and independent) and children requiring specialist provision sometimes with high staffing ratios to keep them safe and protected. The average yearly placement cost is £130,000, however this can vary depending on the individual cases. It should be noted that this budget area can be volatile and small changes in demand/complexity can result in relatively high costs being incurred.
 - A budget pressure of £650,000 for Independent Residential Care placements was approved by Council for the 2023-24 budget, however demand has increased from the basis upon which this pressure was calculated. The budget will require close monitoring during 2023-24. Additional in-house capacity will become operational in 2023-24 which should be more cost effective and achieve better outcomes for children.
 - There is an under spend on independent fostering agency placements (£194,000) and fostering placements (£19,000). This is due to a shortage of foster carers and hence alternative placement options being utilised, including in-house residential provision (£582,000 as noted above) and special guardianship orders, which ended the year on an over spend position of £335,000. These budgets will continue to be monitored closely in 2023-24 and budgets vired as appropriate.
 - The fostering team (who manage all the Fostering placements) have an over spend of £140,000, which has reduced from the quarter 3 projected over spend of £160,000. This is due to reduced use of agency staffing as management are actively trying to recruit permanent staff where possible, however this is proving to be a considerable challenge given the current recruitment market. Progress is however being made.
 - The placements team have an over spend of £123,000 primarily as they have had to rely on agency staff. Various recruitment activities and initiatives have been actioned in order to fill vacant posts, but appointments have been affected by the acute lack of availability of staff and increasing demands across the care sector.
 - In terms of funding for budget pressures for 2023-24, Children's Services received over £2.533 million covering areas such as key personnel to strengthen leadership oversight which is a key finding for Care Inspectorate Wales (CIW), Independent Residential Care placements which is a pressure area as noted above, Direct Payments for children with disabilities, support for the Information, Advice and Assistance Team which addresses some but not all the workforce pressures to keep the service safe and caseload at a reasonable level, and Children's Residential Services so the new in-house service has safe staffing levels and can

achieve CIW registration. This will alleviate some, but not all, key pressure areas in Children’s Services in the forthcoming financial year, and further consideration will need to be given by Council in future year budgets to the sustainable resource required to improve the quality of outcomes for children and families in Bridgend.

- Commissioning & Social Work – the over spend of £2.414 million is mainly due to having to continue to rely on agency staffing across all the children’s social work teams due to the need to resource child protection and safeguarding teams combined with ongoing recruitment challenges. A sustainability plan will be considered by Cabinet which will set out the level of workforce required to safely staff services which may present an ongoing budget pressure.. The outturn reflects the ongoing permanent staff recruitment issues and reliance on agency staff for the foreseeable future. Agency staff are being utilised where possible to limit the impact on service delivery and ensure that statutory duties are met. Every opportunity is taken to convert agency arrangements into permanent employment where possible.
- Management & Administration – the over spend of £333,000 relates primarily to an increase in staffing costs, including agency costs, who are supporting key roles in Children’s Services. There has been a significant increase in children and young people referred for care and support and/or due to safeguarding concerns. In addition to the impact this has on the social work teams being required to discharge their statutory duties, there is also the impact on business support due to the pivotal role they play in ensuring statutory timescales and recording requirements are met.

3.3.3 Communities Directorate

The net budget for the Directorate for 2022-23 was £31.040 million and the actual outturn was £30.601 million following planned draw down of £2.965 million from earmarked reserves, resulting in an under spend of £439,000. The main variances are:

COMMUNITIES DIRECTORATE	Net Budget	Actual Outturn	Actual Variance Over/(under) budget	% Variance
	£'000	£'000	£'000	
Planning and Development	691	637	(54)	-7.8%
Economy, Natural Resources & Sustainability	1,665	1314	(351)	-21.1%
Waste Disposal & Collection	9,836	9,882	46	0.5%
Fleet Services	177	493	316	178.5%
Highways Services (DSO)	3,245	2,959	(286)	-8.8%
Engineering Services	101	(47)	(148)	-146.5%
Corporate Landlord	3,095	3,479	384	12.4%
Parks, Playing Fields & Bereavement	2,454	2,166	(288)	-11.7%

Planning and Development

- The under spend in planning and development of £54,000 is primarily due to an upturn in planning application income. Fee income is subject to considerable fluctuations between years, depending on number of types of applications. For example in 2020-21 the service generated a surplus of £14,000, and in 2021-22 a deficit of £249,000.

Economy, Natural Resources and Sustainability

- The under spend of £351,000 is primarily due to staff vacancies in the Climate Response Change section. Various recruitment activities have been actioned in order to fill vacant posts, but appointments have been affected by challenging market conditions. Of the 5 vacant posts in 2022-23, 3 have now been filled and the service area is actively looking to recruit and fill the remaining 2 vacancies, therefore this saving will not be recurring in 2023-24.

Waste Disposal and Collection

- There is a net over spend of £46,000 on the waste disposal and collection budgets. This is made up of:
 - an under spend of £247,000 on the waste disposal budget. Whilst there has been a delay in the achievement of COM 2 – Re-location of Community Recycling Centre from Tythegston to Pyle of £60,000 (see para 3.2.2) this has been offset by a reduction in the disposal fee of residual waste at the Material Recovery and Energy Centre (MREC) and a slight reduction in the tonnage figures in 2022-23.
 - an over spend of £294,000 on the waste collection budget. This is primarily due to a one-off invoice from Kier to correct a historic undercharge relating to the application of inflationary costs to the contract.

Fleet Services

- There is an over spend on Fleet services of £316,000. The fleet services team operate on a break-even basis with re-charges for work undertaken on directorate, South Wales Police (SWP) and the general public's vehicles, generating income to support staffing and overhead costs. Productivity continues to be impacted by long term sickness as well as recruitment and retention difficulties. A review of the service is currently being undertaken which is looking at productivity and maximising the provision provided by SWP and the Council and to review any overlap provided, to maximise productivity and to identify any possible efficiencies. A report outlining options in regard of the operating model and charging mechanisms is in the final stages of development in mitigating the budget position of fleet services. It is anticipated that this will be available in quarter 2 of 2023-24.

Highways Services

- There is an under spend within highways services of £286,000 which is partly due to staff vacancies as a result of recruitment difficulties. The following teams in particular are experiencing difficulties in recruiting – hazing (£78,000), and stores (£26,000). The balance of the under spend is due to core funded staff being utilised to support work on capital schemes – e.g. replacement of street lighting works. In these cases, the salary costs can be capitalised, thus generating one-off income for the service area.

Engineering Services

- There is an under spend on engineering services of £148,000. This is primarily due to an increase in the level of fee earning jobs (grant funded/non grant funded projects) and the differing chargeable rates allowed on the schemes.

Corporate Landlord

- There is an over spend of £384,000 against the Corporate Landlord service for 2022-23.
- There are shortfalls in income generated from properties run by the Council due to occupancy shortfall. These include:-

Property	Income Shortfall	Narrative
Science Park	£26,500	A review of each of the budget lines on this property is required as there has been a shortfall on service charges and commission/insurance as was the case for 2021-22
Innovation Centre	£124,500	The building was partly vacated ready to develop the enterprise hub. This project has since been aborted and the vacant units have not been filled
Bridgend Market	£113,000	Shortage in rental income due to a number of empty stalls

- The Corporate Landlord service has also incurred additional one-off costs of £82,000 net in respect of works undertaken as part of the Enterprise Hub Development Programme which are reflected in the outturn position. Officers are continuing to seek sources of funding to complete the physical development of the business units.

Parks, Playing Fields & Bereavement

- There is an under spend £288,000 on Parks, Playing Fields and Bereavement Services.
- £85,000 of this is within Bereavement services which is primarily due to an increase in burial income compared with budgeted income levels. It is anticipated that income levels will return to normal levels in 2023-24.
- The Parks budget has an under spend of £69,000 due to staff vacancies. The service area has successfully recruited to one of the vacant posts and is actively looking to recruit and fill the remaining vacancy, therefore this saving will not be recurring in 2023-24.
- The Playgrounds budget has an under spend of £116,000 due to staff vacancies (£92,000) and the corresponding under spend on supply budgets linked to these vacant posts (£24,000). The service area is actively looking to recruit to the vacant posts in 2023-24, therefore the saving should not be recurring in 2023-24.

3.3.4 Chief Executive's

The net budget for the Directorate for 2022-23 was £23.498 million and the actual outturn was £21.446 million following planned draw down of £2.631 million from earmarked reserves, resulting in an under spend of £2.052 million. The projected under spend at quarter 3 was £1.172 million. The main reason for the improved year end position was the receipt in quarter 4 of an increase to the 'No One Left Out' grant for homelessness from WG of £1.021 million.

The main variances are:-

CHIEF EXECUTIVE'S	Net Budget	Actual outturn	Actual Variance Over/(under) budget	% Variance
	£'000	£'000	£'000	
Legal, Democratic & Regulatory	5,495	5,528	33	0.6%
ICT	4,052	4,341	289	7.1%
Housing & Homelessness	3,431	1,167	(2,264)	-66.0%
Elections	114	311	197	172.8%
Business Support	1,418	1,198	(220)	-15.5%
Partnerships	2,256	2,090	(166)	-7.4%

Legal, Democratic & Regulatory

- Whilst there is a small net over spend of £33,000 across Legal, Democratic and Regulatory services, legal fees continue to be a budget pressure as reported in the previous budget monitoring reports. The pressure experienced in 2021-22 on public and private law childcare cases, along with an increase in volume of complex cases that have required Senior Counsel, continued into 2022-23. The final over spend for legal fees for 2022-23 was £417,000 however this was supported by earmarked reserve draw down of £340,000 during the year to cover the continuing pressure in this service area.

ICT

- There is a net over spend of £289,000 across ICT budgets. As highlighted in 2021-22, due to reduced printing activity ICT have been unable to cover the fixed costs of printers and photocopiers through the re-charge to service departments. Consequently, reduced spend will have been incurred on printing budgets across the service departments and included in the projections for individual service areas. A review will take place during 2023-24 and a budget realignment exercise undertaken to mitigate this from recurring. The under recovery of fixed costs and print room costs of £148,000 will continue to be monitored as to whether any future budget virements will need to be actioned in 2023-24. Additional costs of £35,000 were also incurred on postage budgets as a consequence of a combination of providing support for council wide staff working from home before the introduction of the hybrid working model and a general increase in postage costs. This will continue to be monitored in 2023-24 as part of the Future Service Delivery Model.

Housing & Homelessness

- There is an under spend of £2.264 million on Housing & Homelessness. This has improved from the projected under spend of £1.278 million reported at quarter 3 primarily due to additional grant funding and the delay in payment in relation to the V2C scheme (see below).
- Budget growth of £2.192 million was approved by Council as part of the MTFs Budget setting process in February 2021 to continue the commitment to focus support for homeless individuals providing them with accommodation. The budget was approved prior to confirmation from WG that the Covid Hardship Fund was to be extended through 2021-22.
- Despite the Hardship fund not being in place for 2022-23, WG recognised the need for homelessness accommodation to be secured in advance to continue the commitment to focus on support for homeless individuals and approved £1.479 million to cover these costs for the first six months of 2022-23. In addition, the accommodation element of the Hardship Fund was replaced in 2022-23 by a WG 'Homelessness – No One Left Out' initial grant award of £1.046 million. During quarter 4 additional one-off funding of £1.021 million was provided by WG under the No One Left Out scheme to support the in-year housing pressures. Of the overall £3.546 million support provided by WG in 2022-23, £2.5 million is one-off.
- The actual spend on Homelessness accommodation in 2022-23 was £3.824 million.
- The accommodation costs have been offset against the combined WG funding of £3.546 million referred to above with the shortfall of £217,000 being covered by the budget growth of £2.192 million.
- The service area had planned to utilise part of the under spend against the core budget to fund a revenue contribution to capital of £530,000 for a refurbishment programme working with Valleys to Coast (V2C). V2C confirmed that the properties will be available to the Council for nomination rights and to support those individuals and families in temporary accommodation. The capital budget was approved by Council on 20 July 2022, however due to delays in completing the legal agreement, an earmarked reserve has been established to enable the project to go ahead in 2023-24.
- The accommodation spend is based on increased numbers of homeless households and individuals supported, from 187 households and 298 individuals (94 of these children) in March 2022 to 250 households and 479 individuals (179 of these children) in March 2023.
- The demand for accommodation is anticipated to continue into 2023-24. Council approved a budget pressure in the MTFs in March 2023 of £700,000 based on increased numbers of households and individuals supported with accommodation, increasing the core budget to £2.892 million. WG have confirmed £898,694 for the 'No one left out grant' in 2023-24 resulting in a total accommodation budget of £3.791 million in 2023-24. Given that the actual accommodation costs for 2022-23 were £3.824 million this budget will require close monitoring in the new financial year.

Elections

- An earmarked reserve of £116,000 was previously established to cover the costs of the local government elections in May 2022. The costs of the local elections and by-elections during 2022-23 exceeded the earmarked reserve, resulting in a one-off over spend of £197,000.

Business Support

- The under spend of £220,000 relates primarily to staff vacancies. The service area is actively looking to recruit and fill these vacancies therefore this saving will not be recurring in 2023-24.

Partnerships

- This service areas includes Transformation, Partnerships and Customer Services & Engagement. The under spend of £166,000 is primarily due to staff vacancies in the Customer Care section (£155,000). Various recruitment activities have been actioned in order to fill vacant posts, but appointments have been affected by challenging recruitment market conditions.

3.3.5 Council Wide budgets

This section includes budgets, provisions and services which are council wide, and not managed by an individual directorate. The net budget for 2022-23 was £41.221 million and the actual outturn was £31.684 million, resulting in an under spend of £9.537 million.

The most significant variances were:-

COUNCIL WIDE BUDGETS	Net Budget	Actual Outturn	Actual Variance Over/(under) budget	% Variance
	£'000	£'000	£'000	
Capital Financing Costs	7,203	5,070	(2,133)	-29.6%
Council Tax Reduction Scheme	16,054	14,885	(1,169)	-7.3%
Insurance Premiums	1,363	1,671	308	22.6%
Repairs and Maintenance	497	-	(497)	-100.0%
Other Council Wide Budgets	6,814	960	(5,854)	-85.9%

Capital Financing Costs

- The under spend of £2.133 million mainly relates to interest paid and received due to a combination of lower borrowing than anticipated as the Council uses its own internal resources to finance schemes, and additional interest from current investments. The additional interest from current investments is primarily due to the continuing increase in interest rates with the Bank of England confirming a further increase to 4.5% in May 2023, the highest it has been since 2008.

Council Tax Reduction Scheme

- There is an under spend of £1.169 million on the Council Tax Reduction Scheme. This is a demand led budget and take-up is difficult to predict with an increase of £400,000 included within the budget for 2022-23 in anticipation of increased demand. Take up is slightly lower than 2021-22 when the gross spend in this budget area was £15.239 million. However, the budget will be closely monitored in 2023-24 as it is possible that there could be an additional call on the scheme in view of the impact of the cost of living crisis on personal financial circumstances and a potential increase in the number of benefit claimants.

Insurance Premiums

- There is an over spend of £308,000 on the insurance budget as a result of increased insurance premiums and the value of claims settled in 2022-23. As a result of a recent procurement exercise, insurance premiums will be less in 2023-24. In addition, the value of claims settled is anticipated to be a one-off pressure, but the insurance budget will be monitored closely in 2023-24 and any early indication of any ongoing significant changes will be reported to Cabinet through the quarterly budget monitoring reports.

Repairs and Maintenance

- There is an under spend of £497,000 which is as a result of slippage on some minor works schemes and feasibility studies, which will now be completed in 2023-24. An earmarked reserve has been established to meet these costs in the next financial year.

Other Council Wide Budgets

- Other council wide budgets include funding for pay and price increases along with funding to deal with unexpected costs unforeseen when the budget was set. There is a net under spend of £5.905 million on other council wide budgets. The main areas contributing to this under spend are:-
- Inflation rates have fluctuated since the budget was set – CPI was 6.2% when the budget was set in February 2022, had increased to 10.7% in November 2022, reducing slightly to 10.1% in the 12 months to March 2023. The majority of the budget estimated for price inflation is retained centrally within council wide budgets and allocated to directorates/schools as further information is known about specific contractual price increases – e.g for energy. The majority of the under spend relates to reductions in requirements to allocate price budgets to service areas in-year as the Council did not see the increases in CPI impact on contractual arrangements in 2022-23. However, even though CPI has fallen to 8.7% in April 2023, there is ongoing uncertainty around the impact of the war in the Ukraine and, along with the known energy cost increases in 2023-24, it is likely that the provision set aside in the MTFS for 2023-24 will need to be supplemented by any funding not committed from the council wide budgets this financial year.
- There has also been a reduction in corporate support required to fund redundancy costs as, following the better than anticipated WG settlement for 2022-23, fewer budget savings had to be made. In addition, there was a lower than anticipated requirement against the £1 million MTFS Covid-19 pressure approved by Council in February 2022.

3.4 Review of Earmarked Reserves

- 3.4.1 The Council is required to maintain adequate financial reserves to meet the needs of the organisation. The MTFS includes the Council's Reserves and Balances Protocol which sets out how the Council will determine and review the level of its Council Fund balance and earmarked reserves. During 2022-23 Directorates drew down funding from specific earmarked reserves and these were reported to Cabinet through the quarterly monitoring reports. The final draw down from reserves was £18.910 million and is summarised in Table 5 below. A more detailed breakdown of the movement on reserves is outlined in **Appendix 4**.

Table 5 – Draw Down from Earmarked Reserves during 2022-23

	Draw down from Earmarked Reserves 2022-23 £'000
Education & Family Support	1,903
Schools	7,330
Social Services & Wellbeing	3,809
Communities	2,965
Chief Executives	2,631
Council Wide	272
Total	18,910

3.4.2 The net under spend position of £2.057 million for 2022-23, as set out in 3.1.2, along with the unwinding of existing earmarked reserves, where no longer required, has enabled a limited amount of new earmarked reserves to be created at year end, the most significant being £1.3 million towards the Cost of Living Fund, £530,000 contribution to capital for a refurbishment programme working with Valleys to Coast (V2C) (see 3.3.4), £301,000 carry forward of minor works revenue projects and £114,000 feasibility studies unable to be completed in 2022-23 (see 3.3.5).

3.4.3 A full breakdown of the total movement on earmarked reserves at 31st March 2023 is provided in **Appendix 4**. Table 6 below summarises the final position on all useable reserves for the year, including the Council Fund.

Table 6 – Summary of Movement on Earmarked Reserves 2022-23

Opening Balance 1 April 2022 £'000	Reserve	Movement at Quarter 4		Closing Balance 31 March 2023 £'000
		Additions/ Reclassification £'000	Drawdown £'000	
10,110	Council Fund Balance	-	-	10,110
59,195	Council Wide Reserves	11,836	(10,299)	60,732
24,064	Directorate Reserves	4,139	(9,022)	19,181
9,245	Equalisation & Grant Reserves	1,247	(4,789)	5,703
14,228	School Balances	-	(7,330)	6,898
106,732	Total Earmarked Reserves	17,222	(31,440)	92,514
116,842	Total Reserves	17,222	(31,440)	102,624

3.4.4 In terms of financial reserves, the Council Fund balance represents 3.16% of the net revenue budget for 2022-23, or 4.84% of the net revenue budget, excluding schools. This aligns closely with MTFs Principle 9 which states that:-

The Council Fund balance should be set at a prudent but not excessive level. This will normally be maintained at a level of 5% of the Council's net budget, excluding schools.

3.4.5 A thorough review of earmarked reserves is being undertaken by Corporate Management Board during quarter 1 of 2023-24, including assessing the draw down profile and re-profiling of existing earmarked reserves against emerging risks for the Council as a whole. The results of this exercise will be reported in the quarter 1 budget monitoring report to Cabinet in July.

4. Equality implications (including Socio-economic Duty and Welsh Language)

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

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 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 well-being objectives are designed to complement each other and are part of an integrated way of working to improve well-being for the people of Bridgend. The allocation of budget determines the extent to which the Council's well-being objectives can be delivered. It is considered that there will be no significant or unacceptable impacts upon the achievement of the well-being goals or objectives as a result of this report.

6. Climate Change Implications

6.1 There are no direct implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no direct implications arising from this report.

8. Financial Implications

8.1 These are reflected in the body of the report.

9. Recommendation

9.1 Cabinet is recommended to:

- note the revenue outturn position for 2022-23.

Background documents:

Individual Directorate Monitoring Reports

PRIOR YEAR BUDGET REDUCTIONS CARRIED FORWARD INTO 2022-23

Ref.	Budget Reduction Proposal		Original Reduction and RAG £000	Revised RAG £000	Total amount of saving achieved in 22-23 £000	Reason why not achieved	Proposed Action in 2023-24 to achieve
------	---------------------------	--	---------------------------------	------------------	---	-------------------------	---------------------------------------

RAG STATUS KEY

RED	Not likely to be achieved at all in this financial year or less than 25%.
AMBER	Reduction not likely to be achieved in full in financial year but greater than 25%
GREEN	Reduction likely to be achieved in full

COMMUNITIES

COM19 (2017-18)	Permitting Scheme road works net of existing income of £95,000		100		100	A response from Welsh Government is still outstanding in consideration of the business case for the Permitting Scheme. Attempts continue to be made to make contact with the appropriate officers to gain a formal response on the submission. However, an alternative saving has been identified from with the Communities Directorate.	A review of the budgets within the Communities Directorate was undertaken during quarter 2 to identify a replacement saving for the original budget reduction proposal. A recurring saving on the Street Lighting Budget of £100,000 was identified as the LED replacement programme has generated savings due to reduced energy consumption. No further action required
COM 2 (2021-22)	Re-location of Community Recycling Centre from Tythegston to Pyle resulting in cessation of lease payments at existing site		60		0	The new site in Pyle is anticipated to open later in 2023 should the licence to operate be granted by Natural Resources Wales (NRW). Both sites will be maintained until the new site is fully operational, therefore the saving will not be achieved in full until 2024-25.	The saving will continue to be met through alternative one off efficiencies in 2023-24 to deliver a balanced budget position.
COM 7 (2021-22)	WG National AHP Waste Programme - capital contribution from WG towards 7.5 tonne vehicle to collect AHP recycling		19		19	New vehicle purchased part-way through 2021-22 therefore only partial saving achieved in prior year.	No action required - saving made in full in 2022-23.
Total Communities Directorate			179		119		
GRAND TOTAL OUTSTANDING REDUCTIONS			179		119		
REDUCTIONS SHORTFALL					60		

This page is intentionally left blank

MONITORING OF 2022-23 BUDGET REDUCTIONS

Ref.	Budget Reduction Proposal	Impact, including on 5 Ways of Working as set out in the Wellbeing of Future Generations Act	Budget Reductions 2022-23 £'000	Value of Saving Achieved 2022-23 £'000	Reason why not achieved	Proposed action in 2023-24 to achieve
------	---------------------------	--	---------------------------------	--	-------------------------	---------------------------------------

EDUCATION & FAMILY SUPPORT
CENTRAL EDUCATION & FAMILY SUPPORT

EFS1	Rationalisation of Adult Community Learning Service	Remove the council subsidised support to adult learners although there are other providers - e.g. College. Less opportunity for adults to gain new skills.	68	68	Welsh Government changed the terms and conditions of the grant for this service area which impacted on the core budget and deliverability of this proposal. In 2022-23, the Education and Family Support Directorate identified alternative budget reduction proposals to replace this saving through a review of supplies and services budgets across the directorate.	None required - alternative saving identified and achieved in 2022-23
Total Education and Family Support			68	68		

SOCIAL SERVICES & WELLBEING

SSW1	Across Adults and Children's services embed and consolidate outcome focussed practice and commissioning for all services areas.	This will support people to live their lives and will require our systems to be adapted to support the changes in practice. There will be a shift to embed outcome focussed practice which will have a focus on targeted prevention initiatives and by developing collaborative, long term relationships with providers as well as maximising the opportunities of the use of technology. This will be underpinned by planning accommodation, care and support together and listening to people who are experts in their own lives and acting upon what will make a difference.	200	200	Full saving achieved in 2022-23	None required - saving made in full in 2022-23
SSW2	Remodelling day service provision for older people and learning disability services	The recent experience of the pandemic has enabled the service to find new ways of working and the service are proposing to review and refine the operating model for day time opportunities.	115	34	Efficiencies were identified and implemented in 2022-23, and work has continued to further develop the remodelling to enable the savings target to be met in full in 2023-24.	None required - 2023-24 will see the delivery of this saving target in full.
SSW3	Remodelling Supported Living Services	A review of the service provision and alternative delivery models based on the current and predicted needs of individuals	50	50	Full saving achieved in 2022-23	None required - saving made in full in 2022-23
Total Social Services & Wellbeing Directorate			365	284		

MONITORING OF 2022-23 BUDGET REDUCTIONS

Page 88 Ref.	Budget Reduction Proposal	Impact, including on 5 Ways of Working as set out in the Wellbeing of Future Generations Act	Budget Reductions 2022-23 £'000	Value of Saving Achieved 2022-23 £'000	Reason why not achieved	Proposed action in 2023-24 to achieve
-----------------	---------------------------	--	---------------------------------	--	-------------------------	---------------------------------------

COMMUNITIES

COM1	Strategic Regeneration Fund - reduction to annual allocation	The reduction to the Strategic Regeneration Fund will directly impact on the Council's ability to provide match-funding, through which to lever other external funding. There will be no funding for feasibility or development work, on which to prepare bids for funding. Also potential for a loss of private sector investment as a result of inability to engage productively with developers and present Bridgend County in a positive light.	20	20	Full saving achieved in 2022-23	None required - saving made in full in 2022-23
COM2	Cessation of Tourism contract with AMA Associates an external Public Relations Company who promote Bridgend with a range of publishers.	News coverage about Bridgend County will reduce and this potentially would have implications for visitor numbers and the local economy.	25	25	Full saving achieved in 2022-23	None required - saving made in full in 2022-23
COM3	Change the composition of Household Food Waste bags	The current bags cause issues with bio-degrading due to the speed of the food waste digestion process. Change the supply of bags to remove this issue.	35	0	Ongoing national research and debate surrounding composition of Household Food Waste Bags. Budget reduction proposal has been delayed until the outcome of the review is known to ensure any potential changes in legislation do not impact on the proposal. Changes to national composting standard is awaited.	The saving will be met through alternative one off efficiencies in 2023-24 to deliver a balanced budget position.
COM4	Remove Business in Focus from running Enterprise Centres in Bridgend	This would be dependent on Corporate Landlord picking up the responsibilities and ensuring a higher rate of occupancy of the units to remove voids.	20	10	Staffing vacancies have delayed the implementation of this saving proposal, however the appointment of a Senior Portfolio Surveyor will make this a priority as we move forward.	This work has now commenced however the saving may not be fully achieved in 2023-24. If this is the case, the saving will be met through alternative one off efficiencies in order to deliver a balanced budget position.
COM5	Commercially let a wing of Ravens Court to a partner organisation or business.	Savings would be predicated on reduction in utilities from not occupying the space and rental income	50	0	Delay in progressing budget reduction proposal whilst the Future Service Delivery model was being developed.	This work has now commenced, with commercial agents engaged, however the saving may not be fully achieved in 2023-24. If this is the case, the saving will be met through alternative one off efficiencies in order to deliver a balanced budget position.
Total Communities Directorate			150	55		

CHIEF EXECUTIVES

CEX2	Efficiency saving targeting supplies and services budgets across the Chief Executive's Directorate	Limited impact as review has identified small historic underspends against this budget category	48	48	Full saving achieved in 2022-23	None required - saving made in full in 2022-23
Total Chief Executive's Directorate			48	48		

GRAND TOTAL REDUCTIONS	631	455
-------------------------------	------------	------------

REDUCTION SHORTFALL	176
----------------------------	------------

MONITORING OF 2022-23 BUDGET REDUCTIONS

Ref.	Budget Reduction Proposal	Impact, including on 5 Ways of Working as set out in the Wellbeing of Future Generations Act	Budget Reductions 2022-23 £'000	Value of Saving Achieved 2022-23 £'000	Reason why not achieved	Proposed action in 2023-24 to achieve
------	---------------------------	--	---------------------------------	--	-------------------------	---------------------------------------

93	411
88	135
450	85
631	631

This page is intentionally left blank

BRIDGEND COUNTY BOROUGH COUNCIL	Budget 2022-23			Actual Outturn	Actual Variance Over/(under) budget	% Variance
	Expenditure Budget	Income Budget	Net Budget			
	£'000	£'000	£'000			
EDUCATION AND FAMILY SUPPORT						
School Delegated Budgets	131,897	(21,302)	110,595	110,595	-	0.0%
Learner Support	7,915	(1,207)	6,708	6,632	(76)	-1.1%
Family Support	8,579	(5,501)	3,078	2,388	(690)	-22.4%
Business Support	15,402	(4,447)	10,955	11,982	1,027	9.4%
Schools Support	1,506	(837)	669	672	3	0.4%
School Modernisation	4,014	(214)	3,800	3,778	(22)	-0.6%
Vulnerable Groups Support	737	(96)	641	521	(120)	-18.7%
Other Education and Family Support	1,921	-	1,922	1,677	(245)	-12.7%
TOTAL EDUCATION AND FAMILY SUPPORT	171,971	(33,604)	138,368	138,245	(123)	-0.1%
SOCIAL SERVICES AND WELLBEING						
Adult Social Care	79,345	(21,605)	57,740	62,516	4,776	8.3%
Prevention and Wellbeing	7,021	(973)	6,048	5,850	(198)	-3.3%
Childrens Social Care	22,765	(1,166)	21,599	27,889	6,290	29.1%
TOTAL SOCIAL SERVICES AND WELLBEING	109,131	(23,744)	85,387	96,255	10,868	12.7%
COMMUNITIES DIRECTORATE						
Planning & Development Services	2,336	(1,645)	691	637	(54)	-7.8%
Strategic Regeneration	3,106	(1,413)	1,693	1,692	(1)	-0.1%
Economy, Natural Resources and Sustainability	6,804	(5,139)	1,665	1,314	(351)	-21.1%
Cleaner Streets and Waste Management	13,489	(1,502)	11,987	12,025	38	0.3%
Highways and Green Spaces	23,682	(12,056)	11,626	11,178	(448)	-3.9%
Strategic Management	283	-	283	276	(7)	-2.5%
Corporate Landlord	12,634	(9,539)	3,095	3,479	384	12.4%
TOTAL COMMUNITIES	62,334	(31,294)	31,040	30,601	(439)	-1.4%
CHIEF EXECUTIVE'S						
Chief Executive Unit	483	-	483	500	17	3.5%
Finance	47,127	(42,994)	4,133	4,128	(5)	-0.1%
HR/OD	2,514	(398)	2,116	2,183	67	3.2%
Partnerships	3,483	(1,227)	2,256	2,090	(166)	-7.4%
Legal, Democratic & Regulatory	6,445	(950)	5,495	5,528	33	0.6%
Elections	163	(49)	114	311	197	172.8%
ICT	5,340	(1,288)	4,052	4,341	289	7.1%
Housing & Homelessness	11,289	(7,858)	3,431	1,167	(2,264)	-66.0%
Business Support	1,529	(111)	1,418	1,198	(220)	-15.5%
TOTAL CHIEF EXECUTIVE'S	78,373	(54,875)	23,498	21,446	(2,052)	-8.7%
TOTAL DIRECTORATE BUDGETS	421,809	(143,517)	278,293	286,547	8,254	3.0%
Council Wide Budgets	42,191	(970)	41,221	31,684	(9,537)	-23.1%
Accrued Council Tax Income				(774)	(774)	0.0%
Appropriations to / from Earmarked Reserves				2,057	2,057	0.0%
Transfer to Council Fund				-	-	0.0%
NET BRIDGEND CBC	464,000	(144,487)	319,514	319,514	-	0.0%

NB: Differences due to rounding of £000's

This page is intentionally left blank

TOTAL MOVEMENT ON EARMARKED RESERVES AS AT 31ST MARCH 2023

Opening Balance 01 Apr 22	Reserve	Movement as at 31 March 2023		Closing Balance 31 Mar 23
		Net Additions/ Reclassification	Draw-down/ unwound	
£'000		£'000	£'000	£'000
	Corporate Reserves:			
912	Asset Management Plan	-	(146)	766
1,920	Building Maintenance Reserve	376	(527)	1,769
1,056	Capital Asset Management & Asbestos Fund	-	(606)	450
645	Capital Feasibility Fund	206	(220)	631
40,025	Capital Programme Contribution	9,646	(5,696)	43,975
1,114	Change Management	-	(230)	884
1,429	Digital Transformation, ICT & Finance Systems	775	(259)	1,945
800	Economic and Future Resilience Fund	-	-	800
2,160	Insurance Reserve	-	-	2,160
4,149	Major Claims Reserve	833	(1,902)	3,080
906	MTFS Budget Contingency	-	-	906
192	Property Disposal Strategy	-	(13)	179
3,593	Service Reconfiguration	-	(700)	2,893
294	Welfare Reform Bill	-	-	294
59,195	Total Corporate Reserves	11,836	(10,299)	60,732
	Directorate Reserves:			
5,970	City Deal Reserve	588	-	6,558
15,340	Directorate Issues	4,270	(8,099)	11,511
905	Highways Asset Management Reserve	(540)	(207)	158
578	Looked After Children	(167)	(98)	313
103	Porthcawl Regeneration	-	-	103
180	Property Reserve	-	(180)	-
11	Safe Routes to Schools	-	(11)	-
309	School Projects Reserve	-	(37)	272
669	Wellbeing Projects	(12)	(391)	266
24,065	Total Directorate Reserves	4,139	(9,023)	19,181
	Equalisation & Grant Reserves:			
25	Building Control Reserve	7	-	32
50	Civil Parking Enforcement	-	(34)	16
128	Election Costs	-	(128)	-
791	HWB Schools Infrastructure	402	(249)	944
5,888	IFRS Grants	838	(3,078)	3,648
153	Legal Fees	-	-	153
158	Local Development Plan	-	-	158
815	Special Regeneration Fund	-	(63)	752
1,236	Cost of Living Grant	-	(1,236)	-
9,244	Equalisation & Grant Reserves:	1,247	(4,788)	5,703
14,228	School Balances	-	(7,330)	6,898
106,732	TOTAL RESERVES	17,171	(31,440)	92,463

NB: Differences due to rounding of £000's

This page is intentionally left blank

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	CAPITAL PROGRAMME OUTTURN 2022-23
Report Owner / Corporate Director:	CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE
Responsible Officer:	NIGEL SMITH GROUP MANAGER – CHIEF ACCOUNTANT
Policy Framework and Procedure Rules:	Paragraph 3.5.3 of the Finance Procedure Rules requires that the Chief Finance Officer shall report quarterly to Cabinet and Council with an update on the Capital Strategy and the Prudential Indicators. This report fulfils that requirement. There is no impact on the policy framework or procedure rules
Executive Summary:	<ul style="list-style-type: none"> • The report provides details of the capital budgets and expenditure outturn for 2022-23 and provides explanations for the main variances. • Appendix A shows the budgets and outturn spend for the individual schemes in 2022-23. • Appendix B provides details of the actual prudential and other indicators for 2022-23.

1. Purpose of Report

1.1 The purpose of this report is to:

- Comply with the Chartered Institute of Public Finance and Accountancy's (CIPFA) 'The Prudential Code for Capital Finance in Local Authorities' (2021 edition) requirement to report performance against all forward looking indicators on a quarterly basis.
- provide details of the capital outturn for 2022-23 (**Appendix A**)
- note the actual Prudential and Other Indicators for 2022-23 (**Appendix B**)

2. Background

2.1 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.

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

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

2.3 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 2022-23, incorporating the Prudential Indicators for 2022-23, was approved by Council on 23 February 2022.

2.4 On 23 February 2022 Council approved a capital budget of £69.979 million for 2022-23 as part of a capital programme covering the period 2022-23 to 2031-32 and Council received regular updates and approved revisions through the year. The capital programme for 2022-23 was last updated and approved by Council on 1 March 2023.

3. Current situation / proposal

3.1 Capital Programme Outturn Position 2022-23

3.1.1 The original budget approved by Council on 23 February 2022 has been revised and approved by Council during the year to incorporate budgets brought forward from 2021-22 and any new schemes and grant approvals during 2022-23. The revised programme for 2022-23, approved by Council in March 2023 totalled £58.387 million, of which £21.855 million was to be met from Bridgend County Borough Council (BCBC) resources, including capital receipts, revenue contributions from earmarked reserves and borrowing, with the remaining £36.532 million coming from external resources.

3.1.2 **Appendix A** provides details of the individual schemes within the capital programme, showing the budget available in 2022-23 compared to the actual spend. Since the last report presented to Council in March 2023 there have been a few minor amendments to the 2022-23 Programme. The main changes are:

- New approvals of £0.539 million, as a result of additional grant funded schemes including £0.357 million Safer Streets grant from the Police and Crime Commissioner for South Wales, £0.049 million Welsh Government grant for Zero Emission Vehicle/Charging Infrastructure, and £0.133 million revenue contributions as a result of revised expenditure profiles across a number of schemes.
- These additions are offset by two reductions in the programme of £0.120 million on the Free School Meals scheme and £0.060 million on the Community Focused

Schools scheme. This is as a result of some items of expenditure on the two schemes being deemed to be revenue in nature, and so expenditure as well as an equal amount of grant funding was transferred to revenue.

- £0.014 million funding has been brought forward from 2023-24 to reflect revised spend profiles.

This brings the revised budget for 2022-23 to £58.760 million.

3.1.3 Total expenditure as at 31 March 2023 was £29.230 million which, after slippage of £27.875 million into 2023-24, and adjustments to grant funded schemes of £0.860 million, results in a total under spend of £0.795 million. Of this, £0.639 million will be returned to the Council's capital funding provision to contribute to future capital projects. Slippage has arisen for a number of reasons, including delays in starting projects due to the need to undertake more detailed survey works, supply chain issues and ongoing discussions with funding bodies and other general programme delays.

3.1.4 Slippage forecast to be spent in 2023-24 of £27.875 million is required, the main schemes being:

- £0.591 million Universal Free School Meals. Delays in the procurement and tender process meant that there was a delay in the kitchen audits being completed, which assessed the equipment requirements for each school to enable them to roll out the universal free school meals programme. There have also been delays in arranging the installation of the new equipment with the contractor, as they are also working with four other Welsh authorities on their universal free school meals programmes.
- £0.703 million School Capital Maintenance Grant. Following the Council being awarded a School Capital Maintenance grant of £2.325 million in quarter 4, there have been a number of underspends due to capacity issues, which have meant that the grant has been used to fund various other schemes in the capital programme, as allowed in the grant terms and conditions, and the retrospective earmarked reserve and capital receipts funding displaced and slipped for use in 2023-24.
- £0.559 million Coychurch Crematorium. Delays in the procurement and tender process resulted in works on the Flower Court Extension not commencing until October 2022. Works are now expected to be completed in September 2023.
- £2.980 million Porthcawl Metro Link. The tender process for this scheme is not yet complete which, coupled with technical site issues, has led to a change in timescales, therefore the remaining budget is slipped for use in 2023-24.
- £0.788 million Cosy Corner. There have been slight delays in the programme timetable due to Welsh Water delays and re-programming implications as a result of the removal of asbestos from the site. The project will be completed in 2023-24.

- £0.764 million Coastal Risk Management. Works have taken longer than anticipated and there have also been some delays in receiving approvals from the designers of the scheme for revetment and grouting works. The scheme is now due for completion in June 2023.
- £3.493 million Ewenny Road Industrial Estate. Since the grant was confirmed there have been substantial delays associated with reaching an agreed funding contract with Cardiff Capital Region (CCR), which was required to ensure the agreement did not create any undue risk for Bridgend County Borough Council. Whilst a funding contract with CCR has now been agreed, the scheme requires planning permission before it can be implemented, and this element of the project has been delayed due to consultation comments from Natural Resource Wales and the resultant requirement for additional hydraulic modelling. The planning application is now expected to be determined by September 2023 with the grant funded infrastructure works to be tendered following any approval.
- £2.177 million Llynfi Development Site. The Council are currently in discussions with Welsh Government about the use of the funding, and updates will be provided in future capital reports once we have confirmation from WG about their requirements.
- £0.952 million Maesteg Town Hall Cultural Hub. During renovation works, large scale defective plaster and active dry rot were discovered within the core fabric of the building. This required remedial work to be undertaken before any further planned renovation works could take place, resulting in a lower spend in 2022-23 than anticipated.
- £1.115 million UK Shared Prosperity Fund (UKSPF). UK Government were delayed in agreeing the South East Wales UKSPF agreement with Rhondda Cynon Taff County Borough Council. This has resulted in delays in funding agreements being made available for Bridgend County Borough Council. A proposal has been submitted to UK Government through their outlined 'credible plan' process, via Rhondda Cynon Taff County Borough Council, for the underspend from 2022-23 to be rolled forward into 2023-24.
- £0.773 million Capital Asset Management Fund. A £1.5 million capital fund was established in 2019-20 to meet the costs of capital works required to comply with any health and safety or other legislative requirements in respect of the Council's assets. Subsequently £0.5 million was transferred to revenue works, leaving £1 million for capital. There have been 2 approvals on this fund to date (£0.180 million Pencoed Complex Medical Needs provision in 2019-20 and £0.047 million Puffin Crossing Kenfig Hill 2022-23) and the balance will be carried forward to meet other unexpected health and safety works.
- £0.551 million Bryncethin Depot. With the depot rationalisation project at Park Afon Ewenny being impacted by changes to the Natural Resources Wales Flood mapping guidance, a number of proposed projects at Bryncethin to facilitate this wider project have been delayed primarily as a result of end user requirements being under review. These works included drainage and yard resurfacing works, exterior lighting upgrades and the creation of additional workshop areas. All works will proceed and are currently under specification review. A number of projects

have been completed including the roof replacement of Barn Two, essential electricity upgrading works and the installation of a vehicle washdown facility. The major project to replace the office roof and associated internal works to the main building, together with ventilation upgrades to Barn Two were unsuccessful at tender stage and as such these schemes are being re-tendered.

- £0.530 million Homelessness and Housing. The legal agreement between Valleys to Coast and the Council is being finalised, which will allow the £0.530 million to be paid over to Valleys to Coast to support the scheme which brought long term empty properties back into use.
- £0.844 million Affordable Housing. The Council are actively looking at opportunities in line with housing need, although the situation is extremely difficult at present in terms of availability of housing stock.
- £2.174 million Minor Works. Due to delays in completing a number of minor works schemes across all directorates, funding has been slipped for use in 2023-24.

3.2 Prudential and Other Indicators 2022-23 Monitoring

3.2.1 The Capital Strategy is intended to give an overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services along with an overview of how associated risk is managed and the implications for future sustainability. To this end a number of prudential indicators were included, and approved, by Council. In line with the requirements of the Prudential Code, the Chief Finance Officer is required to establish procedures to monitor both performance against all forward-looking prudential indicators and the requirement specified.

3.2.2 In February 2022, Council approved the Capital Strategy for 2022-23, which included the Prudential Indicators for 2022-23.

3.2.3 **Appendix B** details the actual indicators for 2021-22, the estimated indicators for 2022-23 set out in the Council's Capital Strategy and the actual indicators for 2022-23 based on the Capital Programme outturn. These show that the Council is operating in line with the approved indicators.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The Act provides the basis for driving a different kind of public service in Wales, with five ways of working to guide how public services should work to deliver for people. The well-being objectives are designed to complement each other and are part of an integrated way of working to improve well-being for the people of Bridgend. It is considered that there will be no significant or unacceptable impacts upon the achievement of the well-being goals or objectives as a result of this report.

6. Climate Change Implications

6.1 There are no Climate Change implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no Safeguarding and Corporate Parent implications arising from this report.

8. Financial Implications

8.1 These are reflected within the report.

9. Recommendations

9.1 It is recommended that Cabinet:

- notes the Capital outturn for 2022-23 (**Appendix A**)
- notes the actual Prudential and Other Indicators for 2022-23 (**Appendix B**)

Background documents

None

2022-23 OUTTURN REPORT

	Budget 22-23 (Council Mar 23)	New Approvals	Virement	Slippage From 2023-24	Revised Budget 2022-23	Total Expenditure 2022-23	Over / (Under) spend	Slippage to 2023-24	Impact on Grant Funded Schemes	Impact on BCBC Resources
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000

Education & Family Support

HIGHWAYS SCHEMES BAND B SCHOOL	100				100	-	(100)	100		
SUSTAINABLE LEARNING FOR COMMUNITIES - BAND B SCHOOLS	732		(732)		-	-	-	-		
MYNYDD CYNFFIG REPLACEMENT	-		125		125	125	-	-		
YSGOL GYMRAEG BRO OGWR REPLACEMENT	-		12		12	12	-	-		
BRIDGEND WEST	-		595		595	595	-	-		
YSGOL BRYN CASTELL	30				30	9	(21)	-		(21)
YSGOL GYFUN GYMRAEG LLANGYNWYD	100				100	-	(100)	100		
GATEWAY TO THE VALLEYS SEC SCH	32				32	-	(32)	32		
GARW VALLEY SOUTH PRY PROVIS.	139				139	69	(70)	70		
PENCOED PRIMARY BAND A	53				53	-	(53)	53		
GARW VALLEY PRIMARY HIGHWAYS	30				30	-	(30)	30		
PENCOED PRY SCH HIGHWAYS WORKS	56				56	-	(56)	56		
ABERCERDIN PRIMARY HUB	20				20	10	(10)	10		
BRYNTEG COMP ALL WEATHER PITCH	20				20	4	(16)	16		
MINOR WORKS	404				404	149	(255)	255		
SCHOOLS TRAFFIC SAFETY	10			3	13	13	-	-		
HERONSBRIDGE SCHOOL	317		71		388	388	-	-		
SCHOOLS MODERNISATION	406		(18)		388	2	(386)	386		
PENCOED PRIMARY CLASSROOM EXTENSION	52				52	-	(52)	52		
COETY PRIMARY EXTENSION	44				44	-	(44)	44		
BRYNTIRION COMP SIX CLASSROOMS	150				150	120	(30)	30		
EDUCATION S106 SCHEMES	169				169	-	(169)	169		
MYNYDD CYNFFIG PRIMARY MOBILES	79				79	-	(79)	79		
SCHOOLS CAPITAL MAINTENANCE GRANT	2,004				2,004	1,301	(703)	703		
WELSH MEDIUM GRANT - BETTWS	534		18		552	552	-	-		
WELSH MEDIUM GRANT - OGMORE	747				747	682	(65)	65		
WELSH MEDIUM - HIGHWAYS	100				100	78	(22)	22		
FREE SCHOOL MEALS	846	(120)			726	135	(591)	591		
COMMUNITY FOCUSED SCHOOLS	300	(60)			240	82	(158)	158		
ALN CAPITAL GRANT	897		(71)		826	690	(136)	-		(136)
Y G BRO OGWR MOBILE CLASSROOMS	50				50	21	(29)	29		
PORTHCAWL WELSH MEDIUM SEEDLING SCHOOL	370				370	-	(370)	370		
TOTAL Education & Family Support	8,791	(180)	-	3	8,614	5,037	(3,577)	3,420	-	(157)

Social Services & Wellbeing

BRYNGARW PARK - ACCESS	23				23	19	(4)			(4)
BRYN Y CAE-UPGRADE HFE'S	40				40	-	(40)	40		
TREM Y MOR - ACCOMODATION	4				4	1	(3)	-		(3)
TY CWM OGWR	331				331	290	(41)	41		
VARIOUS MINOR WORKS	135				135	25	(110)	110		
BAKERS WAY MINOR WORKS	10				10	-	(10)	10		
GLAN YR AFON CARE HOME	51				51	-	(51)			(51)
CHILDRENS RESIDENTIAL HUB	2,831				2,831	2,387	(444)	444		
TELECARE TRANSFORMATION	318				318	117	(201)	201		
ACCESSIBILITY WORKS HALO/AWEN	11				11	11	-	-		
COMMUNITY CENTRES	226				226	29	(197)	197		
BRYNGARW HOUSE	30				30	22	(8)	8		
YSGOL BRYN CASTELL HARD COURTS	99				99	-	(99)	99		
TOTAL Social Services & Wellbeing	4,109	-	-	-	4,109	2,901	(1,208)	1,150	-	(58)

	Budget 22-23 (Council Mar 23)	New Approvals	Virement	Slippage From 2023-24	Revised Budget 2022-23	Total Expenditure 2022-23	Over / (Under) spend	Slippage to 2023-24	Impact on Grant Funded Schemes	Impact on BCBC Resources
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000

Communities**Street Scene**

COMMUNITY PLAY AREAS	500				500	380	(120)	120		
PARKS/PAVILIONS/OTHER CAT	285				285	202	(83)	83		
ABERFIELDS PLAYFIELDS	11				11	-	(11)	11		
CITY DEAL	132				132	-	(132)	132		
COYCHURCH CREM WORKS	1,385				1,385	826	(559)	559		
ACCESSIBILITY & SAFETY ROAD	392		136		528	528	-	-		
REMEDIAL MEASURES - CAR PARKS	50				50	-	(50)	50		
20 MPH DEFAULT SPEED	580				580	198	(382)	382		
ROAD SAFETY SCHEMES	124				124	86	(38)	38		
PYLE TO PORTHCAWL ATR PHASE 1	387				387	260	(127)	-	(127)	
PENCOED TECH PARK ACT TRAVEL	3,463		(136)		3,327	2,904	(423)	-	(423)	
HIGHWAYS STRUCTURAL WORKS	160				160	114	(46)	46		
CARRIAGEWAY CAPITAL WORKS	250	5			255	255	-	-		
ROAD SAFETY IMPROVEMENTS HEOL MOSTYN	169				169	1	(168)	168		
PROW CAPITAL IMP STRUCTURES	108		40		148	129	(19)	19		
HIGHWAYS REFURBISHMENT	2,000	26			2,026	2,026	-	-		
CARRIAGEWAY & FOOTWAYS RENEWAL	1,500	34			1,534	1,534	-	-		
REPLACEMENT OF STREET LIGHTING / RIVER PROTECTION	432		(65)		367	367	-	-		
RIVER PROTECTION MEASURES	-	3	65		68	68	-	-		
BRIDGE STRENGTHENING A4061	24				24	2	(22)	22		
COMMUNITIES MINOR WORKS	591		(40)		551	67	(484)	484		
ULTRA LOW EMISSIONS VEHICLE TRANSFORMATION FUND	643		(300)		343	245	(98)	-	(98)	
ULTRA LOW EMISSIONS VEHICLE TRANSFORMATION FUND 2	-	28	300		328	29	(299)	299		
FLEET TRANSITION-ULTRA LOW VEHICLE EMISSIONS	300				300	80	(220)	220		
TRAFFIC SIGNAL REPLACEMENT	250	5			255	255	-	-		
ULTRA LOW EMISSIONS VEHICLES	320	21			341	77	(264)	264		
PORTHCAWL BUS STATION CCRMETRO	3,039				3,039	59	(2,980)	2,980		
PENPRYSG ROAD BRIDGE	-			11	11	11	-	-		
RESIDENTS PARKING BRIDGEND TC	24				24	15	(9)	9		
FLEET VEHICLES	684				684	265	(419)	419		
RELOCATE RECYCLING CENTRE	5	1			6	6	-	-		
AHP WASTE	24				24	18	(6)	6		
CORNELLY CEMETERY EXT	279				279	62	(217)	217		
PORTHCAWL CEMETERY EXT	183				183	6	(177)	177		
S106 HIGHWAYS SMALL SCHEMES	45				45	3	(42)	42		
UNADOPTED ROADS	100				100	67	(33)	33		
TONDU WASTE DEPOT UPGRADE FIRE	140				140	123	(17)	17		
PUFFIN CROSSING KENFIG HILL	93				93	79	(14)	14		
TOTAL Streetscene	18,672	123	-	11	18,806	11,347	(7,459)	6,811	(648)	-

Regeneration & Development

BRIDGEND BUSSINESS SUPPORT NETWORK	58		16		74	74	-	-		-
COSY CORNER (PRIF)	2,433				2,433	1,645	(788)	788		-
ECONOMIC STIMULUS GRANT (WG)	500		(16)		484	-	(484)	484		-
COASTAL RISK MANAGEMENT P'CAWL	2,528				2,528	1,764	(764)	764		-
EWENNY ROAD INDUSTRIAL ESTATE	3,500				3,500	7	(3,493)	3,493		-
ARBED PHASE 1 CESP	14				14	12	(2)	2		-
LLYNFI DEVELOPMENT SITE	2,177				2,177	-	(2,177)	2,177		-
BRIDGEND HEAT SCHEME	500				500	38	(462)	462		-
MAESTEG TOWN HALL CULTURAL HUB	2,869				2,869	1,917	(952)	952		-
TOWN & COMMUNITY COUNCIL FUND	242				242	60	(182)	182		-
BRILLIANT BASICS	65				65	45	(20)	-	(16)	(4)
CWM TAFF NATURE NETWORK	230				230	21	(209)	209		-
URBAN CENTRE PROPERTY ENHANCE	241				241	190	(51)	51		-

	Budget 22-23 (Council Mar 23)	New Approvals	Virement	Slippage From 2023-24	Revised Budget 2022-23	Total Expenditure 2022-23	Over / (Under) spend	Slippage to 2023-24	Impact on Grant Funded Schemes	Impact on BCBC Resources
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
SHARED PROSPERITY FUND	1,115				1,115	-	(1,115)	1,115		-
TOTAL Regeneration & Development	16,472	-	-	-	16,472	5,773	(10,699)	10,679	(16)	(4)

Corporate Landlord

CAPITAL ASSET MANAGEMENT FUND	773				773	-	(773)	773		-
ENTERPRISE HUB INNOVATION CENT	-				-	(393)	(393)	-		(393)
CORP LANDLORD ENERGY EFFIC SAV	390				390	238	(152)	-		(152)
RAVENS COURT	7				7	1	(6)	6		-
DDA WORKS	327	30			357	275	(82)	82		-
MINOR WORKS	430				430	63	(367)	367		-
FIRE PRECAUTIONS MINOR WORKS	239				239	129	(110)	110		-
BRYNCETHIN DEPOT FACILITIES	908				908	357	(551)	551		-
NON OPERATIONAL ASSETS	480				480	-	(480)	480		-
EVERGREEN HALL	106				106	17	(89)	89		-
INVESTING IN COMMUNITIES	47				47	-	(47)	47		-
Total Corporate Landlord	3,707	30	-	-	3,737	687	(3,050)	2,505	-	(545)

TOTAL Communities	38,851	153	-	11	39,015	17,807	(21,208)	19,995	(664)	(549)
--------------------------	--------	-----	---	----	--------	--------	----------	--------	-------	-------

Chief Executive**Corporate Capital Fund**

CORPORATE CAPITAL FUND	373				373	-	(373)	373		-
TOTAL Corporate Capital Fund	373	-	-	-	373	-	(373)	373		-

Housing /Homelessness

MANDATORY DFG RELATED EXPEND	1,934		(22)		1,912	1,652	(260)	260		-
TARGET HARDENING GRANTS	16		14		30	30	-	-		-
DISCRETIONARY HOUSING GRANTS	400				400	271	(129)	129		-
HOUSING RENEWAL AREA	218				218	3	(215)	215		-
VALLEYS TASKFORCE EMPTY PROPERTIES GRANT	300				300	74	(226)		(195)	(31)
COMFORT SAFE & SECURITY GRANTS	-		8		8	8	-	-		
ENABLE GRANT	270				270	269	(1)	-	(1)	-
HOMELESSNESS AND HOUSING	530				530	-	(530)	530		-
AFFORDABLE HOUSING	844				844	-	(844)	844		-
TOTAL Housing/Homelessness	4,512	-	-	-	4,512	2,307	(2,205)	1,978	(196)	(31)

ICT

INVESTMENT IN ICT	698				698	332	(366)	366		-
HWB SCHOOLS IT	126	29			155	155	-	-		
DIGITAL TRANSFORMATION	20				20	20	-	-		
CCTV SYSTEMS REPLACEMENT	427	357			784	671	(113)	113		
TOTAL ICT	1,271	386	-	-	1,657	1,178	(479)	479	-	-

UNALLOCATED	480	-	-	-	480	-	(480)	480		-
-------------	-----	---	---	---	-----	---	-------	-----	--	---

TOTAL Chief Executive	6,636	386	-	-	7,022	3,485	(3,537)	3,310	(196)	(31)
------------------------------	-------	-----	---	---	-------	-------	---------	-------	-------	------

GRAND TOTAL	58,387	359	-	14	58,760	29,230	(29,530)	27,875	(860)	(795)
--------------------	--------	-----	---	----	--------	--------	----------	--------	-------	-------

This page is intentionally left blank

PRUDENTIAL AND OTHER INDICATORS 2021-22 and 2022-23

The Prudential Indicators are required to be set and approved by Council in accordance with CIPFA's Prudential Code for Capital Finance in Local Authorities. Table 1 shows the 2021-22 actual capital expenditure, the capital programme approved by Council on 23 February 2022 and the actual capital expenditure for the current financial year which has incorporated slippage of schemes from 2021-22 together with any new grants and contributions or changes in the profile of funding for 2022-23.

Table 1: Prudential Indicator: Estimates of Capital Expenditure

	2021-22	2022-23	2022-23
	Actual	Estimate	Actual
	£m	(Council Feb 22)	£m
	£m	£m	£m
Council Fund services	29.741	69.979	29.230
TOTAL	29.741	69.979	29.230

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

Table 2: Capital financing

	2021-22	2022-23	2022-23
	Actual	Estimate	Actual
	£m	(Council Feb 22)	£m
	£m	£m	£m
External sources	18.152	26.078	22.192
Own resources	1.020	30.993	0.227
Net Financing Requirement	10.569	12.908	6.811
TOTAL	29.741	69.979	29.230

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

Table 3: Replacement of debt finance

	2021-22 Actual £m	2022-23 Estimate (Council Feb 22) £m	2022-23 Actual £m
Minimum Revenue Provision (MRP)	2.970	3.187	2.917
Additional Voluntary Revenue Provision (VRP)	3.553	2.476	2.132
Total MRP & VRP	6.523	5.663	5.049
Other MRP on Long term Liabilities	0.801	0.863	0.863
Total Own Resources	7.324	6.526	5.912

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

Table 4: Prudential Indicator: Estimates of Capital Financing Requirement

	2021-22 Actual £m	2022-23 Estimate £m	2022-23 Actual £m
Capital Financing Requirement			
Opening CFR excluding PFI & other liabilities	157.404	166.729	161.451
Opening PFI CFR	15.567	14.766	14.765
Total opening CFR	172.971	181.495	176.216
Movement in CFR excluding PFI & other liabilities	4.046	13.286	1.761
Movement in PFI CFR	(0.801)	(0.863)	(0.862)
Total movement in CFR	3.245	12.423	0.899
Closing CFR	176.216	193.918	177.115
Movement in CFR represented by:			
Net financing need for year (Table 2 above)	10.569	18.949	6.811
Minimum and voluntary revenue provisions	(6.523)	(5.663)	(5.049)
MRP on PFI and other long term leases (Table 3)	(0.801)	(0.863)	(0.863)
Total movement	3.245	12.423	0.899

The capital borrowing need (Capital Financing Requirement) has not been fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow has been used as a temporary measure. This is known as Internal Borrowing. Projected levels of the Council's total outstanding debt, which comprises of borrowing, PFI and Other Long Term Liabilities, are shown below compared with the Capital Financing Requirement:

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

	2021-22 Actual £m	2022-23 Estimate (Council Feb 22) £m	2022-23 Actual £m
Debt (incl. PFI & leases)	118.864	123.052	119.820
Capital Financing Requirement	176.216	193.918	177.115

Statutory guidance is that debt should remain below the capital financing requirement, except in the short-term. As can be seen, the Council complied with the requirement for 2022-23.

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

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

	2021-22 Actual £m	2022-23 Estimate (Council Feb 22) £m	2022-23 Actual £m
Authorised limit – borrowing	170.000	170.000	170.000
Authorised limit – other long term liabilities	30.000	30.000	30.000
Authorised Limit Total	200.00	200.000	200.000
Operational boundary – borrowing	120.000	130.000	130.000
Operational boundary – other long term liabilities	25.000	25.000	25.000
Operational Boundary Limit Total	145.000	155.000	155.000
Total Borrowing and Long Term Liabilities	118.864	123.052	119.820

Although capital expenditure is not charged directly to the revenue budget, interest payable on loans and MRP are charged to revenue, offset by any investment income receivable. The net annual charge is known as financing costs; this is compared to the net revenue stream i.e. the amount funded from Council Tax, business rates and general government grants.

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

	2021-22 Actual £m	2022-23 Estimate (Council Feb 22) £m	2022-23 Actual £m
Capital Financing Central	6.719	7.205	5.060
Other Financing costs	5.500	4.423	4.079
TOTAL FINANCING COSTS	12.219	11.628	9.139
Proportion of net revenue stream	4.49%	4.26%	3.34%

This shows that in 2022-23, 3.34% of the Council's net revenue income was spent on paying back the costs of capital.

Agenda Item 8

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	TREASURY MANAGEMENT OUTTURN 2022-23
Report Owner / Corporate Director:	CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE
Responsible Officer:	NIGEL SMITH, GROUP MANAGER – CHIEF ACCOUNTANT
Policy Framework and Procedure Rules:	Para 22.5 of the Financial Procedure Rules requires the Chief Finance Officer to prepare an annual report to Council summarising borrowing and investment activity and indicating compliance with any statutory or Council approved guidelines.
Executive Summary:	<ul style="list-style-type: none">• This report provides the outturn position for Treasury Management activities for the year ending 31 March 2023.• It confirms that the Council has complied with the statutory and the Chartered Institute of Public Finance and Accountancy’s Code of Practice.• As at 31 March 2023 the Council had £99.93 million of long term borrowing, £114.06 million of other long term liabilities, primarily Private Finance Initiative, and £74.50 million of treasury investments.• The average interest rate of debt as at 31 March 2023 (excluding Salix borrowing which is interest free) was 4.69% and for investments 2.55%.• The Council is required to set and report against Treasury Management Indicators, details of which are included in Appendix A. These show that the Council operated within the approved limits throughout the year.

1. Purpose of Report

1.1 The purpose of this report is to:

- **Comply with the requirement of the Chartered Institute of Public Finance and Accountancy’s (CIPFA’s) ‘Treasury Management in the Public Services: Code of Practice’ (the TM Code) to report an overview of treasury activities for the preceding financial year.**
- **Report on the actual Treasury Management Indicators for 2022-23.**

2. Background

- 2.1 Treasury Management is the management of the Council's cash flows, borrowing and investments, and the associated risks. The Council is exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of financial risk are therefore central to the Council's prudent financial management.
- 2.2 Treasury risk management at the Council is conducted within the framework of the Chartered Institute of Public Finance and Accountancy's Treasury Management in the Public Services: Code of Practice 2021 edition (the TM Code), which requires the Council to approve a Treasury Management Strategy (TMS) before the start of each financial year and, as a minimum, a semi-annual and annual treasury outturn report. The TM Code also requires the Council to set a number of Treasury Management Indicators, which are forward looking parameters, and enable the Council to measure and manage its exposure to treasury management risks, and these are included in **Appendix A** to this report. In addition, Welsh Government (WG) issued revised Guidance on Local Authority Investments in November 2019 that requires the Council to approve an Investment Strategy before the start of each financial year. This report fulfils the Council's legal obligation under the Local Government Act 2003 to have regard to both the TM Code and the Welsh Government Guidance.
- 2.3 In 2021 CIPFA published an updated version of the Prudential Code for Capital Finance in Local Authorities (the Prudential Code). The updated Prudential Code includes a requirement for Local Authorities to provide a Capital Strategy, which is a summary document approved by full Council covering capital expenditure and financing, treasury management and non-treasury investments. The definition of investments in the revised 2021 Prudential Code covers all the financial assets of the Council as well as other non-financial assets which the authority holds primarily for financial return. The Council's Capital Strategy 2022-23 complied with CIPFA's requirement and included the Prudential Indicators along with the details regarding the Council's non-treasury investments. The Capital Strategy and Treasury Management Strategy should be read in conjunction with each other as they are interlinked, as borrowing and investments are directly impacted upon by capital plans and both were approved together by Council on 23 February 2022.
- 2.4 The Council's treasury management advisors are Arlingclose. The current services provided to the Council include:
- advice and guidance on relevant policies, strategies and reports
 - advice on investment decisions
 - notification of credit ratings and changes
 - other information on credit quality
 - advice on debt management decisions
 - accounting advice
 - reports on treasury performance
 - forecasts of interest rates
 - training courses.

3. Current situation / proposal

3.1 External Context – Economic Background

- 3.1.1 During 2022-23 the war in Ukraine continued to keep global inflation above central bank targets and the UK economic outlook remained relatively weak with the chance of a mild recession. The economic backdrop during January to March 2023 continued to be characterised by high energy and commodity prices, high inflation, and the associated impact on household budgets and spending.
- 3.1.2 Central Bank rhetoric and actions remained consistent with combatting inflation. The Bank of England, US Federal Reserve and European Central Bank all increased interest rates over the period, even in the face of potential economic slowdowns in those regions.
- 3.1.3 The Consumer Prices Index (CPI) rose to 10.1% in the 12 months to March 2023. This was an increase from 5.5% at the start of the financial year, but slightly down from February 2023 which was 10.4%, At its highest CPI reached 11.1% in October 2022. Whilst fuel costs have seen some reductions, food, recreation and culture costs have contributed to higher inflation.
- 3.1.4 Following the decision by the current UK government to reverse some of the support to household energy bills announced under the previous administration, further support in the form of a cap on what energy suppliers could charge households was announced in the March 2023 Budget to run from April until the end of June 2023. Before the announcement, typical household bills had been due to rise to £3,000 a year from April.
- 3.1.5 The labour market remained tight albeit with some ongoing evidence of potential loosening at the end of the period. The unemployment rate for January to March 2023 increased by 0.1% on the quarter to 3.9%. The increase in unemployment was driven by people unemployed for over 12 months.
- 3.1.6 The bank rate in the UK started the year at 0.75% and increased 8 times during the year to 4.25% as at 31 March 2023. This was as a result of continued higher than expected inflation rate compared to the Bank of England's target set by the Government to keep inflation at 2%.

3.2 Public Works Loan Board (PWLB) Lending Facility Advice, Revised CIPFA Codes

- 3.2.1 The Council continues to undertake its duties in line with the current guidance for the PWLB lending facility, which was significantly revised by HM Treasury in August 2021. Authorities that are purchasing or intending to purchase investment assets primarily for yield, or financial return, will not be able to access the PWLB except to refinance existing loans or externalise internal borrowing. Acceptable use of PWLB borrowing includes service delivery, housing, regeneration, preventative action, refinancing and treasury management.
- 3.2.2 The Council's treasury management activities are undertaken in line with CIPFA's 2021 Prudential Code for Capital Finance and CIPFA's Treasury Management in the Public Services - Code of Practice. The key changes in the two codes are around

permitted reasons to borrow, knowledge and skills, and the management of non-treasury investments. In line with CIPFA requirements the Codes will be fully implemented in the 2023-24 financial year. To comply with the Prudential Code authorities must not borrow to invest primarily for financial return. The Prudential Code also states it is not prudent for local authorities to make investment or spending decisions that will increase the Capital Financing Requirement (CFR) unless directly and primarily related to the functions of the authority. Existing commercial investments are not required to be sold, however, authorities with existing commercial investments who expect to need to borrow should review the options for exiting these investments. The Council will implement in full the requirements of the code when reporting the 2023-24 financial year activities.

3.3 Treasury Management Outturn 2022-23

3.3.1 The Council has complied with its legislative and regulatory requirements during 2022-23. The TMS 2022-23 was approved by Council on 23 February 2022 with the half year report presented to Council on 16 November 2022. Quarterly reports were also presented to Cabinet and the Governance and Audit Committee for scrutiny during 2022-23.

3.3.2 A summary of the treasury management activities for 2022-23 is shown in **Appendix A**. The Council's external debt and investment position for 1 April 2022 to 31 March 2023 is shown in Table 1 below, and more detail is provided in **Appendix A** Section 2 - Borrowing Strategy and Outturn, and Section 3 - Investment Strategy and Outturn. As in the previous year, the Council secured small amounts of Salix interest free loans over a period of between 2 and 10 years for specific energy efficiency schemes. No other long term debt (of more than 1 year) was taken out, and no debt rescheduling was undertaken as there were no significant savings to be made. However, should the opportunity arise to reschedule any loans at a preferential rate, this would be done. Favourable cash flows have provided surplus funds for investment and the balance on investments at 31 March 2023 was £74.50 million, with an average interest rate of 2.55%. The total of balances held has decreased in comparison to those held at 31 March 2022, when the balance held was £84.07 million, however the weighted average interest rate has increased in comparison to 2.55% as compared with 0.43% for the previous year. Table 4 in **Appendix A** details the movement of the investments by counterparty types and shows the average balances, interest received, original duration and interest rates for 2022-23.

Table 1: Council's external debt and investment position 1 April 2022 to 31 March 2023

	Principal 01/04/2022 £m	Average rate 01/04/2022 %	Principal 31/03/2023 £m	Average rate 31/03/2023 %
External Long-Term Borrowing				
Public Works Loan Board	77.62	4.70	77.62	4.70
Lender's Option Borrower's Option	19.25	4.65	19.25	4.65
Salix Loans	2.68	0.00	3.06	0.00
Total External Borrowing	99.55	4.69*	99.93	4.69*
Other Long-Term Liabilities (LTL)				
Private Finance Initiative (PFI)**	14.77		13.90	
Other LTL	0.39		0.23	
Total Other Long Term Liabilities	15.16		14.13	
TOTAL Gross External Debt	114.71		114.06	
Treasury Investments				
Local Authorities	45.50	0.54	53.00	4.05
Debt Management Office	30.20	0.37	7.50	2.19
Banks	8.37	0.53	14.00	3.94
TOTAL Treasury Investments	84.07	0.43	74.50	2.55
NET DEBT	30.64		39.56	

* Excluding Salix loans, which are interest free

** PFI for the provision of a Secondary School in Maesteg with 11 years remaining term

- 3.3.3 The £19.25 million under external long-term borrowing in Table 1 above relates to Lender's Option Borrower's Option (LOBO) loans which have a maturity date of 2054, though these may be rescheduled in advance of this maturity date. The LOBO rate and term may vary in the future depending on the prevailing rates at one of the bi-annual trigger points (these being July and January) and, as a result, the Council being given the option to accept the increase or repay the loan without incurring a penalty. There have been significant interest rate rises over the last year, with an expectation that they may rise further thus the lender could still exercise this option in a future interest rate environment.
- 3.3.4 The Total Other Long Term Liabilities figure of £14.13 million at 31 March 2023 includes £13.90 million for the Council's Private Finance initiative (PFI) arrangement for the provision of a Secondary School in Maesteg. The other long term liability is the relates to the provision of vehicles for the waste contract, which will end on 31 March 2024.
- 3.3.5 Both the TM Code and Welsh Government (WG) Guidance require the Council to invest its funds prudently and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Council's objective when investing money is to strike an appropriate balance between risk and return. Investment decisions are made by reference to the lowest published long-term credit rating from Fitch, Moody's or Standard and Poor's to ensure that this lies within the Councils' agreed minimum credit rating.
- 3.3.6 The Council defines high credit quality as organisations and securities having a credit rating of A- (A3 for Moody's) or higher and the Council does not invest in any organisation below this level. **Appendix B** shows the equivalence table for credit ratings for Fitch, Moody's, and Standard and Poor's and explains the different investment grades.

3.3.7 There was one long-term investment (original duration of 12 months or more) outstanding at 31 March 2023 for £5 million with Medway Council. This investment is for a period of 2 years and will mature in July 2024. All other investments at 31 March 2023 were short term deposits including instant access and notice accounts.

3.3.8 The Treasury Management Code requires the Council to set and report on a number of Treasury Management Indicators. The indicators either summarise the expected activity or introduce limits upon the activity. Details of the estimates for 2022-23 set out in the Council's TMS compared to the actual at year end are shown in **Appendix A** and these show that the Council operated within the approved limits throughout the year.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 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 because of this report.

6. Climate Change Implications

6.1 The Climate Change implications were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the environment because of this report.

7. Safeguarding and Corporate Parent Implications

7.1 The Safeguarding and Corporate Parenting implications were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon Safeguarding and Corporate parenting because of this report.

8. Financial Implications

8.1 The financial implications are reflected within the report.

9. Recommendation

9.1 It is recommended that Cabinet:

- Note the annual treasury activities for 2022-23
- Note the actual Treasury Management Indicators for 2022-23 against those approved in the Treasury Management Strategy 2022-23.

Background documents

None

This page is intentionally left blank

SUMMARY OF TREASURY MANAGEMENT ACTIVITIES 2022-23

1. External Debt and Investment Position

On 31 March 2023, the Council held £99.93 million of external long-term borrowing and £74.50 million of investments. The Council's external debt and investment position for 1 April to 31 March 2023 is shown below in Table 1; more detail is provided in section 3 - Borrowing Strategy and Outturn - and section 4 - Investment Strategy and Outturn. The debt position includes Salix loans which are interest free and were formally show as Long Term Liabilities.

Table 1: External debt and investment position 1 April 2022 to 31 March 2023

	Principal 01/04/2022 £m	Average rate 01/04/2022 %	Principal 31/03/2023 £m	Average rate 31/03/2023 %
External Long-Term Borrowing				
Public Works Loan Board	77.62	4.70	77.62	4.70
Lender's Option Borrower's Option	19.25	4.65	19.25	4.65
Salix Loans	2.68	0.00	3.06	0.00
Total External Borrowing	99.55	4.69*	99.93	4.69*
Other Long-Term Liabilities (LTL)				
Private Finance Initiative (PFI)*	14.77		13.90	
Other LTL	0.39		0.23	
Total Other Long Term Liabilities	15.16		14.13	
TOTAL Gross External Debt	114.71		114.06	
Treasury Investments				
Local Authorities	45.50	0.54	53.00	4.05
Debt Management Office	30.20	0.37	7.50	2.19
Banks	8.37	0.53	14.00	3.94
TOTAL Treasury Investments	84.07	0.43	74.50	2.55
NET DEBT	30.64		39.56	

* Excluding Salix loans, which are interest free

** PFI for the provision of a Secondary School in Maesteg with 11 years remaining term

Where a Council finances capital expenditure by debt, it must put aside revenue resources to repay that debt in later years and this amount charged to revenue is called the Minimum Revenue Provision (MRP). The Local Authority (Capital Finance and Accounting) (Amendment) (Wales) Regulations 2008 requires the Council to produce and approve an annual Minimum Revenue Provision (MRP) Statement before the start of the financial year that details the methodology for the MRP charge and this is detailed in the Council's Capital Strategy. The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR), while usable reserves and working capital are the underlying resources available for investment. The Council's current strategy is to delay the need to borrow externally by temporarily using cash it holds for other purposes such as earmarked reserves. This is known as internal borrowing. This strategy is prudent as investment returns are low and counterparty risk is relatively high. Going forward, the CFR is forecast to increase from 2022- 23 levels due to the amount of prudential borrowing in the

capital programme in future years. The Loans CFR (which excludes PFI & Other Long Term Liabilities) as at 31 March 2023 was £163.21 million as shown in Table 2 below.

The liability benchmark measures the Council's projected net debt requirement plus a short-term liquidity allowance in the form of minimum cash and investment balances. The purpose of the benchmark is to set the level of risk which the Council regards as its balanced or normal position. The liability benchmark, or level of debt, as at 31 March 2023 was £32.29 million, which is lower than the estimate within the Treasury Management Strategy (TMS). Long-term borrowing as at 31 March 2023 was £99.93 million. As the Council has available reserves it can use them to fund capital expenditure in the short term, which is a prudent approach to managing its cash resources. Table 2 below has been produced using actual capital spend and usable reserves for the 2022-23 financial year. Reserves are higher than had been expected due to slippage in the capital programme and contributions to new and existing reserves during the year. The Loans CFR ignores cash balances and may be too high if the authority benefits from long term positive cash flows which this Council does benefit from. The benchmark assumes that cash and investment balances are kept to a minimum level of £10 million at each year-end to maintain sufficient liquidity but minimise credit risk.

Table 2: Liability benchmark

	2021-22 Actual	2022-23 Estimate TMS	2022-23 Actual
	£m	£m	£m
Loans Capital Financing Requirement	162.31	180.02	163.21
Less: Usable reserves	(141.69)	(76.29)	(140.93)
Plus: actual/minimum investments	10.00	10.00	10.00
Liability Benchmark	30.62	113.73	32.29

2. Borrowing Strategy and Outturn for 1 April 2022 to 31 March 2023

At 31 March 2023, the Council held £99.93 million of long-term loans. The TMS 2022-23 forecast that the Council would need to borrow £9.36 million in 2022-23 however, as a result of both slippage in the capital programme and the level of reserves during the year, the Council did not need to take out new borrowing during 2022-23. Long-term borrowing increased slightly, but this was as a result of schemes funded via Salix interest free borrowing. The amounts are relatively low and have repayment periods of up to 10 years. More detail on forecast capital spend is provided in the Capital Strategy 2022-23 which was approved by Council on 23 February 2022 and the Capital Monitoring outturn report to Cabinet on 20 June 2023.

The Council's chief objective when borrowing money is to strike an appropriately low risk balance between securing low interest costs and achieving certainty of those costs over the period for which funds are required. The flexibility to renegotiate loans, should the Council's long-term plans change, is a secondary objective. The major objectives followed in 2022-23 were:

- To minimise the revenue costs of debt
- To manage the Council's debt maturity profile i.e. to leave no one future year with a high level of repayments that could cause problems in re-borrowing
- To secure funding in any one year at the cheapest cost commensurate with future risk
- To monitor and review the level of variable interest rate loans in order to take greater advantage of interest rate movements
- To reschedule debt if appropriate, in order to take advantage of potential savings as interest rates change
- To optimise the use of all capital resources including borrowing, both supported and unsupported, usable capital receipts, revenue contributions to capital and grants and contributions.

Given the impact of high inflation on the economy and public finances in general, as well as affecting local governments spending ability, and the uncertainty going forward in the financial market, the Council's borrowing strategy continues to address the key issue of affordability without compromising the longer-term stability of the debt portfolio. There continues to be increasing uncertainty over future interest rates which increases the risks associated with treasury activity. As a result, the Council will take a cautious approach to its treasury management strategy.

The Council's primary objective for the management of its debt is to ensure its long-term affordability. The majority of its loans have therefore been borrowed from the Public Works Loan Board (PWLB) at long term fixed rates of interest, but we will also investigate other sources of finance, such as Welsh Government and local authority loans and bank loans that may be available at more favourable rates. Following the increase in the numbers of local authorities taking out PWLB loans to buy commercial properties for yield, a UK government consultation by HM Treasury issued revised lending terms for PWLB borrowing by local authorities in November 2020. As a condition of accessing the PWLB, local authorities will be asked to confirm that there is no intention to buy investment assets primarily for yield in the current or next two financial years. Local authorities' Section 151 Officers, or equivalent, will be required to confirm that capital expenditure plans are current and that the plans are within acceptable use of the PWLB. Whilst this in itself does not preclude the Council from investing in commercial activities, investing in assets for yield would preclude the Council from accessing PWLB borrowing. In December 2021, CIPFA published a new edition of the Prudential Code for Capital Finance in Local Authorities. A significant change to the Code is that, in order to comply with the Code, an authority must not borrow to invest primarily for financial return. It goes further to clarify that "it is not prudent for local authorities to make any investment or spending that will increase the capital financing requirement, and so lead to new borrowing, unless directly and primarily related to the functions of the authority and where any financial returns are either related to the financial viability of the project in question or otherwise incidental to the primary purpose".

The last time the Council took out long term borrowing was £5 million from the PWLB in March 2012. Should there be a need to borrow it is likely to be from

the PWLB. For estimate purposes it has been assumed that this would be over 30 years. The Council may also take short term loans (normally for up to one month) to cover unexpected cash flow shortages. Market conditions have meant that there has been no rescheduling of the Council's long-term borrowing during 2022-23. The loan portfolio will continue to be reviewed for any potential savings as a result of any loan rescheduling in conjunction with the Council's Treasury Management advisors.

The £19.25 million in Table 1 above relates to Lender's Option Borrower's Option (LOBO) loans which have a maturity date of 2054, however these may be re-scheduled in advance of this maturity date. The LOBO rate and term may vary in the future depending upon the prevailing market rates, the lender exercising their option to increase rates at one of the bi-annual trigger points (the trigger dates being July and January) and, therefore, the Council being given the option to accept the increase or to repay the loan without incurring a penalty. The lender did not exercise their option on 20 January 2023 and the next trigger point is 21 July 2023. There still may be a chance that the lender may exercise their option as interest rates are still expected to rise, therefore, an element of refinancing risk remains. The Council would take the option to repay these loans at no cost if it has the opportunity to do so in the future. The current average interest rate for these LOBO's is 4.65% compared to the PWLB Loans average interest rate of 4.70%. The premiums payable to renegotiate the Council's Lender's Option Borrower's Option (LOBO) continues to be cost prohibitive. The Treasury Management indicator shown in Table 3 below is for the Maturity Structure of Borrowing and is set to control the Council's exposure to refinancing risk with respect to the maturity of the Council's external borrowing and has been set to allow for the possible restructuring of long-term debt where this is expected to lead to an overall saving or reduction in risk. It is the amount of projected borrowing maturing in each period as a percentage of total projected borrowing. The upper and lower limits on the maturity structure of borrowing set out in the TMS 2022-23 and the outturn for 2022-23 are:

Table 3 Treasury management Indicator maturity Structure of Borrowing 2022-23

	TMS 2022-23 Upper limit %	TMS 2022-23 Lower limit %	Actual 31/03/2023 %
Under 12 months	50	-	19.67
Over 12 months and within 24 months	25	-	5.98
Over 24 months and within 5 years	25	-	9.04
Over 5 years and within 10 years	40	-	15.75
Over 10 years and within 20 years	50	-	13.15
20 years and above	60	25	36.42

The 19.67% shown in Table 3 above includes the £19.25 million LOBO loans which may be re-scheduled in advance of their maturity date of 2054, as detailed above. The TM Code requires the maturity of LOBO loans to be shown as the earliest date on which the lender can require payment, i.e. the option/call dates in 2023-24, so the maturity date is actually uncertain but is shown in the "Under 12 months" category as per the TM Code. The short-term element of

the Salix loans calculated at £0.4 million is also reflected within the 19.67%.

3. Investment Strategy and Outturn 1 April 2022 to 31 March 2023

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

The major objectives during 2022-23 were:

- Maintain capital security
- Maintain liquidity so funds are available when expenditure is needed
- Achieve a yield on investments commensurate with the proper levels of security and liquidity

The Annual Investment Strategy incorporated in the Council's TMS 2022-23 includes the credit ratings defined for each category of investments and the liquidity of investments. The Council's investments have historically been placed in mainly local and central government and short-term bank and building society unsecured deposits. However, investments may be made with any public or private sector organisations that meet the minimum credit criteria and investment limits specified in the Investment Strategy. During the year the majority of the Council's surplus cash has been invested in Money Market Funds, Debt Management Office (DMO) and with other local authorities, but the Council will continue to look at investment options in line with the limits detailed in the Investment Strategy. The Council takes into account updated advice from its advisors before making any investment decisions.

The Council holds surplus funds representing income received in advance of expenditure plus balances and reserves and as shown in Table 1 above, the balance on investments at 31 March 2023 was £74.50 million with an average investment return rate at that date of 2.55%.

Table 4 details these investments by counterparty type. The weighted average investment rate for investments over the period 1 April 2022 to 31 March 2023 was 1.65%.

Table 4: Investments Profile 1 April 2022 to 31 March 2023

Investment Counterparty Category	Balance 01 April 2022	Investments raised	Investments Repaid	Balance 31 March 2023	Investment Income received*	Average original duration of the investment	Weighted average investment balance Ap 2022 – Mar 2023	Weighted average interest rate Apr 2022 – Mar 2023
	£m	£m	£m	£m	£'000	Days	£m	%
Government DMO	30.20	435.10	457.80	7.50	575.90	21	29.36	1.93
Local Authorities	45.50	63.00	55.50	53.00	129.44	276	43.39	1.21
Banks (fixed maturity)	3.00	18.00	18.00	3.00	46.58	36	3.00	2.28
Banks instant access/notice account	5.38	90.70	85.09	11.01	80.55	-	7.96	1.39
Money Market Funds	-	44.95	44.95	-	462.65	-	21.82	2.16
Total/average	84.08	651.75	661.34	74.51	1,295.12	83	105.53	1.65

* actual income received in year including accruals

The Treasury Management indicator shown below in Table 5 is for Principal Sums Invested for periods longer than a year. Where the Council invests, or plans to invest, for periods longer than a year, an upper limit is set for each forward financial year period for the maturing of such investments. The purpose of this indicator is to control the Council's exposure to the risk of incurring losses by seeking early repayment of long-term investments. The limit on the long-term principal sum invested to final maturities beyond the period end are set out in the TMS 2022-23.

Table 5: Treasury Management Indicator Principal Sums Invested for periods longer than a year

Price Risk Indicator	TMS 2022-23 £m	Actual 31/03/23 £m
Limit on principal invested beyond financial year-end	15	5

All investments longer than 365 days (non-specified) will be made with a cautious approach to cash flow requirements and advice from Arlingclose will be sought as necessary.

There was only one investment for a period longer than a year (original duration of 12 months or more) outstanding at 31 March 2023. This was with Medway Council and is due to be repaid in July 2024. All other investments at 31 March 2023 were short term deposits including Local Authorities, Government Debt

Management Office (DMO) and instant access and notice accounts. Table 6 details these investments by counterparty type based on the remaining maturity period at 31 March 2023:

Table 6: Investments Outstanding Maturity Profile 31 March 2023

Counterparty Category	Instant Access £m	Deposits maturing within 1 month £m	Deposits maturing within 2-3 months £m	Deposits maturing within 4-12 months £m	TOTAL £m
Government DMO	7.50	-	-	-	7.50
Local Authorities	-	4.00	44.00	5.00	53.00
Banks	8.00	3.00	3.00	-	14.00
Total	15.50	7.00	47.00	5.00	74.50

Investment decisions are made by reference to the lowest published long-term credit rating from a selection of external rating agencies to ensure that this lies within the Council's agreed minimum credit rating. Where available the credit rating relevant to the specific investment or class of investment is used, otherwise the counterparty credit rating is used. However, investment decisions are never made solely based on credit ratings, and all other relevant factors including external advice will be considered. **Appendix B** shows the equivalence table for credit ratings for three of the main rating agencies: Fitch, Moody's, and Standard & Poor's, and explains the different investment grades. The Council defines high credit quality as organisations and securities having a credit rating of A- or higher that are domiciled in the UK or a foreign country with a sovereign rating of AA+ or higher.

The pie chart below summarises Table 6 by credit ratings and shows the £74.50 million of investments at 31 March 2023 by percentage. Most local authorities do not have credit ratings, whilst the remainder of the investments all had a credit rating of A or above. The Debt Management Office (DMO) is the UK sovereign government and rated AA as at 31 March 2023.



4. Interest Rate Exposure – Borrowing and Investments

The Council is exposed to interest rate movements on its borrowings and investments. Movements in interest rates have a complex impact on the Council depending on how variable and fixed interest rates move across differing financial instrument periods. Short term and variable rate loans expose the Council to the risk of short-term interest rate rises and are therefore subject to the Treasury Management indicator in Table 7 below to manage Interest Rate Exposures.

Table 7: Treasury Management Indicator Interest Rate Exposures

Interest Rate Risk Indicator	Indicator 2022-23 £'000	Actual 31/03/23 £'000
One year revenue impact of a 1% rise in interest rates	(537)	(553)
One year revenue impact of a 1% fall in interest rates	726	745

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

The figures for the 1% fall in interest rates indicator are not the same figures as the 1% rise in interest rates (but reversed) as the borrowing relates to variable LOBO loans where it is assumed that the lender would not exercise their option if there was a fall in interest rates. All other borrowing does not have a rate reset in the next year and is with the PWLB at fixed rates.

Table 8: Interest Expenditure & Receipts

A comparison of interest expenditure against income for the period 1 April 2022 to 31 March 2023 is shown below

	2022/23 £'000
Interest expenditure payable on long term borrowing	4,538
Interest income received in period	(1,761)
Net interest cost	2,777

The figures in the table above include accrued interest. Actual payments may occur after this date.

This page is intentionally left blank

Meeting of:	CABINET REPORT
Date of meeting:	20 JUNE 2023
Report title:	EDUCATION AND FAMILY SUPPORT DIRECTORATE STRATEGIC PLAN 2023-2026
Report owner / Corporate Director:	CORPORATE DIRECTOR - EDUCATION AND FAMILY SUPPORT
Responsible officer:	LINDSAY HARVEY CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT
Policy Framework and Procedure Rules:	There is no effect upon policy framework or procedure rules
Executive summary:	<ul style="list-style-type: none"> • Cabinet is requested to approve the Education and Family Support Directorate (EFS) Strategic Plan 2023-2026. • The directorate plays a key role in delivering a wide range of services which impact directly on the lives of children, young people, adults, and families living in Bridgend. • The directorate comprises 6 service areas, served by 28 operational teams, 59 schools and 1 pupil referral unit. Due to the complexity and wide-ranging nature of the directorate, it is essential that the directorate’s activity is underpinned by robust governance, strategic and operational procedures. • The directorate’s three-year strategic plan (attached at Appendix A) is an important part of the directorate’s delivery model as it enables clear alignment with national policy and locally determined priorities. • While the directorate is under no statutory duty to produce a three-year plan, the directorate is keen to engage with stakeholders to ensure service delivery, over the medium term, is well co-ordinated and, wherever possible, meets the needs of service recipients.

1. Purpose of report

- 1.1 The purpose of the report is to seek Cabinet's approval of the Education and Family Support Directorate (EFS) Strategic Plan 2023-2026.
- 1.2 The draft EFS Strategic Plan 2023-2026 is attached at Appendix A.

2. Background

- 2.1 The Education and Family Support Directorate ('the directorate') is Bridgend County Borough Council's (BCBC's) largest directorate with an annual gross revenue budget of around £170m and around 4000 staff. The directorate is also responsible for BCBC's largest capital investment project (that is, the School Modernisation Programme).
- 2.2 The directorate plays a key role in delivering a wide range of services which impact directly on the lives of children, young people, adults, and families living in Bridgend.
- 2.3 The directorate comprises 6 service areas, served by 28 operational teams, 59 schools and 1 pupil referral unit. Due to the complexity and wide-ranging nature of the directorate, it is essential that the directorate's activity is underpinned by robust governance, strategic and operational procedures.
- 2.4 The directorate's mission statement is:

To inspire and support children, young people, adults, and families to achieve better outcomes, leading to prosperous, healthy, safe, and happy communities

- 2.5 The directorate's key deliverables are listed below:

- sector-leading schools (supported by effective professional services) that provide outstanding learning opportunities to secure excellent outcomes for all learners;
- robust safeguarding procedures across all the directorate's service areas;
- an ambitious School Modernisation Programme;
- excellent family support services delivered by the right people, at the right time, to those most in need;
- effective youth support services (including the provision of an appropriate youth justice service offer);
- a high-quality adult learning offer;
- an effective Welsh in Education Strategic Plan to promote the Welsh language and Welsh-medium education;
- outstanding support for children and young people with additional learning needs (ALN); and
- effective health and safety advice to all areas of council business.

- 2.6 The directorate's key challenges include:

- the significant, continuing impact of COVID-19 (including pupil behaviour, attendance, and exclusions);
- budget pressures (particularly home-to-school transport and the school modernisation programme);
- curriculum and ALN reform;
- capacity issues (especially in specialist and statutory areas); and
- corporate health and safety compliance and monitoring

3. Current situation/proposal

3.1 The directorate adopts a mature self-evaluation protocol which informs a comprehensive business planning approach. This includes the development of:

- an annual self-evaluation report;
- a comprehensive business plan (which aligns with the BCBC Corporate Plan and complies with regulator expectations);
- a business plan objective progress tracker to ensure agreed objectives are monitored closely; and
- an established risk register to ensure risks across the directorate are managed appropriately.

3.2 The directorate's three-year strategic plan (attached at Appendix A) is an important part of the directorate's delivery model as it enables clear alignment with national policy and locally determined priorities.

3.3 While the directorate is under no statutory duty to produce a three-year plan, the directorate is keen to engage with stakeholders to ensure service delivery, over the medium term, is well co-ordinated and, wherever possible, meets the needs of service recipients.

3.4 In developing the EFS Strategic Plan 2023-2026, feedback has been requested from the following groups to ensure the delivery partner and stakeholder 'voice' informs the directorate's medium-term service delivery model:

- children and young people via school councils and Bridgend Youth Council;
- headteachers;
- school staff;
- school governing bodies (including chairs of school governing bodies);
- Estyn;
- National Academy of Educational Leadership;
- Welsh Government;
- Welsh in Education Forum;
- Cabinet;
- Subject Overview and Scrutiny Committee 1;
- Corporate Management Board; and
- officers (including those with responsibility for family support and adult community learning).

3.5 Further to consultation with stakeholders and delivery partners, the directorate has identified the following 15 'strategic themes' to underpin this three-year strategic plan:

- T1 Pupil and staff wellbeing
- T2 Support for pupil behaviour, attendance, and exclusions
- T3 Support for vulnerable children and young people
- T4 Support for children and young people with ALN
- T5 Curriculum for Wales and assessment
- T6 High-quality teaching and learning
- T7 Effective leadership and governance
- T8 Robust safeguarding procedures across all the directorate's service areas
- T9 Ambitious School Modernisation Programme
- T10 Appropriate family support services delivered by the right people, at the right time, to those most in need
- T11 Effective childcare and early years offer
- T12 Effective youth support and youth justice services
- T13 Meaningful adult in the community learning offer
- T14 Effective Welsh in Education Strategic Plan to promote the Welsh language and Welsh-medium education
- T15 Effective health and safety advice to all areas of council business (ensuring business resilience and continuity)

3.6 The EFS Strategic Plan 2023-2026 provides further narrative in respect of each of the strategic themes including:

- an overview of each theme;
- an assessment of the directorate's current and projected performance;
- a summary of notable successes to date;
- how we will work with partners to improve service delivery;
- the high-level resources required to secure improvement; and
- a list of success indicators; and
- how the theme aligns with national and local policy.

3.7 The three-year strategic plan also sets out a broad delivery schedule which identifies the anticipated dates of key activities.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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. A Welsh Language Impact Assessment has been undertaken (see Appendix B). The Welsh Language Impact Assessment has identified that there will be a positive impact on the Welsh language as a result of this proposed plan. A key strategic theme within the three-year plan is the delivery of the Welsh in Education Strategic Plan (WESP) and a strong school modernisation agenda focused on creating additional places in the local authority's Welsh-medium schools. Furthermore, the plan supports an effective childcare and early years offer, including support for Welsh-medium places.

4.2 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 not necessary to conduct an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts because of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The well-being goals and principles prescribed for within the Well-being of Future Generations Act 2015 connect directly to the approach to supporting schools. The approach to supporting schools is consistent with the five ways of working as defined within the sustainable development principle and more specifically as follows:

Long term The approach to education and family support services focuses on meeting the needs of a wide range of service beneficiaries including children, young people, adults, and families.

Prevention The focus of education and family support services is upon early identification of need and ensuring that there is appropriate provision in place to meet individual needs.

Integration The approach to education and family support services addresses the need for a coherent delivery of economic, social, environmental, and cultural outcomes.

Collaboration A fundamental principal of the approach to education and family support focuses on improving collaboration and creating a unified system.

Involvement Ensuring that children, young people, adults, and families are at the heart of the system and that needs are discussed in a person-centred way.

6. Climate change implications

6.1 The local authority's 'Bridgend 2030 – Net Zero Carbon Strategy' and Welsh Government's carbon reduction commitments will also be addressed through the School Modernisation Programme, as all new provision will be designed to ensure that net zero carbon 'in operation' and embodied carbon targets are achieved. In addition, the designs of our learning environments will embrace sustainability and biodiversity to enhance the surrounding environment and support active travel.

7. Safeguarding and corporate parent implications

7.1 The directorate has a robust approach to safeguarding, and this is detailed within the strategic plan. The EFS Strategic Plan 2023-2026 is aligned with BCBC's Corporate Parenting Strategy.

8. Financial implications

8.1 The current annual revenue budget for the Education and Family Support Directorate is approximately £138m for 2023-2024. In addition to the annual

revenue budget, for 2022-2023, the directorate also received in the region of £38m in external grant funding and managed approximately £5.8m of capital funding (mainly in respect of the Council's School Modernisation Programme).

- 8.2 BCBC's Medium-Term Financial Strategy sets out the Council's financial priorities over the next four years. Alongside other service areas, the directorate faces several significant challenges over the next few years to meet demand while ensuring services are delivered more efficiently.
- 8.3 It is important to note that the EFS Strategic Plan 2023-2026 is predicated on a stable funding scenario and any significant changes to the directorate's budget may have a material impact on its ability to deliver the objectives identified within the plan.
- 8.4 This matter will be closely monitored and will be subject to further scrutiny during the lifespan of the plan.

9. Recommendations

- 9.1 Cabinet is requested to approve the EFS Strategic Plan 2023-2026.

Background Documents

None

Bridgend County Borough Council



DRAFT

Education and Family Support Directorate Strategic Plan 2023-2026

Education and Family Support Directorate Strategic Plan 2023-2026

Contents

- 1. Foreword**
- 2. Introduction**
- 3. Themes**
- 4. Executive summary**
- 5. Self-evaluation and ambition summary**
- 6. Policy and guidance alignment**
- 7. Glossary**
- 8. Timeline**

1. Foreword

The Education and Family Support Directorate ('the directorate') plays a key role in delivering a wide range of services that impact directly on the lives of children, young people, adults, and families living in Bridgend.

While the directorate is proud of the work it does, we recognise that many challenges remain if we are to ensure that our education and family support services are able to adapt to meet the needs of our residents.

This strategic plan sets out our ambitions for the future of education and family support services in Bridgend and brings together our ambitions and operational goals to tackle the impact of poverty and support people to live healthier and prosperous lives.

Our aim is to achieve equity and excellence for all.

2. Introduction

Context

Bridgend County Borough Council (BCBC) is a local authority in South Wales with a total population of approximately 145,000. The county lies at the geographical heart of South Wales. Its land area of 285 square kilometres stretches 20km from east to west and occupies the Llynfi, Garw and Ogmore valleys. The largest town is Bridgend, followed by Maesteg, Pencoed and the seaside resort of Porthcawl. There are 51 elected members in total, representing 28 wards.

The Education and Family Support Directorate is BCBC's largest directorate with an annual revenue budget exceeding £175m and around 4,000 staff. The directorate is also responsible for BCBC's largest capital investment project (that is, the School Modernisation Programme).

The directorate comprises 6 service areas, served by 28 operational teams, 59 schools and 1 pupil referral unit. Due to the complexity and wide-ranging nature of the directorate, it is essential that the directorate's activity is underpinned by robust governance, strategic and operational procedures. To ensure these processes are fit for purpose, the directorate adopts a mature self-evaluation protocol, which informs a comprehensive business planning approach. This three-year strategic plan is an important part of the directorate's delivery model as it enables clear alignment with national policy and locally determined priorities.

The directorate's mission statement is:

To inspire and support children, young people, adults, and families to achieve better outcomes; leading to prosperous, healthy, safe, and happy communities

The directorate's key deliverables are listed below:

- sector-leading schools (supported by effective professional services) that provide outstanding learning opportunities to secure excellent outcomes for all learners;
- robust safeguarding procedures across all the directorate's service areas;
- an ambitious School Modernisation Programme;
- excellent family support services delivered by the right people, at the right time, to those most in need;
- effective youth support services (including the provision of an appropriate youth justice service offer);
- a high-quality adult learning offer;
- an effective Welsh in Education Strategic Plan (WESP) to promote the Welsh language and Welsh-medium education;
- outstanding support for children and young people with additional learning needs (ALN); and
- effective health and safety advice to all areas of council business.

The directorate's key challenges include:

- the significant, continuing impact of COVID-19 (including pupil behaviour, attendance, and exclusions);
- budget pressures (particularly home-to-school transport and the school modernisation programme);
- curriculum and ALN reform;
- capacity issues (especially in specialist and statutory areas); and
- corporate health and safety compliance and monitoring.

National policy and local priorities

The Wellbeing of Future Generations (Wales) Act 2015 states that local authorities must work to improve the economic, social, environmental, and cultural well-being of Wales.

The Corporate Plan 2023-2028 and Medium-Term Financial Strategy (MTFS) 2023-2027 were approved by Bridgend County Borough Council (BCBC) on 1 March 2023.

The two documents are aligned to each other and make explicit links between BCBC's well-being objectives, and the resources directed to support them.

'Our national mission: High standards and aspirations for all' (Welsh Government, 2023) ('the national mission') identifies a range of priorities to ensure the success, high standards and wellbeing of all learners.

This three-year strategic plan mirrors the aspirations of BCBC's Corporate Plan 2023-2028 and closely aligns with the various policy drivers identified within this document.

3. Themes

Further to consultation with stakeholders and delivery partners, the Education and Family Support Directorate has identified the following 15 'strategic themes' to underpin this three-year strategic plan:

- T1 Pupil and staff wellbeing
- T2 Support for pupil behaviour, attendance, and exclusions
- T3 Support for vulnerable children and young people
- T4 Support for children and young people with ALN
- T5 Curriculum for Wales and assessment
- T6 High-quality teaching and learning
- T7 Effective leadership and governance
- T8 Robust safeguarding procedures across all the directorate's service areas
- T9 Ambitious School Modernisation Programme
- T10 Appropriate family support services delivered by the right people, at the right time, to those most in need
- T11 Effective childcare and early years offer
- T12 Effective youth support and youth justice services
- T13 Meaningful adult in the community learning offer
- T14 Effective Welsh in Education Strategic Plan to promote the Welsh language and Welsh-medium education
- T15 Effective health and safety advice to all areas of council business (ensuring business resilience and continuity)

It is fundamentally important that we prioritise our efforts and corral available resources around these themes to ensure the best possible outcomes for the children, young people, adults, and families the directorate is proud to serve.

The next section of this plan provides further information in respect of the policy drivers in relation to each of these themes. This section details the work that has been done to date and the activity that needs to be undertaken to improve outcomes over the next three years.

Self-evaluation guidelines

The directorate uses the following RAYG (that is, red (or unsatisfactory), amber (or adequate), yellow (or good) and green (or excellent)) self-evaluation scale to assess its performance and progress against identified targets.

Each stage is divided into three parts (top/middle/bottom) to further refine our self-evaluation judgements.

Therefore, all areas of activity are scored between 1 and 12.

An activity area scored as '1' is an aspect judged as having considerable weaknesses and where immediate improvement is required.

An activity area scored as '12' is an aspect of outstanding practice.

RAYG Description			Definition
EXCELLENT			Very strong, sustained performance and practice
12	11	10	
GOOD			
GOOD			Strong features although minor aspects may require improvement
9	8	7	
ADEQUATE			
ADEQUATE			Strengths outweigh weaknesses, but important aspects require improvement
6	5	4	
UNSATISFACTORY			
UNSATISFACTORY			Important weaknesses outweigh strengths and urgent improvement is required
3	2	1	

T1 Pupil and staff wellbeing

Summary

The true impact of COVID-19 on wellbeing is now beginning to be seen across Wales including Bridgend. The local authority recognises that pupil and staff wellbeing is of paramount importance for the school community to thrive.

The local authority provides a range of support to assist schools in supporting mental health within schools. The Educational Psychology Service (EPS) continues to work at different levels to support vulnerable children and young people. They also support school staff and families across the local authority. The EPS is progressing the roll out of the online profiling tool 'The PERMA profiler' which is used within schools to identify, monitor, and improve the 'wellbeing profiles' of pupils and staff.

The PERMA project was formally launched to all schools across the region in November 2019. The EPS continues to train emotional literacy support assistants (ELSAs) in schools, having moved to an online training platform because of the pandemic. ELSAs work with groups and individual pupils to provide emotional literacy support and programmes to support the wellbeing of vulnerable children and young people.

In collaboration with Cwm Taf Morgannwg University Health Board (CTMUHB), Rhondda Cynon Taf EPS, and Child and Adolescent Mental Health Services (CAMHS), Bridgend EPS is supporting the roll-out of the whole-school approach 'In Reach' project providing mental health teams to support children and young people and schools across Bridgend.

From a Family Support perspective, there are a wide range of preventative services that schools can access to support children and young people. These include family support workers, family engagement officers, school-based counsellors, lead workers (youth workers), education welfare officers, emotional wellbeing workers and community counsellors.

Family Support and the EPS are acutely aware that there is an increased focus on wellbeing and recovery moving forward, in addition to the work that has been outlined. Well-being and good mental health will continue to underpin all consultation and intervention work.

As a part of the ALN strategic provision review, additional resource has been put into The Bridge Alternative Provision to support those children and young people with mental health issues but who do not have a diagnosis from CAMHS.

The framework on embedding a whole-school approach to emotional and mental well-being (2021) is currently being piloted by some schools in Bridgend. The evaluation of those pilots will be undertaken during summer term 2023.

Current rating



Unsatisfactory											
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- seen great resilience demonstrated by children, young people, families, and staff, especially during the COVID-19 pandemic;
- benefitted from excellent support from Human Resources (HR), occupational health, and a range of other teams (for example, the Care First and Wellbeing offer);
- seen some staff adapt to the new hybrid working arrangements and demonstrate flexibility;
- delivered the 'Food and Fun' school-based holiday enrichment programme;
- successfully rolled out the universal primary free school meal (UPFSM) offer to all Reception, Year 1, and Year 2 pupils;
- focused more on the individual development of children and young people (especially considering the changes to accountability measures);
- appointed a Health and Wellbeing Officer;
- established a Council employee wellbeing group;
- made health and wellbeing resource leaflets available to all staff; and
- provided training to staff in relation to absence management, delivering difficult conversations and managing pressure.

Improvement objectives

We will work with partners to:

- reduce external pressures on all staff at all levels;
- work with managers to ensure wellbeing remains a high priority and promote work-life balance;
- deliver specific support programmes for senior leaders in schools;
- develop case studies to share effective practice;
- develop the Raising Attainment for Disadvantaged Youngsters (RADY) Programme;
- implement the workforce development plan and provide effective training and continuous professional development (CPD);
- develop the 'Food and Fun' Programme to ensure more young people benefit from the provision;
- roll out the UPFSM offer to all primary school pupils;
- ensure support for families is consistent across the county borough;
- develop common policies to support home-to-school partnership;
- ensure our provision is consistently aligned with Welsh Government policy and expectations;

- develop an effective whole-school support model for emotional and mental wellbeing using the NEST (Nurturing, Empowering, Safe and Trusted) Framework;
- develop more effective mental health services for children and young people;
- create an incentive programme to improve retention and recruitment;
- develop a partnership agreement with trade unions;
- improve access to wellbeing resources for site-based employees and employees who have little access to a laptop or work computer; and
- use the views of our workforce to make improvements, develop and motivate employees and improve staff retention.

Resources

To support these ambitions, we will:

- need support from CTMUHB colleagues to support emerging themes;
- offer professional development workshops/surgeries;
- need support from specialists (for example, play therapy);
- further develop school-to-school working (in clusters/cross clusters/across phases); and
- ensure all activity is steered by a range of common policies.

Success indicators

We will know if we have been successful if:

- pupil attendance rates improve;
- appropriate provision and resources are available to support the wellbeing of all pupils;
- feedback from pupils in respect of their wellbeing is at least ‘good’ in all settings;
- staff absence rates decrease; and
- our ability to recruit and retain staff, especially in targeted areas, improves.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 6	We will extend the delivery of the ‘Food and Fun’ Programme in July/August 2023 to ensure at least 80 pupils benefit from this provision.
Wellbeing Objective 7	We will roll-out universal primary free school meals to all primary school learners by September 2024.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T2 Support for pupil behaviour, attendance, and exclusions

Summary

Pupil behaviour is becoming an increasing concern for schools and for the local authority. There is evidence that behaviour is becoming more problematic leading to increases in both fixed-term and permanent exclusions. The behaviours being witnessed within schools are predominately increases in verbal and physical aggression towards adults and other children, along with persistent and disruptive behaviour.

This past school year (2021-2022), there has been a 100% increase in the number of permanent exclusions in comparison to the previous two years (which included COVID-19 and school closures during those periods).

Fixed-term exclusions are also a concern with pupil behaviours being recorded regarding verbal and physical aggression, persistent and disruptive behaviour. Fixed-term exclusions in Bridgend schools are higher than in previous whole school years. Between September 2021 and 20 March 2022, there were 827 exclusions across primary and secondary schools, which equates to 1426.5 school days lost. Between September 2022 and 20 March 2023 fixed-term exclusions These have increased between September 2022 and 20 March 2023 with 916 exclusions across primary and secondary schools, which equates to 1814 school days lost.

Ongoing work is being delivered to ensure schools consistently follow the graduated response, and utilise their resources linked to behaviour and access local authority resources in a timely way. The local authority is also planning to introduce training and workshops to support schools in using this process proportionately and in line with Welsh Government guidance. The Communication and Relationships Team (CART) Lead has also been invited by the School Support Team to speak to their professional networks of pastoral leads/heads of year to help share strategies to assist with the above issues.

School attendance is a priority for the directorate. There has been a reduction in school attendance levels nationally, which has been impacted by the pandemic. While school attendance levels are starting to show a slow but steady increase since the lifting of COVID-19 restrictions, they remain well below pre-pandemic rates. The most common reason for absence is reported as illness and coded accordingly. Other reasons for pupil non-attendance include holidays and medical and dental appointments.

The Education Welfare Service and schools have been working in close partnership to address the reduction in attendance levels within the context of the All-Wales Attendance Framework (2012).

Some of these approaches and interventions are outlined below:

- Education welfare officers support and advise schools on attendance including ensuring statutory legal functions are used consistently and appropriately.

- A task and finish group chaired by the Group Manager (Family Support) with headteachers, education welfare officers and legal representation has been established to revise the local authority’s attendance strategy.
- School attendance audits will be completed by all schools to evidence good practise and areas for development.
- Truancy patrol will be rolled out with the police during the autumn term.
- A marketing campaign is being explored to ensure a consistent message is relayed to parents/guardians about the importance of attending school.
- A ‘buddy system’ is being encouraged for pupils in all schools to promote confidence and wellbeing.
- Schools will reintroduce the ‘Callio’ system of letters to parents to ensure a consistent graduated response that will highlight and improve attendance levels.
- Revised attendance and engagement guidance will be published in autumn 2023, which will outline roles and responsibilities of local authorities, schools and settings, and governor responsibilities in supporting learners to maintain good attendance. As part of this, schools will be asked to publish their attendance policies.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- established a pupil attendance working group and policy;
- developed truancy patrol and a buddy system;
- secured an attendance officer for some schools;
- issued pre-exclusion notices where required;
- engaged effectively with schools on exclusions;
- established an assessment class and Foundation Phase in The Bridge Alternative Provision;
- reviewed and improved Early Help front door arrangements;
- established bespoke nurture and behaviour support arrangements in some schools (for example, the Phoenix Centre in Coleg Cymunedol Y Dderwen);

- expanded the 'Team Teach' training offer; and
- worked with Bridgend College to deliver the effective Junior Apprenticeship Programme.

Improvement objectives

We will work with partners to:

- develop a social media strategy (to undermine the influence of social media on pupils);
- develop a high-quality training/induction programme for special needs support assistants (SNSAs) to ensure staff are well trained and have a clear knowledge of pupils and their challenges before arriving at school;
- develop a clear local authority direction/vision for behaviour support with an accompanying strategy to provide clarity and consistency across schools in managing behaviour, and the use of fixed-term and permanent exclusions;
- clarify what behaviour support is available for schools in Bridgend County Borough;
- undertake a review of provision at Ysgol Bryn Castell and The Bridge Alternative Provision;
- review the Managed Move Policy;
- undertake attendance audits;
- ensure consistent support from the Education Welfare Service (EWS) is available in all schools;
- establish a forum for school governors to understand the reasons behind pupil exclusions and use these sessions to share effective practice in respect of managing pupil behaviour;
- clarify the actions taken by the local authority for non-attenders (for example, fixed penalty notices);
- develop a comprehensive package of guidance and advice in respect of effective parenting and family engagement, underpinned by an agreed strategy;
- embed the NEST whole-school wellbeing approach; and
- establish a high-quality professional learning programme for all school-based staff on specific issues such as de-escalation.

Resources

To support these ambitions, we will:

- use specialists from schools to support and deliver training (for example, Ysgol Bryn Castell and Heronsbridge School); and
- further develop and adopt a clear strategy and vision for attendance, which is communicated effectively to families.

Success indicators

We will know if we have been successful if:

- there is a reduction in pupil (fixed-term and permanent) exclusions;
- there is an improvement in pupil attendance;

- all schools adopt the local authority School Attendance Policy on a consistent basis;
- an enhanced strategy to support parents and families is established;
- a range of surgeries/drop-in sessions with specialist staff are developed; and
- we develop an expanded offer of alternative pathways (for example, Junior Apprenticeship Programme) and ensure that these programmes are available equally through the medium of Welsh and English.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 4	<p>We will develop a permanent exclusion panel to support all schools.</p> <p>We will develop additional activities to improve school attendance (for example, truancy patrols).</p> <p>We will employ additional tutoring staff and strengthen youth engagement teams to ensure no-one becomes disengaged from education and learning.</p> <p>We will expand personal learning accounts to ensure all under 25s are offered education, apprenticeships, or employment.</p>

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T3 Support for vulnerable children and young people

Summary

Safeguarding is everyone's responsibility.

For schools, this is underpinned by legislation such as the Education Act (2002), section 175, which highlights the duties of the local authority and schools. Further legislation in Wales such as the Social Services and Wellbeing Act (2014), the Future Generations Act (2015), the Equality Act (2010) and the Wales Safeguarding Procedures (2019), highlight clearly what schools must do to ensure children are protected from harm. Welsh Government has also produced statutory guidance, 'Keeping Learners Safe', which explains clearly what schools must and should do when discharging their safeguarding responsibilities.

To continue to embed safeguarding practices within schools in Bridgend, the local authority has invested a significant amount of time and resource to ensure schools are fully aware of and compliant with their safeguarding responsibilities. Specifically, through the role of the Education Engagement Team by providing a single point of contact to assist schools in managing safeguarding issues. This support is provided through training, advice and support linked to safeguarding procedures.

A regime of auditing school safeguarding practice was implemented in 2020. This involved utilising an audit tool provided by Welsh Government to enable schools to review and evidence their approach to safeguarding. The local authority has acted as a 'critical friend' in reviewing the audits completed by schools to assist in identifying good practice and areas for development.

Moving forward, the local authority will continue to work in partnership with schools and other agencies to support children and families effectively, in recognition of the ongoing challenges being experienced linked to COVID-19 and the cost-of-living crisis.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- made effective use of grant funding (including effective cluster working to support care-experienced children in schools);
- strengthened staffing resource within Early Help Screening Team and Education Engagement Team;
- established the 'Helping Hands' programme;

- undertaken whole-school safeguarding audits;
- developed website pages to offer online support to families;
- secured resource to support refugee children;
- provided a range of targeted interventions in schools including Shine and Thrive, through ELSA support, and via PERMA; and
- improved transition processes (for example, between Flying Start settings, schools and colleges including for electively home-educated children).

Improvement objectives

We will work with partners to:

- provide more targeted support for disengaged learners;
- develop better tracking systems for vulnerable learners (including care-experienced children);
- develop a local authority equity plan;
- audit and share effective best practice in schools;
- develop more effective participation of vulnerable learners;
- improve the offer for children not in education, employment, or training (NEET);
- work with the Social Services and Wellbeing Directorate to improve communication between social services and schools;
- deliver more joined-up services (including education, health, social care, and police) and ensure users better understand available services;
- develop a ‘threshold of need document’ to enable families and professionals to understand the most appropriate support available to meet specific needs, in order to ensure families, access the right support at the right time; and
- review referral data more effectively (via the Early Help and Safeguarding Board) to determine whether families are having access to services in a timely way.

Resources

To support these ambitions, we will:

- develop a directory of support; and
- ensure equity in levels of support, particularly for larger clusters/schools (for example, educational psychology service support).

Success indicators

We will know if we have been successful if:

- all school policies comply with a local authority equity plan;
- support for parents of vulnerable children is improved; and
- support workers are linked to a cluster and based in a school.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
--	--

Wellbeing Objective 6	We will increase the percentage of Team Around the Family (TAF) interventions that are closed with a positive outcome to 75% in 2023-2024.
Wellbeing Objective 7	We will roll-out universal primary free school meals to all primary school learners by September 2024.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T4 Support for children and young people with additional learning needs

Summary

The Additional Learning Needs and Education Tribunal (Wales) Act (2018) and the Additional Learning Needs Code for Wales (2021) provide the legislation which underpins the ALN Reform. It is important to recognise that the ALN Reform is a transformational approach and not simply a move across from one system to the other.

In response to the ALNET Act, additional staffing has been employed within Learner Support. These staff are part of the Learner Support ALN Senior Leadership Team of Learner Support and have been employed to meet statutory requirements within the areas of Early Years and Post-16. In 2022, the responsibility for the statutory team moved across to Learner Support.

The local authority is working with the additional learning needs co-ordinators (ALNCos), which became a statutory role as part of the ALNET Act, and ALN cluster leads to support the transformation and implementation of the ALN Reform. ALNCo Forum days are held and attended by where officers and other partners, such as Health colleagues and the ALNCo from Bridgend College. attend. The agendas for the ALNCo Forum days are co-constructed with the ALNCo cluster leads.

Quality assurance work has been undertaken with ALNCos in relation to individual development plans (IDPs). IDP champions have been established within each cluster. The promotion of school-to-school work is an important part of the ALNCo role. These staff are pivotal in ensuring relevant information and training materials are shared with other school staff. The ALNCos also assist with self-evaluation and planning while having oversight of the ALN provision map within their schools.

As part of the transformation phase of the ALN Reform schools evaluated their readiness for the reform. We are currently in the second year of the implementation phase and schools will be asked to revisit their evaluations as part of a local authority review of current progress.

An independent strategic review of ALN provision in Bridgend has been undertaken. As a result of this review an action plan has been developed and agreed by the local authority. A board has been established to oversee this work and is made up of representatives from the local authority and schools. Sub-groups have been set up to work on the objectives within the plan and these groups provide regular updates to the Board. We have been able to expand the ALN provision within Bridgend due to securing additional funding. This has included additional provision for pupils with ALN who wish to continue their learning journey through the medium of Welsh. A key part of this plan focuses on how the local authority can provide further Welsh-medium provision for pupils with ALN.

Current rating

Unsatisfactory	Adequate	Good	Excellent
-----------------------	-----------------	-------------	------------------

1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- developed an effective cluster working model involving ALNCos;
- established a weekly ALN Panel;
- provided expert support from an experienced Educational Psychology Service and the specialist ALN teams from within Learner Support;
- delivered dispute resolution training to all ALNCos;
- opened a learning resource centre (LRC) for learners with moderate learning difficulties (MLD) in a Welsh-medium primary school (Ysgol Cynwyd Sant);
- opened a LRC for learners with autism spectrum disorder (ASD) in an English-medium primary school (Tremains Primary School);
- strengthened the staffing resource within the CART;
- completed the transition from Statements of Special Educational Needs (SEN) to IDPs for (as mandated) Year 6 and Year 11 pupils;
- trained and IDP champions within clusters;
- developed the CART graduated response;
- developed the Early Years toolkit;
- implemented the ALN Improvement Plan;
- established the IDP quality assurance process;
- further developed our specialist provision (for example, Ysgol Bryn Castell, Heronsbridge School and The Bridge Alternative Provision); and
- developed an effective ALNCo Forum and other working groups.

Improvement objectives

We will work with partners to:

- develop a clear vision for ALN in Bridgend (including roles, responsibilities, and shared expectations);
- undertake strategic review of ALN provision;
- develop an ALN strategy and an ALN behaviour strategy;
- develop a consistent approach to support the transition of Statements of SEN to IDPs within statutory targets;
- establish a more effective parental engagement policy/practice;
- further share effective practice across schools;
- quality assure additional learning provision (ALP);
- deliver training for Early Years settings;
- develop a continuum of support for older pupils with MLD through the medium of Welsh;
- establish a comprehensive process for Early Years IDPs;

- improve transition practice, policy and process between childhood and adulthood;
- investigate arrangements for excellent inter-agency working and explore models of good practice from elsewhere;
- target the allocation of resources more effectively to meet the needs of learners; and
- launch the online IDP system.

Resources

To support these ambitions, we will:

- continue to provide a range of professional learning opportunities;
- seek to improve funding to support pupils with ALN;
- continue to provide high-quality support from the Educational Psychology Service and the other specialist ALN teams within Learner Support;
- develop high-quality SNSAs with a clear understanding of their roles and responsibilities;
- provide a regularly updated online directory of support; and
- ensure resources produced by schools in Bridgend are shared more effectively.

Success indicators

We will know if we have been successful if:

- an effective local authority ALN Strategy, bespoke to Bridgend, which has been co-constructed, clearly communicated and understood by all, is in place;
- emerging needs for children and young people with ALN are identified and acted upon;
- clear evaluative processes are present in all schools;
- a quality assurance protocol of ALN practice in schools is established;
- there is an improvement in the recruitment and retention of school ALNCoS; and
- there is a seamless process of transition between childhood and adulthood.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 1	We will provide training to build knowledge of ALN reform and how effective support can be provided for children with ALN. This will ensure that at least school-based 60 ALNCoS will receive bespoke training to meet the needs of pupils.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T5 Curriculum for Wales and assessment

Summary

The Curriculum for Wales, for schools and funded non-maintained settings, was introduced from September 2022. We want to take full advantage of this development in Bridgend to ensure all learners enjoy their learning and develop the skills, knowledge, and emotional resilience they need to succeed in life. We learners to be ethical individuals who play an active part in their community and society, taking account of ethnic diversity and inclusivity as part of a whole-school approach.

They should be prepared to thrive in the world of work and be capable of adapting and responding to ongoing changes in technology. We must take full advantage of all the resources and experiences the borough has to offer to make the curriculum 'real' in Bridgend and adapt it to the range of contexts facing our schools and learners.

A key component of our approach will be the contextualisation of learning – placing the essential skills, knowledge and understanding in a meaningful, appropriate, and engaging context. Schools cannot do this on their own – they will need to work with the local authority and regional partners to reimagine the possibilities presented by the curriculum and develop new and engaging experiences for learners.

We also want to see a strong focus on supporting bilingualism and expanding the range of opportunities for learners to engage with and develop their Welsh language skills and connection with our Welsh heritage and culture. Young people say that one of the most important priorities for them is better support to be ready for their lives after education.

Curriculum for Wales recognises this and, once realised, will support all learners, especially those most at risk, to develop the skills they need to manage all aspects of their lives – housing, personal finances and budgeting, independent living, personal and family relationships, sex education, cultural awareness and community cohesion, sustainable living, and citizenship.

Assessment is a fundamental part of Curriculum for Wales and is integral to the process of learning. We believe assessment plays an important role in ensuring each individual learner is supported and challenged accordingly. It should contribute to developing a holistic picture of the learner – their strengths, the ways in which they learn, and their areas for development, to inform next steps in learning and teaching.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- commenced the implementation of Curriculum for Wales in all primary schools with early implementation in many secondary schools in Bridgend;
- secured positive feedback from Estyn in all recent school inspections in respect of Curriculum for Wales;
- developed an effective professional development programme encouraging professional learning related to collaborative enquiry;
- established effective cluster working (both within the local authority and across the region) to develop a shared understanding of progression;
- developed our pedagogy to deliver Curriculum for Wales; and
- shared effective practice via Team Bridgend and other processes.

Improvement objectives

We will work with partners to:

- adopt Curriculum for Wales in all Bridgend schools;
- improve transition at key points within a learner's journey;
- produce a wider range of Estyn and local authority case studies;
- further develop cluster collaboration;
- provide more opportunities for schools and local authorities to share effective practice;
- develop Diversity and Anti-Racist Professional Learning (DARPL) across early years and school settings;
- encourage schools to develop and share innovative practice;
- implement a new Digital Learning Plan for schools;
- provide high-quality professional learning for all staff (both in terms of online and face-to-face opportunities);
- ensure pupils are prepared for new qualifications;
- improve the engagement of elected members in supporting schools;
- implement the Evaluation, Improvement and Accountability Framework (Welsh Government, 2022); and
- continue to provide high-quality professional learning opportunities and encourage professional learning related to collaborative enquiry.

Resources

To support these ambitions, we will:

- provide high-quality professional learning opportunities commissioned by external partners;
- share effective practice, including case studies;
- continue to hold Team Bridgend network meetings;

- continue to arrange regional network groups including areas of learning experiences (AoLE) groups;
- develop progression maps for AoLEs;
- provide guidance related to progression and assessment, as it becomes available;
- use the Collaboration Grant and the Professional Learning Grant to support this ongoing development; and
- continue to hold network group meetings such as the Curriculum Leaders Development Group, and the Deputy Headteacher Network for the sharing of good practice and professional development sessions to support schools.

Success indicators

We will know if we have been successful if:

- all schools and the local authority have a uniform, shared understanding of progression;
- no Bridgend school is judged by Estyn as requiring follow-up or determined as requiring ‘significant improvement’ or ‘special measures’; and
- all schools successfully implement the mandatory elements of Curriculum for Wales.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 4	We will continue to provide bespoke support for schools to help them achieve the priorities included in their school improvement plans. We will ensure that by the end of autumn term each year (as part of the annual cycle of self-evaluation and improvement planning), all school development plans have been analysed and, following this, appropriate professional development opportunities will be offered to all schools. This will ensure that Estyn will judge all Bridgend schools as ‘not requiring any follow-up’.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T6 High-quality teaching and learning

Summary

Education in Wales: Our national mission (Welsh Government, 2017) sets out to raise standards, reduce the attainment gap and deliver an education system that is a source of national pride and confidence. The provision of high-quality teaching and learning is a key part of this national strategy and is underpinned by the Professional Standards for Teaching and Leadership in Wales. These resources are at the heart of supporting the delivery of education reform, the successful implementation of the Curriculum for Wales and the revision of public examinations and qualifications.

Curriculum design for learners of all ages and abilities should be underpinned by the pedagogical principles. We will continue to support schools in refining their curriculum based upon the twelve pedagogical principles that will support learners in successfully developing the new curriculum.

Schools will carry out self-evaluation in partnership with delivery partners to identify strengths and areas for development in teaching and learning, with practice shared more widely as appropriate.

Team Bridgend is a valuable vehicle for the sharing and development of effective practice, making use of the various networks and groups. Professional development sessions support different areas of development based on identified needs from self-evaluation exercises.

This support for the development of high-quality teaching and learning will ensure learners within Bridgend have a strong disposition to learning with increasing independence, effective metacognitive skills, an ability to problem solve and highly effective communication skills.

High-quality teaching and learning will be responsive, dynamic, and embedded in strong relationships, where engaging and developmentally appropriate learning opportunities are informed by regular observation and ongoing assessment of learning and the learner's stage of development. Effective teaching will challenge learners and have high expectations, actively engaging with parents, carers, and the wider community, as partners in learning.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- aligned our pedagogical development offer with Curriculum for Wales;
- developed a successful partnership across local authorities in the delivery of Post-16 provision via E-sgol;
- implemented Curriculum for Wales in all primary schools with early implementation in many secondary schools;
- developed an effective partnership working model involving all schools and the local authority;
- developed models of blended learning;
- provided a comprehensive professional development programme;
- developed effective cluster collaboration; and
- appointed a local authority Digital Learning Officer.

Improvement objectives

We will:

- continue to share effective practice;
- continue to provide high-quality professional learning opportunities;
- support increased collaboration involving AoLE Leads;
- deliver a development programme for learning support staff at all levels;
- provide high-quality support for self-evaluation and school development planning;
- ensure an effective blend of the pedagogical principles of learning and teaching in all schools;
- provide opportunities to develop middle leaders;
- explore opportunities for middle leaders to work in other schools (for example, a short-term 'swap'); and
- identify which aspects of teaching and learning to focus on (for example, differentiation and independence).

Resources

To support these ambitions, we will:

- continue with school support networks to disseminate and share information and good practice across the local authority;
- continue to liaise with Welsh Government officials to ensure clarity and consistency of policies and messages;
- share effective practice, including case studies;
- continue to hold Team Bridgend network meetings; and
- use the Collaboration Grant and the Professional Learning Grant effectively to support this ongoing development.

Success indicators

We will know if we have been successful if:

- all schools develop and share effective practice, which is tested by delivery partners; and
- Estyn identifies effective teaching and learning in all Bridgend schools.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 4	We will continue to provide bespoke support for schools to help them achieve the priorities included in their school improvement plans. We will ensure that by the end of autumn term each year (as part of the annual cycle of self-evaluation and improvement planning), all school development plans have been analysed and, following this, appropriate professional development opportunities will be offered to all schools. This will ensure that Estyn will judge all Bridgend schools as ‘not requiring any follow-up’.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T7 Effective leadership and governance

Summary

The National Professional Standards for Teaching and Leadership (Welsh Government, 2017) set clear expectations about effective practice, enabling leaders to be able to reflect on their role, individually and collectively, to identify successes and areas for development. This aligns with the more recent Evaluation, Improvement and Accountability guidance (Welsh Government, 2022).

The leadership professional learning programmes will support the continued development of leaders at all levels across schools in Bridgend. The Team Bridgend approach establishes an ethos of support and collaboration for leaders, through a range of networks, professional development opportunities and the sharing of effective practice.

In line with our commitment to protect the wellbeing of pupils and staff, support for new and acting headteachers is provided, on a formal and an informal basis, through the mentoring and buddy system, and an annual induction day for new school senior leaders.

We will continue to work with school leaders to set appropriate targets, monitor the progress of school priorities through a range of self-evaluation activities and broker increased support if necessary. This early intervention is an integral part of the self-evaluation process. Progress against the schools' strategic priorities will be reviewed within the local authority with appropriate support provided.

The Evaluation, Improvement and Accountability Framework states that schools have the central role in driving improvements and that governing bodies are the accountable bodies for their schools. In this role, they take responsibility for strategic leadership of the school, for its effective governance and for driving improvements in their schools for the benefit of learners.

To ensure the effective governance of schools across Bridgend, we will continue to develop the professional learning programme for governors to ensure they can carry out their enhanced accountability role effectively. The promotion of the governing body self-evaluation toolkit will continue to support the development of governing bodies in their roles. The local authority will ensure that governing bodies are supported with recruitment and election of governors.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- liaised with partners to develop a regional governing body self-evaluation model;
- established network groups to assist with distributed leadership and building capacity;
- developed an effective way of joint working under the Team Bridgend model;
- developed established senior leader forums;
- established effective cluster working arrangements;
- engaged with partners to develop national leadership pathways;
- involved school leaders in the local authority strategic planning process to allow for greater alignment with School Improvement Plans (SIPs);
- adopted the Evaluation, Improvement and Accountability Framework;
- successfully procured effective legal services on behalf of schools;
- introduced a termly school summary for governing bodies;
- developed an effective communication system between schools and the local authority via the 'Monday Mailshot';
- introduced a 'Bridgend buddy' to support new headteachers; and
- positive outcomes have been reported in many of Estyn's school inspections.

Improvement objectives

We will work with partners to:

- deliver high-quality training opportunities for school governors in respect of the Evaluation, Improvement and Accountability Framework;
- develop more effective support mechanisms for new/acting headteachers/deputy headteachers;
- support the wellbeing of headteachers and other senior leaders in schools;
- undertake an evaluation of the skillset of school governors and continue to promote the school governing body self-evaluation toolkit;
- support the work of the Bridgend Governors Association to ensure all school governors in Bridgend have access to this valuable resource;
- develop more effective communication channels for sharing information with school governors;
- undertake a marketing campaign to recruit school governors;
- develop effective succession planning arrangements across schools and within the directorate;
- ensure advice from Welsh Government and Estyn is embedded within practice wherever possible;
- ensure that all professional learning is aligned with the National Professional Learning Entitlement (NPLE);
- develop creative recruitment and retention strategies (especially in relation to Welsh-medium schools);

- work with partners to develop capacity for creative leadership approaches to assist with the innovation of the new curriculum;
- develop more effective support mechanisms for senior leaders in schools;
- encourage schools to develop and share their own programmes and seek endorsement from the National Academy for Educational Leadership (NAEL), where appropriate;
- work closely with NAEL by supporting leaders to make good use of the resources available, participate in associate roles, and apply for innovation funding;
- provide more opportunities to develop leaders at various levels within schools by encouraging staff to make use of the professional learning offer related to leadership;
- develop processes to share good practice between schools, governors, local authorities across the region; and
- provide high-quality support for self-evaluation and school development planning.

Resources

To support these ambitions, we will:

- secure more professional learning for school governors (for example, in respect of the Evaluation, Improvement and Accountability Framework);
- continue to work with the National Academy of Educational Leadership;
- continue to use and develop the regional self-evaluation toolkit for school governors; and
- develop a leadership pathways model.

Success indicators

We will know if have been successful if:

- all school governors have completed statutory training modules;
- there is a significant reduction in the number of vacancies within school governing bodies;
- schools have strong self-evaluation processes that impact positively on high-quality teaching and learning;
- senior school leaders have a clear understanding of the strengths and areas for improvement in their school;
- we have consolidated senior leadership positions in schools; and
- we see an improvement in the number of schools being evaluated by Estyn as having effective leadership and governance arrangements in place.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 4	

	We will help schools achieve their school improvement plans by analysing objectives in the plans and offering training to address them. This will help ensure that all schools will be judged by Estyn as 'not requiring any follow-up'.
--	--

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T8 Robust safeguarding procedures across all the directorate's service areas

Summary

In 2018, the local authority restructured its Safeguarding in Education, Looked After Children's Education (LACE), Elective Home Education (EHE) and support for other vulnerable services into one team. This team is now called the Education Engagement Team (EET) and is a single point of contact for schools in relation to support for learners mentioned above.

Alongside EET, the ALN teams within Learner Support also provide support for vulnerable learners. The Learner Support teams include the CART, the EPS, Sensory Team, Cognition and Learning Team, Complex Medical and Motor Impairment Team (CMMI) and provision at The Bridge which is the pupil referral unit.

The true impact of COVID-19 is now being seen across all of Wales including Bridgend. There are increases in referral rates for social care support, increases in the number of children being added to the child protection register, increases in the number of care-experienced children, increases in requests for ancillary support, increases in fixed-term exclusions, increases in children eligible for free school meals, increases in requests for specialist education provision, and more children accessing Education Other Than At School (EOTAS).

Moving forward, we will support additional learning needs reform of systems, provision and practices around person-centred practice and inclusive education, delivering positive changes for learners with ALN and monitor system effectiveness. Disadvantaged learners will benefit from targeted support through the Pupil Development Grant (PDG), and we will work with partners to review how it is used and offer further support to schools to ensure the grant is used in effectively.

The local authority will continue to promote the importance of safeguarding training for governors through their work with schools. Training will continue to be made available to governors in a flexible way (for example, as face-to-face or online sessions after work hours).

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- undertaken safeguarding audits in all Bridgend schools;
- established the Education and Family Support Directorate Safeguarding Board;
- reintroduced the Designated Safeguarding Person Forum;
- created the Education Engagement Team and recently expanded this support to cover early years and childcare;
- provided more effective training for school governors in respect of safeguarding in schools;
- we have delivered safeguarding training to schools and other stakeholders;
- established a more effective communication system in respect of safeguarding for elected members and schools;
- developed a highly integrated approach involving multi-agency working across the directorate;
- developed an improved process for considering professional concerns; and
- established a successful system to monitor and record safeguarding information.

Improvement objectives

We will work with partners to:

- ensure relevant recommendations from child practice reviews are implemented;
- ensure that significant areas of learning from child practice reviews, Estyn and other regulators are included in the annual safeguarding audits undertaken by schools to ensure this key learning is embedded across all our schools.
- implement agreed actions contained with child exploitation action plan;
- embed the relevant elements of the 'Signs of Safety' model;
- enhance links between Bridgend schools and Cwm Taf Morgannwg Regional Safeguarding Board;
- implement relevant actions and pledges within the Corporate Parenting Strategy;
- offer relevant training opportunities to all school governors/staff;
- establish robust self-evaluation and audit processes for all schools and the local authority;
- develop safeguarding policy for early years and childcare;
- adopt a consistent approach to managing social media (for staff and pupils);
- develop screen time guidance for pupils;
- develop a better understanding of thresholds for action;
- ensure educational provision for online/cyber safety is strengthened across all Bridgend schools; and
- provide tiered safeguarding support (for example, basic, intermediate, and advanced) to schools.

Resources

To support these ambitions, we will:

- need to secure additional officer time;
- require an agreed training programme;

- require effective partnership working;
- arrange local authority safeguarding weeks;
- develop an appropriate recording system; and
- benefit from professional learning in relation to safeguarding accusations.

Success indicators

We will know if we have been successful if:

- all school staff and governors receive the appropriate training;
- all schools use an effective recording and reporting system that closely aligns with local authority expectations;
- effective practice relating to online safety is shared across all schools;
- all schools undertake refreshed annual safeguarding audits;
- all schools self-evaluate as ‘green’ on their safeguarding audits;
- we see a reduction in the number of professional concerns; and
- we have a local authority Social Media Protocol in place.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 4	We will continue to review school safeguarding audits to identify areas for further improvement and support. We will ensure all Bridgend schools are rated as ‘green’ following their individual safeguarding audit.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T9 Ambitious School Modernisation Programme

Summary

In January 2022, Welsh Government rebranded the 21st Century Schools and Colleges Programme as the Sustainable Communities for Learning Programme (SCfLP) to make a clear statement about the commitment towards the environment, community cohesion, and future generations.

Bridgend’s School Modernisation Programme (‘the programme’) investment objectives align with Welsh Government’s SCfLP. Education transformation is a vital outcome of the programme, as is improving the condition of our school buildings. The programme also aims to provide efficient and effective educational infrastructure that will meet current and future demand for places and seeks to optimise the use of our assets so that use of space and facilities available for our stakeholders is maximised.

During the three-year period 2023-2026, the local authority plans to complete a range of schemes (refer to the success indicators) which will deliver on our programme objectives and other key strategies (for example, the local authority’s Welsh in Education Strategic Plan).

The local authority’s ‘Bridgend 2030 – Net Zero Carbon Strategy’ and Welsh Government’s carbon reduction commitments will also be addressed through the programme, as all new provision will be designed to ensure that net zero carbon ‘in operation’ and embodied carbon targets are achieved. In addition, the designs of our learning environments will embrace sustainability and biodiversity to enhance the surrounding environment and support active travel.

In February 2023, Welsh Government announced a nine-year rolling SCfLP. The new programme will commence in 2024 and we are in the process of establishing future investment priorities.

The Education and Family Support Directorate works closely with the local authority’s Corporate Landlord Department and Energy Team to ensure the council’s current school building assets are maintained effectively and operate efficiently.

Through the use of condition and asset surveys, enhanced plant servicing contracts and engagement with school leaders the Corporate Landlord Department continually identifies and executes energy saving projects as part of its school building maintenance and refurbishment projects. The Corporate Landlord Department will continue to use Welsh Government Sustainability Grant Funding innovatively by exploring schemes such as solar panels, wind turbines and air source heat pumps installations.

Current rating



Unsatisfactory											
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- built five new primary schools (Band A of the 21st Century Schools and Colleges Programme);
- undertaken a significant remodel of a secondary school for pupils with ALN;
- concluded all statutory processes and design commenced designs for Band B schemes;
- improved school car park drop-off arrangements; and
- strengthened staffing resource within the School Modernisation Team.

Improvement objectives

We will work with partners to:

- remodel current provision (including supporting the UPFSM offer);
- continue our ambitious School Modernisation Programme;
- meet the increased demand for specialist ALN provision;
- support the ambitions of the local authority's WESP (2022-2032); and
- deliver a Welsh-medium seedling school in Porthcawl.

Resources

To support these ambitions, we will

- invest significant capital and revenue funding (via Mutual Investment Model schemes) in our School Modernisation Programme.

Success indicators

We will know if we have been successful if we:

- open two enlarged Welsh-medium and two new English-medium primary schools;
- open a 300-place replacement Heronsbridge School;
- provide a Welsh-medium seedling school;
- extend two primary schools;
- provide a six-classroom teaching block at a secondary school;
- reduce the number of children who are refused a place in their preferred school; and
- achieve our net zero commitments.

Link with BCBC's Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 3	<p>We will provide Welsh-medium childcare in the Ogmore Valley and in Bettws. This will provide 32 full-time-equivalent childcare places for families who wish to secure Welsh-medium childcare for their children.</p> <p>We will provide two Welsh-medium and two English-medium primary schools plus a 300-place replacement Heronsbridge School for learners with autistic spectrum disorder, severe learning difficulties and profound and multiple learning difficulties through Band B of the School Modernisation Programme.</p>
Wellbeing Objective 5	<p>We will deliver the five new school schemes to meet net zero carbon requirements and support the decarbonisation agenda.</p>

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T10 Appropriate family support services delivered by the right people, at the right time, to those most in need

Summary

Family Support services in Bridgend have been developed in line with the Social Services and Wellbeing (Wales) Act 2014. The emphasis within the Act is developing preventative services, addressing the root causes to problems before they escalate requiring statutory intervention.

There are three locality hubs in Bridgend that are co-located with Children's Social Care providing opportunities for closer working and information sharing. Early Help hubs are multi-professional teams made up of senior early help workers, family support workers, Flying Start family support workers, family engagement officers, wellbeing workers, lead workers, education welfare officers, attendance and wellbeing workers, school-based counsellors, community counsellors and play therapists.

During 2023-2026, Family Support services will continue to expand to meet the needs of children, young people, and families, building on current partnerships to ensure there is effective co-production of services.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- implemented the successful Team Around the Family (TAF) model;
- used evidence-based interventions effectively;
- expanded the Integrated Family Support Service (IFSS) to include new substance misuse practitioner roles to widen the offer to families;
- been awarded a Social Care Accolade for innovative and inspiring practice for the Baby in Mind Service; and
- developed a successful Family Support offer.

Improvement objectives

We will work with partners to:

- improve pupil attendance in our schools (link with Theme 2);
- increase the percentage of TAF interventions closed with a positive outcome;

- reduce the number of care-experienced children;
- reduce the number of children on the Child Protection Register;
- reduce the number of care and support cases; and
- develop and implement the Children Missing Education Policy.

Resources

To deliver these ambitions, we will:

- allocate resources appropriately to meet emerging needs.

Success indicators

We will know if we have been successful if there is:

- an improvement in pupil attendance rates;
- an increase in the percentage of TAF interventions closing with a positive outcome;
- a reduction in the number of care-experienced children; and
- a reduction in the number of children on the Child Protection Register.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 1	We will continue to develop excellent family support services by increasing the number of team around the family (TAF) interventions that close with a positive outcome.
Wellbeing Objective 7	We will roll-out universal primary free school meals to all primary school learners by September 2024.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T11 Effective childcare and early years offer

Summary

The Welsh Government plans to expand the Flying Start programme so that, in time, all two-year-olds benefit from 12.5 hours of childcare each week during term time has far-reaching implications on our duty, as a local authority to take action to ensure that there are sufficient childcare places to meet local demand.

Being able to access the right early years childcare provision is a key contributory factor to enabling parents to work and children to achieve good early years outcomes. In collaboration with parents, schools, and the childcare sector, we will undertake a range of actions aimed at developing additional sustainable childcare options and reducing the barriers that can be experienced by families when accessing early education and childcare. Our Family Information Service will be transformed so that parents are well-informed of their options and supported in making key decisions when choosing a setting for their child.

The quality of the early years and childcare workforce is of the utmost importance in enabling children to achieve good outcomes in early years and for years to come. Our strategy to enable members of the workforce, at all levels to access appropriate continued professional development opportunities will help ensure that strong, skilled, and knowledgeable professionals effectively support children's early learning and development.

We want all children, whatever their individual strengths and needs to experience a positive start to their educational journey in our early years settings, benefitting from high quality care and learning experiences, in inspirational learning environments, supported by attuned, interested and highly skilled adults.

Some children are disadvantaged, and this can make it harder for them to achieve the same outcomes as other children without these disadvantages. However, through the development of strong and effective systems, more children who need additional support will be identified at an early stage so that they can benefit from a range of targeted interventions, providing impactful early support and better-planned transitions to school.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- offered dynamic support to the Early Years and Childcare settings throughout and since the pandemic, disseminating public health messages, maintaining a training offer, and supporting the sector to remain viable and sustainable;
- utilised funding and resources to support more than 640 placements in early years settings, between 2020 and 2022, to give children at risk of disadvantage the opportunity to benefit from the social, emotional, and cognitive advantages of access to early education and care.
- built two new childcare settings for use by Welsh-medium providers;
- successfully migrated the Childcare Offer to its new digital platform, ensuring more seamless processes for both parents and providers;
- secured a resource with the Education Engagement Team to ensure effective safeguarding processes are embedded across all Flying Start and funded non-maintained Early Years settings;
- secured positive Care Inspectorate Wales inspections of BCBC Flying Start hubs; and
- developed cohesive; strategic planning to support the local authority's Flying Start expansion;

Improvement objectives

We will work with partners to:

- develop an agreed system-wide approach to, and acknowledgement of, the importance of early language and communication, and relationships and attachment to children's development;
- ensure that provision across all funded non-maintained Early Years and Flying Start settings in Bridgend is highly effective in giving children the best possible start to their educational journey;
- strengthen systems and processes so that children who need additional support are identified at an early stage, allowing targeted interventions, providing effective early support, to be put in place;
- ensure parents experience good, joined-up responses from different agencies, which help them gain a good understanding of the opportunities, help and support that are available for their early years children, and how they can access them;
- implement an effective delivery model for each of the Welsh-medium childcare settings;
- improve data capture arrangements across the Early Years and Childcare service to better understand impact and outcomes; and
- ensure that the training and development offer to the early years workforce is joined up and is co-ordinated well between the different services and agencies involved.

Resources

To support these ambitions, we will need to:

- secure a commitment from partners to working towards a shared, aspirational vision of what good quality looks like for early years children and their families;

- ensure effective liaison with Welsh Government policy makers, careers services and training providers to promote childcare as an attractive career choice to new entrants.
- utilise additional budget made available through the Flying Start expansion programme to support the creation of additional posts to grow the capacity of the Early Years and Childcare Team;
- invest in the professional development of our Early Years and Childcare Team and of leaders and aspiring leaders in settings to build internal expertise and capacity and to ensure effective succession planning; and
- make effective use of the new management information system.

Success indicators

We will know if we have been successful if:

- the early years profession in Bridgend is well-respected, valued, and attractive to professionals at all career stages, helping improve sector recruitment and retention rates.
- parents can access high-quality, inclusive childcare places that enable them to work or study and have confidence that their children are receiving high-quality care and early learning opportunities.
- all non-maintained settings in Bridgend are judged by the regulator as at least good;
- all two-year-olds in Bridgend are offered childcare provision that is at least good
- the new Welsh-medium childcare settings are fully operational and offer high standards of care and education to the children on roll; and
- parents’ experiences of engaging with Early Years services are positive and productive.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 7	We will work with childminders and early years settings across Bridgend County Borough to support the roll out of universal childcare for all two-year-olds.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T12 Effective youth support and youth justice services

Summary

Legislative developments such as the Education Act (1996) and the Learning and Skills Act (2000) reinforce the statutory responsibilities placed on the local authority to provide youth support services to young people aged 11 to 25-years-old.

Under section 40 of the Crime and Disorder Act (1998), local authorities have a statutory duty to submit an annual youth justice plan relating to their provision of youth justice services and how delivery will reduce anti-social behaviour, offending and reoffending. The plan must incorporate the Blueprint in Wales which aims to prevent children entering the criminal justice system, minimising their contact with it and maximising opportunities for diversion, which is essential in supporting them to lead crime free lives. It also aims to provide services to victims to assist repairing harm from child crime.

Regional groups such as the all-Wales Principal Youth Officers Group and Youth Offending Team Managers Cymru ensure that while being able to respond to local need, that the sharing of good practice and policy development remains fundamental to the work of both services.

Moving forward, both services seek to ensure that delivery is always child or young person centred. We must continue to recognise individual lives, rights, and potential, promote their strengths and that we actively seek to gather the voices of those accessing our support to ensure that what we offer remains relevant, responsive, and most importantly fit for purpose.

To achieve the above, we will optimise prevention services, further develop our trauma-based approach, increase opportunities for young people to access services in a way that they feel most comfortable with, and ensure the voice of the child is heard and used to inform the decision-making process and service delivery.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- reduced the number of first-time entrants into the Youth Justice System;
- made significant improvements to the Bridgend Youth Justice Service (as reported by regulators);
- reduced reoffending rates;
- embedded support for youth emotional health and youth homelessness;

- established Young People of Pride and the Bridgend Youth Council;
- increased open-access provision;
- appointed two digital officers within the Bridgend Youth Justice Service;
- secured transition funding for targeted youth provision; and
- successfully implemented the Period Dignity project.

Improvement objectives

We will:

- identify those most likely to offend at the earliest stage possible including identification work with schools;
- work with partner agencies to implement a local serious violence duty;
- develop the Youth Bureau Diversion Model;
- provide a trauma response to best meet needs at an early stage;
- embed and meet reporting requirements for the new key performance indicators from April 2023;
- reduce the number of young people not in education, employment, or training;
- develop an improved digital offer;
- further develop the period dignity offer;
- further develop ‘My Voice’ and children’s participation;
- implement new Shared Prosperity Funding Projects Inspire to Work+ (I2W+) and Inspire to Achieve+ (I2A+); and
- further increase open-access youth provision.

Resources

To support these ambitions, we will:

- secure sufficient resources to meet emerging needs;
- need to benefit from effective multi-agency partnerships; and
- benefit from suitably qualified staff.

Success indicators

We will know if we have been successful if:

- a comprehensive youth-led interactive website is in place;
- there is a reduction in the number of young people not in education, employment, or training;
- there is a reduction in first time entrants into the criminal justice system; and
- there is a reduction in offending and re-offending rates.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 1	

	Identify children who are more likely to offend because of their experience of trauma at the earliest point and provide a trauma response that best meets their needs and reduces offending behaviour.
Wellbeing Objective 2	<p>We will strengthen links between schools and the local authority’s Employability Team and Learning and Development Team to ensure at least 300 more learners develop application and interview skills to apply for apprenticeships. Bridgend Music Service will further develop links with universities and conservatoires to develop skills in young people that lead to jobs.</p> <p>Maximise employment and volunteering opportunities within Bridgend County Borough Council for young people aged 16 to 24-years-old, ensuring all project participants have the requisite work-related skills and qualifications needed to succeed.</p>
Wellbeing Objective 6	We will improve the digital offer to young people by increasing our online presence. Fundamental to this offer will be the development of a youth-led interactive website and associated content.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T13 Meaningful adult learning in the community offer

Summary

The vision for Adult Community Learning (ACL) in Bridgend is to provide meaningful, high-quality learning opportunities for adults, delivered in community venues, to meet local needs.

BCBC ACL works with several delivery partners to ensure that the offer of adult learning opportunities offered across the county borough is varied, meets the needs of learners and employers, and encompasses all priority areas identified by Welsh Government, and in coherence with the Estyn inspection framework.

In addition, ACL aims to support the wellbeing and social inclusion of learners and aims to offer engagement and learning opportunities that fully support this. To further promote the dissemination of wellbeing support and resources ACL worked with regional partners on developing Wellbeing Champions, a project that was recognised as good practice in an Estyn thematic report.

ACL will continue to recruit staff and engage learners to achieve funding targets, and to deliver a wide range of high-quality, multi-curriculum sector learning opportunities. ACL will work with delivery partners to ensure that the overall offer across the county borough is meaningful and:

- delivers learning opportunities for adults to gain skills - for employment, for community involvement and for progression - as well as support and information to improve the health and well-being of all residents of Bridgend County Borough;
- raises the literacy and numeracy levels among adults, including those adults whose first language is not English;
- reduces the numbers of adults (16+) who are NEET;
- engages with adults in all parts of Bridgend County Borough, particularly those who have benefitted least from education in the past or who are most at risk of not benefiting in the future; and
- provides opportunities for learners to engage in learning through the medium of Welsh.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- developed positive and constructive partnership working to enhance planning, provision, and monitoring of learner opportunities for adults;
- received positive feedback from an Estyn inspection of the work of the partnership, which was undertaken in February 2023;
- seen 222 adult learners benefit from high-quality provision during the last financial year; and
- successfully implemented an enhanced digital offer.

Improvement objectives

We will work with partners to:

- deliver at least 20 more face-to-face sessions;
- achieve a 25% increase in adult basic education courses/provision;
- achieve a 50% increase in blended courses/provision;
- develop the partnership platform offer and promote stakeholder subscription;
- further develop regional working; and
- extend opportunities for learners to engage in learning through the medium of Welsh.

Resources

To support these ambitions, we will:

- need to identify and offer additional, appropriate training opportunities;
- utilise an online learning platform to act as a repository for extended learning materials/a blended learning option;
- need to develop a partnership platform to promote central marketing of provision offered by all partner organisations;
- improve tutor recruitment; and
- secure appropriate funding to deliver a meaningful learning programme.

Success indicators

We will know if we have been successful if:

- we offer 25% more adult basic education courses resulting in sustained uptake;
- we offer opportunities for learners to engage in learning through the medium of Welsh;
- we offer 20 more face-to-face sessions resulting in sustained uptake; and
- 100% evaluations received from adult learners are rated as at least good.

Link with BCBC's Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 4	We will plan at least 20 more face-to-face sessions as indicated by learner preferences. We will also increase the number of face-to-face sessions by 50% in the blended courses in response to learner preferences.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T14 Effective Welsh in Education Strategic Plan to promote the Welsh language and Welsh-medium education

Summary

Since September 2022, BCBC has been implementing its WESP which has been approved by Welsh Government.

Our vision is to promote favourable circumstances throughout the local authority that support language acquisition and use of Welsh language skills. We want to see an increase in language transmission in the family, early introduction of Welsh to every child, an education system that provides Welsh language skills for all, and greater appreciation of Welsh language skills in the workplace. At the same time, we are committed to supporting people to use Welsh socially, at work, and when accessing services.

The Welsh in Education Forum (WEF) is made up of BCBC officers, schools and partners, who are working together to ensure that the targets in the WESP are met.

Time has been dedicated to planning within sub-groups to ensure collaboration involving all delivery partners. The sub-groups are working effectively, focusing on the targets and actions within each of the sub-group development plans. Each sub-group has delivered on many targets and are on track to meet the targets by the end of the first year of the WESP.

Moving forward, we aim to embed the new working practices, and further strengthen our relationships with partners to ensure that we fully deliver the targets as set out in the WESP.

Since launching the Siarter Iaith in our Welsh-medium schools and the Siarter Iaith Cymraeg Campus in our English-medium schools, innovative work has been undertaken by the schools to increase the social use of Welsh across the whole school community.

English-medium secondary schools are supported to take steps to increase the number of qualifications that learners can study through the medium of Welsh, through collaboration. The local authority funds transport costs for collaborative courses offered.

Welsh language is offered as an A level subject in Bridgend schools. Smaller, more viable class sizes are supported through collaboration between schools. Transport costs are provided by the local authority.

There are various activities for children and young people to become engaged with, to ensure that they can experience Welsh as a living language and within their communities. Examples include:

- links with the Urdd;
- visits to schools and regular sessions with Cymraeg Bob Dydd;
- links with Menter Iaith Bro Ogwr;
- school Eisteddfodau;
- Diwrnod Shwmae/Dydd Miwsig Cymru;
- visits/performances from Mr Phormula, Candela, and Tudur Cloccio;
- Welsh assemblies;
- encouragement and training for staff to use Welsh in their lessons as much as possible;
- awards given by the pupils to one member of staff per half-term for the most use of Welsh in lessons;
- extra merits for pupils for use of Welsh;
- use of Welsh Swogs who consult with the school's Welsh department on content of learning and then deliver a section of this to their form classes;
- Criw Cymraeg;
- use of social media to encourage parents to use some Welsh; and
- the use of the Athrawes Fro.

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- developed our ten-year WESP (2022-2032) which has been approved by Welsh Government;
- developed our five-year WESP (2022-2027) which has been submitted to Welsh Government;
- completed the construction of two Welsh-medium childcare hubs;
- established a successful WEF and sub-groups;
- developed annual plans for each of the WEF sub-groups;
- established an immersion facility;
- provided home-to-school transport for pupils attending their nearest Welsh-medium school (if they live over the two/three-mile threshold); and
- opened an LRC for learners with MLD in a Welsh-medium primary school (Ysgol Cynwyd Sant).

Improvement objectives

We will work with partners to:

- open two more Welsh-medium childcare hubs;
- increase the number of children attending ‘Ti a Fi’ groups;
- increase the percentage of Year 1 learners taught in Welsh;
- support the workforce in developing Welsh language skills and competency;
- open a Welsh-medium seedling school in Porthcawl;
- deliver two enlarged Welsh-medium schools during Band B of the School Modernisation Programme;
- implement the ‘Cymraeg for Kids’ support programme;
- develop late immersion provision;
- consider the merits of proposing the introduction of Welsh-medium catchment areas;
- establish more support for pupils attending Welsh-medium LRCs; and
- undertake a site option appraisal of Ysgol Gyfun Gymraeg Llangynwyd.

Resources

To support these ambitions, we will:

- ensure sufficient resources are allocated to meet emerging demand/need;
- utilise any grant funding that becomes available (for example, for immersion);
- provide professional learning and resources for teachers in Welsh-medium schools on how best to support latecomers;
- facilitate the sharing of good practice in this area in collaboration with the current Welsh Immersion Unit in Cardiff and any other emerging provision going forward; and
- promote and use the additional resources that have been created by Welsh Government specifically for Welsh speakers.

Success criteria

We will know if we have been successful if:

- we improve the Welsh language competency of all children in all settings;
- there is an increase in the number of Welsh-medium nursery education school places available for Nursery children;
- there is an increase in the number of Welsh-medium school places available for Reception places; and
- there is an increase in Welsh-medium provision for pupils with ALN.

Link with BCBC’s Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 4	We will implement all the actions contained in the relevant sections of the WESP.

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

T15 Effective health and safety advice to all areas of council business (ensuring business resilience and continuity)

Summary

Effective health and safety support for all local authority services, and in particular, for schools, is extremely important. Firstly, the local authority has a statutory duty to ensure the health and safety of all staff, and anyone affected by our activities.

The Health and Safety at Work Act (1974) is the primary piece of legislation covering occupational health and safety in the United Kingdom. It is sometimes referred to as the HSW Act, the 1974 Act, HSWA, or HASAWA.

The Act sets out the general duties that:

- employers have towards employees and members of the public;
- employees have to themselves and to each other; and
- certain self-employed persons have towards themselves and others.

To ensure the organisation is compliant with our health and safety responsibilities, it is important that there is a strong focus on health and safety knowledge across the organisation and that all services and schools can discharge their responsibilities effectively.

The focus moving forward will be on compliance and training, ensuring that the organisation is well-placed to meet its obligations to staff and the public now and in the future. To do this, we will focus on providing suitable and sufficient information, training, guidance, and supervision to staff.

Policy and guidance

- Health and Safety at Work Act (UK Government, 1974)
- Management of Health and Safety at Work Regulations (UK Government, 1999)
- Bridgend County Borough Council Health and Safety Policy
- Reporting of Injuries Diseases and Dangerous Occurrences Regulations (UK Government, 2013)
- Health and Safety Executive guidance

Current rating

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

Successes to date

We have:

- refreshed our health and safety guidance;
- re-established the Health and Safety Steering Group and developed associated action plan;
- provided support for schools/services/other settings particularly during pandemic;
- developed a responsive service to events; and
- delivered the online reporting system.

Improvement objectives

We will work with partners to:

- improve compliance across all services/settings;
- support schools in developing robust risk assessments;
- improve contractor compliance;
- undertake a review of accident and incident reporting systems;
- assess individual competency;
- establish an improved training offer;
- secure more effective engagement with trade unions; and
- review the current Corporate Health and Safety Unit (CHSU) operating model.

Resources

To support these ambitions, we will:

- need proactive engagement from all service delivery areas and, where appropriate, service users;
- develop improved training material, including online learning modules;
- launch a new corporate Health and Safety Policy;
- monitor the use of the corporate accident and incident reporting system and aim to continuously improve the system to ensure it is fit for purpose.

Success indicators

We will know if we have been successful if:

- the percentage of completed topic-based audits improves;
- there is an increased uptake in resolution of accidents/incidents via an online system;
- there is a reduction in accidents at work; and
- there is good uptake in the health and safety training offer.

Corporate Plan 2023-2028 Wellbeing Objectives

	Corporate Plan 2023-2028 commitment
Wellbeing Objective 2	We will improve the council’s culture as an employer, offering fair work opportunities to current and potential employees. We will use the views of our workforce to

	make improvements, develop and motivate employees and improve staff retention.
--	--

Where do we want to be by August 2026?

Unsatisfactory			Adequate			Good			Excellent		
1	2	3	4	5	6	7	8	9	10	11	12

4. Executive summary

Our aim is to achieve equity and excellence for all.

This plan sets out the Education and Family Support Directorate's strategic direction for the next three years. It has been co-constructed with a range of stakeholders and delivery partners to ensure their important views have been considered during the development of the plan.

The core purpose of the plan is to support the directorate's mission statement:

To inspire and support children, young people, adults, and families to achieve better outcomes; leading to prosperous, healthy, safe, and happy communities

Therefore, it is vitally important that the plan consistently maintains a clear focus on ensuring the best possible services are provided by the right teams, at the right time, to ensure the needs of the individual are met.

Safety remains the directorate's top priority. This plan prioritises the need for effective safeguarding and health and safety policy and practice to be ubiquitous across the entirety of the directorate's activity. Key to the delivery of this plan is ensuring the physical and mental wellbeing of our staff and service users is prioritised. Working with partners, we will ensure that effective practices and appropriate support are in place to support the needs of all service users.

The ongoing effect of the COVID-19 pandemic is significant. Over the past three years, the directorate has seen a general deterioration in pupil behaviour, a dip in pupil attendance, and a noticeable rise in pupil exclusions. This plan seeks to address these issues 'head on' by working closely with schools and other agencies, such as the police, to bring about swift improvements in pupil behaviour and attendance. We will also work closely with the police and other partners to develop more effective services to provide high-quality support to those open to the Youth Justice Service.

The plan refers to the directorate's ambition to support and develop high-quality teaching and learning. The development of highly effective pedagogy will be encouraged via enquiry-led and collaborative working by professionals to ensure all learners benefit from outstanding teaching and receive the best possible learning experiences. This will support the further development of Curriculum for Wales, to ensure all learners benefit from a rich, broad, and balanced curriculum offer to secure the success, high standards and wellbeing of all learners.

The directorate places significant value on effective leadership. This plan identifies a range of activities over the next three years to support school leaders and officers with management responsibility. Leaders within the directorate have responsibility for developing a shared, ambitious vision, driving forward agreed goals, ensuring the promotion of high standards, and nurturing success through collective endeavour.

We are passionately committed to realising Welsh Government's ambition to achieve the target of one million Welsh speakers by 2050. The local authority's Welsh in Education Strategic Plan is the directorate's most important single programme. The

directorates actively encourages all its staff to seek out and use every opportunity to value and promote Welsh culture and extend the use of the Welsh language.

Bridgend's ambitious School Modernisation Programme will progress at pace over the next three years. During the lifespan of this plan, five new schools will be built in Bridgend. These new schools will provide significantly more places in our Welsh-medium schools and a new, state-of-the-art replacement special school.

The local authority has invested significantly in high-quality provision for children and young people with ALN over the past few years. This plan outlines the ongoing priority the directorate places on meeting the needs of all learners. Central to the success of this ambition is the outstanding provision the local authority's two special schools and its pupil referral unit provide. This plan outlines how the directorate will continue to support all children and young people over the next three years.

The directorate benefits from a successful, highly integrated service delivery model. We are passionate advocates of multi-agency working and continually strive to ensure appropriate services are delivered by the right people, at the right time, to those most in need. This plan identifies a wide range of opportunities, provided by multiple delivery partners, to ensure the needs of children, young people and their families are met in a timely manner. This includes the offer of a meaningful adult learning in the community provision, designed to meet the needs of adults of all ages living in the county borough.

5. Self-evaluation and ambition summary

Theme	Current rating 01/09/23	Projected rating 31/08/26	Theme	Current rating 01/09/23	Projected rating 31/08/26
T1 Wellbeing	6	9	T9 School modernisation	5	10
T2 Attendance, behaviour, and exclusions	4	8	T10 Family support services	7	9
T3 Vulnerable learners	6	9	T11 Childcare and early years provision	7	10
T4 Pupils with ALN	7	9	T12 Youth services	7	9
T5 Curriculum and assessment	6	9	T13 Adult community learning	8	9
T6 Teaching and learning	7	10	T14 Welsh in Education Strategic Plan	7	9
T7 Leadership and governance	8	10	T15 Health and safety	7	10
T8 Safeguarding	8	11			

6. Policy and guidance alignment

- Wellbeing of Future Generations (Wales) Act (2015)
- Additional Learning Needs and Education Tribunal (Wales) Act (2018)
- United Nations Convention on the Rights of the Child (1992)
- Curriculum and Assessment (Wales) Act (2021)
- Sustainable Communities for Learning Programme (2023)
- Welsh in Education Strategic Plan (WESP) (2022)
- Cymraeg 2050
- Welsh Language (Wales) Measure (2011)
- Health and Safety at Work Act (1974)
- School Organisation Code (2018)
- Child Care Offer for Wales (2019)
- Standards for Children in the Youth Justice System (2019)
- Youth Justice Framework (2019)
- Youth Work Strategy for Wales (2017)
- BCBC Corporate Plan 2023-2028
- BCBC Medium-Term Financial Strategy (MTFS) 2023-2027
- 'Our national mission: High standards and aspirations for all' (2023)
- Social Services and Well-being (Wales) Act (2014)
- All-Wales Safeguarding Procedures (2019)
- Keeping Learners Safe (2022)

7. Glossary

Abbreviation	Description
ACL	Adult community learning
ALN	Additional learning needs
ALNCOs	Additional Learning Needs Co-ordinators
ALNET Act	Additional Learning Needs and Education Tribunal (Wales) Act (2018)
ALP	Additional learning provision
AoLE	Areas of learning experiences
ASD	Autistic Spectrum Disorder
BYC	Bridgend Youth Council
CAMHS	Child and Adolescent Mental Health Services
CART	Communication and Relationships Team
CMMI	Cognition and Learning Team, Complex Medical and Motor Impairment Team
CPD	Continuous professional development
CPRs	Child practice reviews
CTMUHB	Cwm Taf Morgannwg University Health Board
DARPL	Diversity and Anti-Racist Professional Learning
EET	Education Engagement Team
eFSM	Eligible for free school meals
EHE	Elective home education
ELSAs	Emotional learning support assistants
EOTAS	Education Other Than At School
EPS	Educational Psychology Service
EWS	Education Welfare Service
I2A+	Inspire to Achieve+ (Shared Prosperity Funding Project)
I2W+	Inspire to Work+ (Shared Prosperity Funding Project)
IDP	Individual Development Plan
IFSS	Integrated Family Support Service
LACE	Looked After Children's Education
LRCs	Learning Resource Centres
MLD	Moderate learning difficulties
MTFS	Medium-term financial strategy
NAEL	National Academy for Educational Leadership
NEET	Not in education, employment, or training
NEST	Nurturing, Empowering, Safe and Trusted Framework
NPLE	National Professional Learning Entitlement
PDG	Pupil Development Grant
PERMA	Positive emotional, engagement, relationships, meaning accomplishments
PLASC	Pupil Level Annual School Census
PRU	Pupil referral unit
RAYD	Raising Attainment for Disadvantaged Youngsters Programme
RAYG	RAYG (that is, red (or unsatisfactory), amber (or adequate), yellow (or good) and green (or excellent)) self-evaluation scale to assess its performance and progress against identified targets.
SCfLP	Sustainable Communities for Learning Programme

SEN	Special educational needs
SIP	School improvement plan
SNSAs	Special needs support assistants
TAF	Team Around the Family
UPFSM	Universal Primary Free School Meals
WEF	Welsh in Education Forum
WESP	Welsh in Education Strategic Plan
YPOP	Young People Of Pride

8. Timeline

Term	Activity
Autumn Term 2023	<ul style="list-style-type: none"> • Review the current 16 to 19 curriculum offer • Develop options to support wider usage of online adult learning opportunities • Phase 1 of the co-constructed digital education plan for schools • Longer-term tracking and monitoring of post-16 outcomes for learners who are eligible for free school meals (eFSM) • Increase safeguarding protections including strengthening the independent schools' regulations • Roll out of Curriculum for Wales to Year 8 • Begin the National Professional Learning Entitlement validation • Deliver the early career support package – induction for Year 3 in practice • INSET days increased to six days per year for school years 2022-2023, 2023-2024 and 2024-2025 • Ongoing commitment to professional learning in support of ALN reform • Develop and take forward the interim Youth Work Board's proposals • Revised attendance and engagement guidance to support learners to maintain good attendance published • Updated schools causing concern guidance comes into force
Spring Term 2024	<ul style="list-style-type: none"> • Prepare to teach new 14-16 qualifications (first award 2027) • All schools adopting the new school language categories following introduction of revised Pupil Level Annual School Census (PLASC) datasets • Publish decision on full 14-16 offer • Prepare to teach new 14-16 qualification (first award 2027) • Publish outlines of new GCSE specifications

	<ul style="list-style-type: none"> • Implement vocational qualifications review recommendations • Consultation on draft statutory school improvement guidance
Summer Term 2024	<ul style="list-style-type: none"> • New 'State of the Nation' audit of adult literacy and numeracy commences • Review and update Welsh in education workforce data analysis
Autumn Term 2024	<ul style="list-style-type: none"> • Expansion of lifelong learning opportunities under a new legal duty • Roll out of Curriculum for Wales to Year 9 • Commencement of new initial teacher education programmes accredited against refreshed criteria • First new GCSEs approved • Statutory school improvement guidance comes into force • New Estyn inspection cycle starts • Enlarged Welsh-medium primary school opens • English-medium primary school opens • Six-classroom teaching block at a secondary school opens • Roll-out universal primary free school meals to all primary school learners (including Nursery) • ALN Strategy embedded • Behaviour Strategy embedded • Wellbeing Strategy developed • New training programme to build knowledge of ALN reform and how best support can be provided for children with ALN commences • New face-to-face courses in response to learner preferences in ACL begin
Spring Term 2025	<ul style="list-style-type: none"> • Primary school extensions open • Welsh-medium seedling school opens
Summer Term 2025	

	<ul style="list-style-type: none"> • Remaining new GCSEs approved
Autumn Term 2025	<ul style="list-style-type: none"> • Roll out of Curriculum for Wales to Year 10 • First new GCSEs start • Enlarged Welsh-medium primary school opens • English-medium primary school opens
Spring Term 2026	<ul style="list-style-type: none"> • Review and update Welsh in education workforce data analysis • Replacement 300-place Heronsbridge School opens • Implement all the actions contained in the Welsh Language Promotion Strategy (2021-2026)
Summer Term 2026	<ul style="list-style-type: none"> • EFS Strategic Plan 2026-2029 launched

This page is intentionally left blank

Welsh Language Impact Assessment (WLIA) Tool

Stage 1 – Information Gathering	
NOTE: As you complete this tool you will be asked for evidence to support your views . Please see Welsh Language Impact Assessment Guidance for more information on data sources.	
Proposal Name:	Education and Family Support Directorate Strategic Plan 2023-2026
Directorate	Education and Family Support Directorate
Service Director	Lindsay Harvey Corporate Director – Education and Family Support
Officer Completing the WLIA	Robin Davies Group Manager Business Support Nicola Echanis Head of Education and Family Support
Email	Lindsay.harvey@bridgend.gov.uk
Brief Description	<p>The directorate plays a key role in delivering a wide range of services which impact directly on the lives of children, young people, adults, and families living in Bridgend.</p> <p>The directorate comprises 6 service areas, served by 28 operational teams, 59 schools and 1 pupil referral unit. Due to the complexity and wide-ranging nature of the directorate, it is essential that the directorate’s activity is underpinned by robust governance, strategic and operational procedures.</p> <p>The directorate’s three-year strategic plan is an important part of the directorate’s delivery model as it enables clear alignment with national policy and locally determined priorities.</p>

Welsh Language Impact Assessment (WLIA) Tool

	While the directorate is under no statutory duty to produce a three-year plan, the directorate is keen to engage with stakeholders to ensure service delivery, over the medium term, is well co-ordinated and, wherever possible, meets the needs of service recipients.						
Date	16/05/2023						
Please outline who this proposal affects? (Service Users, Employees, Wider Community)	Local authority and school staff, service users, schools, delivery partners, children, young people, families, communities and the wider public.						
What are the aims of the policy, and how do these relate to the Welsh Language?	Out of the 15 strategic themes, the following is of particular relevance: T14 Effective Welsh in Education Strategic Plan to promote the Welsh language and Welsh-medium education						
Who will benefit / Could the policy affect Welsh language groups? If so, list them here.	All pupils, children and families wishing to use the Welsh language or pursue an education through the medium of Welsh.						
Current linguistic profile of the geographical area(s) concerned	<p>The ONS recently published the data for the national Census 2021 (Census date 21 March 2021). The 10-year Census provides the most complete information about the Welsh language skills of the population.</p> <p>The Census data identifies the following:</p> <table border="1"> <thead> <tr> <th colspan="3">Welsh Language Skills of the population (%)</th> </tr> </thead> <tbody> <tr> <td></td> <td>Bridgend County Borough</td> <td>Wales</td> </tr> </tbody> </table>	Welsh Language Skills of the population (%)				Bridgend County Borough	Wales
Welsh Language Skills of the population (%)							
	Bridgend County Borough	Wales					

Welsh Language Impact Assessment (WLIA) Tool

	Can speak Welsh	9%	17.3%
	Can understand spoken Welsh	12.4%	21.3%
	Can read Welsh	10%	16.8%
	Can write Welsh	7.8%	14.8%
	<p>With regards to combinations of Welsh language skills (for example, can speak Welsh but cannot read or write Welsh), 15.2% of the population of Bridgend identified as having some combination of skills, compared to 24.4% for the whole of Wales.</p> <p>The data shows that there is a gap in the Welsh language skills of the population of Bridgend when compared to the whole of Wales.</p>		
Other relevant data or research	None		

Welsh Language Impact Assessment (WLIA) Tool

Stage 2 – Impact Assessment

In this section you need to consider the impact, the evidence and any action you are taking for improvement. This is to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language (Wales) Measure 2011.

Please note there is a separate impact assessment for Equality and Socio-Economic duty that must also be completed for policy proposals. Remember that effects that are positive for some groups could be detrimental to others - even among Welsh language groups. Consider the effects on different groups. For example, a proposal may be beneficial to Welsh learners, but not to Welsh speakers.

Will the proposed action affect any or all of the following?

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p>Opportunities for persons to use the Welsh language</p> <p>e.g. staff, residents and visitors The rights of Welsh speakers and learners to use Welsh when dealing with the council and for staff to use Welsh at Work</p>	Positive	<p>The strategy supports a strong Welsh language offer for pupils and learners in Bridgend and within communities.</p> <p>The plan will be published in Welsh as well as English.</p> <p>There has been an appropriate engagement process with stakeholders including Welsh-medium</p>	<p>Proposed strategy document and communications with stakeholder.</p> <p>Feedback received on the proposed strategy.</p>	Further publication of the strategy

Welsh Language Impact Assessment (WLIA) Tool

		<p>schools and Bridgend County Borough Council's Welsh in Education Forum (WEF).</p> <p>There has been an opportunity for any responses to the engagement to be received and considered in Welsh.</p>		
<p>Stage 2 – Impact Assessment</p> <p>Will the proposed action affect any or all of the following?</p>				
	<p>Does the proposal have any positive, negative or neutral impacts?</p>	<p>Describe why it will have a positive/negative or neutral impact on the Welsh language.</p>	<p>What evidence do you have to support this view?</p>	<p>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p>
<p>Numbers and / or percentages of Welsh speakers</p> <p>e.g Welsh Medium Education / Study Opportunities. Links with the Welsh Government's</p>	<p>Positive</p>	<p>The local authority's ambitious School Modernisation Programme that is a 'strategic theme' within the strategic plan principally supports the growth of Welsh-medium</p>	<p>A published Welsh in Education Strategic Plan (WESP) approved by Welsh Government</p>	<p>Further publication of the strategy.</p>

Welsh Language Impact Assessment (WLIA) Tool

Cymraeg 2050 Strategy / BCBC Five Year Welsh		education places in Bridgend in line with the targets in the approved WESP.		
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life in work and in the community Actively encourage and promote the use of our services in Welsh to see an increase in demand over time.	Positive	The Welsh language is promoted throughout the plan especially in respect of the delivery of the WESP and with the support and work of the WEF. The provision of an effective childcare and early years offer.	A published WESP approved by Welsh Government WEF meeting minutes and action plans	Continued support of the WEF and action plan

Stage 2 – Impact Assessment Will the proposed action affect any or all of the following?

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Compliance with the Council's Statutory Welsh Language Standards	Neutral	The three-year strategic plan will be made available in Welsh. Operational services responsible for delivering	Local policy documents. The local authority's website and 'My Account' are bilingual.	None

Welsh Language Impact Assessment (WLIA) Tool

<p>e.g increasing or reducing the Council's ability to deliver services through the Medium of Welsh. Consider the rights of Welsh speakers to use Welsh when dealing with the Council and for staff to use Welsh at Work</p>		<p>the strategy in the plan will ensure that the Welsh-language is able to be used and will not be treated less favourably than the English language.</p>		
<p>Treating the Welsh language, no less favourably than the English language</p>	<p>Neutral</p>	<p>The services delivered to children, young people and families as set out in the proposed strategy for 2023-2026 reflect and support the fundamental right of parents/carers to use the Welsh language and to choose the Welsh language as the medium of education for their child(ren).</p>	<p>Progressing the local authority's ambitious School Modernisation Programme to create additional capacity across school for Welsh-medium education.</p> <p>We have begun embedding the national curriculum across Bridgend schools to ensure that pupils are ambitious and capable learners who can communicate effectively in different forms of settings in both English and Welsh languages.</p>	<p>Further implementation of the national curriculum</p>

Welsh Language Impact Assessment (WLIA) Tool

Stage 3 - Strengthening the proposal		
Having listed actions in section 2 which may mitigate any negative impacts or better contribute to positive impacts – please record below which ones you will imbed into the policy proposal and who will be responsible for them.		
Also consider is the proposal necessary? Would it be possible to meet demand without any new developments? Could other existing provision be used? Where should the development be?		
What are you going to do?	When are you going to do it?	Who is responsible?
The local authority will continue to promote Welsh-medium education via the WEF and through the delivery of the approved WESP	Timescales agreed in the WESP.	The local authority and partners.
Progress a strong School Modernisation Programme with a significant increase in the number and availability of Welsh-medium nursery and primary school places across Bridgend.	In line with the delivery of the Band B 21 st century Schools Modernisation Programme outlined in the approved WESP.	The local authority
If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.		
What was identified?	Why is it not possible?	

Welsh Language Impact Assessment (WLIA) Tool

Stage 4 – Review

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Welsh Language services – WLS@bridgend.gov.uk and the Consultation and Engagement team – consultation@bridgend.gov.uk in the first instance for some initial guidance and feedback.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable Welsh language considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments.

Welsh Language Services Comments	Date Considered	Brief description of any amendments made following Welsh Language Services feedback
All areas checked and completed	18/05/2023	N/A
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
All areas checked and completed	18/05/2023	N/A

Welsh Language Impact Assessment (WLIA) Tool

Stage 5 – Monitoring, Evaluating and Reviewing

How and who will you monitor the impact and effectiveness of the proposal?

Ongoing data analysis and reporting in respect of services supporting school staff, service users, schools, delivery partners, children, young people, families, communities and the wider public.

Service and operational plans will report on data against agreed performance measures.

Service users will be engaged with, consulted with and surveyed on the impact of service provision.

Key partners and stakeholders will provide qualitative and quantitative judgements on the impact of the strategy.

Stage 6 – Summary of Impacts for the Proposal

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts.

Opportunities for persons to use the Welsh language – positive impact.

Numbers and / or percentages of Welsh speakers – positive impact.

Opportunities to promote the Welsh language – positive impact.

The Council's compliance with the statutory Welsh Language Standards – neutral impact.

Treating the Welsh language, no less favourably than the English language – neutral impact.

No additional actions have been taken to better contribute to more positive impacts since the impact assessment was completed or since engagement with key stakeholder commenced.

Stage 7 – Sign off

Welsh Language Impact Assessment (WLIA) Tool

Name of Officer completing WLIA	Robin Davies /Nicola Echanis	Service Director name:	Lindsay Harvey
Position	Group Manager/Head of Service	I recommend that the proposal: (Highlight decision)	Is implemented with no amendments
			Is implemented taking into account the mitigating actions outlined
			Is rejected due to disproportionate negative impacts on the Welsh language
Signature		Service Director Signature	
Date	18/05/2023	Date	18/05/2023

This page is intentionally left blank

Meeting of:	CABINET REPORT
Date of Meeting:	20 JUNE 2023
Report Title:	OUTCOME OF THE ESTYN INSPECTION OF YSGOL GYFUN GYMRAEG LLANGYNWYD
Report Owner / Corporate Director:	DIRECTOR OF EDUCATION AND FAMILY SUPPORT
Responsible Officer:	SUE ROBERTS GROUP MANAGER SCHOOL SUPPORT
Policy Framework and Procedure Rules:	There is no impact on the policy framework and procedure rules
Executive Summary:	This report contains information about the Estyn inspection of Ysgol Gyfun Gymraeg Llangynwyd that took place during March 2023. Estyn published its report on Monday 5 June 2023. The report is particularly good in that Ysgol Gyfun Gymraeg Llangynwyd has been asked to provide two case studies of effective practice and features no formal recommendations in respect of identified improvements.

1. Purpose of Report

- 1.1 The purpose of this report is to inform Cabinet of the outcomes of the recent Estyn inspection of Ysgol Gyfun Gymraeg Llangynwyd.

2. Background

- 2.1 Ysgol Gyfun Gymraeg Llangynwyd was last inspected in March 2015 under the old Estyn inspection framework.
- 2.2 Due to the COVID-19 pandemic, Estyn had suspended inspections across all schools for a one-year period.
- 2.3 During the spring and summer term 2022, Estyn piloted inspection arrangements that support renewal and reform in Welsh education. The new inspection reports longer include summative gradings, but instead detail how well providers are helping a child to learn.

3. Current situation

- 3.1 Ysgol Gyfun Gymraeg Llangynwyd was inspected by Estyn, using the new approach, in March 2023 and the report was published on 5 June 2023. The full text of the report is available on the Estyn website: www.estyn.gov.uk.
- 3.2 Estyn inspectors concluded that the school provides a positive environment for pupils to thrive academically and develop as well-rounded citizens.
- 3.3 Ysgol Gyfun Gymraeg Llangynwyd did not receive any additional recommendations from Estyn, and it is understood that this is the first time a Welsh-medium school has achieved this. It is a rare occurrence not to receive additional recommendations from Estyn which further emphasises the level of the school's achievement.
- 3.4 Estyn has also invited the school to prepare case studies on its work in relation to:
- ways in which the school ignites a sense of belonging to the school and how this influences the high levels of well-being and attendance; and
 - planning for improvement to ensure the best learning experiences for pupils.
- 3.5 The report highlighted how the headteacher and other leaders have very high expectations of staff and pupils, which has led to consistent high-quality teaching across the school.
- 3.6 Estyn's evaluation on the quality of learning stated that many pupils make strong progress in their subject understanding and skills. Pupils who attend the specialist unit, Tŷ Derwen, make consistent progress in their personal and social skills over time, developing increasing confidence and resilience, which enables them to cope well in mainstream lessons. This was a strong feature that Estyn highlighted within the report.
- 3.7 Estyn found that most pupils take pride in being part of the school family, namely 'Team Llan', and benefit from its safe, caring, close-knit and inclusive community. In lessons, pupils foster the mindset of being successful individuals and demonstrate resilience when solving problems. They develop to become ambitious individuals and take pride in their successes.
- 3.8 The quality of teaching is robust due to consistency in the effective features that can be seen across the school. This means that many pupils make strong progress in their knowledge and skills. Nearly all teachers have sound subject knowledge and know their pupils very well, while they also demonstrate positive and effective classroom management on a consistent basis.
- 3.9 Ysgol Gyfun Gymraeg Llangynwyd 'is an extremely caring, inclusive and familial community'. All staff promote and encourage pupils to develop and adopt positive attitudes. Staff have developed a successful system for tracking and improving attendance following the challenges after the pandemic. Regular co-operation with the county's education and well-being officer, in addition to the recent appointment of the family liaison officer, ensure a swift response to absences.
- 3.10 The headteacher is an inspiring and modest leader who is very well respected among the staff and the school community. Senior leaders have high expectations of all pupils and staff, upholding professional values and expectations in every

aspect of their work. Leaders address local and national priorities purposefully. One strong feature of this is the way in which all the school's staff are committed to using the Welsh language and promoting 'Welshness' every day.

- 3.11 The governing body provides strong support for all the school's work. Under the robust guidance of the chair and vice chair, the governing body is very knowledgeable about the school's strengths and areas for improvement.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 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 Central South Consortium 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 Central South Consortium 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 Central South Consortium 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 Central South Consortium to refine their improvement plans or post-inspection action plans and to identify strategic support from the local authority, Central South Consortium and elsewhere (as

required) reflecting the diversity of stakeholders involved in aspects of school improvement.

6. Climate change implications

6.1 There are no climate change implications about this information report.

7. Safeguarding and corporate parent implications

7.1 There are no safeguarding or corporate parent implications about this information report.

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.

Background documents: None

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	SCHOOL MODERNISATION PROGRAMME – BRIDGEND WEST MUTUAL INVESTMENT MODEL
Report Owner / Corporate Director:	CORPORATE DIRECTOR - EDUCATION AND FAMILY SUPPORT
Responsible Officer:	GAYNOR THOMAS SCHOOLS PROGRAMME MANAGER
Policy Framework and Procedure Rules:	There is no effect upon policy framework or procedure rules.
Executive Summary:	<ul style="list-style-type: none"> • Welsh Government has approved the Outline Business Case for the Bridgend West scheme, as detailed in the School Modernisation Programme. • Approval is sought to progress the scheme to Stage 2 and to confirm a BCBC representative for the Welsh Education Partnership Strategic Partnering Board.

1. Purpose of report

1.1 This report seeks Cabinet approval to:

- submit the Mutual Investment Model (MIM) Stage 2 application to the Welsh Education Partnership Company (WEPco) in respect of the Bridgend West School Modernisation Programme scheme; and
- nominate Cllr Jon-Paul Blundell to be the Bridgend County Borough Council (BCBC) Participant Representative on the Welsh Education Partnership Strategic Partnering Board (SPB).

2. Background

2.1 On 14 September 2021, Cabinet approved the submission of the Bridgend West Stage 1 MIM 'New Project Request' to Welsh Government. The Bridgend West scheme includes provision of a new-build, two-form-entry English-medium school

on the Marlas Estate (suitable for Afon y Felin and Corneli Primary Schools combined) and provision of a new-build, two form-entry Welsh-medium school on the existing Ysgol y Ferch o'r Sgêr/Cornelly Children's Integrated Centre/Corneli Primary School site (suitable for an enlarged Ysgol y Ferch o'r Sgêr).

- 2.2 The necessary School Organisation Code statutory processes were completed and, on 22 June 2021, Cabinet determined to proceed with the Bridgend West proposal as originally published (that is, to discontinue Corneli Primary School, Greenfield Terrace, North Cornelly, CF33 4LW and Afon Y Felin Primary School, Heol Y Parc, North Cornelly, CF33 4PA and establish a new English-medium primary community school to be maintained by Bridgend County Borough Council on land off Gibbons Way at Plas Morlais with effect from 1 September 2023 and to make a regulated alteration to Ysgol y Ferch o'r Sgêr in the form of an enlargement with effect from 2 September 2024).
- 2.3 While drafting the 'New Project Request' documentation, Gleeds (the Welsh Government appointed project management company for all MIM schemes) revisited the indicative construction programme originally provided by them at the time of the local authority's Strategic Outline Case submission to Welsh Government and the statutory consultation process under the School Organisation Code. The revised programme dates differed significantly from those originally supplied and subsequently published in the statutory notice.
- 2.4 Given that the revised programme dates differed significantly from those originally supplied and subsequently published in the statutory notice, Cabinet determined, on 19 July 2022, to modify the planned opening date of the new Bridgend West English-medium school to September 2024 (the planned opening date may be subject to further modification as the scheme progresses).
- 2.5 Following a series of engagement meetings with key stakeholders, WEPco developed a concept design and completed a Stage 1 report, which enabled an Outline Business Case (OBC) submission to be made to Welsh Government on 2 November 2022.
- 2.6 The SPB acts as the primary mechanism for managing WEPCo's performance and ensuring the commitments contained in the Strategic Partnering Agreement (SPA) are adhered to. The SPB is the central forum in which the Participants work together with WEPCo, Welsh Government and stakeholder representatives. In July 2020, Cabinet determined that Cllr Dr Charles Smith (who, at that time, was the Cabinet Member with responsibility for education) would be BCBC's representative on the SPB.

3. Current situation/proposal

- 3.1 On 17 May 2023, the local authority received approval from the Minister for Education and Welsh Language in respect of the Bridgend West OBC.
- 3.2 This Welsh Government approval of the OBC enables a MIM Stage 2 (detailed design, planning and supply chain assembly) application to WEPco to now be made.

3.3 A replacement BCBC Participant Representative for Dr Charles Smith is required to become a member of the SPB (as Dr Charles Smith is no longer a BCBC member). It is proposed that Cllr Jon-Paul Blundell (Cabinet Member for Education) be appointed.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The Well-being of Future Generations (Wales) Act 2015 has been considered in formulating the proposal and the assessment was published in the consultation report.

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

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

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. The recommendations will further the objective of a County Borough where we help people meet their potential.

6. Climate change Implications

- 6.1 In recognition of the importance of decarbonisation to help protect and sustain the environment over the long term and in line with our climate change ambitions the Bridgend West scheme will be Net Zero Carbon.

7. Safeguarding and Corporate Parent Implications

- 7.1 The Bridgend West scheme will be developed with a recognition that there is a duty which is reflected under BCBC Safeguarding Policy to safeguard and promote the wellbeing of children, young people, and adults at risk of abuse or neglect and to ensure that effective practices are in place throughout the Council and its commissioned services.

8. Financial Implications

- 8.1 MIM schemes are revenue funded by means of an Annual Service Charge. Funding of the annual revenue service charge will be met from contributions from Welsh Government (81%) and BCBC (19%). It is currently estimated that Bridgend's annual revenue contribution will be in the region of £820k and will start to be paid once the buildings are operational.
- 8.2 On 1 March 2023, BCBC Council approved the Medium-Term Financial Strategy 2023-24 to 2026-2027 which includes the indicative revenue budget pressure for the Bridgend West MIM scheme from 2024-25 onwards, which will be subject to Council approval when the 2024-2025 budget is presented in February/March 2024.
- 8.3 In accordance with Table 2 Appendix 1 to Schedule 4 of the Strategic Partnership Agreement, the Bridgend West scheme is classified as a batch of primary school projects for the purposes of calculating the Stage 2 fee cap. Therefore, a Stage 2 development fee cap of 7.84% would apply. Based upon the current (Stage 1) assessment of the capital value for the proposed schemes, the total monetary fee cap for Stage 2 development would be £2,976,946.63, to be met from contributions from Welsh Government (81%) and BCBC (19%). The Stage 2 Development costs will be included in the Annual Service Charge.

9. Recommendations

- 9.1 It is recommended that Cabinet:
- approves the submission of the MIM Stage 2 application to WEPCo in respect of the Bridgend West scheme; and
 - approves the nomination and appointment of Cllr Jon-Paul Blundell to be the BCBC Participant Representative on the SPB.

Background documents

None

Meeting of:	Cabinet
Date of Meeting:	20 June 2023
Report Title:	School Modernisation: Porthcawl Welsh-medium Seedling School – Outcome of Consultation
Report Owner / Corporate Director:	CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT
Responsible Officer:	CHRIS LEWIS PROJECT MANAGER
Policy Framework and Procedure Rules:	There is no impact on the policy framework and procedure rules
Executive Summary:	Report on the outcome of the recent consultation in respect of School Modernisation proposal: Porthcawl Welsh-medium Seedling School

1. Purpose of report

1.1 The purpose of this report is to:

- inform Cabinet of the outcome of the consultation on the Porthcawl Welsh-medium Seedling School proposal; and
- seek approval to continue to progress a scheme to establish a Welsh-medium seedling school and childcare provision for the Porthcawl area on land at the Porthcawl Primary School site.

2. Background

2.1 Following a desktop appraisal of options for developing a Welsh-medium seedling school with co-located childcare in the Porthcawl area, a report was submitted to Cabinet in September 2021, and approval was received to submit an expression of interest to Welsh Government in respect of a second tranche of Welsh-medium capital grant funding.

2.2 Welsh Government subsequently approved the expression of interest and on 16 November 2022, Council gave permission for a capital budget for this scheme's design and survey costs (up to tender stage) to be included in the Council's capital programme (on the assumption that costs will be fully recovered once Welsh Government has approved the Business Justification Case).

- 2.3 The proposed seedling school is a 'starter class' with 30 full-time-equivalent Nursery places, and 30 Reception places. It is proposed that the seedling provision will be operated and governed by Ysgol y Ferch o'r Sgêr, and pupils would transition to that school at Year 1 to conclude their primary education, that is until a Welsh-medium primary school is established in Porthcawl. On 21 January 2020, Cabinet gave 'approval in principle' to the development of a new Welsh-medium school to serve the Porthcawl area as part of a future band of the school modernisation programme, to be aligned to the development of the Porthcawl Regeneration scheme.
- 2.4 The proposed childcare provision is for 16 full-time (that is, 32 part-time) childcare places, together with 6 places for 0 to 2 provision offering full care from potentially birth to four years, with afterschool and holiday provision to offer full wrap-around care via the medium of Welsh. It is at this stage envisaged that the childcare will be operated by a private provider.
- 2.5 There is no requirement to consult on the proposal under the School Organisation Code, since this proposal does not fall within any of the elements of school reorganisation that require the publication of proposals under the statutory process.
- 2.6 Notwithstanding the fact that there is no statutory requirement to consult on the proposal, the Education and Family Support Directorate wished to undertake a (non-code) public consultation by means of the 'Consultations' section of the Council's website, to obtain stakeholder views. Consequently, in December 2022, Cabinet gave permission to consult on the proposal to establish a Welsh-medium seedling school and childcare provision for the Porthcawl area on land at the Porthcawl Primary School site.
- 2.7 The consultation exercise ran from 28 February 2023 to 11 April 2023. Views were sought from stakeholders as detailed below:
- governors, staff, parents/carers, and pupils of the directly affected schools (that is, Porthcawl Primary School and Ysgol y Ferch o'r Sgêr);
 - ward members;
 - the Welsh in Education Forum members;
 - the public (consultation on Council website):
 - <https://www.bridgend.gov.uk/my-council/consultations/closed-consultations/porthcawl-welsh-medium-seedling-school-consultation/> ;
 - local childcare providers; and
 - Porthcawl Town Council.

3. Current situation/proposal

- 3.1 Responses received in respect of the consultation process are detailed below:

Pupil Consultation

- 3.2 On 28 March 2023, Porthcawl Primary School's School Council met virtually with Bridgend County Borough Council (BCBC) representatives 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. Following discussion, the School Council submitted a consensus proforma response which is detailed at Appendix 1 of this report. The pupil responses were positive (the pupils stated that they support the proposal), with salient points made regarding the close proximity of the proposed Welsh-medium seedling school; 'It will be good to collaborate with the seedling school and be involved in our school's development of the Welsh language.'

- 3.3 Ysgol y Ferch o'r Sgêr's School Council met virtually with BCBC representatives on 21 March 2023 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. Following discussion, the School Council submitted a consensus proforma response which is detailed at Appendix 2 of this report. The pupil responses were positive (the pupils stated that they support the proposal). A concern was raised regarding a potential negative impact, 'Worried that children in the Welsh school will speak English on the yard' but the pupils also highlighted a large number of positive impacts of the proposal; 'It would raise awareness of Welsh education and opportunities in Porthcawl area. Perhaps some parents would learn Welsh. The Welsh seedling children could help the English children with their Welsh and we could do shows together and things like the Eisteddfod.'

3.4 Summary of written representations

One item of direct correspondence was received during the consultation period from Rhieni dros Addysg Gymraeg (RhAG). The correspondence was generally supportive of the proposal, but expressed concerns regarding transition and admission arrangements and the timeline for delivering a new permanent Welsh-medium school for Porthcawl:

'We agree with the proposal to open a seedling school under the leadership of Ysgol y Ferch o'r Sger in Porthcawl provided that parents, carers and the community in general are given clear assurance about the timeline for delivering a new permanent Welsh-medium school for Porthcawl as well as a comprehensive transition and promotion plan for the North Cornelly and Porthcawl area explaining what kind of Welsh-medium provision will be available on both sites.'

See Appendix 3 of this report for details and responses/clarifications.

3.5 Summary of online survey responses

Overall, 69 respondents completed the online questionnaire. In respect of the question on whether they support the proposal, 33 responded 'Yes' and 35 responded 'No'. See Appendix 4 of this report for details.

- 3.6 BCBC Major Projects Team has recently revisited the original indicative programme for the proposed scheme, and it is currently anticipated that the opening date will now be September 2025 (the original indicative programme intended that the new provision would be effective from January 2025).

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 An initial Equalities 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 The Well-being of Future Generations (Wales) Act 2015 has been considered in formulating the proposal

The assessment provides a comprehensive summary of the outcomes expected from the implementation of the service.

Long-term	Supports the statutory duty to provide sufficient pupil places and promote the Welsh language.
Prevention	Councils have a statutory duty to ensure there is 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.
Integration	Providing sufficient places ensures that the curriculum can be delivered and meets social, environmental, and cultural objectives.
Collaboration	The local authority works effectively with schools, Estyn and with the Central South Consortium, health, community councils and many internal and external partners to ensure that the building meets the short-term and future needs of the users and the community which it will serve.
Involvement	This area of work involves the engagement of potential stakeholders including Cabinet, members, governors, community, internal and external partners which will include third sector organisations.

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.

6. Climate Change Implications

- 6.1 In recognition of the importance of decarbonisation to help protect and sustain the environment over the long term and in line with our climate change ambitions the scheme will be targeting Net Zero Carbon.

7. Safeguarding and Corporate Parent Implications

- 7.1 The scheme will be developed with a recognition that there is a duty under BCBC Safeguarding Policy to safeguard and promote the wellbeing of children, young people, and adults at risk of abuse or neglect and to ensure that effective practices are in place throughout the Council and its commissioned services.

8. Financial Implications

- 8.1 Council approval has been received for a capital budget for the proposed seedling school's design and survey costs up to tender stage, as detailed in the capital programme. This assumes that costs will be fully recovered once Welsh Government has approved the Business Justification Case, which can only be submitted for consideration once construction costs are known.
- 8.2 The Council already has £550k Welsh Government approval for the childcare capital element of the proposal from the Welsh-medium childcare grant.
- 8.3 The Welsh Government funding streams for Welsh-medium capital grant and Welsh-medium childcare grant are exclusively for capital expenditure (that is, there is no Welsh Government revenue funding). The delegated school budget for Ysgol y Ferch o'r Sgêr would be adjusted, through the funding formula, to account for the seedling provision. Running costs would be met from the school's delegated budget. All capital costs (including a proposed all-weather pitch which forms part of the scheme in order to compensate for the loss of grass field area resulting from the building development) would be met from the capital grant allocated, dependent on whether grant funding proves sufficient based on tender return prices.

9. Recommendations

- 9.1 It is recommended that Cabinet:
- notes the outcome of the consultation on the Porthcawl Welsh-medium Seedling School proposal; and
 - gives approval to continue the progress the scheme to establish a Welsh-medium seedling school and childcare provision for the Porthcawl area on land at the Porthcawl Primary School site.

Background documents None

You are invited to consider the proposal and submit your views as to whether or not you support it.

Questions

Name (Initials):

School Council

Class:

School:

Porthcawl Primary School

Do you support the proposal:

Yes, No

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

Comment/suggestions/requests/questions:

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

We have a good understanding of the proposals and have discussed them with Christopher.

Any other comments/questions:

Pupils are looking forward to using the all-weather pitch. It will be a good for our community to have the seedling school. It will meet the demand for pupil places in Porthcawl and promote the Welsh language. There will be strong links with PPS and the new school.

We would like to know your views on the effects that the proposals would have on the Welsh language; specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English.

What effects do you think there would be?

How could positive effects be increased, or negative effects be mitigated?

We see the school as having a positive impact on the development of the Welsh language. We believe that the school will improve provision for the Welsh language. We can link for Eisteddfod's etc. It will be good to collaborate with the seedling school and be involved in our school's development of the Welsh language.

Please also explain how you believe the proposals could be formulated or changed so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language, and on treating the Welsh language no less favourably than the English language and ensure there are no adverse effects on opportunities for people to use the Welsh language.

If you have any further questions regarding this proposal, or would like your views known, please contact:

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

You are invited to consider the proposal and submit your views as to whether or not you support it.

Questions

Name (Initials):

Pwyllgor Llais y Disgybl / Pupils' Voice Committee

Class:

Year 3-6

School:

Ysgol y Ferch o'r Sgêr

Do you support the proposal:

Yes/No

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

Comment/suggestions/requests/questions:

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

Building a bigger school for children of all primary ages (up to year 6) in Porthcawl instead of just a small one with 2 classes.
Building the new school for Ysgol y Ferch o'r Sgêr straight away because it's like a tin shed with weeds growing through ceiling and walls.

Any other comments/questions:

Why is the new Welsh school next door to an English school?
Will there be a proper Welsh school in Porthcawl for bigger children?
Do you have to live in Porthcawl to go to seedling school?
Will we lose our teachers in Ysgol y Ferch o'r Sgêr because of the new school?

We would like to know your views on the effects that the proposals would have on the Welsh language; specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English.

What effects do you think there would be?

How could positive effects be increased, or negative effects be mitigated?

It would mean children in Porthcawl can go to a Welsh school when they are little.
There may be after school clubs and holiday clubs in Welsh.
Worried that children in the Welsh school will speak English on the yard.

Please also explain how you believe the proposals could be formulated or changed so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language, and on treating the Welsh language no less favourably than the English language and ensure there are no adverse effects on opportunities for people to use the Welsh language.

It would raise awareness of Welsh education and opportunities in Porthcawl area.

Perhaps some parents would learn Welsh.

The Welsh seedling children could help the English children with their Welsh and we could do shows together and things like the Eisteddfod.

If you have any further questions regarding this proposal, or would like your views known, please contact:

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



Ymateb RhAG Egin
Ysgol Porthcawl_Ebr

Response from Parents for Welsh Medium Education to Bridgend County Borough Council's consultation on the Proposal for Welsh-medium seedling school and childcare in the Porthcawl area

1. Parents for Welsh Medium Education (RhAG) would like to thank you for the opportunity to respond to this consultation by Bridgend County Borough on the **Proposal for Welsh-medium seedling school and childcare in the Porthcawl area**

2. A system of planning Welsh-medium education through the Welsh in Education Strategic Plans must be a core part of every Local Authority's plan for education provision. Since September 2022, Bridgend County Borough Council has been implementing a new scheme agreed by the Welsh Government.

Increasing opportunities for learners to be able to acquire the Welsh language so that they can use it easily is the basis of the Welsh Government's ambition of creating a million speakers and the Government's own Welsh-medium education planning document states "*Cymraeg 2050 is clear that Welsh-medium immersion - which is where the medium of teaching and learning is delivered wholly or predominantly through the medium of Welsh - is the most reliable model for creating Welsh speakers with the skills and confidence to use the language comfortably in their everyday lives.*"

(Page 3 <https://www.gov.wales/sites/default/files/publications/2021-02/guidance-welsh-in-education-strategic-plan.pdf>)

2. We wish to note that we appreciate the scale of the work involved in the reorganisation of schools for the 21st Century. RhAG has collaborated positively with county officials over the years, and over recent months in particular, and has been contributing ideas and strategies to ensure fairness in the development of Welsh-medium education provision across the county.
3. The development of the 10-year plans has, once again, presented a real opportunity to make a difference to the accessibility of Welsh-medium education in Bridgend County and expanding this provision to an area such as Porthcawl is an excellent opportunity to drive demand and expand provision to a new area. Although families in Porthcawl have traditionally sent their children to Ysgol y Ferch o'r Sger, we have known there has been a hidden demand in this town for decades. Bringing the provision to the town therefore means that Welsh-medium education and the best opportunity to acquire both languages will be complete, and the provision will be available from an early age, closer to the town's families and will be a far more accessible option than was available before.

- We only need to look at the chart below to see how few opportunities exist in the county for pupils to be able to choose Welsh-medium education easily and conveniently.

Siart 1: Nifer yr ysgollon a gynhelir, yn ôl awdurdod lleol a chyfrwng, 2022 (a)

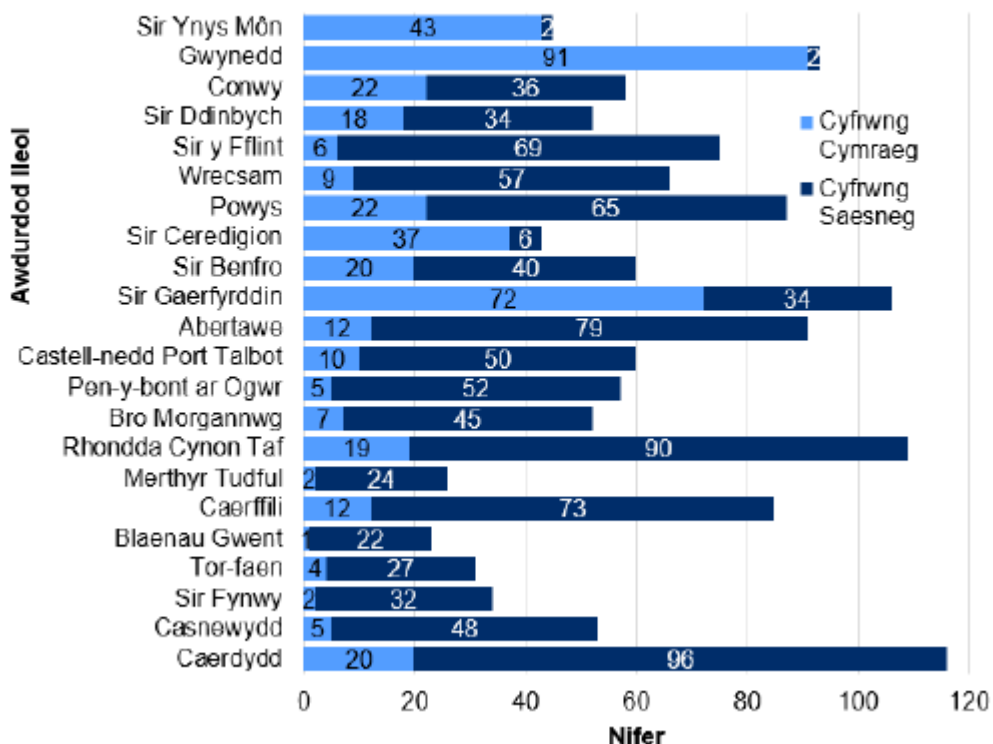


Chart 1: Number of maintained schools, by local authority and medium, 2022 (a)
 vertical axis - **Local authority**
 horizontal axis – **Number**

Cyfrwng Cymraeg - **Welsh medium**
 Cyfrwng Saesneg - **English medium**

Source: School Census 2022
 (a)Primary, middle ac secondary schools (excluding nursery and special schools)

6. We fully agree with the points made in 1.5 and 1.6 of the consultation document with regard to delivering childcare and early years provision on the same site. There is increasing evidence to show that continuous provision from one phase to the next, accessible on the same site, is key to ensuring robust educational and linguistic progression for learners. It also establishes a positive pattern for the remaining key phases as the learners transition from one phase to the next.

7. We realise however that there are challenges with ensuring a bilingual workforce in the care sector and we note that the local authority must ensure it develops clear childcare workforce pathways within the county structures, as part of the strategic planning of WESP outcome 7 and, indeed, in the wider work of the region, to meet this growing need. The

county needs to look more closely at promoting and facilitating opportunities to develop level 2, 3 and 5 qualification pathways within the field of childcare - locally and regionally - so that there are specific projects taking place to strengthen the cycle and provide a local, competent care workforce - which would of course mean that they would also be strong linguistic role models.

8. We support, in principle, the establishment of the seedling school as set out in 3.1 and are grateful to Ysgol y Ferch o'r Sger for taking responsibility for the first years but are concerned that there are no plans to establish a permanent site for the seedling school.

Authority response: The Porthcawl site is the permanent site for the 'seedling school'.

9. It is necessary to clearly recognise the risks of providing Welsh-medium education only until the end of the reception class on the Porthcawl site.

9.1 The risk of children transitioning to English-medium schools in Porthcawl: How will the county ensure that pupils transition from the outset to Ysgol y Ferch o'r Sger?

9.2 The risk that children will be unable to secure a place at Ysgol y Ferch o'r Sger in year 1 despite having a place in the seedling school: In 8.4, you note the school's admission arrangements. How will parents apply for a place in the seedling school? The information is not clear enough. As Porthcawl pupils live further from Ysgol y Ferch o'r Sger, how will the application process for the whole school take place? If there are 30 places in Porthcawl will that reduce the numbers on the North Cornelly site? Or will Porthcawl learners who live furthest from school be disadvantaged by the criterion regarding the closest distance to the school? This needs to be clear.

9.3 The risk of failing to make progress regarding outcome 2 during the first 5 years: As Ysgol y Ferch o'r Sger is to increase to 2 streams (60 places) following the remodelling of the site, how will the increase noted in outcome 2 be achieved in the seedling school? There will be no additional capacity in the new seedling school, from what we understand and, therefore, where will the outcome 2 increase be achieved in addition to the 30 additional places? The best way to achieve the increase is to declare a firm intention and a timeline to ensure there is a permanent site for the seedling school in Porthcawl. The 5-year plan states quite clearly the intention to "Establish school provision in Porthcawl by 2024" but this is in addition to the provision at Ysgol y Ferch o'r Sger and it is currently too vague.

Authority response: The risks of providing Welsh-medium education only until the end of the reception class on the Porthcawl site are recognised. The Porthcawl site is the permanent site for the proposed 'Seedling School' and Welsh-medium childcare provision. The term 'Seedling School' has been defined in this instance, as explained in the consultation document, as a 'starter class' for 30 full-time equivalent nursery pupils plus 30 full-time equivalent Reception pupils) with co-located Welsh-medium childcare to serve the Porthcawl area (to be located in a new building on the Porthcawl Primary School site). This proposed provision on the Porthcawl Primary School site is not to be confused with the future intention to develop a new Welsh-medium primary school for the Porthcawl area (outlined in section 3 of the Welsh Language Impact Assessment which was published as part of the consultation exercise):

'Stage 3 - Strengthening the proposal

It should be noted that longer term, there will be increased choice available in respect of Welsh-medium primary school provision in the area, as in 2020, Cabinet gave approval in principle to the development of a new Welsh-medium school to serve the Porthcawl area as part of a future band of the School Modernisation Programme. The intention is that the

future new Welsh-medium school scheme would be aligned to the development of the Porthcawl Regeneration scheme (the school would be developed as the Regeneration scheme is 'built-out').

The legislative framework in Wales regarding school admissions requires the local authority to allow for parental choice. Furthermore, school admission legislation states that the local authority must not suggest that parents should express a preference for any particular school.

Applications will be in line with current admission arrangements and in particular, current over-subscription criteria. Parents/carers are required to apply for places at Nursery and Reception. There is currently no requirement for a parent/carer to apply for a school place for Year 1 and it is not envisaged that the local authority's admission policy and arrangements will need to change to accommodate this. Therefore, pupils will automatically transition from the seedling school to Ysgol y Ferch o'r Sgêr for Year 1. The PAN for the proposed seedling school and Ysgol y Ferch o'r Sgêr would be carefully managed on an annual basis to ensure that sufficient places are available to meet demand, using likely surplus capacity within the older year groups to help sustain potential increases in the younger year groups. Furthermore, the local authority's current generous school transport policy offer will ensure that all pupils requesting a Welsh-medium school place will be offered one.

10. We have referred a number of times to the additional intense work required to promote Ysgol y Ferch o'r Sger as it expands on its site as well. But we must be careful that the seedling school in Porthcawl is not seen to be a permanent feeder nursery school. 'Seedling schools' are so called as they should grow continually in their community until they are fully grown but it is not clear enough yet that this is the intention for the Porthcawl community. Confidence must be developed in the community.

See response to point 9 above.

11. We remain concerned that the county does not realise that it needs to transform the education provision as a whole in order to contribute to the Welsh Government's target of creating a million Welsh speakers. Two English-medium schools have seen their Pupil Access Number (PAN) increase recently, and this reduces the percentage of pupils who receive Welsh-medium education. The county should adopt a policy of expanding Welsh-medium education only from now on so that we see a real change in the growth of Welsh-medium education in the county. The county has been transparent in consulting on this change although this was not a requirement but has chosen not to consult on changes to increase Ysgol Caerau numbers recently. Transparency is needed on every scheme surely.

Authority response: The School Organisation Code generally determines the consultation arrangements for regulated alterations in respect of defined categories of schools. However, the creation of the 'seedling' provision proposed does not align with any of the School Organisation Code elements of school reorganisation that require the publication of proposals. Consequently, it was decided to undertake a non-Code consultation in this particular instance in order to solicit views (due to 'uniqueness' the proposal not aligning to any Code category). Ysgol Caerau did however align to a Code category and a consultation was not required (per the Code). The council could not, under existing

legislation, adopt a policy of expanding Welsh-medium education only from now on. School organisation proposal would have to be consulted upon under the Code and Cabinet would legally be compelled to 'conscientiously take into account' the product of the consultation, in which consultees views are sought as to their favoured way forward in respect of any proposal put forward.

12. We note that the Welsh Language Impact Assessment has not been thorough enough and has not set out in sufficient detail the risks or any mitigation measures needed if pupils transition to English-medium education in year 1, thereby breaking the progression that has already been established. The sentence in the last box on page 14 of document v1.3 is utterly disparaging and concerns us deeply. It appears that the author has not endeavoured to find any mitigation measures, although there are several. We have drawn the county's attention to the lack of detail in this step of the process before and were promised it would improve but this has not happened. Note:

"There are ways to promote and increase the use of the Welsh language."

The county has a promotion sub-group that would have been able to offer several suggestions on this area of the document. The author should make the most of the resources available within the existing structures of the Welsh Education Forum.

The county must produce a comprehensive mitigation plan to rectify this immediately.

Authority response: As outlined in the Welsh Language Impact Assessment which was published as part of the consultation exercise:

'It should be noted that longer term, there will be increased choice available in respect of Welsh-medium primary school provision in the area, as in 2020, Cabinet gave approval in principle to the development of a new one-form-entry Welsh-medium school to serve the Porthcawl area as part of a future band of the School Modernisation Programme.

The intention is that the future new one-form-entry Welsh-medium school scheme would be aligned to the development of the Porthcawl Regeneration scheme (the school would be developed as the Regeneration scheme is 'built-out').

There is a risk that in the interim some parents will choose to send their children to the nearby English-medium school following their Welsh-medium 'seedling' Reception year. However, given that Ysgol y Ferch o'r Sgêr is scheduled to have a brand new, enlarged 21st century school building in 2024 and that it is also planned to provide a future new one-form-entry Welsh-medium school in the area, the risk is likely to be small.'

At this formative stage of the proposal, the risk has initially been assessed as very small. Nonetheless, Section 3 of the Welsh Language Impact Assessment goes on to highlight that 'There are ways to promote and increase the use of Welsh language.' The fact that promotion can serve to mitigate the assessed small risk is explicitly highlighted Welsh Language Impact Assessment – and should the proposal progress beyond the consultation stage, the promotion sub-group would be involved in promoting the scheme.

13. There are no financial details regarding changes to Ysgol y Ferch o'r Sgêr's budget to ensure that the school has the financial resources to develop the new provision. From the recent experience of other counties where seedling schools will open in the next couple of years, it has been essential to provide lead schools with adequate resources to demonstrate to the whole community that the new provision is properly and fully funded. The opening of a seedling school is quite an addition to the usual responsibilities of a

school and that should be properly recognised, especially during a period of financial austerity for all schools. Doing more with the same is an unreasonable demand on a school.

Authority response: The delegated school budget for Ysgol y Ferch o'r Sgêr would be adjusted, through the funding formula, to account for the seedling provision. Running costs would be met from the School's delegated Budget. All capital costs (including proposed all-weather pitch) would be met from the capital grants allocated).

14.The proposal also fails to recognise the potential impact of pupils from this area in particular who will transition to Ysgol Gyfun Llangynwyd and the county fails in its responsibility to strengthen the targets of outcome 4 of the Welsh in Education Strategic Plan.

15.It would also have been useful to include information on a late immersion scheme as part of the consultation to show that there is also an alternative pathway for families.

16.What promotional work has taken place on sharing information about Welsh-medium education in this area? What is the county's communications policy on promoting Welsh-medium education?

Authority response: Promotional work which has taken place on sharing information about Welsh-medium education in this area is as follows:

The Local Authority's Welsh Promotional Strategy (2021-2026) is committed to raising the profiles of Welsh-medium education and has produced a pamphlet on the benefits of being bi-lingual. The strategy also supports and promotes the work of the WEF to deliver targets within the WESP.

- 15th May : Siarter Iaith Cymraeg Campus – this provides schools with a framework to promote the Welsh language and a Welsh ethos across all areas of the school. Schools are able to achieve either bronze, silver, or gold awards for their efforts in following the framework;*
- 11th May: expansion and relocation of Ysgol Gynradd Gymraeg Bro Ogwr to a brand-new site to ensure learners benefit from the choice of high-quality Welsh Medium education;*
- Regularly promoting the “why choose Welsh-medium education booklet” on all platforms including Gov.delivery, staff messages and Social media;*
- We retweet anything that's relevant from the Welsh medium schools;*
- Link shared on the Take a peek at the positive experiences of Welsh-medium childcare and education...A collection of videos capturing the lives of families and individuals who live, work, and raise their children in South-East Wales are available to view. Access the videos and have insight into the positive experiences of Welsh-medium Childcare and education here. We are awaiting an update on the video platform in order to add to the website.*

17.What will happen to the site after the school moves to the permanent site? It would be good to see it remain as a Welsh-medium provision.

Authority response: The Porthcawl site is the permanent site. Any future school changes regarding organisation in the area would be subject to future Cabinet decision.

18. We agree with the proposal to open a seedling school under the leadership of Ysgol y Ferch o'r Sger in Porthcawl provided that parents, carers and the community in general are given clear assurance about the timeline for delivering a new permanent Welsh-medium school for Porthcawl as well as a comprehensive transition and promotion plan for the North Cornelly and Porthcawl area explaining what kind of Welsh-medium provision will be available on both sites.

19. The Council and the Welsh Government announced a new land development on March 31 which will provide a location for a number of new developments including a school. Depending on when this land will be available for development, this would be the perfect location for a school if it will be available during the next 5 years, or a second Welsh-medium school could even be developed.

[https://www.bridgend.gov.uk/news/new-welsh-government-land-deal-unlocks-ambitious-future-for-porthcawl/ /](https://www.bridgend.gov.uk/news/new-welsh-government-land-deal-unlocks-ambitious-future-for-porthcawl/)

Authority response: This is the Porthcawl Regeneration Scheme land already mentioned in the consultation document. The future school organization proposals for the area would be subject to options appraisals processes to inform decision making.

20. Clarity is also needed regarding the application process for the seedling school. The viability of the seedling school will be highly dependent on this process. If 60 applications were to come from children who live closer than Porthcawl families, what impact will this have on the seedling school? This is not clear in the consultation document.

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

Authority response: See response to point 9 above.

Elin Maher
Parents for Welsh Education
elin@rhag.cymru
07970 304219



Porthcawl WM
Seeding School - Su



Summary report -
Welsh responses.pdf

Survey response summary: There were 17 responses in Welsh and 52 in English (69 in total).

The full survey responses are included in the 'pdf' documents above. A summary table is included below:

<i>Welsh response</i>	<i>English translation</i>
<p>Effeithiau cadarnhaol Darparu hygyrchedd lleol i Addysg Cyfrwng Cymraeg o fewn ardal Porthcawl Mwy o gyfleoedd cyflogaeth i unigolion weithio drwy gyfrwng y Gymraeg yn ardal Porthcawl</p> <p>Effeithiau negyddol Mae perygl y bydd rhieni yn dewis anfon eu plant i'r ysgol cyfrwng Saesneg cyfagos yn dilyn eu blwyddyn derbyn yr 'egin' ysgol cyfrwng Cymraeg. Gall hyn gael ei liniaru trwy i rieni dderbyn gwybodaeth am leoliad yr Ysgol Addysg Gymraeg yn ardal Porthcawl yn ogystal â phryd y bydd yn agor. Nid oes unrhyw fanylion ariannol am y gyllideb sy'n mynd i gael ei darparu i Ysgol y Ferch o'r Sgêr er mwyn sicrhau bod yr ysgol yn cael yr adnoddau ariannol i sicrhau'r ddarpariaeth newydd. Gellir lliniaru hyn drwy gadarnhau'r</p> <hr/> <hr/> <p>December 2022 to 13 April 2023</p> <hr/> <p>manylion i'r ysgol fel y gellir cynllunio i'n paratoi ar gyfer 2025.</p>	<p>Positive effects. Providing accessible, local Welsh-medium education within the Porthcawl area. More employment opportunities for people to work through the medium of Welsh in the Porthcawl area. Negative effects. There is a risk that parents will choose to send their children to the nearby English medium school following the foundation year in the Welsh medium 'seedling' school. This could be alleviated by giving information to parents about the location of the Welsh-medium school in the Porthcawl area, as well as when it will open. There are no financial details with regards to the budget given to Ysgol y Ferch o'r Sgêr in order to make sure that the school receives the financial resources to ensure the new provision. This could be alleviated by confirming the details for the school so as planning and preparations for 2025 could begin.</p>

<p>Effeithiau cadarnhaol Sicrhau bod y galw am Addysg Gymraeg o'r diwedd yn cael ei ddarparu yn ardal Porthcawl. Addysg Cyfrwng Cymraeg Hygyrch i deuluoedd lle nad oes angen iddynt ddibynnu ar gludiant i Gorneli. Cynnydd mewn cyfleoedd swyddi trwy gyfrwng y Gymraeg yn ardal Porthcawl. Effeithiau negyddol Mae recriwtio i swyddi yn heriol, mae angen cynllun clir ar sut y gall y sir gynyddu'r gweithlu trwy gyfrwng y Gymraeg gyda chymwysterau priodol. Mae'r ddarpariaeth yma ar gael i flwyddyn 1 bydd angen wedyn i'r plant fynd i ysgol Y Ferch o'r Sgêr. Tra bod yr opsiwn ar gael ar gyfer Addysg Cyfrwng Cymraeg, fe all fod yn fwy apelgar ar yr adeg yma i rieni anfon eu plentyn i addysg cyfrwng Saesneg gan fod yr ysgol ar yr un safle. Cadarnhewch ble a phryd y bydd yr Ysgol Cyfrwng Cymraeg ar agor yn ardal Porthcawl a fydd yn hysbysu rhieni ac yn darparu llwybr addysgiadol clir trwy gyfrwng y Gymraeg i'w plentyn. Mae'n hen bryd i'r Cyngor ehangu addysg cyfrwng Cymraeg o fewn y Fwrdeistref. Bydd gweithredu polisi i ganolbwyntio ymdrechion ar addysg cyfrwng Cymraeg yn unig yn gweld newid gwirioneddol yn nhwf addysg cyfrwng Cymraeg yn y Sir. Mae gennym ni 4 Ysgol Gynradd Cyfrwng Cymraeg o fewn y Fwrdeistref, yn erbyn faint o ysgolion cynradd Saesneg?</p>	<p>Positive effects. Ensuring that the demand for Welsh education is provided in the Porthcawl area at last. Welsh medium education that is accessible for families whereby they do not need to depend on transport to Cornelly. An increase in Welsh-medium opportunities in the Porthcawl area. Negative effects. Recruiting for jobs is challenging, a clear plan is needed on how the county can increase the workforce through the medium of Welsh with appropriate qualifications. This provision is available up to year 1, but then the children will need to attend Ysgol y Ferch o'r Sgêr. Although there is an option for Welsh-medium education, at this time it may be more appealing for parents to send their child to English medium education as the school is on the same site. Confirm where and when the Welsh medium school will be in the Porthcawl area which will inform parents and provide a clear Welsh-medium education pathway for their child. It's time for the Council to expand Welsh-medium education within the Borough. Implementing a policy to concentrate solely on Welsh medium education efforts will see a real change in the expansion of Welsh-medium education within the County. We have 4 English-medium primary schools in the Borough, compared to how many English primary schools?</p>
<p>Bydd y Saesneg yn parhau i gael ei drin yn fwy ffafriol ym Mhorthcawl gan y cyngor am na fydd mwy nag un dosbarth Cymraeg yno. Ar ôl y flwyddyn gyntaf fe fydd pobl yn anfon eu plant at yr ysgol gynradd lleol gan na fyddent eisiau i'w plant bach deithio'n bell.</p>	<p>The English language will still be treated more favourably in Porthcawl by the council as there will not be more than one Welsh class there. After the first year, people will be sending their children to the local primary school as they will not want their children travelling far.</p>

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	APPOINTMENT OF LOCAL AUTHORITY GOVERNORS
Report Owner / Corporate Director:	CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT
Responsible Officer:	DAWN DAVIES PRINCIPAL OFFICER – BUSINESS STRATEGY AND PERFORMANCE
Policy Framework and Procedure Rules:	There is no effect upon the policy framework or procedure rules.
Executive Summary:	<p>All governing bodies of maintained schools, including maintained nursery schools, in Wales must be constituted in accordance with The Government of Maintained Schools (Wales) Regulations 2005.</p> <p>All school governing bodies have four compulsory groups of governors. One of these groups is local authority governors. Local authority governors are appointed by the local authority.</p> <p>This report details recommendations for appointments to current local authority governor vacancies</p>

1. Purpose of Report

- 1.1 The purpose of this report is to seek approval from Cabinet for the appointment of local authority governors to the school governing bodies listed at paragraphs 3.1 and 3.2.

2. Background

- 2.1 In accordance with the Council's 'Guidance on the appointment of local education authority governors', approved by Cabinet on 14 October 2008, officers have considered applications received for current vacancies for local authority governor positions on school governing bodies (see paragraphs 3.1, 3.2, 3.3 and Appendix A).

3. Current situation / proposal

- 3.1 For the one current local authority governor vacancy at the one school in the table below, the applicant met the approved criteria for appointment as a local authority

governor and there was no competition for the vacancy. Therefore, the recommended appointment is as follows:

Name of applicant	School
Mrs Helen Whyley	Cynffig Comprehensive School

- 3.2 There was competition for one vacancy at one school and the applicants are detailed in the table below:

Name of applicant	School
Cllr Freya Bletsoe	Héronsbridge School
Mrs Marjorie Nash	Héronsbridge School

- 3.3 The officer panel scrutinised the applications in respect of the aforementioned approved guidance. Although ward members are usually prioritised for local authority governor positions, on this occasion the officer panel determined that the recommended appointment is the reappointment of Mrs Marjorie Nash due to her extensive experience as a local authority governor, having served for many years on the governing body of Heronsbridge School, and most recently in the role of vice chairperson. Mrs Nash also sits on many relevant sub-committees and has an excellent attendance record at previous governing body meetings.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

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

Long-term

While it is desirable for local authority governors to have previous or relevant experience of the role, in the short-term, the local authority may support any person for such an appointment who is interested in supporting schools, is not disqualified from being a school governor and is willing and able to dedicate the necessary time to the role.

Prevention

The local authority assesses the suitability of applicants for the local authority governor vacancy/vacancies applied for. The local authority, in conjunction with the Central South Consortium, supports governors with a comprehensive programme of both mandatory and voluntary training and access to resources, to enable them to

develop and maintain their knowledge and skills, and be successful in fulfilling the role.

Integration

School governing bodies have a strategic role in running schools and ensuring that all pupils are supported to learn and achieve so that they can access opportunities for further learning and employment, know how to maintain their well-being, can play active roles in their communities and can contribute positively to society as a whole.

Collaboration

School governing bodies have a strategic role in ensuring that schools safeguard the health and well-being of pupils and staff. The local authority, in conjunction with the Central South Consortium, provides training to governors to enable them to develop and maintain their relevant knowledge, skills and effectiveness in this respect.

Involvement

The local authority treats all applications for local authority governor vacancies fairly, to ensure equality of opportunity. School governing bodies have a strategic role in ensuring that schools safeguard the health and well-being of pupils and staff. The local authority, in conjunction with the Central South Consortium, provides training to governors to enable them to develop and maintain their relevant knowledge, skills and effectiveness in this respect.

- 5.2 A summary of the implications from the assessment relating to the council's new seven well-being objectives, is as follows:

1 A County Borough where we protect our most vulnerable

School governing bodies and, therefore, those appointed to serve as governors on governing bodies, have important responsibilities towards vulnerable children. The local authority, in conjunction with the Central South Consortium, provides training to governors to enable them to develop and maintain their relevant knowledge, skills and effectiveness in this respect.

2 A County Borough with fair work, skilled, high-quality jobs and thriving towns

Access to good education and ensuring children have equal opportunities to realise their potential are critical to helping young people acquire the knowledge and skills they need for work. School governing bodies and, therefore, those appointed to serve as governors on governing bodies, have a strategic role in the running of a school, deciding what the school should achieve, and setting the strategic framework for getting there.

3 A County Borough with thriving valleys communities

Access to good education, raising standards of achievement and ensuring children have equal opportunities to realise their potential, wherever they may reside, are critical to helping young people acquire the knowledge and skills they need for work. School governing bodies and, therefore, those appointed to serve as governors on governing bodies, have a strategic role in the running of a school, deciding what the school should achieve, and setting the strategic framework for getting there.

4 A County Borough where we help people meet their potential

As school governing bodies have a strategic role in the running of a school, this includes ensuring that children and young people have access to good education and equal opportunities to realise their potential, and that our schools are safe, supportive environments providing high quality teaching.

5 A County Borough that is responding to the climate and nature emergency

School governing bodies and, therefore, those appointed to serve as governors, have a shared responsibility for ensuring that teaching and learning encompasses sustainability and global citizenship.

6 A County Borough where people feel valued, heard and part of their community

School governing bodies and, therefore, those appointed to serve as governors, have a role in ensuring that there is engagement with pupils and the community served by the school, listening to views and taking appropriate actions. School governing bodies have a responsibility to support supporting diversity and inclusion, and addressing discrimination.

7 A County Borough where we support people to live healthy and happy lives

School governing bodies and, therefore, those appointed to serve as governors on governing bodies, have a shared responsibility for ensuring that teaching and learning encompasses healthy eating and physical activity, personal and social development, self-worth and well-being.

6. Climate Change Implications

6.1 School governing bodies and, therefore, those appointed to serve as governors on governing bodies, have a shared responsibility for ensuring that teaching and learning encompasses sustainable development and global citizenship. Governing bodies also have a strategic role in considering the impact of net zero carbon and how to deliver this important national initiative.

7. Safeguarding and Corporate Parent Implications

7.1 School governing bodies and, therefore, those appointed to serve as governors on governing bodies, have important responsibilities towards vulnerable children. The local authority, in conjunction with the Central South Consortium, provides training to governors to enable them to develop and maintain their relevant knowledge, skills

and effectiveness in safeguarding and promoting the welfare of vulnerable children and young people.

8. Financial Implications

8.1 There are no financial implications regarding this report.

9. Recommendation

9.1 Cabinet is recommended to approve the appointments detailed in paragraphs 3.1 to 3.3.

Background documents

None

Appendix A

The following table represents current and future local authority governor vacancies (up to the end of June 2023) subject to the approval of the recommended appointments in paragraphs 3.1 and 3.2.

Name of school	Number of current and future vacancies	Latest date for submission of an application
Afon y Felin Primary School	1 (current)	30 June 2023
Betws/Blaengarw Primary School Federation	1 (current)	30 June 2023
Brackla Primary School	1 (current)	30 June 2023
Bryntirion Infant School	1 (current)	30 June 2023
Caerau Primary School	2 (current)	30 June 2023
Corneli Primary School	1 (current) 1 (vacant from 19 June 2023)	30 June 2023
Coychurch (Llangrallo) Primary School	1 (current)	30 June 2023
Croesty Primary School	1 (current)	30 June 2023
Ffaldau Primary School	2 (current)	30 June 2023
Garth Primary School	1 (current)	30 June 2023
Litchard Primary School	2 (current)	30 June 2023
Llangewydd Junior School	2 (current)	30 June 2023
Maes yr Haul Primary School	2 (current)	30 June 2023

Mynydd Cynffig Primary School	1 (current) 1 (vacant from 15 June 2023)	30 June 2023
Nantyllyllon Primary School	1 (vacant from 17 June 2023)	30 June 2023
Nottage Primary School	3 (current)	30 June 2023
Pil Primary School	1 (current)	30 June 2023
Plasnewydd Primary School	2 (current)	30 June 2023
St Mary's Catholic Primary School	1 (current)	30 June 2023
St Robert's Roman Catholic Primary School	2 (current)	30 June 2023
Tremains Primary School	2 (current)	30 June 2023
Tynyrheol Primary School	2 (current)	30 June 2023
Ysgol Bryn Castell	1 (current)	30 June 2023
Ysgol Gymraeg Bro Ogwr	1 (current) 1 (vacant from 19 June 2023)	30 June 2023
Ysgol Gynradd Gymraeg Calon y Cymoedd	1 (current)	30 June 2023
Bryntirion Comprehensive School	2 (vacant from 19 June 2023)	30 June 2023
Coleg Cymunedol Y Dderwen	1 (current) 2 (vacant from 19 June 2023)	30 June 2023
Cynffig Comprehensive School	1 (vacant from 19 June 2023)	30 June 2023

Maesteg School	2 (current)	30 June 2023
Pencoed Comprehensive School	1 (current)	30 June 2023
Porthcawl Comprehensive School	1 (current)	30 June 2023
Ysgol Gyfun Gymraeg Llangynwyd	2 (vacant from 19 June 2023)	30 June 2023

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	REPRESENTATION ON OUTSIDE BODIES, JOINT COMMITTEES AND CABINET COMMITTEES
Report Owner / Corporate Director:	REPORT OF THE MONITORING OFFICER
Responsible Officer:	RUTH RONAN, SENIOR DEMOCRATIC SERVICES OFFICER
Policy Framework and Procedure Rules:	There will be no effect on the policy framework and procedure rules.
Executive Summary:	To appoint and nominate the requisite number of elected members to outside bodies, joint committees and Cabinet committees. This is required on an annual basis.

1. Purpose of Report

- 1.1 The purpose of this report is to seek Cabinet’s approval for the appointment of Members to joint committees, Cabinet committees and the nomination of Members to outside bodies. A list of the joint committees and outside bodies concerned is appended to this report at **Appendix 1**.

2. Background

- 2.1 The Authority is represented on a number of outside bodies and joint committees as listed in Appendix 1.
- 2.2 Outside bodies are external organisations and partnerships which have requested that the Council appoint a representative to them. Outside bodies have separate governance structures to the Council. Appointments to outside bodies can be an important mechanism within the County Borough for: community leadership, partnership and joint working and knowledge and information sharing. The appointment of County Borough Councillors to serve on outside bodies is intended to be a mutually beneficial act for both the Council and the bodies listed. The implications associated with the appointments are considered to be positive.
- 2.3 With regard to making appointments, the Cabinet should first consider whether it is appropriate for an appointment to be of a specific office holder either by reference to the constitution of the outside body concerned or in the light of any other circumstances as Cabinet may determine.

3. Current situation / proposal

- 3.1 It is proposed that Members be appointed for a term of one year except where earlier revocation of appointment is appropriate.
- 3.2 It is proposed that where Cabinet nominates on the basis of a Member's role within the Authority the appointment be attached to the role and not to the individual Member, e.g. Scrutiny Chair, Cabinet Member.
- 3.3 All appointments are made with the assumption that appointees represent Bridgend County Borough Council. Should any appointee cease to be a Bridgend County Borough Councillor, they will cease to represent this Authority and are expected to relinquish their appointments as necessary.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 The following is a summary of the implications to show how the 5 ways of working have been used to formulate the recommendation:
- Long-term - The approval of this report will assist in the long term planning of the business of the Council by the continuation of effective relationships with other organisations.
 - Prevention - Continued and relevant representation supports the Council by enhancing its current and future relationships.
 - Integration - The report supports all the well-being objectives.
 - Collaboration - This report supports partnership working with other organisations both locally and regionally.
 - Involvement - This report will maintain a relationship with other organisations through effective partnership working.

6. Climate Change Implications

- 6.1 There are no climate change implications associated with these appointments.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding implications associated with these appointments.

8. Financial Implications

8.1 There are no financial implications associated with these appointments.

9. Recommendation(s)

9.1 Cabinet is recommended to: -

Appoint the requisite number of Members to the joint committees and other outside bodies as listed in **Appendix 1**.

Background documents

None.

This page is intentionally left blank

JOINT COMMITTEES -CABINET

Page 249

SERIAL	ORGANISATION	REQUIRED REPRESENTATION	CURRENT/PROPOSED REPRESENTATION
a.	Coychurch Crematorium Joint Committee	One Cabinet Member and three other County Borough Councillors	<ol style="list-style-type: none"> 1. Cabinet Member – Climate Change & the Environment 2. Cllr Paul Davies 3. Cllr Simon Griffiths 4. Cllr Eugene Caparros
b.	Glamorgan Archives Joint Committee	One Cabinet Member and one other County Borough Councillor	<ol style="list-style-type: none"> 1. Cabinet Member – Education 2. Cllr Elaine Winstanley
c.	Capita Glamorgan Ltd. Joint Venture Committee	Two Cabinet Members and three other County Borough Councillors	<ol style="list-style-type: none"> 1. Cabinet Member – Climate Change & the Environment 2. Deputy Leader & Cabinet Member Social Services & Health 3. Chairperson – Scrutiny Subject Committee 3 4. Cllr – Cllr Richard Granville 5. Cllr Hywel Williams

d.	Central South Consortium Joint Education Committee	Cabinet Member – Education, and Regeneration	1. Cabinet Member – Education
e.	Margam Crematorium Joint Committee	Two County Borough Councillors	1. Cllr Paul Davies 2. Cllr Mike Kearn
f.	Shared Regulatory Services Joint Committee	One Cabinet Member and one other County Borough Councillor	1. Cabinet Member – Housing, Planning & Regeneration 2. Cllr Maxine Lewis
g.	Cabinet Committee - Equalities	All Cabinet Members plus ten County Borough Councillors	1. Leader 2. Deputy Leader & Cabinet Member Social Services & Health 3. Cabinet Member – Housing, Planning & Regeneration 4. Cabinet Member - Climate Change & the Environment 5. Cabinet Member – Community Safety & Wellbeing 6. Cabinet Member – Education 7. Cabinet Member – Finance & Resources 8. Cllr A Berrow 9. Cllr M Evans 10. Cllr P Ford 11. Cllr D Hughes 12. Cllr M Lewis 13. Cllr J Llewellyn-Hopkins 14. Cllr R Penhale-Thomas 15. Cllr A Wathan 16. Cllr Amanda Williams 17. Cllr E Winstanley
h.	Cabinet Committee – Corporate Parenting	All Cabinet Members plus five County Borough Councillors	1. Leader 2. Deputy Leader & Cabinet Member Social Services & Health 3. Cabinet Member – Housing, Planning & Regeneration 4. Cabinet Member - Climate Change & the Environment 5. Cabinet Member – Community Safety & Wellbeing 6. Cabinet Member – Education 7. Cabinet Member – Finance & Resources 8. Cllr F Bletsoe 9. Cllr J Pratt 10. Cllr T Thomas 11. Cllr A Watham 12. Cllr Amanda Williams

OUTSIDE BODIES -CABINET

Page 251 SERIAL	ORGANISATION	REQUIRED REPRESENTATION	CURRENT/PROPOSED REPRESENTATION
	Adoption Panel	1 Member	Deputy Leader & Cabinet Member Social Services & Health
3.	South Wales Aggregates Working Party	1 Member	Cabinet Member - Climate Change & the Environment
4.	The Alliance (formerly Coalfields Communities Campaign)	1 Member	Cabinet Member – Community Safety & Wellbeing
5.	Bridgend Care Partnership	3 Members	<ol style="list-style-type: none"> 1. Leader 2. Deputy Leader & Cabinet Member Social Services & Health 3. Cabinet Member – Community Safety & Wellbeing
6.	Bridgend Care and Repair	2 Members	<ol style="list-style-type: none"> 1. Cllr M Kearn 2. Cllr Amanda Williams
7.	Bridgend & Maesteg Citizens Advice Bureau	2 Members	<ol style="list-style-type: none"> 1. Cllr PA Davies 2. Cabinet Member – Housing, Planning & Regeneration
8.	Bridgend County Tourism Destination Management Group	1 Member	Cabinet Member – Community Safety & Wellbeing
9.	Bridgend Public Service Board	1 Member (plus 1 substitute)	Leader Cabinet Member – Community Safety & Wellbeing
10.	Bridgend Town Hall Trust	4 Members	<ol style="list-style-type: none"> 1. Cllr Ian Williams 2. Cllr Freya Bletsoe 3. Cllr Timothy Woods 4. Cllr Steve Bletsoe
11.	Bridgend Youth Justice Management Board	3 Members	1 Cabinet Member – Education
12.	Cardiff International Airport Consultative Committee	2 Members	Cabinet Member – Climate Change & the Environment Cabinet Member – Community Safety & Wellbeing
13.	C.L.A.W. (Consortium of Local Authorities in Wales)	1 (or 2) Member(s) (Most Councils have 1)	Cabinet Member – Finance & Resources
13.	Coity Wallia Board of Conservators	2 Members	<ol style="list-style-type: none"> 1. Cllr Paula Ford 2. Cllr Melanie Evans

SERIAL	ORGANISATION	REQUIRED REPRESENTATION	CURRENT/PROPOSED REPRESENTATION
14.	Community Safety Partnership	One Member	Cabinet Member - Community Safety & Wellbeing
15.	Cwm Taf Regional Partnership Board	Leader and two other members	1 Leader 2 Deputy Leader Cabinet Member – Social Services & Health 3 Cabinet Member- Housing, Planning & Regeneration
16.	Fostering Panel	1 Member	Deputy Leader & Cabinet Member – Social Services & Health
17.	Four Counties Youth Music Steering Group	1 Member	Cabinet Member – Education
18.	Glamorgan Heritage Coast Advisory Panel	1 Member	Cabinet Member – Community Safety & Wellbeing
19.	Local Access Forum	1 Member	Councillor R Granville
20.	PATROL - Adjudication Joint Committee	1 Member	Cabinet Member – Climate Change & the Environment
21.	Joint Council For Wales	1 Members	Cabinet Member - Finance & Resources
22.	Coastal Partnership	1 Member	Cabinet Member – Community Safety & Wellbeing
23.	SACRE	5 Members	1. Cabinet Member – Education 2. Cllr Martin Hughes 3. Cllr Elaine Winstanley 4. Cllr Jeff Tildesley 5. One Vacancy

SERIAL	ORGANISATION	REQUIRED REPRESENTATION	PROPOSED REPRESENTATION
26.	South Wales Fire Service	2 Members	Cllr Paula Ford Cllr Martin Hughes
27.	South West Wales Regional Waste Management Committee	2 Members	Cabinet Member - Climate Change & the Environment Cabinet Member - Finance & Resources
28.	Swansea/Carmarthen Bay Coastal Engineering Group	3 Members	1. Cabinet Member – Climate Change & the Environment 2. Cllr Neelo Farr 3. Cllr Paul Davies
29.	Swansea Bay Port Health Authority	2 Members	1. Cabinet Member – Housing, Planning & Regeneration 2. Cllr Richard Williams
30.	Territorial Auxiliary and Volunteer Reserve Association	1 Member	Vacancy
31.	University of Swansea Court of Governors	1 Member	Cllr Blundell
32.	South Wales Valuation Tribunal - Appointments Committee	2 Members	Cllr Jane Gebbie Cllr Hywel Williams
33.	WLGA Council	3 Members (two substitutions)	Leader Deputy Leader Cllr Jon-Paul Blundell Voting – En Bloc
34.	WLGA Executive Board	1 Member	Leader

This page is intentionally left blank

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	LICENSING ACT 2003 APPROVAL TO PUBLISH CUMULATIVE IMPACT ASSESSMENT BRIDGEND TOWN CENTRE
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY
Responsible Officer:	WILLIAM LANE OPERATIONAL MANAGER SHARED REGULATORY SERVICES
Policy Framework and Procedure Rules:	The report content has no direct effect upon the policy framework and procedure rules.
Executive Summary:	<p>The Council is the licensing authority responsible for the regulation of premises which offer alcohol, regulated entertainment and the provision of late night refreshment.</p> <p>The Council, as licensing authority must publish a Statement of Licensing Policy setting out how it intends to approach the granting of licences including specific policies on areas, or types of premises where appropriate.</p> <p>On 18 December 2019, the Council approved a special policy in respect of Bridgend Town Centre to address Crime and Disorder. The evidence for the policy was contained within a Cumulative Impact Assessment (CIA) and this is now up for a statutory triennial review.</p>

1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet with a proposed Cumulative Impact Assessment (Bridgend Town Centre) for consideration and noting. The approval of a Cumulative Impact Assessment (CIA) is a Council function.

2. Background

- 2.1 The Council must carry out its functions with a view to promoting the licensing objectives set out in the Licensing Act 2003
- The prevention of Crime and Disorder
 - The prevention of Public Nuisance
 - Public Safety
 - The protection of Children from Harm
- 2.2 The licensing authority must prepare and publish a Statement of Licensing Policy setting out how it will exercise its functions under the Act. A Statement of Licensing Policy can be tailored to address specific concerns about the impact of licensed premises. Cumulative Impact is the potential impact on the promotion of the licensing objectives of having a number of licensed premises concentrated in one area.
- 2.3 At their meeting on 18 December 2019 Council approved the publication of a Cumulative Impact Assessment (CIA) for Bridgend town centre which informs decision making within the Council's Statement of Licensing Policy. The CIA expired in December 2022.
- 2.4 The processes for adopting a CIA are set out in the Home Office guidance issued under Section 182 of the Licensing Act 2003. The CIA is a separate entity within the main Statement of Licensing Policy, the latter being approved for a five year period in December 2019. The Council must review the CIA at least every three years.
- 2.5 A CIA assesses various issues relating to the impact of licensed premises including crime and disorder, public nuisance, littering and other negative impacts on particular areas and sets out the evidence on which the Council basis its decision to publish a CIA.
- 2.6 The effect of publishing a CIA is significant and it makes it clear to prospective applicants, that the licensing authority is of the opinion that the number of venues in a specified area is such that it is likely that granting further licences would be inconsistent with the authority's duty to promote the licensing objectives.
- 2.7 A CIA may apply to all types of premises and club premises certificates, and to the grant or major variation of an authorisation. It does not apply to Temporary Event Notices.
- 2.8 A copy of the CIA for 2019 to 2022 is attached at **Appendix A**. A review commenced in 2022 and South Wales Police has requested that the CIA remain in its current form, details of which are attached at **Appendix B**. Premises names have been removed from the Appendix.

3. Current situation / proposal

- 3.1 A review commenced following a request from South Wales Police. It included a statutory consultation as required by Section 5 of the Licensing Act 2003 and a public consultation. The consultation took place between 14 December 2022 and 8 March 2023. The purpose of the consultation was to gather evidence on the problems being experienced to inform the adoption of a CIA for the next three year

period. Given that a CIA has the potential to prevent any new licensed premises in an area, the Council must set out the evidential basis for adopting such a policy. It must be satisfied that the number of licensed premises in Bridgend Town Centre has reached such a critical point that granting further licences would be inconsistent with the authority's duty to promote the licensing objectives.

3.2 The CIA currently applies to the following Bridgend town centre streets:-

- Market Street
- Derwen Road
- Wyndham Street
- Nolton Street (from its junction with Ewenny Road, to its junction with Merthyr Mawr Road, but not the area between Merthyr Mawr Road and the junction with Court Road Bridgend).

3.3 The South Wales Police request included data in relation to crime and disorder and concludes:

“We have seen a 34% increase in crime demand and reporting across all categories of Night Time Economy (NTE) crime/demand detailed within the report pre COVID. Post COVID, figures are generally lower which is to be expected as we emerged from lockdown.”

3.4 The first review of the CIA has taken place following an unprecedented period on the operation of licensed premises as a result of the Covid 19 pandemic. It is acknowledged that this has had an impact on the statistics provided. The response to the public consultation was also disappointing with only seven responses received, (all from members of the public) two respondents were not in favour of retaining the CIA. One replied that there were:

“issues 10-15 years ago however the number of licensed premises in Bridgend has declined significantly in recent years. Those that remain are, in many cases, struggling for viability as evidence by the high turnover of licensees.”

3.5 The respondents cited anti-social behaviour, violent behaviour, littering and street fouling/lavatory provision as their main concerns.

3.6 All types of premises were referred to as being contributory to problems and in both the day and night time economies.

3.7 Smoking and drinking outside, street drinking and town centre investment were also referenced in the responses.

3.8 The format of a CIA is that it should be evidential, setting out the statistics and evidence of problems obtained through local consultation. A draft CIA is attached as **Appendix C**. It includes the South Wales Police data comprising recorded crime in the area, and occurrences within the area.

3.9 Part of the report includes the “Night-Time Economy – Recorded Crime (1800 to 0559 hrs)” as follows:

- 3.10 “During the night-time economy, crime incidents increased 34.7% (98 to 132) between the periods Feb - July 19 and Aug 19 – Jan 20. However, there was a reduction in incidents between Feb - July 19 and Feb - July 22 of -33.7% decreasing from 98 to 65 incidents.
- 3.11 On Market Street, the number of crimes increased by 53.3% [24] between Feb - July 19 and Aug 19 - Jan 20, however this number decreased by 31.1% [14] between Feb - July 19 and Feb - July 22.”
- 3.12 The data broadly shows increases in recorded crime prior to Covid, but a decrease in 2022 even though premises were re-opened. This pattern is reflected in the figures for all occurrences in the Night time economy area.
- 3.13 For the Night-Time Economy – All Occurrences (Crime and Non-Crime, 1800 to 0559 hrs), South Wales Police report that:
- 3.14 “During the night-time economy, there was an overall increase in occurrences between the periods Feb - July 19 and Aug 19 - Jan 20 of 17.9% (196 to 231 incidents).
- 3.15 Between Feb - July 19 and Feb - July 22 there was a decrease in overall occurrences of -34.7% (196 to 128).
- 3.16 Market Street saw a 13.8% increase in night-time economy occurrences between the periods Feb - July 19 and Aug 19 - Jan 20 of 13 occurrences. However, between Feb - July 19 and Feb - July 22 occurrences decreased by 36.2% (34 occurrences).”
- 3.17 It is the view of South Wales Police that: “There is every likelihood that this legacy increase will resume and as such Police will support the continuance of the Cumulative Impact Area to ensure criminal conduct and disorderly conduct is minimised in Bridgend Town Centre.”
- 3.18 A summary of the public consultation is also included within the draft CIA.
- 3.19 Having regard to the request and the evidence collated, the Council will be requested on the 21 June 2023 to approve the following option in response to the police request:
- a) To determine that there is sufficient evidence within the CIA to adopt and publish from date of approval to the expiry of the current Statement of Licensing Policy in December 2024. A further review will be aligned with the review of the Statement of Licensing Policy. Pre Covid statistics showed an increase in crime and disorder and this option would allow for a full year of statistics to be provided to show a better picture of the night time economy and crime and disorder post-Covid.
- 3.20 If Council is minded to approve this option the next review will include a call for evidence to show which types of premises are causing the most concern, and which premises would be considered as not having a negative impact on the area. This will assist applicants in understanding the types of venues which the authority consider may not add to negative cumulative impact.

3.21 In conclusion, the Home Office statutory guidance highlights that a CIA is not absolute. The underlying principle of decision making remains that the circumstances of each application must be considered on its merits and that if no relevant representations are made on an application, the licensing authority may grant applications that are unlikely to add to the negative cumulative impact on the licensing objectives. If a CIA is in place, an applicant will be expected to address cumulative impact in the operating schedule within an application.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 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.

6. Climate Change Implications

6.1 There are no Climate Change Implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no Safeguarding and Corporate Parent Implications arising from this report.

8. Financial Implications

8.1 There are no Financial Implications arising from the report.

9. Recommendation

9.1 Cabinet is requested to note the above report and the option set out in 3.19 above, which will be presented to Council on 21 June 2023.

Background documents

None

This page is intentionally left blank

Cumulative Impact Assessment Bridgend Town Centre

Background

The Council area contains a mix of urban and rural communities, and has a population of approximately 139,178. (Source data: ONS website Table KSI01UK 2011 Census).

The main towns are Bridgend, Maesteg and Porthcawl. The population of Bridgend is approximately 15,000 living within a two mile distance of the town (source: Bridgend Town Council).

Some town centre streets are pedestrianised. Since the inception of the Licensing Act 2003 in November 2005, Derwen Road, Market Street, Wyndham Street and Nolton Street have been the subject of a special policy to mitigate the cumulative impact of licensed premises.

Reasons for the Policy

The cumulative impact of large numbers of licensed premises undermines the licensing objectives of:

- The prevention of crime and disorder
- Prevention of Public Nuisance
- Public Safety

Evidence

The main factor in formulating the assessment is the evidence submitted by the South Wales Police. The SWP report identifies that

“It remains that there is still a saturation of licensed premises in this relatively small geographical area, within this area there are two premises licensed until 4am and one premise licensed until 4.30am which provides a high level of footfall at this early hour.”

For information only, the following is a list of premises in the four streets mentioned, showing the latest time for the licensable activity shown (late night refreshment or sale of alcohol). It is a summary only and the premises are not all open or able to trade as indicated in the SWP report. The two premises mentioned in the report are highlighted:

Latest time for licensable activity (source Council Licensing database) in named town centre streets

Late Night Refreshment	Nolton Street	0300
Sale of alcohol (tables and chairs) small venue	Nolton Street	0200
Late Night Refreshment	Wyndham Street	0100
Late Night Refreshment and alcohol (restaurant)	Market Street	0100
Nightclub (closed)	Wyndham Street	0200
Nightclub	Market Street	0400

Late Night Refreshment	Wyndham Street	0400
Night Club	Market Street	0300
Takeaway	Wyndham Street	0230
Bar	Nolton Street	0130
Pub	Nolton Street	0200
Late Night Refreshment (restaurant)	Wyndham Street	0200
Music Venue	Queen Street	0400
Late Night Refreshment (Restaurant)	Nolton Street	0100
Late Night Refreshment	Derwen Road	0300
Late Night Refreshment and alcohol (restaurant)	Nolton Street	0200
Late Night Refreshment	Nolton Street	0100
Bar	Dunraven Place	0100
Pub	Nolton Street	0100
Nightclub	Derwen Road	0430
Pub	Dunraven Place	0100
Pub	Market Street	0100
Nightclub	Market Street	0400
Pub	Nolton Street	0100
Pub	Queen Street	0200

The South Wales Police state within the report that the Cumulative Impact Policy has had a direct bearing on the reduction of recorded crime within the town centre and reported anti-social behaviour.

Other evidence considered

The statutory consultation also included a questionnaire to help identify additional issues which could impact on the retention of the Cumulative Impact Policy.

Regard should be given to the very small sample replies – fifteen but the summary of responses is as follows:

Who replied

Members of the public – 50%

Other interested parties – 43% (Includes elected representatives at County, town and community level)

Licence holders – 7%

Issues identified

93 % of respondents stated that the Council should retain the Cumulative Impact Policy for Bridgend town centre.

The top issues of concern by response in the town centre:

- Anti social behaviour (12)/92%

- Littering (12)/92%
- On street drinking (7)/54%
- Violent behaviour (7)/54%
- Street fouling/lavatory provision (6)/46%
- Concentration of drinkers (6)/46%
- Criminal activities (3)/23%
- Street cleansing (1)/8%

69% said that this affected them in the day and night time economies whilst 31% said that it applied to the night time economy only.

Takeaways were said to be the most problematic premises followed by pubs and clubs, whilst off licences and restaurants were said to be causing the least problem.

Narrative responses on the negative impact of licensed premises included the following:

- The licensed hours are too late into the evening which adds risks to public due to lower police numbers and more time to drink
- No physical evidence however it was heard recently that it is safer to go to Cardiff on a night out than Bridgend. About 2 years ago a friend was attacked when trying to get into a taxi.
- Congregations of drunks and drug takers near the *****especially during the daytime.
- Take always in town have always a problem with revellers late at night buying food and disposing of empty wrappers and containers after eating contents. Another problem has been people leaving licensed premises carrying either full or half full beer glasses. You often see a number of empty glasses left on the pavement, walls etc. these are a hazard and could be fatal for anyone who may come into contact them.
- littering outside of the pubs and clubs. On street drinking during the day with cans bought from the off licence.

Other measures considered

- Pubwatch Scheme
- Public Space Protection Order under the Anti-Social Behaviour, Crime and Policing Act 2014 which provides the Police with the power to require a person in the designated area not to drink alcohol or to surrender any alcohol or alcohol containers (other than sealed containers) in their possession.
- Provision of CCTV in public areas
- Enforcement powers available to the Police, Licensing Officers and Trading Standards Officers under the Licensing Act 2003

Conclusion

The Licensing Authority is satisfied that in the Cumulative Impact Area there is evidence to support the continuation of the Cumulative Impact Policy and, after taking into consideration other existing initiatives, that it is proportionate and the most effective measure to address the problems identified.

Application of the policy

Having regard to the Guidance issued by the Secretary of State under Section 182 of the Licensing Act 2003, Bridgend Council has consulted upon the issue of cumulative impact in Bridgend Town Centre. It has taken into account the views of the South Wales Police and other respondents and has adopted a Cumulative Impact Policy in respect of Derwen Road, Market Street, Wyndham Street, and Nolton Street (from its junction with Ewenny Road, to its junction with Merthyr Mawr Road, but not the area between Merthyr Mawr Road and the junction with Court Road Bridgend).

Regard will also be given that where relevant representations are received for a premises adjoining or in close proximity to the Cumulative Impact Policy area, and where those representations raise a material impact on the area then the policy will be applied if the Licensing Authority reasonably judges that to grant the particular application would add to the cumulative impact being suffered in the defined area.

This document should be read in conjunction with Bridgend County Borough Council's Statement of Licensing Policy 2019-2024.

The Cumulative Impact Policy applies to applications for the grant and full variation of Premises Licences. It does not apply to Club Premises Certificates or Temporary Event Notices.

When the policy applies it creates a rebuttable presumption that where relevant representations have been received the application will be refused or subject to certain limitations unless the applicant can successfully demonstrate that the premises will not add to the negative cumulative impact on one or more of the licensing objectives.

Applicants are expected to address the effects of the Cumulative Impact Policy within the Operating Schedule. They are expected to clearly demonstrate how the operation of the premises would not add to the negative cumulative impact being experienced in the area.

The Cumulative Impact Policy is not absolute. The circumstances of each application will be considered on its merits and the Licensing Authority will grant licences that are unlikely to add to the negative cumulative impact on the licensing objectives.

V1 2019

Cumulative Impact Assessment Bridgend Town Centre - SWP report.

South Wales Police have reviewed crime and occurrence levels within the following streets which form part of the cumulative impact area within Bridgend Town Centre.

- Market Street
- Derwen Road
- Wyndham Street
- Nolton Road

The review period includes a 12-month period prior to the covid lock down and a six-month period post lockdown.

Data periods are:

- 1 Feb 19 – July 19 – Pre Covid
- 2 Aug 19- Jan 20 – Pre Covid
- 3 Feb 21 – July 22 – Post Covid

And aims to identify demand from licensed premises within the cumulative impact area.

This report will focus on the Night-time economy period between 18:00 hrs -05.59 hrs and report police demand during these hours.

Night-Time Economy – Recorded Crime (1800 to 0559 hrs)

During the night-time economy, crime incidents increased 34.7% (98 to 132) between the periods Feb -July 19 and Aug 19 – Jan 20. However, there was a reduction in incidents between Feb - July 19 and Feb - July 22 of -33.7% decreasing from 98 to 65 incidents.

On Market Street, the number of crimes increased by 53.3% [24] between Feb - July 19 and Aug 19- Jan 20, however this number decreased by 31.1% [14] between Feb - July 19 and Feb - July 22.

Night-Time Economy – All Occurrences (Crime and Non-Crime, 1800 to 0559 hrs)

During the night-time economy, there was an overall increase in occurrences between the periods Feb to July 19 and Aug 19-Jan 20 of 17.9% (196 to 231 incidents).

Between Feb - July 19 and Feb - July 22 there was a decrease in overall occurrences of -34.7% (196 to 128).

Market Street saw a 13.8% increase in night-time economy occurrences between the periods Feb to July 19 and Aug 19-Jan 20 of 13 occurrences. However, between Feb - July 19 and Feb - July 22 occurrences decreased by 36.2% (34 occurrences).

6 Month Overview - All Crime and Occurrences (Night-Time Economy 1800 to 0559 hrs)			
All Crime and Occurrences	Feb 19 to July 19	Aug 19 to Jan 20	Feb 22 to July 22
DERWEN ROAD	44	34	11
MARKET STREET	94	107	60
NOLTON STREET	19	26	17
WYNDHAM STREET	39	64	40
Grand Total	196	231	128

Night-Time Economy – Recorded Crime (1800 to 0559 hrs)

During the night-time economy, crime incidents increased 34.7% (98 to 132) between the periods Feb - July 19 and Aug 19 – Jan 20. However, there was a reduction in incidents between Feb - July 19 and Feb - July 22 of -33.7% decreasing from 98 to 65 incidents.

On Market Street, the number of crimes increased by 53.3% [24] between Feb - July 19 and Aug 19- Jan 20, however this number decreased by 31.1% [14] between Feb - July 19 and Feb - July 22.

6 Month Overview - Recorded Crime (Night-Time Economy 1800 to 0559 hrs)			
All Crime and Occurrences	Feb 19 to July 19	Aug 19 to Jan 20	Feb 22 to July 22
DERWEN ROAD	29	16	5
MARKET STREET	45	69	31
NOLTON STREET	6	13	7
WYNDHAM STREET	18	34	22
Grand Total	98	132	65

Night-Time Economy – Recorded Crime (1800 to 0559 hrs) – Market Street

Violence Against the Person offences accounted for the highest number of total crimes on Market Street as well as the greatest increase in occurrences between the periods Feb - July 19 and Aug 19-Jan 20 (+10).

Drug offences saw the greatest decrease in occurrences on Market Street between Feb - July 19 and Feb - July 22 with -13.

6 Month Overview - Recorded Crime (Night-Time Economy 1800 to 0559 hrs)			
MARKET STREET			
Recorded Crime	Feb 19 to July 19	Aug 19 to Jan 20	Feb 22 to July 22

ASB- Nuisance	3	7	3
Drugs	18	21	5
Violence Against the Person	21	31	17
Sexual Offences	0	1	0
Burglary	0	0	1
Theft & Handling	0	3	2
Damage	2	4	0
Miscellaneous	1	1	1
Domestic Incident	0	0	1
Road Related Offence	0	1	1
Grand Total	45	69	31

The non-notifiable offence of being Drunk & Disorderly has followed the general trend, increasing from 4 incidents in Feb - July 19 to 7 in August 19-January 20 but decreasing to 3 incidents in February - July 22.

6 Month Overview – Non-Notifiable Offence (Drunk & Disorderly) - (Night-Time Economy 1800 to 0559 hrs)			
MARKET STREET			
	Feb 19 to July 19	Aug 19 to Jan 20	Feb 22 to July 22
Drunk and Disorderly	4	7	3

Night-Time Economy – Occurrences per Premises (1800 to 0559 hrs) – Market Street

The greatest number of occurrences committed at licensed premises were seen between August 19 and January 20, with 62 incidents.

The fewest number of occurrences were committed in the February to July 22 period, with 37 incidents. However, this period also saw the highest percentage of incidents committed at licensed premises when compared with the total number of incidents committed across that timeframe, at 61.7%.

The greatest number of occurrences were reported at Premises A, which saw 79 incidents across the three time periods.

6 Month Overview - All Occurrences - Premises - (Night-Time Economy 1800 to 0559 hrs)			
MARKET STREET			
	Feb 19 to July 19	Aug 19 to Jan 20	Feb 22 to July 22
Premises A	27	35	17
Premises B	1	0	0
Premises C	19	25	14
Premises D	0	2	5
Premises E	0	0	1
Total at Licensed Premises	47	62	37

Classification – Official

Total all Occurrences	94	107	60
% Licensed Premises	50.0%	57.9%	61.7%

Key Findings

The number of occurrences in Market Street increased by 10.5% between the periods Feb to July 19 and Aug 19 to Jan 20.

It showed a decrease of 31.5% between Feb to July 19 and Feb - July 22.

The rate of increase in crime occurrences on Market Street was higher during the Night-Time Economy between the periods Feb - July 19 and Aug 19-Jan 20, increasing by 53.3%.

Between the periods Feb to July 19 and Feb to July 22, crime occurrences during the Night-Time Economy reduced by 31.1%.

Licensed premises saw fewer numbers of occurrences between February 22 and July 22 [37] than in Feb 19-July 19 [47] and Aug 19-Jan 20 [62].

Licensed premises saw fewer numbers of occurrences between February 22 and July 22 [37] than in Feb 19-July 19 [47] and Aug 19-Jan 20 [62].

- Premises A was the licensed premises with the highest number of incidents.

Peak days/times for offences on Market Street [Feb 22-July 22]

- Sat/Sun 00:00am-04:00am, peaking at 01:00am.

We have seen a 34% increase in crime demand and reporting across all categories of NTE crime/demand detailed within the report pre COVID.

Post COVID, figures are generally lower which is to be expected as we emerged from lockdown.

There is every likelihood that this legacy increase will resume and as such Police will support the continuance of the Cumulative Impact Area to ensure criminal conduct and disorderly conduct is minimised in Bridgend Town Centre.

Insp Mike Rudall
3418
Dated 20th Sep 2022

Cumulative Impact Assessment (CIA) Bridgend Town Centre

Background

The Council area contains a mix of urban and rural communities, and has a population of approximately 139,178. (Source data: ONS website Table KSI01UK 2011 Census).

The main towns are Bridgend, Maesteg and Porthcawl. The population of Bridgend is approximately 15,000 living within a two mile distance of the town (source: Bridgend Town Council).

Some town centre streets are pedestrianised. Since the inception of the Licensing Act 2003 in November 2005, Derwen Road, Market Street, Wyndham Street and Nolton Street have been the subject of a special policy to mitigate the negative cumulative impact of licensed premises.

Reasons for the CIA

The cumulative impact of large numbers of licensed premises undermines the licensing objectives of:

- The prevention of crime and disorder
- Prevention of Public Nuisance
- Public Safety
- The protection of children from harm

Evidence

The main evidence was submitted by South Wales Police (SWP). The Police are acknowledged by the Home Office as the lead Responsible Authority to the licensing authority for crime and disorder. The SWP report identifies that

“We have seen a 34% increase in crime demand and reporting across all categories of NTE crime/demand detailed within the report pre COVID.

Post COVID, figures are generally lower which is to be expected as we emerged from lockdown.

There is every likelihood that this legacy increase will resume and as such Police will support the continuance of the Cumulative Impact Area to ensure criminal conduct and disorderly conduct is minimised in Bridgend Town Centre.”

Numbers of licensed premises

Desktop review of streets in the four designated streets currently within the CIA area 2023. There has not been a decrease in the number of premises open after 0300 hours for the sale of alcohol. All licences in force as at March 2023

Street	Predominant activity	Sale of alcohol latest terminal hour or Late Night Refreshment (not

		necessarily operating throughout Monday to Sunday with these hours)
Market Street	Night Club	0300
Market Street	Restaurant	0100
Market Street	Night Club	0400
Market Street	Convenience Store	1800
Market Street	Cafe	2230
Market Street	Night Club	0400
Market Street	Public House	0100
Wyndham Street	Coffee Shop Restaurant	2300
Wyndham Street	Restaurant	0000
Wyndham Street	Late Night Refreshment	0400
Wyndham Street	Restaurant	0100
Wyndham Street	Late Night Refreshment	0400
Wyndham Street	Late Night Refreshment	0230
Wyndham Street	Night Club/Late Night Refreshment	0400/0430
Wyndham Street	Restaurant	0200
Wyndham Street	Late Night Refreshment	0230
Derwen Road	Nightclub	0430
Derwen Road	Late Night Refreshment	0300
Nolton Street*	Restaurant	0100
Nolton Street*	Restaurant	0200
Nolton Street*	Public House	0100
Nolton Street*	Late Night Refreshment	0300
Nolton Street*	Public House	0200
Nolton Street*	Restaurant	2330
Nolton Street*	Late Night Refreshment	0000
Nolton Street*	Public House	0100

*CIA only applies to Nolton Street (from its junction with Ewenny Road, to its junction with Merthyr Mawr Road)

Other evidence considered

The statutory consultation also included a questionnaire to help identify additional issues of concern in the town centre.

Regard should be given to the very small sample replies and the responses were as follows:

Of the seven responses, all of which were submitted by members of the public, were in favour of the Council retaining a CIA. Two respondents were not in favour. One replied that there were:

“issues 10-15 years ago however the number of licensed premises in Bridgend has declined significantly in recent years. Those that remain are, in many cases, struggling for viability as evidence by the high turnover of licensees”.

The respondents cited anti-social behaviour, violent behaviour littering and street fouling/lavatory provision as the main concern.

All types of premises were referred to as being contributory to problems and in the day and night time economies.

Smoking and drinking outside, street drinking and town centre investment were mentioned in the comments' section.

Other measures considered

- Pubwatch Scheme
- Public Space Protection Order under the Anti-Social Behaviour, Crime and Policing Act 2014 which provides the Police with the power to require a person in the designated area not to drink alcohol or to surrender any alcohol or alcohol containers (other than sealed containers) in their possession.
- Provision of CCTV in public areas
- Enforcement powers available to the Police, Licensing Officers and Trading Standards Officers under the Licensing Act 2003
- Introduction of pilot taxi marshals scheme

Conclusion

The Licensing Authority is satisfied that there is evidence to support the adoption and publication of a CIA in the named streets in Bridgend Town Centre. Having taken into consideration other existing initiatives, it believes that it is proportionate and the most effective measure to address the problems identified. However, the impact of Covid on crime and occurrences in the night time economy cannot be discounted. For that reason, the Council will review this policy sooner than the recommended three year period, to align with the next review of the Statement of Licensing Policy due by the end of 2024.

Application of the policy

Having regard to the Guidance issued by the Secretary of State under Section 182 of the Licensing Act 2003, Bridgend Council has consulted upon the issue of cumulative impact in Bridgend Town Centre. It has taken into account the views of the South Wales Police and other respondents and has adopted a CIA in respect of Derwen Road, Market Street, Wyndham Street, and Nolton Street (from its junction with Ewenny Road, to its junction with Merthyr Mawr Road, but not the area between Merthyr Mawr Road and the junction with Court Road Bridgend).

Regard will also be given that where relevant representations are received for a premises adjoining or in close proximity to the CIA area, and where those representations raise a material impact on the area then the CIA will apply if the

licensing authority reasonably judges that to grant the particular application would be inconsistent with its inconsistent with its duty to promote the licensing objectives.

This CIA should be read in conjunction with Bridgend County Borough Council's Statement of Licensing Policy 2019-2024.

The CIA applies to applications for the grant and full variation of Premises Licences. It does not apply to Club Premises Certificates or Temporary Event Notices.

Applicants are expected to address the effects of cumulative impact within the Operating Schedule. They are expected to clearly demonstrate how the operation of the premises would not add to the negative cumulative impact being experienced in the area.

The CIA is not absolute. The circumstances of each application will be considered on its merits and the Licensing Authority will grant licences that are unlikely to add to the negative cumulative impact on the licensing objectives.

V2 2023

DRAFT

Meeting of:	CABINET
Date of Meeting:	20 JUNE 2023
Report Title:	UNITED KINGDOM SHARED PROSPERITY FUND GRANT FUNDS
Report Owner / Corporate Director:	CORPORATE DIRECTOR COMMUNITIES
Responsible Officer:	IEUAN SHERWOOD, GROUP MANAGER ECONOMY, NATURAL RESOURCES AND SUSTAINABILITY
Policy Framework and Procedure Rules:	There is no effect upon the Council’s policy framework or procedure rules as a result of this report.
Executive Summary:	<p>The purpose of this report is to seek approval to establish and deliver a series of grant funds as part of the delivery programme for Bridgend’s Local Investment Plan through the United Kingdom Shared Prosperity Fund.</p> <p>The funds are:</p> <ul style="list-style-type: none"> • Bridgend Valley Placemaking Property Improvement Grant • Empty Property Survey Grants • Community Feasibility Fund • The Business Development Grant • Bridgend County Business Future Scoping Programme • Bridgend County Tourism Events Support

1. Purpose of Report

- 1.1 The purpose of this report is to seek approval to establish and deliver a series of grant funds as part of the delivery programme for Bridgend’s Local Investment Plan through the United Kingdom Shared Prosperity Fund and to make amendments to the Council’s Scheme of Delegation of Functions to facilitate the award of grant funding.

2. Background

2.1 The United Kingdom Shared Prosperity Fund (UKSPF) is a key part of the UK government's Levelling Up agenda, forming part of complementary funding, including the Levelling Up Fund and Community Ownership Fund.

2.2 The primary aim of the fund is to build pride in place and increase life chances across the UK. Underpinning this aim are three investment Priorities: communities and place; supporting local business and people and skills.

- The **Communities and Place** investment priority will enable places to invest to restore their community spaces and relationships and create the foundations for economic development at the neighbourhood-level. The intention of this is to strengthen the social fabric of communities, supporting in building pride in place.
- The **Supporting Local Business** investment priority will enable places to fund interventions that support local businesses to thrive, innovate and grow.
- The **People and Skills** investment priority will help reduce the barriers some people face to employment and support them to move towards employment and education. Places can also target funding into skills for local areas to support employment and local growth.

As part of the People and Skills priority there is a dedicated and ringfenced element of the UKSPF called Multiply which seeks to improve adult numeracy skills.

2.3 In July 2022 Bridgend County Borough Council (BCBC) Cabinet delegated authority to the Corporate Director Communities to submit the Bridgend County Local Investment Plan to Rhondda Cynon Taff County Borough Council (RCTCBC) for inclusion in the overall submission of the South East Wales Local Investment Plan to the UK Government. As part of the funding process there was, and remains, a need to appoint one local authority to assume the role of the 'Lead Local Authority' for the region for the UKSPF. It was agreed by BCBC Cabinet that RCTCBC performs this role.

2.4 An overview of the Bridgend County Borough Local Investment Plan proposals presented to Cabinet in July 2022 is set out below under a series of regional theme descriptions, which were developed by RCTCBC:

Communities and Place

Regional Theme Description*	Proposed Bridgend County delivery
Development and resilience of communities by improving facilities and access to services and supporting community-based organisations	Bridgend County Local Resilience Planning
Action to support individuals and community-based organisations to deal with the challenges of the current economic environment and cost of living crisis	
Supporting the improvement and redevelopment of town centres and community places to revitalise them.	Bridgend County Thriving Communities
Improving access to and facilities for local people and communities in sport, culture, arts and heritage.	
Supporting action to improve services and facilities for young people.	

Action to support decarbonisation, energy efficiency and green initiatives in communities and places.	Bridgend County Green Spaces Enhancement Scheme
Other activity such as feasibility studies	Bridgend County Community Future Scoping Programme

*Bridgend County Prosperity Co-Production Framework may offer an opportunity to deliver across all.

Supporting Local Business

Regional Theme Description*	Proposed Bridgend County delivery
Business premises development and improvement.	Bridgend County Centres of Enterprise
Small business support and development including finance for growth and resilience.	-Bridgend County Business Prosperity Programme -Bridgend County Local Enterprise Support Programme
Small business support for key growth sectors, research and development and innovation.	
Action to support decarbonisation, energy efficiency and green economy initiatives for businesses and social enterprises.	
Support for the growth and development of the visitor economy including businesses, facilities, and events.	- Bridgend County Tourism Events Support - Bridgend County Local Destination Management and Marketing
Other activity such as feasibility studies	Bridgend County Business Future Scoping Programme

*Bridgend County Prosperity Co-Production Framework may offer an opportunity to deliver across all.

People and Skills

Regional Theme Description*	Proposed Bridgend County delivery
Regional Employability and Skills Framework Package <ul style="list-style-type: none"> • People in employment and key sectors • Unemployed and economically inactive people • Young people to enter employment 	-CELT**+ <i>Bridgend Inspire 2 Work / Achieve</i> -CELT + <i>Employability - Bridgend County</i> -CELT+ <i>Regional Joint Commissioning</i>
Regional joint commissioning Jointly commission FE/HE/ training providers / specific organisations to provide the following type of support <ul style="list-style-type: none"> • Wrap-around support for those at risk of disengaging from FE • Upskilling at work • Upskilling to meet skill gaps in sectors i.e., green jobs, manufacturing, creative and digital. 	

*Bridgend County Prosperity Co-Production Framework may offer an opportunity to deliver across all.

**Connect Engage Listen Thrive

3. Current situation / proposal

- 3.1 In March 2023 the Corporate Director Communities exercised the authority delegated by BCBC Cabinet in July 2022 to authorise entering into a regional funding agreement regarding the UKSPF with RCTCBC, under decision reference CMM-ED-23-046.

- 3.2 The UKSPF allows Local Authorities to deliver activity via a range of mechanisms, namely:
- In-House Delivery
 - Commissioning
 - Procurement
 - Grant Funds
- 3.3 In July 2022 Cabinet were presented with an overview of a suite of projects to be delivered in line with the delivery mechanism.
- 3.4 The following projects are to be delivered, either in part or wholly, via grant funds:
- Bridgend County Thriving Communities
 - Bridgend County Community Future Scoping Programme
 - Bridgend County Business Prosperity Programme
 - Bridgend County Business Future Scoping Programme
 - Bridgend County Tourism Events Support
- 3.5 It is proposed that the grant funds outlined below, which form part of Bridgend County's delivery of the UKSPF, are now set up and delivered:

Name of Project	Bridgend County Thriving Communities
Name of fund	Bridgend Valley Placemaking Property Improvement Grant
Purpose of fund	<p>There are two elements to this:</p> <p>1) To enhance building frontages and bring vacant commercial floor space back into beneficial use, by supporting commercial property frontage improvements, along with other external and internal works.</p> <p>2) To convert vacant upper-floor space into new residential accommodation above commercial units, including internal and external works to bring vacant space back into use for residential purposes.</p>
Areas covered	The District Centres & Local Service centres in the valleys of the Llynfi, Garw and Ogmore (excluding Maesteg Town Centre).
Grant Rate	<p>The grant will be a maximum of 80% of reasonable eligible costs, up to a maximum grant award of:</p> <ul style="list-style-type: none"> ○ £30,000 for occupied properties ○ £50,000 for properties that have been vacant for more than 6months. <p>This will be subject to on-going review</p>
Maximum Grant	As above

Total funds available in grant	Minimum of £270,000
--------------------------------	---------------------

Name of Project	Bridgend County Thriving Communities
Name of fund	Empty Property Survey Grants
Purpose of fund	To offer applicants the opportunity to undertake building condition surveys/architectural assessments and concept designs in order to progress the redevelopment of empty commercial properties.
Areas covered	The District Centres & Local Service centres in the valleys of the Llynfi, Garw and Ogmore (excluding Maesteg Town Centre).
Grant Rate	100% of reasonable eligible costs
Maximum Grant	Up to £2,000 for Condition Surveys (depending on size of property) Up to £3,000 for Architectural Assessments and Concept Designs This will be subject to on-going review
Total funds available in grant	Minimum of £20,000

Name of Project	Bridgend County Community Future Scoping Programme
Name of fund	Community Feasibility Fund
Purpose of fund	The fund has been set up to test the feasibility of longer-term community-led ideas. It will provide communities in the Borough the opportunity to gather evidence to support locally led community project ideas. Focusing on Health, Climate and Economy they will provide the required data, knowledge and understanding with the ambition to lead to future funding bids and continue community resilience planning.
Areas covered	Whole County
Grant Rate	Up to 100%
Maximum Grant	Up to £35,316
Total funds available in grant	£282,531

Name of Project	Bridgend County Business Prosperity Programme
Name of fund	The Business Development Grant
Purpose of fund	The Business Development Grant will support Small and medium-sized enterprises (SMEs) in Bridgend County Borough to diversify, decarbonise and grow which will contribute to creating a vibrant and strong local economy.

Areas covered	Whole County
Grant Rate	Provides 50% of eligible capital projects costs. The minimum grant is £5,000 and the maximum grant available is £25,000 (excluding VAT).
Maximum Grant	Up to £25,000 (excluding VAT).
Total funds available in grant	£392,377

Name of Project	Bridgend County Business Future Scoping Programme
Name of fund	The Business Feasibility Grant
Purpose of fund	The Business Feasibility Grant is to support businesses to explore feasibility of longer-term options to diversify, decarbonise and grow including: <ul style="list-style-type: none"> - Preparation of plans and studies, e.g. Business Plans/Feasibility Studies - Before purchasing a piece of machinery, the study could determine the market for increased production or new product is financially viable. - Explore using space in retail, hospitality to introduce new service / product e.g. new hotel spa - Cost benefit analysis to introduce Green procurement
Areas covered	Whole County
Grant Rate	Provides 100% of eligible revenue projects costs. The minimum grant is £5,000 and the maximum grant available is £25,000 (excluding VAT).
Maximum Grant	Up to £25,000 (excluding VAT).
Total funds available in grant	£255,000

Name of Project	Bridgend County Tourism Events Support
Name of fund	Bridgend County Tourism Events Support
Purpose of fund	To support tourism events which <ul style="list-style-type: none"> - have strong potential to attract visitors from outside the local area, whether that is from other regions or other countries. - have a positive impact on the local economy, such as by generating revenue for local businesses, creating jobs, or promoting the region as a tourist destination. - have cultural significance or highlight a unique aspect of the local area's history, culture, or identity.

	- have the potential to raise the profile of the county borough in a positive way
Areas covered	Whole County
Grant Rate	Tier 1 - Up to 50% of eligible revenue costs Tier 2 - Up to 20% of eligible revenue costs
Maximum Grant	Tier 1 - Up to £2,500 Tier 2 - Up to £10,000
Total funds available in grant	Up to £100,000

- 3.6 A grant panel will be set up to oversee and make recommendations for approval for the grants outlined in 3.5. The panel will include relevant BCBC departments, e.g. finance, regeneration and enterprise.
- 3.7 Decisions relating to award of grants will be made in line with the Scheme of Delegation.
- 3.8 Any required statutory consents (e.g. planning permission, SuDS Approving Body) remain the responsibility of any grant applicant for any of the grant funds in 3.5.
- 3.9 Each scheme will have its own assessment criteria which will be robust but proportionate, depending on the different level of financial assistance available. Assessment criteria will be agreed by the grant panel.
- 3.10 The allocations of funding available through each grant fund and their associated criteria and processes will be kept under review and should changes be required these will be considered in line with BCBC policies and procedures.
- 3.11 In order to facilitate the award of grants it is proposed that a number of administrative amendments are made to the Council's Scheme of Delegation of Functions in relation to Cabinet Functions as set out below:

Scheme A – Cabinet Functions delegated to individual Cabinet Members

New function at Paragraph 1.9 allocated to each Cabinet Member	To approve levels of grant funding where the amount of the funding exceeds £50,000 and in consultation with the Section 151 Officer Monitoring Officer enter into any funding agreements and/or any further deeds and documents which are supplemental to the funding arrangement.
Delete the following functions at Paragraphs 2.3, 3.4, 4.2, 4.4, 4.5, 6.1 allocated to individual Cabinet Members.	To approve levels of maximum funding to voluntary organisations where the amount of the funding exceeds £50,000. To approve levels of maximum funding to voluntary organisations which are subject to a formal service agreement where the amount of the funding exceeds £50,000. To approve applications for grants to voluntary organisations in accordance with the policy approved by the Cabinet or Council where the amount of the grant exceeds £50,000.

Scheme B1 – Functions delegated to Chief Officers subject to consultation and call-in

Amend the following function delegated to all Chief Officers at Paragraph 1.4	To approve levels of maximum grant funding to voluntary organisations which are subject to a formal service agreement where the amount of the funding exceeds £10,000 but does not exceed £50,000 and in consultation with the Section 151 Officer and Monitoring Officer enter into any funding agreements and/or any further deeds and documents which are supplemental to the funding arrangement.	Cabinet Member with the relevant function
Delete the following function delegated to individual Chief Officers at Paragraphs 1.5, 3.6, 4.2, 5.1	To approve levels of maximum funding to voluntary organisations where the amount of the funding exceeds £10,000 but does not exceed £50,000.	Cabinet Member with the relevant function

Scheme B2 – Functions delegated to Chief Officers

New function at Paragraph 1.8 delegated to each Chief Officer	To approve levels of grant funding where the amount of the funding does not exceed £10,000 and in consultation with the Section 151 Officer and Monitoring Officer enter into any funding agreements and/or any further deeds and documents which are supplemental to the funding arrangement.	
Delete the following functions delegated to individual Chief Officers at Paragraphs 3.45, 4.5, 5.4, 6.12, 6.37,6.71	To approve applications for grants to voluntary organisations in accordance with the policy approved by the Cabinet or the Council where the amount of the grant does not exceed £10,000.	
	To approve applications by eligible businesses for financial assistance under the grant schemes operated by the Council pursuant to its economic development powers.	
	To approve levels of maximum funding to voluntary organisations and to individuals where the amount of the funding does not exceed £10,000.	

3.12 To avoid the need for renumbering of the Scheme which may cause significant confusion, it is proposed that those paragraphs deleted be marked as “intentionally blank”. Once approval has been received and the call-in process has been

completed, the Scheme will be updated and published. Corporate Directors will be requested to update their Register of Sub Delegations accordingly to reflect these changes.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 BCBC is committed to promoting sustainable development and to discharge its duties under the Well-being of Future Generations (Wales) Act 2015. A summary relating to the five ways of working and how they connect to the Corporate Well-being Objectives is below:

Long-term: The grant funds outlined in 3.5 that are included within the Bridgend Local Investment Plan have been identified following discussion with key stakeholders and in relation to current understanding of the potential long-term challenges on the County Borough. Building on the process of developing and creating the Economic Strategy, the Local Development Plan (LDP) and the Wellbeing Plan for the County Borough it has been possible to set out a long-term response.

Prevention: BCBC has for many years worked closely with stakeholders and the local business community to support the local economy in a wide variety of proactive ways. As well as a continuation of BCBC's ability to react to local situations, the development of the UKSPF Local Investment Plan and the grant funds contained within it builds on strengths to plan for the future, take proactive action and support local businesses and local communities.

Integration: The work to develop the UKSPF Local Investment Plan is closely aligned with the BCBC Corporate Plan, the Local Development Plan and the Public Service Board's Well-being Plan and the Bridgend County Economic Strategy.

Collaboration: The development of the UKSPF Local Investment Plan has been steered by a BCBC officer group and will be delivered in partnership with key stakeholders.

Involvement: For the UKSPF Local Investment Plan to successfully operate it will require the involvement of senior members of local public sectors organisations, community leaders, business leaders, representatives of business sectors and trade bodies and other key stakeholders.

6. Climate Change Implications

- 6.1 The grant funds outlined in 3.5 will contain within the criteria detail relating to the expectations of applicants to support BCBC Climate Change and Decarbonisation

ambitions. Assessment of applications will consider the relevance of proposals to the criteria and decisions made as a result.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding or corporate parent implications arising from this report.

8. Financial Implications

8.1 Bridgend County Borough's allocation of UKSPF funding is outlined below:

Individual authorities	Core UKSPF £	Multiply £	Total £
Bridgend	19,116,296	3,990,295	23,106,591

8.2 The amounts available through the grant funds outlined within 3.5 are contained within the overall programme budget which is set out in the funding agreement which is in place with RCTCBC and its ancillary documents.

8.3 Regular monitoring, reporting and claims will ensure that commitments and expenditure are in line with the funding agreement and its associated annual profiles.

9. Recommendation(s)

9.1 It is recommended that Cabinet:

- delegate authority to the Corporate Director Communities to establish, deliver and award the grant funds set out in section 3 of the report as part of the delivery of the Bridgend County Local Investment Plan, funded through the United Kingdom Shared Prosperity Fund;
- approve the amendments to the Council's Scheme of Delegation of Functions as set out in paragraph 3.11.

Background documents

NONE

Meeting of:	CABINET																														
Date of Meeting:	20 JUNE 2023																														
Report Title:	ALLOCATIONS UNDER TOWN AND COMMUNITY COUNCIL CAPITAL GRANT SCHEME 2023-24																														
Report Owner / Corporate Director:	CORPORATE DIRECTOR COMMUNITIES																														
Responsible Officer:	IEUAN SHERWOOD GROUP MANAGER ECONOMY, NATURAL RESOURCES AND SUSTAINABILITY																														
Policy Framework and Procedure Rules:	There is no effect upon the Council’s policy framework or procedure rules as a result of this report.																														
Executive Summary:	<p>The purpose of this report is to seek Cabinet approval to allocate capital funding to Town and Community Councils to develop projects in line with the recommendations contained within this report from the Town and Community Council (T&CC) Capital Grant scheme for 2023-24.</p> <p>The following projects are proposed for approval:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left;">Applicant</th> <th style="text-align: right;">Project Cost</th> <th style="text-align: right;">TCC Fund Contribution</th> <th style="text-align: center;">CAT alignment</th> <th style="text-align: center;">Net-Zero alignment</th> </tr> </thead> <tbody> <tr> <td>Coychurch Lower</td> <td style="text-align: right;">£5,634.50</td> <td style="text-align: right;">£2,814.00</td> <td style="text-align: center;">Yes</td> <td style="text-align: center;">Limited</td> </tr> <tr> <td>Porthcawl</td> <td style="text-align: right;">£150,000.00</td> <td style="text-align: right;">£20,000.00</td> <td style="text-align: center;">Yes</td> <td style="text-align: center;">Yes</td> </tr> <tr> <td>Pyle 1</td> <td style="text-align: right;">£63,013.00</td> <td style="text-align: right;">£20,000.00</td> <td style="text-align: center;">Yes</td> <td style="text-align: center;">Yes</td> </tr> <tr> <td>Pyle 2</td> <td style="text-align: right;">£183,350.00</td> <td style="text-align: right;">£20,000.00</td> <td style="text-align: center;">Yes</td> <td style="text-align: center;">Yes</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">£401,997.50</td> <td style="text-align: right;">£62,814.00</td> <td></td> <td></td> </tr> </tbody> </table>	Applicant	Project Cost	TCC Fund Contribution	CAT alignment	Net-Zero alignment	Coychurch Lower	£5,634.50	£2,814.00	Yes	Limited	Porthcawl	£150,000.00	£20,000.00	Yes	Yes	Pyle 1	£63,013.00	£20,000.00	Yes	Yes	Pyle 2	£183,350.00	£20,000.00	Yes	Yes	Total	£401,997.50	£62,814.00		
Applicant	Project Cost	TCC Fund Contribution	CAT alignment	Net-Zero alignment																											
Coychurch Lower	£5,634.50	£2,814.00	Yes	Limited																											
Porthcawl	£150,000.00	£20,000.00	Yes	Yes																											
Pyle 1	£63,013.00	£20,000.00	Yes	Yes																											
Pyle 2	£183,350.00	£20,000.00	Yes	Yes																											
Total	£401,997.50	£62,814.00																													

1. Purpose of Report

1.1 The purpose of this report is to seek Cabinet approval to allocate capital funding to Town and Community Councils to develop projects in line with the recommendations contained within this report from the Town and Community Council (T&CC) Capital Grant scheme for 2023-24.

2. Background

2.1 Since 2017-18 funding under the T&CC Capital Grant scheme has prioritised applications supporting projects directly linked to the Council's Community Asset Transfer (CAT) programme in recognition of reducing Bridgend County Borough Council's (BCBC's) resources and the options available to T&CCs to deliver alternative services, and increasingly the scheme will seek to support proposals that align with the BCBC's Decarbonisation, Net-Zero 2030 agenda.

2.2 With the stated desire to more closely align the T&CC Capital grant scheme with the CAT process the approvals in 2022-23 were as follows:

Applicant	Project Cost	TCC Fund Contribution	Project Summary
Cornelly Community Council	£19,166	£9,583	Replacement of aluminium windows for UPVC at Community Centre
Coychurch Higher Community Council	£8,600 - £10,000	£5,000	Creation of wetland area in Heol y Cyw

3. Current situation / proposal

3.1 BCBC has £50,000 allocated for 2023-24 and subsequent years in the Council approved Capital Programme to support applications from T&CCs for capital projects. With the carry forward funds from 2022-23 the budget available for 2023-24 is £116,419.57.

3.2 Town and Community Councils were made aware of the T&CC Capital Grant, 2023-24 on 9 November 2022. The grant closed for applications on 28 February 2023.

3.3 The proposals received from T&CCs for the 2023-24 T&CC Capital Grant allocation are outlined at Table 1 below, along with comments from BCBC officers.

Table 1: 2023-24 T&CC Capital Grant applications

Applicant	Project Cost	TCC Fund Contribution	CAT alignment	Net-Zero alignment	Summary of proposal
Cefn Cribwr	£29,419.50	£14,709.75	None	Limited	Reinstating/extending footpath at Mountain Lane
Coity Higher 1	£17,380.75	£8,690.37	None	Limited	New footpath/rights

					of way between Coity Castle & St Mary's Church
Coity Higher 2	£10,648.00	£5,324.00	None	Limited	New footpath at play area on Heol Spencer
Coity Higher 3	£10,126.72	£5,063.36	None	Limited	Purchase Street Furniture for Black Path, Litchard
Coychurch Lower	£5,634.50	£2,814.00	Yes	Limited	Upgrade Coychurch Play Park inc. new play equipment, bench & bike stands
Garw Valley	£25,571.00	£12,785.50	None	Limited	Replace four footpaths at Parc Calon Lan to make DDA compliant
Llangynwyd Lower	£118,950.00	£20,000.00	Yes	No	Convert Community Centre Sports Changing rooms into training/activity area
Llangynwyd Middle	£4,075.00	£2,037.50	None	No	Laying pipework to lockable cabinet for independent water source
Porthcawl	£150,000.00	£20,000.00	Yes	Yes	Additional DDA compliant play/exercise equipment in Griffin Park
Pyle 1	£63,013.00	£20,000.00	Yes	Yes	Creation of Edible Forest Garden to rear of Pyle Swimming Pool
Pyle 2	£183,350.00	£20,000.00	Yes	Yes	New play park to rear of Ty Talwyn Avenue, Kenfig Hill
St Brides Minor	£44,556.00	£22,278.00	None	Limited	MUGA near Sarn Centre (Merfield Close)
Total	£662,724.47	£153,702.48			

--	--	--	--	--	--

3.4 Funding of up to £116,419.57 is available for allocation under the T&CC Capital scheme in 2023-24.

3.5 It is proposed that the applications in table 2 below are approved.

Table 2: 2023-24 T&CC Capital Grant proposed approvals

Applicant	Project Cost	TCC Fund Contribution	CAT alignment	Net-Zero alignment	Summary of proposal
Coychurch Lower	£5,634.50	£2,814.00	Yes	Limited	Upgrade Coychurch Play Park inc. new play equipment, bench & bike stands
Porthcawl	£150,000.00	£20,000.00	Yes	Yes	Additional DDA compliant play/exercise equipment in Griffin Park
Pyle 1	£63,013.00	£20,000.00	Yes	Yes	Creation of Edible Forest Garden to rear of Pyle Swimming Pool
Pyle 2	£183,350.00	£20,000.00	Yes	Yes	New play park to rear of Ty Talwyn Avenue, Kenfig Hill
Total	£401,997.50	£62,814.00			

3.6 It is proposed that the Council's Community Asset Transfer Officer engage with those Town and Community Councils in table 1 not recommended for approval to offer support in relation to the proposals achieving better alignment with the Council's Community Asset Transfer and Net-Zero aspirations for possible funding bids in future years.

3.7 The application from Llangynwyd Middle Community Council is considered as ineligible as it does not meet the stated minimum project value of the fund of £5,000.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 BCBC is committed to promoting sustainable development and to discharge its duties under the Well-being of Future Generations (Wales) Act 2015. A summary of relating to the five ways of working and how they connection to the Corporate Well-being Objectives is below:

- Long-term: The projects proposed for support are those that have been identified by T&CCs themselves in response to current need and therefore propose to implement action that meets the requirements of current generations. A process of local needs identification followed by local led delivery in response to it will enhance the capacity of local organisations to take forward further schemes in the future.
- Prevention: The projects that are proposed for support if left undelivered may create a worsening of conditions currently being experienced by local residents. In addition, if the schemes were to be delivered in future years any further deterioration may result in increased costs.
- Integration: The T&CC Capital grant scheme will achieve this way of working by recognising the projects that are proposed for support are those that have been identified by the T&CCs themselves as best placed to utilise available funding to meet local needs in a holistic way.
- Collaboration: The proposals have been developed and will be delivered through a strong partnership between BCBC and those T&CCs that have applied for funding.
- Involvement: The T&CC Capital grant scheme is delivered in close partnership with a range of local stakeholders. Discussions and development with the T&CCs have taken place through BCBC's CAT Officer and information about the funding opportunity was provided to all T&CCs in the County Borough.

6. Climate Change Implications

6.1 The T&CC Capital grant scheme has criteria specifically designed to support BCBC Climate Change and Decarbonisation ambitions. Assessment of applications considered the relevance of proposals to the criteria and decisions have been agreed by the Cabinet member for Climate Change and the Environment.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding or corporate parent implications arising from this report.

8. Financial Implications

8.1 Funding of up to £116,419.57 is available for allocation under the T&CC Capital scheme in 2023-24.

8.2 Taking into account the information provided in the applications the proposed approvals under the T&CC Capital scheme 2023-24 are detailed at Table 2 above, totalling £62,814.00. The remaining allocation of £53,605.57 will be rolled forward in to future rounds of funding through the T&CC Capital scheme.

8.3 Funding offers will be conditional on compliance with the stated terms and conditions of the T&CC Capital Grant scheme and feedback will be available to the applicants.

9. Recommendations

9.1 It is recommended that Cabinet:

9.1.1 Approve allocation of capital funding within the existing Capital Programme of £62,814.00 to Town and Community Councils (T&CC) to develop projects in line with the specific applications detailed at Table 2 from the Town and Community Council Capital Grant Scheme

9.1.2 Note that funding of £53,605.57 will be rolled forward to support projects in 2024-25 onwards.

Background documents: None

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank