

# 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.*



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

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

Gofynnwch am / Ask for:

Ein cyf / Our ref:

Eich cyf / Your ref:

**Dyddiad/Date:** Thursday, 7 December 2023

Dear Councillor,

### **CORPORATE OVERVIEW AND SCRUTINY COMMITTEE**

A meeting of the Corporate Overview and Scrutiny Committee will be held Hybrid in the Council Chamber - Civic Offices, Angel Street, Bridgend, CF31 4WB / Remotely via Microsoft Teams on **Thursday, 14 December 2023 at 10:00.**

#### **AGENDA**

1. Apologies for Absence  
To receive apologies for absence from Members.
2. Declarations of Interest  
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members Code of Conduct adopted by Council from 1 September 2008 (including whipping declarations)
3. Approval of Minutes 3 - 8  
To receive for approval the minutes of 23/10/2023
4. Quarter 2 Performance 2023-24 9 - 96  
Invitees

Councillor Huw David – Leader of Council

Councillor Jane Gebbie - Deputy Leader of Council and Cabinet Member for Social Services Health

Councillor Hywel Williams - Cabinet Member for Finance, Resources and Legal

Councillor John Spanswick – Cabinet Member for Climate Change and Environment

Councillor Jon-Paul Blundell - Cabinet Member for Education

Councillor Neelo Farr - Cabinet Member for Community Safety and Wellbeing

Councillor Rhys Goode - Cabinet Member for Housing, Planning and Regeneration

Mark Shephard - Chief Executive

Carys Lord - Chief Officer - Finance, Performance and Change

Lindsay Harvey - Corporate Director - Education and Family Support

Claire Marchant - Corporate Director - Social Services and Wellbeing

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Janine Nightingale - Corporate Director - Communities  
Kelly Watson - Chief Officer Legal and Regulatory Services, HR & Corporate Policy

Alex Rawlin - Corporate Policy and Public Affairs Manager  
Kate Pask – Corporate Performance Manager  
Martin Morgans – Head of Partnership Services

5. Engagement and Participation Strategy 97 - 112  
Invitees

Councillor Hywel Williams - Cabinet Member for Finance, Resources and Legal  
Carys Lord - Chief Officer - Finance, Performance and Change  
Philip O'Brien - Group Manager - Transformation and Customer Services  
Zoe Edwards - Consultation, Engagement and Equalities Manager

6. Conclusions and Recommendations

7. Forward Work Programme Update 113 - 182

8. Urgent Items

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

Note: This will be a Hybrid meeting and Members and Officers will be attending in the Council Chamber, Civic Offices, Angel Street Bridgend / Remotely via Microsoft Teams. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact cabinet\_committee@bridgend.gov.uk or tel. 01656 643148 / 643694 / 643513 / .643696

Yours faithfully

**K Watson**

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

Councillors:

H T Bennett  
F D Bletsoe  
P Davies  
RM Granville

Councillors

S J Griffiths  
M L Hughes  
M Jones  
RL Penhale-Thomas

Councillors

T Thomas  
G Walter  
A Williams  
AJ Williams

MINUTES OF A MEETING OF THE CORPORATE OVERVIEW AND SCRUTINY COMMITTEE HELD REMOTELY - VIA MICROSOFT TEAMS ON MONDAY, 23 OCTOBER 2023 AT 10:00

Present

Councillor A Williams – Chairperson

H T Bennett  
S J Griffiths  
G Walter

F D Bletsoe  
M L Hughes  
AJ Williams

P Davies  
M Jones

RM Granville  
RL Penhale-Thomas

Apologies for Absence

T Thomas

Officers:

Mark Shephard  
Kelly Watson  
Carys Lord  
Claire Marchant  
Janine Nightingale  
Lindsay Harvey  
Deborah Exton  
Alex Rawlin  
Kate Pask  
Jessica Mclellan  
Nimi Chandrasena

Chief Executive  
Chief Officer Legal, HR and Regulatory Services  
Chief Officer - Finance, Performance & Change  
Corporate Director Social Services and Wellbeing  
Corporate Director Communities  
Corporate Director Education and Family Support  
Deputy Head of Finance  
Corporate Policy and Public Affairs Manager  
Corporate Performance Manager  
Scrutiny Officer  
Democratic Services Officer - Support

Invitees:

Councillor Huw David  
Councillor Jane Gebbie  
Councillor Hywel Williams  
Councillor Jon-Paul Blundell  
Councillor John Spanswick  
Councillor Rhys Goode  
Councillor Neelo Farr

Leader  
Deputy Leader and Cabinet Member Social Services and Health  
Cabinet Member for Finances, Resources and Legal  
Cabinet Member for Education  
Cabinet Member Climate Change and Environment  
Cabinet Member for Housing, Planning and Regeneration  
Cabinet Member for Community Safety and Wellbeing

Declarations of Interest

None.

**89. Approval of Minutes**

Decision Made	<b><u>RESOLVED:</u></b> That the Minutes of meetings of Corporate Overview and Scrutiny Committee dated 3 and 24 July 2023 be approved as a true and accurate record.
Date Decision Made	23 October 2023

**90. Budget Monitoring 2023-24 - Quarter 2 Revenue Forecast**

Decision Made	<p><b><u>RESOLVED:</u></b> Following detailed consideration and discussions with Officers and Cabinet Members, the Committee made the following Recommendations:</p> <ol style="list-style-type: none"> <li>1. That the Committee write a letter, to the Welsh Ministers for Climate Change and Education and Welsh Language expressing their concern regarding the delay in publishing the outcome of the review into Home to School Transport and requesting that it be expedited, which would enable the Council to consider difficult but necessary options regarding the challenging Education and Schools budget positions.</li> <li>2. That a communication be shared publicly, clearly demonstrating the complex issues contributing to the cost pressures in the Social Services and Wellbeing Directorate and showing, for example, the cost of services per head.</li> </ol> <p>and the Committee requested:</p> <ol style="list-style-type: none"> <li>3. A written update regarding the aim and purpose of the 5-Point Action Plan to target in-year spend and details of the progress made against it.</li> <li>4. Detail regarding the costs associated with pursuing payment of outstanding Council Tax and the triggers and costs of Court action due to persistent non-payment.</li> <li>5. The best case, worst case and predicted case scenario modelling of further efficiency savings to Schools Delegated Budgets to provide Members with an indication of the number of schools likely to fall into a deficit position and requiring development of recovery plans.</li> </ol>
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	<p>6. In relation to school meals and catering services:</p> <ul style="list-style-type: none"> <li>a) An indication of figures and possible outcomes of the ongoing formal review of prices of school meals; and</li> <li>b) That the review considers, as far as the Welsh Government Guidelines regarding waste management allow, a review of portion sizes to ensure food sufficiency for older pupils and less wastage for younger pupils.</li> </ul>
Date Decision Made	23 October 2023

**91. Performance Management Improvement Plan**

Decision Made	<p><b><u>RESOLVED:</u></b> Following detailed consideration and discussions with Officers and Cabinet Members, the Committee made the following Recommendations:</p> <ul style="list-style-type: none"> <li>7. That the Committee write a letter, to the Auditor General for Wales expressing their disappointment that a representative from Audit Wales was unable to attend the Committee meeting, due to budgetary constraints, to help the Committee better understand Audit Wales’ perspective.</li> <li>8. The Committee expressed concern regarding their restricted ability to scrutinise public spending on capital projects due to commercial sensitivity.</li> </ul> <p>The Committee referred to examples including the School Improvement Group, chaired by the Leader and the Children's Social Care Improving Outcomes Strategic Board, chaired by the Chief Executive, which consider sensitive Schools and Children’s Services matters respectively.</p> <p>The Committee requested whether, a similar Group or Board could be established to consider sensitive and commercially sensitive information regarding the Communities Directorate/Capital Projects and that a Member of the Scrutiny Committee be invited to sit on the Group or Board to provide assurance that public spend on capital projects is scrutinised.</p>
Date Decision Made	23 October 2023

2. Forward Work Programme Update

Decision Made	<p>Following detailed discussion and consideration of the Forward Work Programme (FWP) Report and having regard to the Scrutiny Officer advising that it may be too soon to monitor the Workforce Strategy Action Plans in December as the Strategic Workforce Plan was only scrutinised by the Committee in September, it was:</p> <p><b>RESOLVED:</b> That the Committee approved its FWP in Appendix A subject to the additions and amendments listed below, noted the FWPs for the Subject Overview and Scrutiny Committees in Appendix C, D and E, and noted the Recommendations Monitoring Action Sheets to track responses to the Committees’ recommendations made at previous meetings in Appendices B, F, G and H:</p> <p>a) the scope of the <i>Scrutiny Annual Report</i> include an update on the newly formed Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee and noted that this will be added to the Annual Report for 2023-24.</p> <p>b) an information report regarding the <i>Cessation of Ukrainian Refugee Host Sponsorship</i>.</p> <p>c) a report on the Council’s Engagement and Participation Strategy and that the <i>Using Service User Perspectives to Inform Decision Making</i> report scheduled in January 2024 include the following in its scope:</p> <ul style="list-style-type: none"> <li>• how the Council will manage expectations during this challenging economic time;</li> <li>• how messages are clearly communicated to residents; and</li> <li>• how to ensure an adequate feedback loop between residents and the Council.</li> </ul> <p>d) The Committee agreed to review whether to retain the <i>Review Progress of Disabled Facilities Grants</i> on their FWP following consideration of the <i>Quarter 3 Performance Report 2023-24</i> at its meeting in December 2023 and whether to retain the <i>Digital Strategy Review</i> on its FWP at a future meeting.</p>
Date Decision Made	23 October 2023

93. Urgent Items

Decision Made	None
Date Decision Made	23 October 2023

The meeting closed at 14:40

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<b>Meeting of:</b>	<b>CORPORATE OVERVIEW AND SCRUTINY COMMITTEE</b>
<b>Date of Meeting:</b>	<b>14 DECEMBER 2023</b>
<b>Report Title:</b>	<b>QUARTER 2 PERFORMANCE 2023-24</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY</b>
<b>Responsible Officer:</b>	<b>ALEX RAWLIN POLICY AND PUBLIC AFFAIRS MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>Monitoring the Council’s performance against its Corporate Plan forms part of the Council’s Performance Management Framework.</b>
<b>Executive Summary:</b>	<p><b>This report provides -</b></p> <ul style="list-style-type: none"> <li>• <b>an overview of performance against the well-being objectives in the Corporate Plan 2023-28 for Quarter 2 2023-24.</b></li> <li>• <b>more detailed analysis, as agreed with the Corporate Overview and Scrutiny Committee, on Quarter 2 performance on the commitments and performance indicators set out to deliver the well-being objectives in the Corporate Plan Delivery Plan 2023-24.</b></li> </ul>

## 1. Purpose of Report

- 1.1 The purpose of this report is to provide the Committee with an overview of the Council’s performance against the Corporate Plan objectives at quarter 2 of 2023-24. This report should be viewed in the context of it being the first monitoring report completed in year one of the new 5-year Corporate Plan 2023-28, and the 7 new well-being objectives set out within the plan. The format of this report and the supporting dashboards is undergoing a review to find the best way to monitor, analyse and understand our performance to inform effective decision making and allow robust scrutiny.

## 2. Background

- 2.1 On 1 March 2023 Council agreed the Corporate Plan 2023-28 and the proposal to develop a one-year Corporate Plan Delivery Plan to help monitor progress against it. On 19 July 2023 Council agreed the Corporate Plan Delivery Plan 2023-24 which set out the Wellbeing Objectives and associated aims, commitments and performance indicators that will help measure the Council's progress on priorities.
- 2.2 Following the development of the Corporate Plan and CPDP, each Directorate has produced a business plan, which includes time-bound service level activities (or milestones) against each commitment, targets against each Performance Indicator (PI) and a clear rationale for that target. Directorates were asked to provide as many targets as possible, and comparable data for the previous year where possible, minimising the use of 'setting baselines' as an alternative to providing a target, and giving greater scope for trend analysis at the end of year one. The directorate business plans can be viewed through the staff intranet.
- 2.3 Directorates were also required to complete a data quality and accuracy template for each PI to clearly define what the PI is measuring, the scope of the data included, the calculation and verification methods to be used, and clearly identify the responsible officers.
- 2.4 In November 2023 the Corporate Plan PI targets and rationales were approved by Council. These are the targets used to judge performance at Q2.
- 2.5 As part of the Performance Management Framework, monitoring of these commitments and performance indicators is carried out quarterly through 4 separate directorate dashboards scrutinised by Directorate Management Teams and reported quarterly to Corporate Performance Assessment (CPA). A performance overview report is presented to Corporate Overview and Scrutiny Committee (COSC) at quarters 2 and 4 to support their role in scrutinising progress on delivery.

## 3. Current situation / proposal

- 3.1 We have one simple scale for how we mark or score the council's performance as set out in our performance framework. Because overall judgements, commitments and performance indicators are measured differently, the colours or judgements have different descriptions depending on which type of performance you are reviewing. These are summarised again for members' convenience in each separate table in the analysis below. More detailed information on the commitments and PIs along with explanatory comments is provided within the 4 directorate dashboards (**Appendix A-D**). Performance is presented, summarised and analysed below.
- 3.2 The information below reflects our slightly evolved approach to performance management that sits alongside the new Corporate Plan and Delivery Plan. The performance team discussed initial proposals with COSC in October 2023, about how we might collate, summarise, analyse and present performance information going forward, and many of their ideas and decisions have been implemented in the information below and the presentation included, with others that will come into play at Q4 and beyond.

- 3.3 The first difference is that COSC were keen to see performance information presented against the Wellbeing Objectives (rather than by directorate). This will help the council understand how we are progressing against the whole corporate plan, rather than focusing on departmental silos. This is reflected in the summary information below and the presentations and will be reflected in the dashboard in the future.
- 3.4 The diagrams in paragraphs 3.6 and 3.7 demonstrate performance overall on, first, our commitments or projects and then on our PIs or business as usual. These stacked bar charts demonstrate the proportion of commitments or PIs in each of the blue, red, amber, yellow or green (BRAYG) categories. This helps to demonstrate performance at a glance again each wellbeing objective, and the Corporate Plan as a whole.
- 3.5 The next level of analysis was intended to be a heatmap, demonstrating performance against all commitments and PIs in one simple diagram. The performance team has produced a heatmap but it is not included in the report or presentation. It adds limited value at Q2 due to the number of annual PIs that are missing. We will produce and present a heatmap for year-end performance.

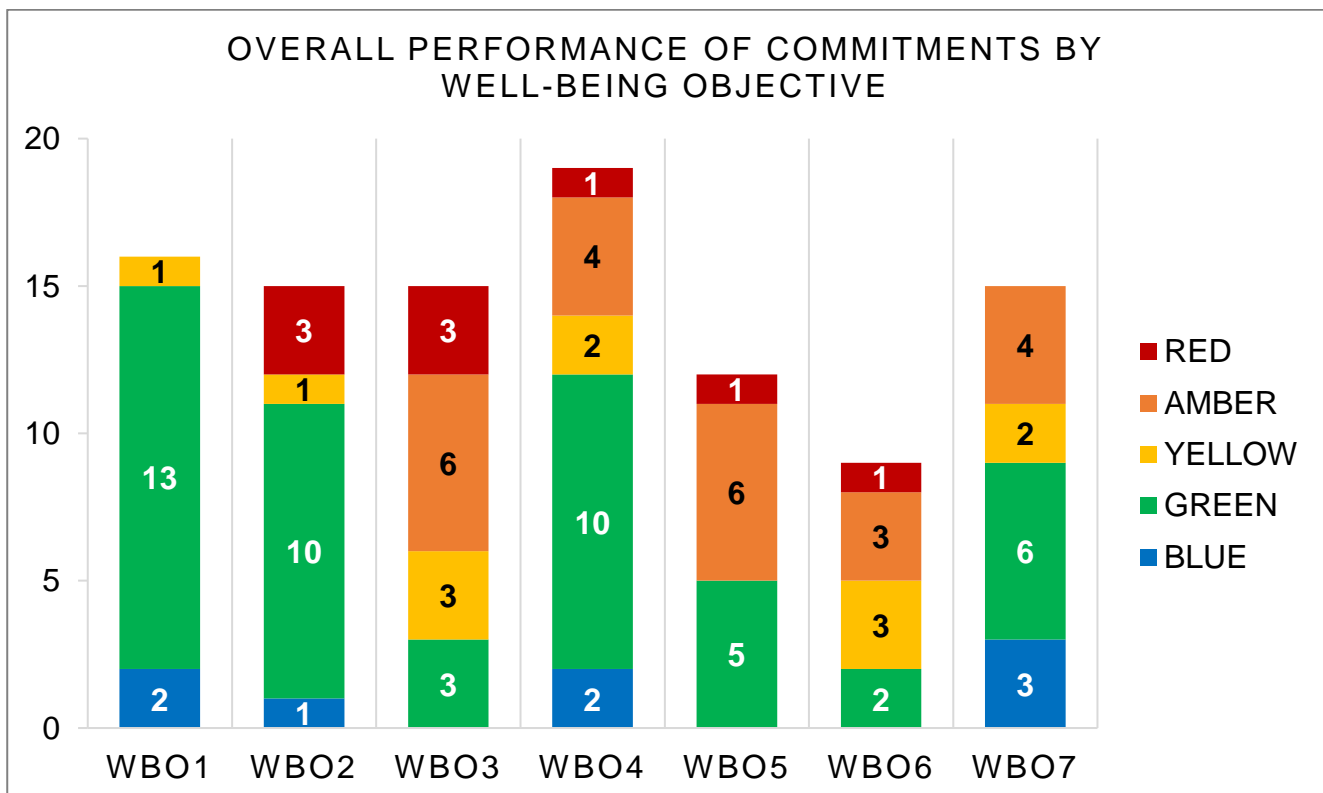
### 3.6 Summary of progress on Corporate Commitments

Table 1 shows the overall performance judgements for commitments at quarter 2, with Chart 1 breaking this down further to show performance for each of the well-being objectives.

**Table 1**

Status	Meaning of this status	Q2 Performance	
		Number	Percentage
<b>COMPLETE (BLUE)</b>	Project is completed	8	7.9%
<b>EXCELLENT (GREEN)</b>	As planned (within timescales, on budget, achieving outcomes)	49	48.5%
<b>GOOD (YELLOW)</b>	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	12	11.9%
<b>ADEQUATE (AMBER)</b>	Issues. More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	23	22.8%
<b>UNSATISFACTORY (RED)</b>	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	9	8.9%
	Total	101	100%

**Chart 1**



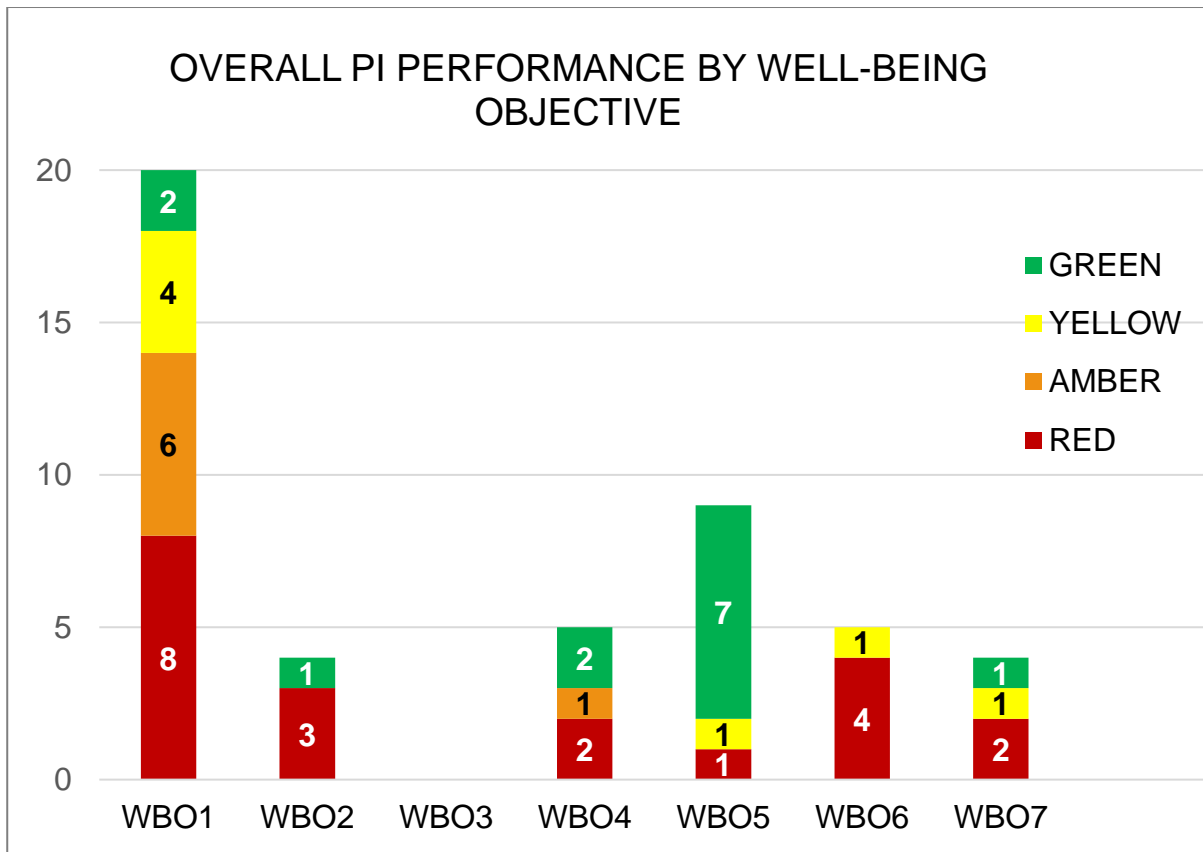
### 3.7 Summary of Performance Indicators

Out of the full set of Corporate Plan indicators, 59 have a quarterly reporting frequency, 57 of which have verified data reported for Q2. 10 of these quarterly indicators are currently establishing baseline figures, therefore 47 indicators could be compared against their target and awarded a RAYG status. Table 2 shows overall performance for indicators at Q2, and Chart 2 the performance for each well-being objective.

**Table 2**

Status	Meaning of this status	Q2 Performance	
		Number	%
EXCELLENT (GREEN)	On target <u>and</u> performance has improved or is at maximum	13	27.65%
GOOD (YELLOW)	On target	7	14.9%
ADEQUATE (AMBER)	Off target (within 10% of target)	7	14.9%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	20	42.55%
	Total	47	100%





**Chart 2**



3.8 Two indicators do not have data available at Q2. These are *DEFS164 Percentage of schools that have an ALN policy in place*, where it is envisaged by the start of the spring term 2023-24, we will be in a position to report the intention of each governing body in respect of the adoption of a dedicated policy; and *DOPS41 The percentage of people who feel they are able to live more independently as a result of receiving a DFG in their home*, where there remain operational issues with the satisfaction survey process meaning that data has not been collected during Q1 and Q2 which is being rectified to report meaningful data for Q3.

3.9 Trend data is available for 24 Corporate Plan indicators, comparing performance to the same period last year. Trend analysis for quarter 2 is set out in Table 3 below:

**Table 3**

Performance Indicators Trend Definition		Trend at Q2	
		Number	Percentage
	Performance has improved	13	54.2%
	Performance maintained (this includes those at maximum)	0	-
	Declined performance (by less than 10%)	2	8.3%
	Declined performance (by 10% or more)	9	37.5%
	Total	24	100%

### Measuring Performance against our Ways of Working





3.10 This is the first year of developing a set of indicators and commitments to demonstrate how we are performing against our five ways of working set out in the Corporate Plan. This remains a work in progress, but as a first step at Q2 we have reported on the additional ways of working PIs not included within the well-being objectives. 8 of these indicators have been reported on for Q2, 7 of which could be compared against a target and awarded a RAYG status which is shown below in Table 4.

**Table 4**

Status	Meaning of this status	Q2 Performance	
		Number	Percentage
EXCELLENT (GREEN)	On target <u>and</u> performance has improved or is at maximum	2	28.57%
GOOD (YELLOW)	On target	2	28.57%
ADEQUATE (AMBER)	Off target (within 10% of target)	2	28.57%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	1	14.29%
	Total	7	100%

3.11 Trend data is available for 5 of the 8 ways of working indicators reported on, comparing performance with the same period last year. Trend analysis for quarter 2 is set out in Table 5 below:

**Table 5**

Performance Indicators Trend Definition		Trend at Q2	
		Number	Percentage
	Performance has improved	2	40%
	Performance maintained (this includes those at maximum)	2	40%
	Declined performance (by less than 10%)	1	20%
	Declined performance (by 10% or more)	-	-
	Total	5	100%

### Summary of Sickness Absence

3.12 Sickness absence is included as one of the ways of working PIs under Better and More Targeted use of Resources. The focus continues to be on trying to reduce sickness across the organisation, therefore no targets were set for the overall staff indicator or individual directorates. Staff well-being measures are in place and sickness continues to be closely monitored by Directorate Management Teams, Corporate Management Board, and at CPA. At quarter 2 cumulative days lost per

FTE is 5.35, showing an improved position compared with 5.89 days for the same period last year, a 9.2% decrease. Improved absence levels have been seen in all areas except for Chief Executives Directorate and Schools. The proportion of absences that are short-term has however increased from 21% at quarter 2 last year to 23% at quarter 2 2023-24. Overall sickness levels are currently more reflective of pre-pandemic levels.

#### **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 This report is intended to assist in measuring and monitoring progress made against the following corporate well-being objectives under the Well-being of Future Generations (Wales) Act 2015 that form part of the Council's Corporate Plan 2023-28:-

1. A County Borough where we protect our most vulnerable
2. A County Borough with fair work, skilled, high-quality jobs and thriving towns
3. A County Borough with thriving valleys communities
4. A County Borough where we help people meet their potential
5. A County Borough that is responding to the climate and nature emergency
6. A County Borough where people feel valued, heard and part of their community
7. A County Borough where we support people to live healthy and happy lives

5.2 The 5 ways of working set out in the Well-being of Future Generations (Wales) Act have also contributed to the Council developing its own five ways of working. The ways of driving and measuring those ways of working is also contained in the Corporate Plan Delivery Plan.

#### **6. Climate Change Implications**

6.1 There are no specific implications of this report on climate change. However, some of the measures and projects included within the Corporate Plan 2023-28 and annual delivery plan for 2023-24 have been developed to help us assess the Council's performance on areas including climate change.



## **7. Safeguarding and Corporate Parent Implications**

7.1 There are no specific implications from this report on safeguarding or corporate parenting.

## **8. Financial Implications**

8.1 There are no financial implications arising from this report.

## **9. Recommendations**

9.1 The Committee is recommended to note the Council's performance at quarter 2 for the year 2023-24.

## **Background documents**

None.

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## SOCIAL SERVICES & WELLBEING DIRECTORATE PERFORMANCE – Quarter 2 2023-24

The Social Services and Wellbeing Directorate continues to focus on working to ensure that there is a clear focus on the continuous improvement of quality and performance against a context of significantly increasing need and demand in children's social care, challenges in the health and social care system and an improving but still fragile workforce position in adult and children's social care. There continues to be a positive impact from the sector leading work of the prevention and wellbeing services,

Whilst there are operational challenges, progress is being made in delivering the strategic priorities in relation to preventative practice improvement, workforce, provision of services, hearing and acting on the voice of people and effective partnership.

In quarter 1 Care Inspectorate Wales (CIW), Estyn, Health Inspectorate Wales (HIW) and His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) undertook a Joint Inspection of Child Protection Arrangements (JICPA). which was published in quarter 2. The JICPA identified good practice and areas for improvement in Bridgend safeguarding arrangements and there is a robust action plan that will be reported to scrutiny and Cabinet in quarter 3. The Cwm Taf Morgannwg Regional Safeguarding Board will oversee and monitor the JICPA action plan.

Cabinet and Council approved a new 3 year strategic plan for children and families in September 2023, "Think Family – A 3 year sustainability plan to improve outcomes for children and family services in Bridgend." The plan includes 7 themes which together will improve outcomes over the 3 year period of the plan:

1. Hearing and acting on the voice of the children and families
2. Securing a stable, well-supported, motivated and permeant workforce
3. Improving practice
4. Maximising the impact of our services and interventions
5. A more effective response to families with complex needs
6. Seamless working with partners
7. Better intelligence and information systems

This sustainability plan is based on robust evidence of the most effective operating model and interventions in supporting children and families through focussed preventative services at the edge of statutory provision. It is accompanied by a workforce plan, a financial strategy and revised action plan all of which will need to be delivered to achieve sustainably good outcomes for children and families.

Children's Services has timely and focussed improvement plans with 6 week rolling plans for all parts of children's social care. There continue to be very high levels of contacts into children's social care; however, effective and timely screening has resulted in a safe and sustainable reduction in assessments and there has been in a reduction in child protection registrations. The number of care experienced children remain high. There are significant challenges in placement and provider services with difficulties in securing the right accommodation, care and support for care experienced children in a timely way.

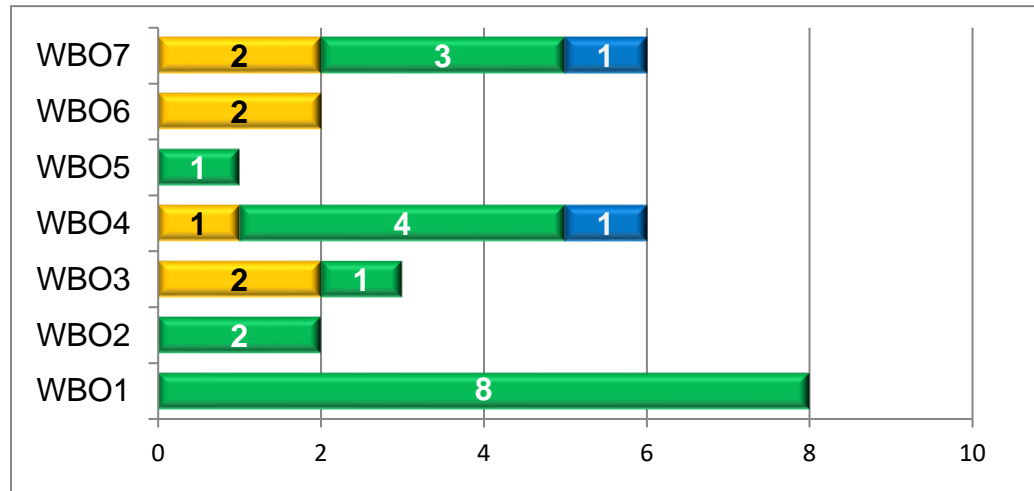
Retention and recruitment of the social work and social care workforce continues to have the highest priority in adults and children's social care. Some progress is being made in children's social work recruitment with a reduction in agency workers improved retention and EMR funding for additional social work trainees and secondees. There are positive outcomes from the international recruitment project which is also supported by EMR funding. 11 offers have been made to international recruits; 8 appointees are in post. 3 recruits have passed their 6 month probation and are carrying full caseloads. There have been operational pressures in adult services and 6 week focussed improvement plans are also being progressed to address areas of pressures such as timeliness of social work assessment and availability of care and support in the community. There have been improvements in both these key areas in the last quarter, but both remain pressurised areas of business.

Work is progressing to develop a strategic plan for adults and carers to align to the plan for children and families. The development of this plan is not delaying the progressing of strategic priorities. The 4 key strategic priorities for adult services are: the systematic implementation of a strength based, outcome focussed model of social work practice; the transformation of learning disabilities; the resetting of reablement to maximise the number of people who are supported to retain or regain their independence; and, working with Cwm Taf Morgannwg University Health Board to reduce delays in the flow of people from hospital. These priorities are all fundamental to ensuring that people are supported to live as independently as possible whilst also reducing or mitigating the need for social care support and operating as cost effectively as possible. The context for this work is an ageing demographic and the impact on people of delays in accessing health and care services following the covid-19 pandemic and the cost of living crisis.

Wellbeing and prevention services continue to perform well and effectively reduce demands on statutory services. In the last quarter, the local community co-ordinator team has reached full capacity with 3 officers covering the north of the county borough and 3 covering the south of the county borough. The new Carer's Wellbeing Service Tu Vida is undertaking positive work and the majority of people's needs are met through the provision of information, advice and assistance with many carers not wishing to progress to a statutory assessment. The partnerships with Halo and Awen continue to perform well with high levels of participation in leisure and cultural activities. There has been positive performance from Awen in relation to the Welsh Public Library Standards which will be reported to Cabinet in due course.

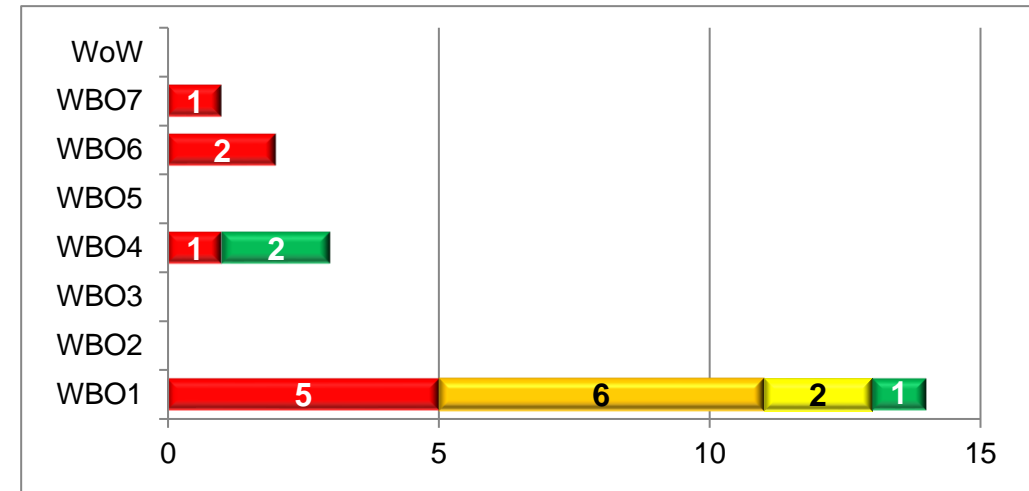
**Commitments 2023-24** **BRAYG Status – progress against directorate commitments**

**RED** **AMBER** **YELLOW** **GREEN** **BLUE**

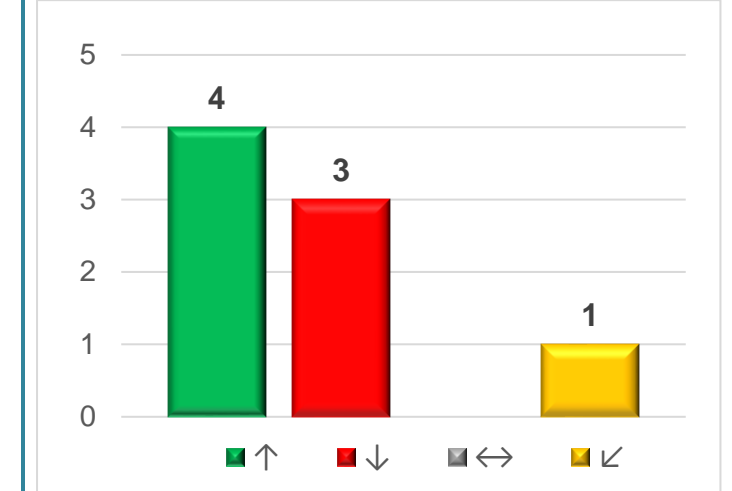


**All Indicators (incl. Finance and sickness PIs)**

**Performance vs Target**



**Trend vs Q2 2022-23**



**Finance**

**Revenue budget**

- The net revenue budget for the Directorate for 2023-24 is **£96.630 million**.
- The current year-end projected outturn is **£109.32 million** with a projected overspend of **£12.69 million**.

**Capital budget**

- As at quarter 2 the capital budget for the Directorate for 2023-24 is **£2.520 million**, with total expenditure of **£0.341 million**.

**Efficiency savings**

Savings	2023-24 (£000)	2023-24 %
Savings target	0	-
Likely to be achieved	0	-
Variance	0	-

Additional financial information is provided in the Budget Monitoring 2023-24 Quarter 2 Revenue Forecast report presented to Cabinet on 17 October 2023.

**Risks**

**Corporate risks**

Oversight of corporate risks are collectively undertaken and managed by the Corporate Management Board (CMB). The Corporate risk register can be found as Appendix E and should be viewed in the overall context of the performance of this dashboard to understand the risks. Some are Council wide whilst others focus on specific directorates.

**Directorate risks**

The directorate continues to manage a number of inter-related risks. In children’s social care there continue to be a significant increase in demand in contacts. Given the level of contacts, the risks of not meeting statutory duties in a timely way is mitigated by deployment of additional workforce above establishment and through engagement of agency workforce above the establishment. Whilst there have been reductions in the number and assessments and child protection registrations, social work caseloads and levels of activity, whilst reducing remain relatively high when compared with other local authorities. Numbers of care experienced children are also high. The 3-year sustainability plan approved by Cabinet and Council in September 2023 sets out a number of actions required to achieve sustainable improvements and a reduction in statutory interventions within the timescale of the plan. This requires timely progress to be made on all aspects of the plan and managing the required changes within the financial context the Council is operating is challenging and requires focus and support. A Social Services Improvement Board, chaired by the Leader of the Council, and advised by an independent advisor, Phil Hodgson has been established will be key in ensuring progress is made.

The high number of care experienced children heightens the risks which BCBC (and other local authorities in Wales) face in securing suitable registered accommodation, care and support services for care experienced children. There is a deficit in sufficiency of foster care families and the Bridgend fostering service is subject to a CIW inspection which may identify areas of improvement given the pressure on placement and provider services. The number of children accommodated in independent residential care homes increased in the last year. At any time there are a small number of Bridgend children whose needs are being met in settings which are ‘operating without registration’. This is a significant risk as the safeguards of a registered provision are not in place. It also means the providers of unregistered care homes are at risk of prosecution. The financial implications of high-cost placements – registered and operating without registration – are very high. The Council is mitigating these risks by developing its own in-house residential provision with the opening of Meadow’s View in quarter 2 and continuing to prioritise recruitment of Bridgend foster carers.

In adult services, there have been capacity issues in care and support at home which mean that at any time people are having to wait for their assessed care needs to be met, often at home supported by family and friends and sometimes delayed in hospital. There have been reductions in the numbers waiting for care and support provided by the independent sector, but numbers have started to increase as the timeliness of social worker assessments has improved.

Workforce is a significant risk. Despite improvements, there is still an overreliance on agency workforce in children's social work and agency carers hours in in-house care and support services for adults. Agency is used to mitigate the risk of not meeting statutory duties. The use of agency workers can impact on quality of experience (particularly if there is high turnover of agency staff) and is expensive compared to permanent workforce.

Social services case management requires a case management IT system which supports effective practice. Over the last 3 years there have been risks to improvements due to the performance and lack of functionality of the WCCIS case management system. Practitioners regularly indicate WCCIS, and lack of resource to develop the system, is the biggest barrier to embedding Signs of Safety and the adult services model of practice. Following a national strategic review, a recommendation has been approved by Welsh Ministers to procure a replacement system. There are significant risks presented by the necessity to replace the case management system within tight timescales. The resources to implement a change of system are not in place at the Council level in either the IT department or in the Social Services and Wellbeing directorate. Welsh Government have indicated that whilst local authorities are not required to take a national approach, that if they do not do so they will not have access to (unspecified) national resources. The significant risks are being mitigated by working with regional partners but the timescales to support and for resources and change required means this is a significant risk.

There are risks in relation to the level of overspend in social services. There are significant overspends linked to the service and workforce required to meet statutory requirements to safeguard, protect and improve outcomes for the most vulnerable. The Council faces an exponential challenge in meeting the statutory social services requirements and setting and delivering a balanced budget.

### Consultation, engagement, and involvement

Across the directorate engagement and involvement continues to be at the centre of everything the directorate does. The principle is 'nothing about me without me'. Key engagement and involvement activities in the last period include:

- Consultation and engagement with people, workforce, and partners on the sustainability plan for children and families
- Feedback from complaints and compliments is used to drive improvement.
- Directorate quality assurance framework has voice of people as a core standard in all quality assurance activity.
- Within older persons residential services and LD accommodation services feedback is captured in quarterly care reviews by the Provider Service Manager and RI visits.
- Within Domiciliary Care Services, community meetings are facilitated by management teams and are accessible to all individuals; subject areas include health and wellbeing, Health and Safety, community and 'at home' activities.
- In Learning Disability services, a number of individuals are active participants and members of People's First Bridgend, an independent advocacy group for people with learning disabilities and autism. Participants attend regular meetings and actively contribute on the development of services.
- The views of people entering a number of services are also sought from social workers / care co-ordinators, families, social care workers and other relevant professionals with further feedback captured in quarterly assurance meetings by the Provider Service Manager and RI visits.
- Continued use of the 'Insight' app enabling people with a learning disability to contact and exchange messages via a protected social media platform.
- The regionally supported substance misuse group continues to meet on a monthly basis.
- Within Children's social care, the momentum of participation is growing in all parts of the service. The Bridgend Youth Voice Forum is independently facilitated by NYAS for Bridgend care experienced children.
- Regular ICE meetings with Bridgend foster carers to understand their experience and use this intelligence to drive service developments.

### Implications of financial reductions on service performance and other key Issues/challenges

The Directorate's net budget for 2023-24 is £96.630 million. Current projections indicate an overspend of £12.690 million at year end compared with £11.065 million at quarter 1. The outturn for 2022-23 was an overspend of £10.868 million. Council approved budget pressures of £8.74 million in March 2023 as part of the Medium-Term Financial Strategy (MTFS), including £2.5 million for Real Living Wage for care workers which was included in the settlement by Welsh Government specifically for this purpose. The funded pressures also included inflationary uplifts on commissioned contracts, demographic pressures, Children's Residential and Independent Residential Care, Learning Disabilities, some strengthening of leadership in response to challenging Care Inspectorate Wales inspections, workforce pressures to safeguard and protect children in light of significantly increased demand and increased costs of commissioned services, particularly the workforce required in children's social care to safeguard children from harm and the impact of increases in placements to meet the accommodation, care and support needs of children and adults. This growth was not sufficient to address the underlying budget pressures, which had been exacerbated by loss of grant funding. The Directorate has continued in 2023-24 to experience service and financial pressures in meeting statutory duties with a backdrop of a continued exponential increase in demand in Children's social care which impacts on the workforce required and a further increase in the number of independent residential placements in Children's services along with pressures in learning disabilities and older people's services driven by the complexity of need.

Regulatory Tracker								
Report Issued	Name of Audit / Regulator	Recommendation/Proposal for Improvement	Responsible Officer	Delivery Date	Update on Actions and Progress at Q2	BRAYG Q2	Open / Closed	
May 2022	CIW, Report of Performance Evaluation Inspection of Children's Services	PE1 - Opportunities for children's views to be consistently sought and appropriately recorded need to be strengthened	Dep HoS/GM Case Management and Transition/Corporate Parenting Officer/Principal Officer Training	March 23	Complete		BLUE	Closed
		PE2 - Limited Evidence of Direct Work	HoS/Principal Officer Training	Dec 22	Complete		BLUE	Closed
		PE3 - Inconsistent use of chronologies and genograms	n/a	n/a	Complete		BLUE	Closed
		PE4 - Strengthen business support for practitioners	GM Bus Support/Bus Change Prog Manager	April/May 23	The full implementation of Social Work Support Officer roles has been achieved and impact is being monitored by senior managers and transfer of roles April/May 2023		GREEN	Open
		PE5 - Variable evidence of management oversight/Quality of supervision	Director/HoS/PO Training	March 23	Complete		BLUE	Closed
		PE6 - Practice model – implementation of Signs of Safety	n/a	n/a	Complete		BLUE	Closed
		PE7 - Review of direct payments scheme	Dep HoS/GM Commissioning	May 23	In May 2023 Cabinet approved the new public-facing Direct Payments policy for implementation across the Directorate. A 7 Minute Briefing has been developed and cascaded to staff. A staff handbook is under development which will contain more operational information to support staff in the implementation and use of direct payments.		BLUE	Closed
		PE8 - Consistent offer of a carers assessment	Dep HoS/ GM Case Management and Transition/Cares Development Officer	March 23	Further engagement with carers is being arranged with a view to co-producing a carers strategy.		GREEN	Open
		PR1 - Opportunities to prevent escalation of need continues to be a challenge for the local authority given the persistently high volume of referrals together with the complexity of needs of children and families, and workforce challenges	Director/ Workforce Board Head of Children's Social Care/ Head of Education & Family Support/GM Family Support GM Commissioning/ Contract Monitoring Officer	June 2023	Growing our own Social Work Programme continues with further new starters commencing in Sept 2023 A project group continues to oversee international recruitment and to date 11 social workers have been offered posts, 8 have started and 3 have passed their 6 month probation. The social work charter was launched on world social work day 2023. A BCBC Strategic Commissioning Plan, is currently being finalised and this will be presented to Scrutiny in January 2023, prior to wider engagement and finalisation.		GREEN	Open
		PR2 - Missed opportunities to thoroughly explore and mitigate risk and a lack of professional curiosity	n/a	n/a	Complete		BLUE	Closed
PR3 - Placement sufficiency and support	HoS/GM Placement and Provider Services	March 23	Meadows View (assessment and emergency residential provision ) has been registered and opened.		AMBER	Open		

		Dep HoS/GM Placement & Provider Services/ GM Commissioning/Contract Monitoring Officer		<p>Radical reform funding from WG has also been granted for us to establish a Placement Support team for fostering and residential care and this project is underway. This funding is short term so it is anticipated there will be challenges in recruiting to short term contracts.</p> <p>The regional children's programme board has an accommodation workstream which is driving the development and bids for associated funding for specialist provision.</p> <p>There are several targeted fostering recruitment activities for the year and a dedicated recruitment officer has been appointed to drive this forward.</p>		
		PR4 - Accessibility of information, advice and assistance	Dep HoS/GM Safeguarding	March 23	Complete	BLUE Closed
		PR5 - Strengthening of Quality Assurance (QA) framework and alignment of performance and quality assurance systems	HoS/PO Training Director	March 23	A Quality assurance officer has recently commenced in post and will lead on the strengthening of QA activity.	GREEN Open
		PI1 - Inconsistent thresholds and standards of practice	n/a	n/a	Complete	BLUE Closed
		PI2 - The local authority will need to ensure its communication strategy is sufficiently robust to effectively communicate to staff and partners the vision for children's services and the many developments taking place/planned to take place	Director/HoS	Continuous	Partnership working has been strengthened through the Regional Safeguarding Board Executive Steering Group and the Bridgend Joint Operational Group.	BLUE Closed
		PI3 - Share learning from audits and reviews with staff and partners	GM Safeguarding & IAA/ Principal Officer Training	Ongoing	Complete	BLUE Closed
		W1 - Further work is required to improve the timeliness of meeting statutory responsibilities	GM Business Support	March 23	Complete	BLUE Closed
		W2 - Facilitation of supervised contact	GM Case Management & Transition/ GM Locality Hubs/Contract Monitoring Officer	March 23	The new structures that will underpin the operating model emerging from the review undertaken by our improvement partner will ensure that there is sufficient workforce to meet demand.	GREEN Open
		W3 - Consistent high quality written records	Policy Officer, GM Placements and Provider Services, Policy Officer	March 23 Continuous	The guidance on the use of chronologies has been included in the revised recording policy. Policy Officer appointed and has commenced a review of policies / guidance across Childrens Social Care	GREEN Open
		W4 - CSE and CCE – strengthen interventions and mapping	Director/HoS GM Locality Hubs/GM Safeguarding and IAA	Dec 22	A referral pathway for identifying and assessing exploitation has been developed and a multi-agency panel established. Interactive guidance is being developed by a subgroup of the regional safeguarding board	GREEN Open
		W5 - First year of practice – ensure competence and confidence of staff and provide consistent supervision and oversight	n/a	n/a	Complete	BLUE Closed
November 2022	CIW Improvement Check	Pe9 - Continue to work towards ensuring a sufficient and sustainable workforce, with the capacity and capability to consistently meet statutory responsibilities	Director and Workforce Board	Continuous	Fortnightly workforce planning meetings take place to closely monitor the workstreams and their impact. The challenges continue with ongoing reliance on agency staff but there has been some successful recruitment of permanent staff in recent months. Some of the positive impacts will not be achieved until the medium/long terms e.g. 'grow our own', full team of international recruits etc.	AMBER Open

	Pe10 - Continue to monitor the quality of social care records ensuring recording in relation to siblings, ethnicity, language, religion is strengthened, and a consistent approach taken	PO Training	April 23	No update currently Audit tools to be reviewed to ensure these factors are captured and monitored.	AMBER	Open
	Pe11 - Ensure people consistently feel listened to and treated with dignity and respect	HoS	Sept 2023	Work is underway to develop a parents charter.	GREEN	Open
	Pr6 - Continue to closely monitor the position of children's social services and early help services to ensure any indicators of risks to achieving and sustaining improvement and compliance with statutory responsibilities, and pressure/ gaps in service provision are quickly identified and the required action is taken	Director/HoS/Deputy HoS	June 2023	Bronze and silver meetings are taking place as indicated where comprehensive data/dashboards are presented by every part of the service.  In addition, monitoring and analysis of cross directorate activity and performance is monitored by the shared dataset that is presented at every EH and SG Board meeting.  A commissioning strategy is under development to assess need and set out the prioritised to meet need in a preventative way	AMBER	Open
	PR7 - The local authority should ensure systems are in place to provide all staff, with up-to-date information regarding availability and accessibility of early help services and records relating to intervention of early help services	GM Early Help	Complete	Complete	BLUE	Closed
	PR8 - Ensure children are not placed in unregistered services and must continue its efforts to identify suitable, registered placements	GM Commissioning	Continuous	Children's commissioning strategy to be finalised which will include placement/sufficiency.  Children are only placed in unregistered services in exceptional circumstances and when this does happen the arrangements are closely monitored and reported to CIW for consideration by their enforcement panel.  The process of developing a BCBC Strategic Commissioning Plan, which will be taken into Scrutiny in Dec 2023, prior to wider engagement and finalisation. This plan covers both Early Help and regulated Children's Services.  A key element of the plan will be the updating of the Placement Sufficiency Strategy – which will be a standalone document with the key findings included in the above strategic plan.	RED	Open
	Pi4 - Ensure clarity and consistency of thresholds for access to early help and statutory services. The local authority must prioritise this work to ensure children and families access the right support at the right time and ensure smooth access to services, and where required smooth transition between early help / preventative and statutory services	Director/Head of Service	June 2023	See PR1  The deputy head of service is leading a piece of work with the partners to agree a threshold document for the regional safeguarding board	AMBER	Open
	W6 - Performance indicators in relation to timeliness of meeting statutory requirements - maintain focus and scrutiny on ensuring compliance with all its statutory responsibilities	Director/GM Business	Continuous	Performance framework and associated monitoring mechanisms continue to be embedded across the Directorate.  A Performance framework is in place and ensures that monitoring takes place through the regular meetings with the Director and Heads of Service and scrutiny by the Improvement Board.	GREEN	Open
	W7 - Implement and embed consistent practice regarding identifying and responding to child exploitation, progress work as a matter of urgency	GM Practice improvement	June 2023	See W4	AMBER	Open
	W8 - Closely monitor contact arrangements for children and their families	GM Case management and transition	June 2023	See W2	GREEN	Open



March 2023	Bryn Y Cae Residential Home	The Provider must ensure Fire Safety work is carried out promptly to reduce the risk of fire at the services	Group Manager, Residential Manager and Corporate Landlord	Sept 2023	Work is in progress	AMBER	Open
August 2022	Integrated Leadership Board – Baseline governance Review – Cwm Taf Morgannwg Regional Partnership Board	<p>R1 Strategic planning and applying the sustainable development principle Our work found opportunities for the TPLB to strengthen its planning arrangements and demonstrate how it is acting in accordance with the sustainable development principle (as set out in the Well-being of Future Generations (Wales) Act). The principle should be integral to the TPLB's thinking and genuinely shaping what it does by:</p> <p>A) taking a longer-term approach to its planning beyond five years, b)ensuring greater integration between the long-term plans of the four statutory bodies of the TPLB, and c)improving involvement of all members of the TPLB to ensure an increased voice for non-statutory partners and a better understanding of the purpose of the RPB more generally.</p>	Head of Regional Commissioning Unit	2023/24		AMBER	Open
		<p><b>R2 Governance Arrangements</b> The Cross-Cutting Programme Board is yet to be established. It is intended to oversee the development and delivery of regional cross-cutting services and could have a role ensuring a more coherent and impactful integrated community model. The TPLB should establish the programme board to ensure that decision making arrangements are in place to help resolve cross-cutting issues and risks brought to the attention of the RPB</p>	Head of Regional Commissioning Unit	2023/24		AMBER	Open
		<p><b>R3 Performance Management</b> The outcomes and performance framework was still being finalised at the time of our review. The TPLB needs to finalise and implement the framework, ensuring it contains quantitative and qualitative measures that will enable the RPB to demonstrate outcomes and impact</p>	Head of Regional Commissioning Unit	n/a	Complete	BLUE	Closed
		<p><b>R4 Risk Management</b> Our work found areas of risk management that need to be improved, particularly in relation to regional workforce planning. The TPLB should strengthen regional risk management arrangements by improving the identification and prioritisation of shared risks and ensuring mitigating actions are robust and clearly articulated.</p>	Head of Regional Commissioning Unit	Ongoing		AMBER	Open
		<p><b>R5 Regional Commissioning Unit</b> Our work found that the lack of capacity within the RCU was leading to some delays in progressing actions. The work of the RCU is crucial to the</p>	Head of Regional Commissioning Unit	2023/24		AMBER	Open

	continuing success of the TPLB. The TPLB needs to consider how it can build capacity and maximise resources to support the TPLB and minimise overreliance on a small team						
	<p><b>R6 Use of Resources</b> Improving the health and social care outcomes of the region will require efficient and effective use of combined resources. Our work found that there had been some limited examples of pooled budgets and other arrangements for sharing resources. The TPLB needs to explore more innovative ways of sharing and pooling core resources across the region to maximise its impact and outcomes for the Cwm Taf Morgannwg population</p>	Head of Regional Commissioning Unit	2023/24			AMBER	Open
	<p>R7 Regional workforce planning Like many parts of the public sector, the region is experiencing significant workforce challenges. The TLPB needs to consider how it can facilitate a regional and strategic approach to addressing these challenges and to help it deliver its priorities.</p>	Head of Regional Commissioning Unit	Ongoing			AMBER	Open





**KEY:**

**How will we mark or score ourselves**

We have one simple scale for how we mark or score the council’s performance. Because overall judgements, commitments and performance indicators are measured differently, the colours or judgements have different descriptions depending on which type of performance you are reviewing.

For performance indicators, we will also show trends in performance so you can see how we are doing compared with the same period last year.

	What does this Status mean?		
	Overall / self-assessment performance	Commitments, projects or improvement plans	Performance Indicators
<b>COMPLETE (BLUE)</b>	Not applicable	Project is completed	Not applicable
<b>EXCELLENT (GREEN)</b>	Very strong, sustained performance and practice	As planned - within timescales, on budget, achieving outcomes	On target and performance has improved / is at maximum
<b>GOOD (YELLOW)</b>	Strong features, minor aspects may need improvement	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	On target
<b>ADEQUATE (AMBER)</b>	Needs improvement. Strengths outweigh weaknesses, but important aspects need improvement	Issues – More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	Off target (within 10% of target)
<b>UNSATISFACTORY (RED)</b>	Needs urgent improvement. Weaknesses outweigh strengths	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	Off target (target missed by 10%+)

Trend	Meaning
	Improved performance
	Maintained performance (includes those at maximum)
	Declined performance (by less than 10%)
	Declined performance (by 10% or more)

Trend	Performance Indicator types
<b>CP</b>	Corporate Plan Indicator
<b>WoW</b>	Ways of Working Indicator

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## WBO1: A County Borough where we protect our most vulnerable

### WBO1.1: Providing high-quality children's and adults social services and early help services to people who need them

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CH/026</a> CP WBO1.1	Safe reduction in the number of children on the child protection register <b>Lower Preferred</b>	270	270	270	214	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Target set to see reduction following significant increase in 2022-23 <b>Performance:</b> On target.
<a href="#">SSWB38c (AD/011c)</a> CP WBO1.1	Percentage of reablement packages completed that mitigated need for support <b>Higher Preferred</b>	66.84%	68%	68%	59.67%	68.75%	↓	Quarterly Indicator <b>Target Setting:</b> Target set to improve; however, an increased number of referrals is expected. <b>Performance:</b> Reablement services are working with people with more complex needs which means more need for ongoing care
<a href="#">SSWB39 (CH/039)</a> CP WBO1.1	Safe Reduction in the number of Care Experienced Children <b>Lower Preferred</b>	398	374	374	384	377	↙	Quarterly Indicator <b>Target Setting:</b> Target set to see reduction in numbers reflective of pre-pandemic levels <b>Performance:</b> Safely reducing the overall numbers continues to be a challenge, the figure peaked at 397. We've made good progress with discharge of Care Orders over the last few months and some excellent work has been produced which has enabled orders to be discharged at the first hearing, which is a credit to the Social Workers who are following guidance within the discharge meetings to ensure all the work filed to court is thorough. We have plans for those children Placed With Parent's, with timescales for assessments and presentation to Care Order Discharge which ensures focus and timely movement of plans. There is good working together between teams in this regard. Any reduction in childcare lawyers will impact on achievement of this target.
<a href="#">SSWB55</a> CP WBO1.1	Percentage of carers who were offered a carer's assessment <b>Higher Preferred</b>	New 2023-24	80%	80%	100%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Developing internal processes and IT systems to strengthen recording mechanisms to improve the ability to measure the offer of carers assessments <b>Performance:</b> This is just the Children's performance. We are currently working with our IT department to resolve the reporting issues with the data for Adults in time for Q3 data collection.
<a href="#">SSWB57</a> CP WBO1.1	Percentage of enquiries to the Adult Social Care front door which result in information and advice only <b>Higher Preferred</b>	New 2023-24	70%	70%	74.74%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline target set based on analysis of data over last 2 years <b>Performance:</b> On target.
<a href="#">SSWB61a</a> CP WBO1.1	Number of people who access independent advocacy to support their rights within: a) children's social care <b>Higher Preferred</b>	New 2023-24	185	92	20	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline target set based on current service demand. <b>Performance:</b> Improvements being progressed with advocacy provider TGP and social work teams.
<a href="#">SSWB61b</a> CP WBO1.1	Number of people who access independent advocacy to support their rights within: b) Adult's social care <b>Higher Preferred</b>	New 2023-24	180	90	77	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline target set based on current service demand. <b>Performance:</b> Service currently operating at maximum capacity, targets to be reviewed.

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">SSWB76</a> CP WBO1.1	The total number of packages of reablement completed during the year <b>Higher Preferred</b>	377	370	184	181	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline target set based on analysis of previous years data. <b>Performance:</b> This is just slightly under target, with the re focus of Homecare project to reinstate Reablement, it is hoped that this will improve in the third quarter to meet the target.
<a href="#">SSWB78a</a> CP WBO1.1	Timeliness of visits to a) children who are care experienced <b>Higher Preferred</b>	81.13%	85%	85%	80.99%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> To continue to improve performance but also reflect the challenges there have been linked to recruitment and retention <b>Performance:</b> The team manager is working on plans with individual social workers to support with recording visits on the system. As of November 6th, all posts in the Care Experienced Childrens team (CECT) will be filled which increases capacity for monitoring and oversight of case recordings and performance management.
<a href="#">SSWB78b</a> CP WBO1.1	Timeliness of visits to b) children on the child protection register <b>Higher Preferred</b>	82.14%	85%	85%	84.24%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> To continue to improve performance but also reflect the challenges there have been linked to recruitment and retention <b>Performance:</b> There remain some issues in recordings getting on the system in a timely way which remains a focus for team managers. Further monthly performance meetings have been introduced with each hub to look in detail at the data.

## Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.1.2</a>	Help communities become more resilient, so more people will find help / support they need in their community, with the third sector (SSWB)	Green (Excellent)	Quarter 2: We have a social work transformation programme, a key feature of which are early help services for people who need them. We have also expanded our local community co-ordinator workforce to connect people to their communities.	We are currently in consultation and following this we will move to the implementation phase.
<a href="#">WBO1.1.3</a>	Support the wellbeing of unpaid carers, including young carers, to have a life beyond caring (SSWB)	GREEN (Excellent)	Quarter 2: New Bridgend carers wellbeing service was co-produced with unpaid carers and mobilised during quarter 1, expanding delivery in quarter 2. Services include information, advice and assistance, proportionate “what matters” conversations and signposting to support within communities. The new service seems to be meeting needs based on volume of engagement. There is additional work taking place with young carers beyond this, with 320 young carers engaged. Q2 target-224 Q2 actual-461	The service is using technology to share information effectively, backed up with face-to-face opportunities in a range of community settings. Annual target of 450 carers supported will be exceeded. Continue to engage with and support young carers.
<a href="#">WBO1.1.4</a>	Improve Children’s Services by delivering the actions in our three-year strategic plan (SSWB)	GREEN (Excellent)	Quarter 2: Good progress is being made in regard to the actions agreed for 2023/24. These include: <ul style="list-style-type: none"> <li>Implementing our Workforce Strategy;</li> <li>Leadership and Management development programme;</li> <li>Quality Assurance Framework and</li> <li>Signs of Safety practice model.</li> </ul>	Working with Bridgend college to encourage learners into Social Care careers. An event is planned for March 2024 to target year 9 up to local universities. We are working with the marketing team to create a strategy to promote working as a SW in BCBC, with a particular focus on increasing the permanent workforce in IAA, as we consider the future of the managed team. To bring current workforce in-line with the MOC and reduce use where possible by evaluating establishment and promoting permanent recruitment.
<a href="#">WBO1.1.5</a>	Improve adult social care with a new three-year strategic plan to tackle physical and mental health impacts of Covid-19 on people with care and support needs, and our workforce (SSWB)	GREEN (Excellent)	Quarter 2: Work on the new strategic plan has commenced.	This work has commenced and will be presented to cabinet before March 2024.
<a href="#">WBO1.1.6</a>	Change the way our social workers work to build on people’s strengths and reflect what matters to our most vulnerable citizens, the	GREEN (Excellent)	Quarter 2: Formally launched our practice model and had two launch events which included social work and health. We have a practice model launch scheduled for our Independent Domiciliary Care Agencies on 22/11/2023.	Adults - practice model launch scheduled for our Independent Domiciliary Care Agencies on 22/11/2023.

Code	Commitment	Status	Progress this period	Next Steps
	relationships they have and help them achieve their potential (SSWB)		The use of the new QA framework has commenced across Adult Social Work Teams, we are planning to link in with our new QA officer to further embed the framework. From a children's social care perspective, the Signs of Safety model continues to be embedded across social work teams with all teams receiving the 2-day training. The further 5-day training has also been commenced. Partner agencies have also been provided with training to assist their understanding of the model. There is some evidence beginning to be seen of this being used in practice with positive feedback being noted by families and partners agencies.	Children's - further 5-day training being rolled out. Continuation of Partner Agency briefings. Development of WCCIS documentation
<a href="#">WBO1.1.7</a>	Address the gaps in social care services such as care and support at home, specialist care homes for children and adults and recruiting more foster families (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: We have a remodelling homecare programme which is underway and we are completing a visioning exercise for our Extra Care provision. From a Children's Social Care perspective, we have opened our emergency and assessment provision at Meadows Views. This has enabled a further review of our other residential provision and ability to plan and utilise the space for children to return to Bridgend. Ongoing profiling of this work will continue over the next quarter.	Adults - Date booked for visioning exercise.  Children's - further review of our other residential provision and ability to plan and utilise the space for children to return to Bridgend. Ongoing profiling of this work will continue over the next quarter. Commissioning plans to be considered by scrutiny and cabinet in early 2024.

## WBO1.5: Safeguarding and protecting people who are at risk of harm

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CH/003</a> CP WBO1.5	Children's safeguarding referrals – decision making in 24 hours <b>Higher Preferred</b>	99.53%	100%	100%	<b>99.64%</b>	99.09%	↑	Quarterly Indicator <b>Target Setting:</b> To continue to improve performance and ensure children are protected from harm <b>Performance:</b> Just below target- 5767/5788 screened in compliance.
<a href="#">CORPB1a</a> CP WBO1.5	Percentage of safeguarding e-learning (including workbook) completions (SSWB) <b>Higher Preferred</b>	78.49%	100%	100%	<b>80.43%</b>	No data	N/A	Quarterly Indicator <b>Target Setting:</b> No Target Setting Comments <b>Performance:</b> Many members of the workforce in SSWB are highly trained in safeguarding above the level of the e-learning.
<a href="#">SSWB62</a> CP WBO1.5	Percentage of child protection investigations completed within required timescales (SSWB) <b>Higher Preferred</b>	New 2023-24	Establishing Baseline	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator for 2023/24 and system changes need to be made to enable accurate data capture. <b>Performance:</b> No Performance Comments
<a href="#">SSWB63</a> CP WBO1.5	Average waiting time on the Deprivation of Liberty Safeguards (DoLS) waiting list (SSWB) <b>Lower Preferred</b>	New 2023-24	Establishing Baseline	Establishing Baseline	14	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline data to be recorded in order to calculate an average and set future target <b>Performance:</b> At present, number of DoLS waiting has reduced significantly due to receiving a Welsh Government grant, which we used to employ an agency to clear the backlog.
<a href="#">SSWB77</a> CP WBO1.5	Percentage of Adult safeguarding inquiries which receive initial response within 7 working days (SSWB) <b>Higher Preferred</b>	84.19%	85%	85%	<b>83.18%</b>	84.80%	↓	Quarterly Indicator <b>Target Setting:</b> Target set to see improved performance <b>Performance:</b> Performance is slightly below target due to the demand and capacity within the team. Trend data indicates performance is slightly down compared to the same period last year but there has been a corresponding 41.2% increase in safeguarding contacts in the same period.

## Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.5.1</a>	Work as one Council on a strategic plan to improve our safeguarding arrangements (SSWB)	GREEN (Excellent)	Quarter 2: A refreshed Corporate Safeguarding Policy has been developed for consideration by Cabinet in November 2023.	Policy to be considered by Cabinet
<a href="#">WBO1.5.2</a>	Safeguard children, young people and adults at risk of exploitation (SSWB)	GREEN (Excellent)	Quarter 2: We continue to implement our exploitation approach with good attendance and representation by partners at our panel. There is a clear increased awareness of exploitation across teams and the support from the exploitation workers is assisting with this progress. Further work is required to look at missing young people and partner agency approaches in this instance. A working group has been created to consider responses and collective approaches.	Further work is required to look at missing young people and partner agency approaches in this instance. A working group has been created to consider responses and collective approaches.

## WBO1.7: Support partners to keep communities safe

## Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB2a</a> CP WBO1.7	Percentage of Social Services and Wellbeing Directorate staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) (SSWB) <b>Higher Preferred</b>	New for 23-24	100%	100%	70.93%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory E-learning 100% to be achieved <b>Performance:</b> Improvement required in this e-learning even though many members of the workforce will be experienced in domestic abuse.

## WBO2: A County Borough with fair work, skilled, high-quality jobs and thriving towns

## WBO2.1: Helping our residents get the skills they need for work

## Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">SSWB64</a> CP WBO2.1	Number of referrals to the employment service in ARC <b>Higher Preferred</b>	New 2023-24	Establishing Baseline	Establishing Baseline	296	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> First year of reporting. Baseline to be established. <b>Performance:</b> Currently establishing baseline in order to assess effectiveness of this service.

## Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO2.1.3</a>	Help people with support needs to overcome barriers to work and get jobs (SSWB)	GREEN (Excellent)	Quarter 2: The opportunity assessment has been completed, work to establish a work programme to take actions forward will begin in December 2023. This will include a workstream on employability.	Workstream to be established as part of Learning Disabilities Transformation Plan

**WBO2.2: Making sure our young people find jobs, or are in education or training****Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO2.2.2</a>	Employ and develop a well-motivated, well supported, qualified social care workforce in the Council and with partners. Fill vacancies in our social care services and reduce dependence on agency workers (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: Across Adults and Children's Social Care we have seconded 15 staff and appointed 8 social work trainees to undertake a social work degree programme. We are maintaining our learning and development training programme which supports newly qualified practitioners within Bridgend.	Maintain our learning and development training programme which supports newly qualified practitioners within Bridgend.

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**WBO3: A County Borough with thriving valleys communities****WBO3.2: Creating more jobs in the valleys****Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO3.2.3</a>	Provide new facilities for supported training for people with learning disabilities at Wood B and B-Leaf in Bryngarw (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: For 2023/24 the focus is on conducting a feasibility study on what might be achievable, indicative costs and sources of funding. The milestone at the end of Q2 was to have funding in place for a feasibility study, and this has been achieved.	Work in partnership with Awen to conduct feasibility study and assess options for funding the development.

**WBO3.3: Improving community facilities and making them more accessible****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">SSWB65</a> CP WBO3.3	Number of visits to venues for all purposes (SSWB) <b>Higher Preferred</b>	New 2023-24	Establishing Baseline	Establishing Baseline	172,394	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline to be set with new approach to capturing participation across a range of facilities within the valleys. <b>Performance:</b> Continue to support the rebuilding of community engagement with local venues and opportunities.

**Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO3.3.3</a>	Deliver additional activities in community venues in the Valleys, including digital activities (SSWB)	<b>AMBER (Adequate)</b>	Quarter 2: Work with key partners and stakeholders to improve and increase access to leisure, cultural and community place-based opportunities, continuing to increase connections to communities.	Continue to support the rebuilding of community engagement with local venues and opportunities.
<a href="#">WBO3.3.4</a>	Increase participation in physical and mental wellbeing programmes and leisure activities at Maesteg Town Hall, Garw and Ogmere Valley Life Centre, Maesteg Swimming Pool and Maesteg Sports Centre (SSWB)	<b>AMBER (Adequate)</b>	Quarter 2: New focus on developing social connections and mental wellbeing beyond visits that are for physical activity purposes only. Total visits at halo operated facilities have been captured and seeing growth in 3 of 4 locations. There is progressive post pandemic rebuilding of visits to centres.	Plan for programming and usage at Maesteg town hall when it opens.



## WBO4: A County Borough where we help people meet their potential

### WBO4.2: Improving employment opportunities for people with learning disabilities

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.2.1</a>	Give young adults with learning disabilities a chance to try activities, gain new skills and fulfil their potential working across the Council and partners (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: The opportunity assessment has been completed, work to establish a work programme to take actions forward will begin in December 2023. This will include a workstream on employability.	Workstream to be established as part of Learning Disabilities Transformation Plan

### WBO4.6: Offering youth services and school holiday programmes for our young people

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">SSWB66</a> CP WBO4.6	Participation in targeted activities for people with additional or diverse needs (SSWB) <b>Higher Preferred</b>	New 2023-24	Establishing Baseline	Baseline Setting	177	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Welsh Government post pandemic investments have been removed and now using core resources. <b>Performance:</b> Continue to work with young people with additional needs and offer opportunities that support wellbeing.
<a href="#">SSWB67</a> CP WBO4.6	Participation in the national free swimming initiative for 16 and under <b>Higher Preferred</b>	New 2023-24	Establishing Baseline	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator. Programme investment reduced and Welsh Government review taking place <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">SSWB68</a> CP WBO4.6	Participation in active for life and holiday playworks programmes (SSWB) <b>Higher Preferred</b>	New 2023-24	Establishing Baseline	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator. Significant reduction in government funding, new approaches being developed. <b>Performance:</b> <i>No Performance Comments</i>

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.6.1</a>	Make our leisure and culture programmes more accessible to children with additional needs (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: Discovery programmes continue to support young people with additional needs and families. 30 children and young people with complex needs were supported by discovery programmes with 250 attendances recorded. As part of the prevention and wellbeing step up and step down approach for low level social care referrals 34 children attended wellbeing days and 9 individuals (3 families) attended thrive days (one to one work with children). Targeted inclusion programmes being delivered in partnership with halo and community groups	Continue to work with young people with additional needs and offer opportunities that support wellbeing.

**WBO4.7: Work with people to design and develop services****Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.7.1</a>	Support communities to develop their own services (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: Work is currently being undertaken to map and develop services specifically around supporting adults with Dementia. We are working collaboratively with the Commissioning Team on this exercise. Co-production approaches being applied when support services are being designed or developed and review of alignment to other existing support to make best use of resources.	Planned mapping workshop for dementia services in Bridgend and continue to engage with people with lived experience and stakeholders to shape services and improve effectiveness.
<a href="#">WBO4.7.2</a>	Develop our future wellbeing programmes with people who are going to use them (SSWB)	<b>AMBER (Adequate)</b>	Quarter 2: Develop future wellbeing programmes with people who are going to use them. Engagement planning to make use of lived experience has been progressing in regard to unpaid carers and also people living with cognitive impairment.	Continue to grow the use of co-productive approaches to inform community opportunities

**WBO4.9: Being the best parents we can to our care experienced children****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CH/052</a> CP WBO4.9	Percentage of care leavers who have experienced Homelessness during the year <b>Lower Preferred</b>	10.20%	10%	10%	4.15%	5.26%	↑	Quarterly Indicator <b>Target Setting:</b> To continue to improve performance <b>Performance:</b> On target.
<a href="#">SSWB48a</a> CP WBO4.9	Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the 12 months since leaving care <b>Higher Preferred</b>	54.17%	60%	60%	69.23%	55.56%	↑	Quarterly Indicator <b>Target Setting:</b> To continue to improve performance <b>Performance:</b> On target.
<a href="#">SSWB48b</a> CP WBO4.9	Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the 13-24 months since leaving care <b>Higher Preferred</b>	62.07%	65%	65%	54.55%	63.64%	↓	Quarterly Indicator <b>Target Setting:</b> To continue to improve performance <b>Performance:</b> 16+ Team is starting to notice a possible trend in relation to young people who are in receipt of Basic Income Pilot. Team Manager recently undertook a scoping exercise on 18-year-old care leavers and established that the total number of young people engaged in education, employment, and training for those in receipt of Basic Income Pilot was 58.2% while those not in receipt were at 81.8%. To address this, it has been proposed that the Senior Practitioner in the team starts to review the Pathway Plans of young people in this age range with a focus on Education, Employment, Training and Housing.

**Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.9.1</a>	Give care experienced children love, care, safe homes to live in and opportunities to try new activities, gain new skills and fulfil their potential working across the Council and partners (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: The Bridgend Corporate Parenting Strategy was published at the end of April 2023 having been ratified by the Cabinet Committee Corporate Parenting. The strategy is available online. The Corporate Parenting Board held an action planning event in June 2023 to rationalise the strategy into operational activity. The Care Experienced Children achievement awards has been identified as good practice by Welsh Government.	The November 2023 Corporate Parenting Board meeting will propose that all Board agencies produce their own action plans for Corporate Parenting from workshops facilitated by the Corporate Parenting and Participation Officer.

<a href="#">WBO4.9.2</a>	Develop a Corporate Parenting strategy with care experienced children to explain what public services will do to help them meet their potential and celebrate rights of passage (SSWB)	<b>BLUE (Completed)</b>	Quarter 2: The Bridgend Corporate Parenting Strategy was published at the end of April 2023 having been ratified by the Cabinet Committee Corporate Parenting. The strategy is available online The Corporate Parenting Board held an action planning event in June 2023 to rationalise the strategy into operational activity.	The November 2023 Corporate Parenting Board meeting will propose that all Board agencies produce their own action plans for Corporate Parenting from workshops facilitated by the Corporate Parenting and Participation Officer.
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## WBO5: A County Borough that is responding to the climate and nature emergency

### WBO5.1: Moving towards net zero carbon, and improving our energy efficiency

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO5.1.4</a>	Deliver more frontline social care services with workers using the Council's electric vehicles (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: We have our full complement of electric vehicles in use. Work commenced on Monday 23rd October 2023 for 6 EV charging points to be installed at Trem Y Mor; in the interim vehicles are charged at Ravens Court	6 electric vehicle charging points to be installed at Trem Y Mor- work has already commenced

## WBO6: A County Borough where people feel valued, heard and part of their community

### WBO6.1: Celebrating and supporting diversity and inclusion and tackling discrimination

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB3a</a> CP WBO6.1	Percentage of Social Services and Wellbeing Directorate staff completing Introduction to Equality and Diversity training (E-Learning or workbook).(SSWB) <b>Higher Preferred</b>	New 23-24	100%	100%	<b>27.52%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> No Target Setting Comments <b>Performance:</b> Significant improvement needed

### WBO6.3: Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB4a</a> CP WBO6.3	Percentage of Social Services and Wellbeing Directorate staff completing Welsh Language Awareness E-Learning. (SSWB) <b>Higher Preferred</b>	New for 23-24	100%	100%	<b>24.98%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory E-learning 100% to be achieved <b>Performance:</b> Significant improvement needed

## WBO6.4: Helping clubs and community groups take control of and improve their facilities and protect them for the future

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">SSWB69</a> CP WBO6.4	Number of people supported to have their needs met in their communities by local community co-ordinators and community navigators (SSWB) <b>Higher Preferred</b>	New 2023-24	200	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Baseline target set based on number of individuals being supported by BCBC local community co-ordinators who will be working in 6 locations within the county borough <b>Performance:</b> No Performance Comments

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO6.4.2</a>	Develop a more coordinated approach with partners to helping people find activities and groups in their communities (SSWB)	<b>AMBER (Adequate)</b>	Quarter 2: Work has been progressing to use community network building approaches to bring partners and stakeholders together who support people in communities to connect with what is in place and identify gaps in provision.	Develop network meetings that are more cross cutting as part of an overarching prevention and wellbeing network

## WBO6.5: Becoming an age friendly council

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO6.5.1</a>	Make Bridgend County Borough a great place to grow old, working with partners to improve leisure activities, accessible housing, care, and support as an Age Friendly Council (SSWB)	<b>AMBER (Adequate)</b>	Quarter 2: Bridgend is participating in the all wales programme supported by Welsh Government and developing its baseline assessment and action plan. This will continue into 2024-25. There are 8 domains to focus on including transport, housing, community support and health services, social participation, respect and social inclusion, civic participation and employment, communication and information.	Continue to be a part of the Welsh Government and older persons commissioners network to inform local planning and development.

## WBO7: A county borough where we support people to be healthy and happy

### WBO7.2: Offering attractive leisure and cultural activities

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">SSWB70</a> CP WBO7.2	Number of visits by older adults to physical activity opportunities supported (SSWB) <b>Higher Preferred</b>	New 2023-24	Establishing Baseline	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator. New approach with reductions in funding. <b>Performance:</b> No Performance Comments
<a href="#">SSWB71</a> CP WBO7.2	Number of individuals who commence programmes and complete 16 weeks of activity (SSWB) <b>Higher Preferred</b>	350	370	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator. Funding levels set by Public Health Wales. <b>Performance:</b> No Performance Comments

<a href="#">SSWB72</a> CP WBO7.2	Percentage of pupils who participate in three or more occasions of activity per week (FG Indicator 38 Sport Wales School Sport Survey data) (SSWB) <b>Higher Preferred</b>	44.60%	46%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator. Base target set to see improvement on previous data captured by Sport Wales <b>Performance:</b> No Performance Comments
<a href="#">SSWB73</a> CP WBO7.2	Participation in the summer reading challenge in libraries (SSWB) <b>Higher Preferred</b>	New 2023-24	2,378	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator. Target set in line with agreement with Awen <b>Performance:</b> No Performance Comments
<a href="#">SSWB74</a> CP WBO7.2	Participation in Childrens events in libraries (SSWB) <b>Higher Preferred</b>	61,855	48,176	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator. Welsh Government have removed funding used to support previous higher attendances therefore base target set for new funding levels <b>Performance:</b> No Performance Comments

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO7.2.2</a>	Develop an active leisure offer for older adults to improve physical and mental wellbeing (SSWB)	<b>AMBER (Adequate)</b>	Quarter 2: Welsh Government and Sport Wales are supporting this initiative during 23/24 to identify if it can be continued into 24/25. The focus has been on growing usage of leisure facilities or ancillary programmes that benefit older adults.	Expand the range of opportunities within the available budget and capture impact required by funders.
<a href="#">WBO7.2.3</a>	Increase the use of the exercise referral programme by people who may have found it hard to participate in the past (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: The National Exercise Referral Scheme programme is operating beyond capacity and with waiting lists in place for support. Referrals are in place from all GP surgeries.	Public Health Wales are changing the model of scheme operation which may influence the range of conditions supported and the types of intervention.
<a href="#">WBO7.2.4</a>	Complete the refurbishment of Pencoed library and provide investment into library services (SSWB)	<b>BLUE (Completed)</b>	Quarter 2: This has been completed by Awen utilising external investment via Welsh Government and Awen resources during Q1.	Operate library services at Pencoed and target increased usage at the site
<a href="#">WBO7.2.5</a>	Develop a long-term Active Bridgend plan and leisure strategy (SSWB)	<b>AMBER (Adequate)</b>	Quarter 2: The Council is responding to the WAO review of the Active Bridgend plan and related Better Health Successful Sport plan that expired during the pandemic to create a longer term vision and plan.	Engage support to help take this project forward and involve stakeholders

### WBO7.3: Improving children's play facilities and opportunities

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO7.3.1</a>	Improve the quantity and quality of play opportunities. We will Invest in all children's play areas and make sure inclusive play equipment is provided to allow opportunities for all (SSWB)	<b>GREEN (Excellent)</b>	Quarter 2: The need for a play sufficiency network group was approved by cabinet and reviewed at scrutiny when considering the play sufficiency assessment and action plan required by Welsh Government	Set out quarterly meeting schedule following inaugural meeting in Q3.

## WBO7.5: Integrating our social care services with health services so people are supported seamlessly

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">SSWB75</a> CP WBO7.5	Number of people recorded as delayed on the national pathway of care <b>Lower Preferred</b>	New 2023-24	71	71	93	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New national indicator which includes all reasons for delayed pathway of care. Baseline target set based on data captured for the first quarter of the year <b>Performance:</b> The top reasons for these delays include waiting for packages of care; completion of an assessment by a social worker; completion of assessment by a health professional. In terms of packages of care, the services maintain contact with the hospitals to ensure discharges are planned as soon as capacity becomes available.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO7.5.1</a>	Work even more closely with the NHS so all people receive the right health or care service at the right time (SSWB)	GREEN (Excellent)	Quarter 2: Complete recruitment activity for integrated Regional Integration Fund posts. Embed new model following the Social Work Review.	Focus has been on developing an integrated winter plan to address whole systems pressures.

## Ways of Working

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CHR002iii</a> <a href="#">(SSWB13)</a> WOW WB1	Number of working days per full time equivalent lost due to sickness absence (SS & Wellbeing) <b>Lower Preferred</b>	22.23 days	No target	N/A	6.69 days	11.02 days	↑	Quarterly Indicator <b>Target Setting:</b> To reduce sickness levels across the organisation <b>Performance:</b> Positive to note improved performance
<a href="#">CORPB5a</a> WOW WB1	Percentage of staff appraisals completed (SSWB Directorate) <b>Higher Preferred</b>	N/A	80%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> In-line with corporate target. <b>Performance:</b> No Performance Comments

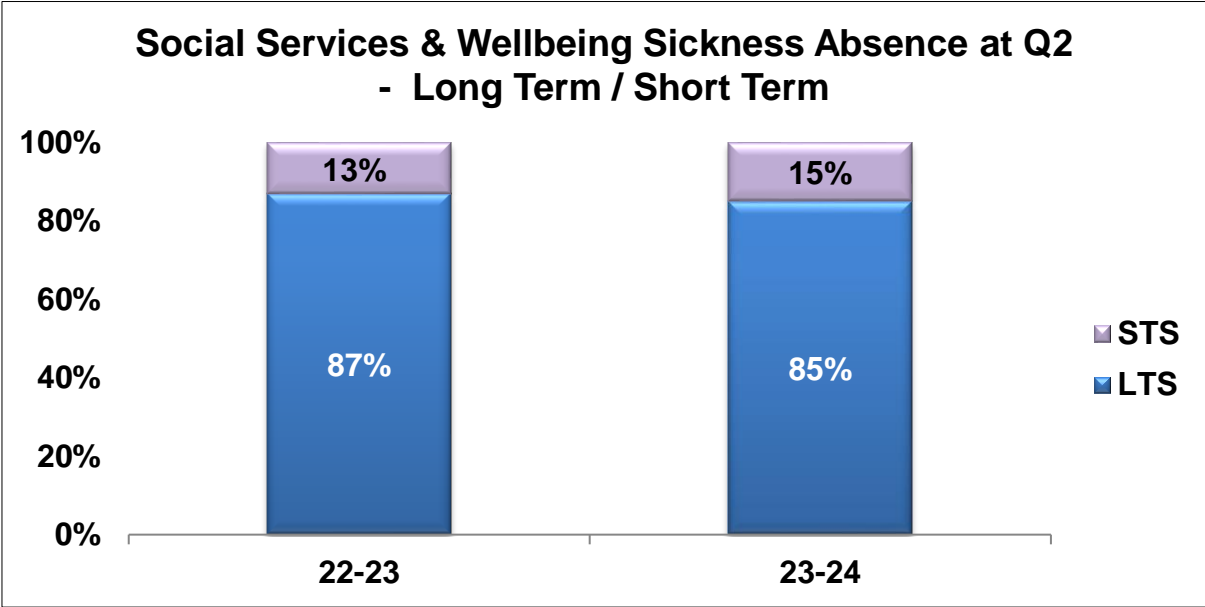
PI Ref No	PI Description	Annual target 23-24 £'000	Performance at Q2						Comments
			Red		Amber		Green		
			£'000	%	£'000	%	£'000	%	
<a href="#">DWB6.1.1iii</a> <a href="#">(SSWB12)</a> WOW Other	Value of planned budget reductions achieved (Social Services & Wellbeing Directorate)	£0	£0	-%	£0	-%	£0	-%	<b>Target Setting:</b> No Target Setting Comments <b>Performance:</b> See notes on budget and risks

## Additional Sickness Information by Service Area – Social Services & Wellbeing

Unit	FTE 30.09.2023	QTR2 2022/23			QTR2 2023/24			Cumulative Days per FTE 2022/23	Cumulative Days per FTE 2023/24
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE		
Adult Social Care	601.56	3490.81	279	5.95	2158.10	315	3.59	11.64	7.71
Business Support - SS&W	62.62	163.50	10	3.10	248.67	12	3.97	4.62	6.28
Children's Social Care	217.50	1169.73	53	6.44	503.70	42	2.32	12.11	4.54
Prevention and Wellbeing	23.43	0.00	0	0.00	4.00	2	0.17	0.38	0.25
<b>Social Services and Wellbeing Directorate Total</b>	<b>905.11</b>	<b>4824.03</b>	<b>342</b>	<b>5.72</b>	<b>2914.46</b>	<b>371</b>	<b>3.22</b>	<b>11.02</b>	<b>6.69</b>

## Sickness Absence by Reason

Absence Reason	Social Services & Wellbeing Directorate			
	Q1 Number of FTE days lost	Q2 Number of FTE days lost	Total Number of FTE Days Lost	% of Cumulative days lost
Bereavement Related	153.07	151.81	304.88	5.10%
Cancer	216.54	99.96	316.50	5.29%
Chest & Respiratory	152.99	126.21	279.20	4.67%
Coronavirus COVID – 19	86.44	120.97	207.40	3.47%
Eye/Ear/Throat/Nose/Mouth/Dental	157.56	95.97	253.52	4.24%
Genitourinary / Gynaecological	52.02	91.21	143.24	2.40%
Heart / Blood Pressure / Circulation	17.60	85.49	103.09	1.72%
Infections	154.59	118.72	273.32	4.57%
MSD including Back & Neck	319.09	304.61	623.70	10.43%
Neurological	114.46	124.06	238.52	3.99%
Other / Medical Certificate	99.95	68.79	168.74	2.82%
Other Mental illness	65.00	13.03	78.03	1.31%
Pregnancy related	11.27	94.79	106.06	1.77%
Stomach / Liver / Kidney / Digestion	103.10	176.67	279.77	4.68%
Stress/Anxiety/Depression not work related	946.87	763.75	1710.63	28.61%
Stress/Anxiety/Depression work related	413.06	478.43	891.48	14.91%
<b>TOTALS</b>	<b>3063.63</b>	<b>2914.46</b>	<b>5978.09</b>	<b>1.00</b>





## COMMUNITIES DIRECTORATE PERFORMANCE – Quarter 2 2023-24

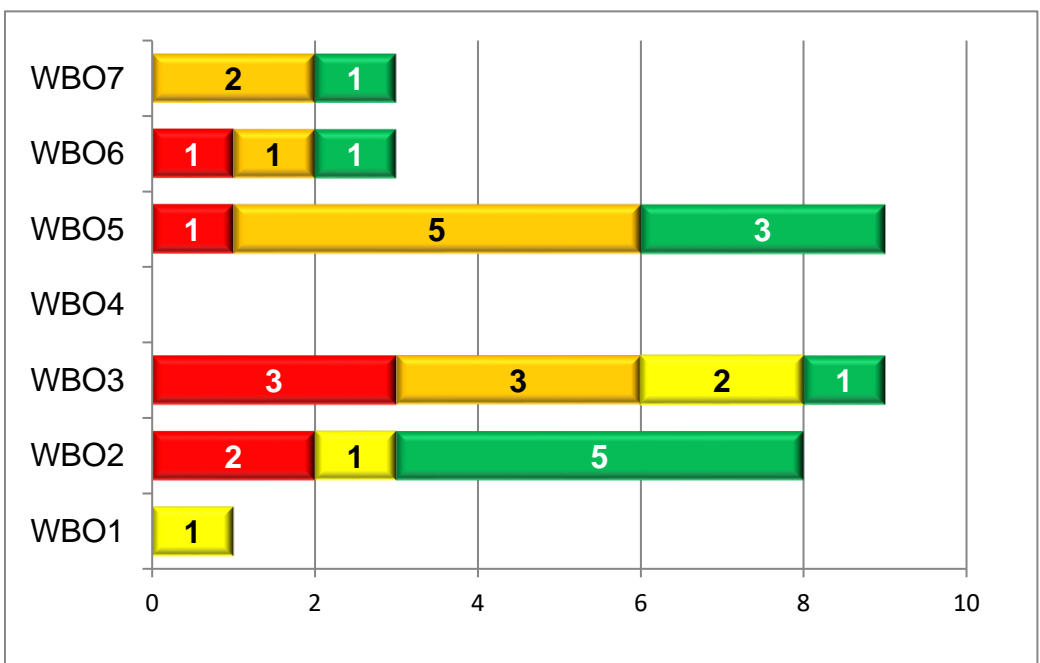
The Directorate continues to perform fairly well, however for the first time in many years it is now projecting an increased budget deficit at the end of Q2, from £122k in Q1, to £600k at the end of Q2. This is as a direct result of unmet budget savings from this year and previous years. Also, in-year revenue pressures arising from not achieving full rental income from corporate estate properties, and cost price inflation on projects and goods and services. The number of vacancies in the Directorate across professional services has also risen, with now 68 unfilled posts, equating to 40%, in key managerial areas and professional service posts. These include in Structural and Drainage Engineers, Surveyors, Architects, Transport Planning and Highway Engineers. These posts have been advertised on a number of occasions, but it is clear that current market conditions are making these vacancies very challenging to fill. As a result, it is becoming clear that the pressures of an increased workload, significant priority projects and the sustained delivery of high-quality visible front facing services, against this backdrop of an increasing number of staff vacancies, is having an impact on the resilience of the very lean staff resources. It is not possible to progress all projects in a timely fashion and continuous prioritisation of work is essential for delivery. Sickness levels in the Directorate have returned to pre-pandemic levels, however the numbers of staff absent through stress/anxiety/depression has increased. This will need to be monitored closely and the Directorate will continue to work with HR colleagues on addressing this issue.

From the graphs and charts below, it can be seen that the Directorate has 33 corporate commitments (or projects), and currently 7 are classed as red (unsatisfactory), 11 are classed as Amber (adequate), 4 are classed as yellow (good) and 11 are classed as green (excellent). There are also 22 performance indicators, 10 of which are red (more than 10% outside target), 1 is amber (off target within 10%), 1 is yellow (on target), and 9 are green (on target and improved or at maximum). This is the first year and the first performance report focused on these new commitments and performance indicators measuring our contribution towards 7 new wellbeing objectives. There is a narrative against each one and an explanation in the pages that follow, demonstrating some circumstances are not within the Authority's control.

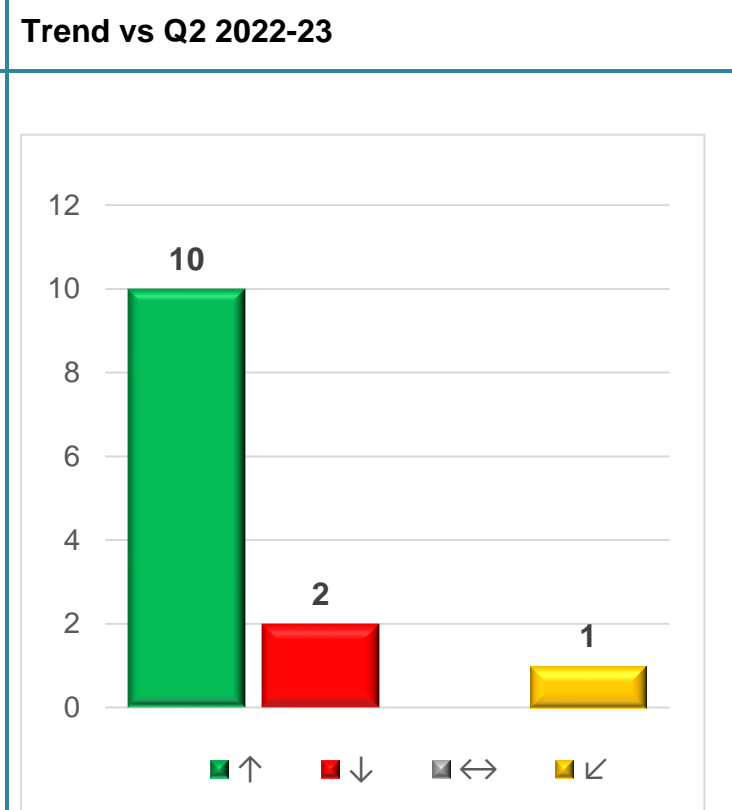
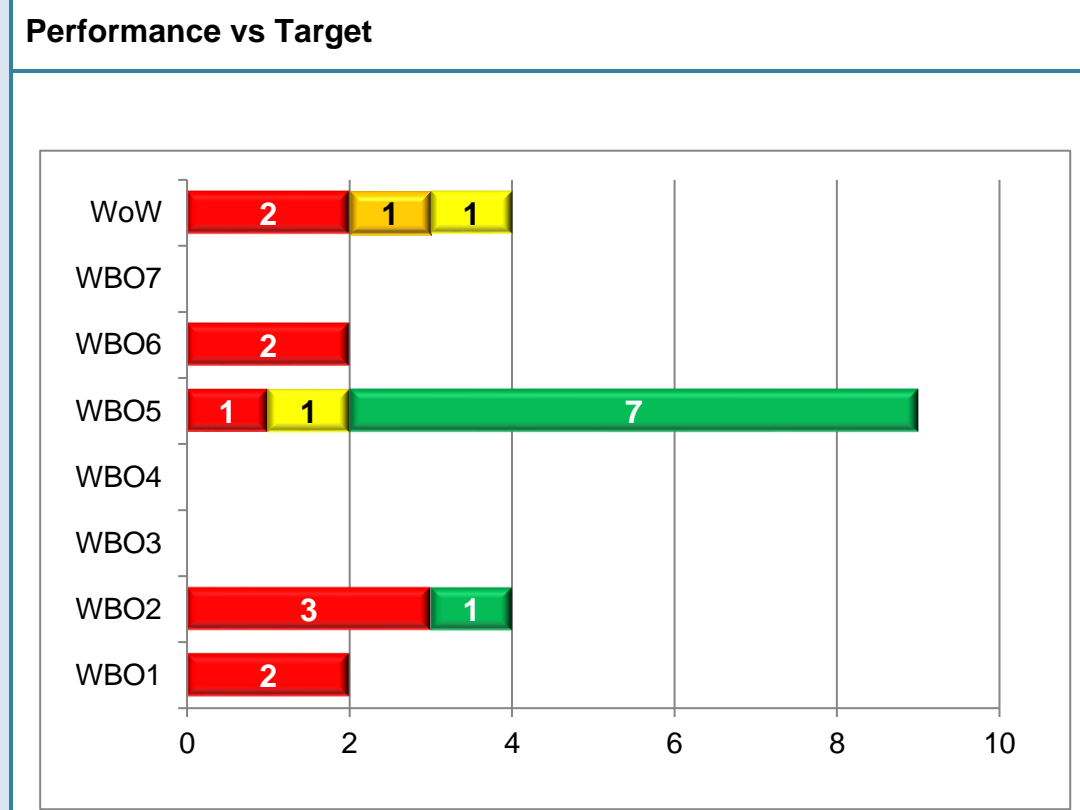
Key areas of focus for the teams continue to be the delivery of the front-line services and large capital projects. These include the Maesteg Town Hall project, the regeneration of Porthcawl waterfront, including the Metro Link Bus facility, and the progression of the Bridgend Town Centre Masterplan with the new Bridgend College facility as a catalyst. Also, to complete the implementation of the 20mph default speed limits across the Borough. There is also considerable work being undertaken by teams across Corporate Landlord, legal and financial officers in addressing issues related with the closure of Bridgend market due to RAAC being detected in the roof space. This includes surveying the market hall, offering assistance to traders, including financial, and the provision of alternative accommodation. Other major areas of work include progressing the options for the Waste Service Contract post 2024 and looking at switching corporate fleet to ultra-low emission vehicles. Officers are also heavily engaged with Central Government on a number of large grant funded schemes, including the £18m grant award from the Levelling up Fund for the Grand Pavilion in Porthcawl and the many projects that make up the Shared Prosperity Fund. All of which, is far more challenging when the directorate is operating with such a high level of vacancies in its professional services area.

### Commitments 2023-24

BRAYG Status – progress against directorate commitments



### All Indicators (incl. Finance and sickness PIs)



Finance			Risks														
<b>Revenue budget</b> <ul style="list-style-type: none"> <li>The net revenue budget for the Directorate for 2023-24 is <b>£32.832 million</b>.</li> <li>The current year-end projected outturn is <b>£33.432 million</b> with a projected overspend of <b>£600,000</b>.</li> </ul>			<b>Corporate risks</b>  Oversight of corporate risks are collectively undertaken and managed by the Corporate Management Board (CMB). The Corporate risk register can be found as Appendix E and should be viewed in the overall context of the performance of this dashboard to understand the risks. Some are Council wide whilst others focus on specific directorates.														
<b>Capital budget</b> <ul style="list-style-type: none"> <li>As at quarter 2 the capital budget for the Directorate for 2023-24 is <b>£36.687 million</b>, with total expenditure of <b>£5.851 million</b>.</li> </ul>																	
<b>Efficiency savings</b> <table border="1"> <thead> <tr> <th>Savings</th> <th>2023-24 (£000)</th> <th>2023-24 %</th> </tr> </thead> <tbody> <tr> <td><b>Savings target</b></td> <td>375</td> <td>100%</td> </tr> <tr> <td><b>Likely to be achieved</b></td> <td>215</td> <td>57%</td> </tr> <tr> <td><b>Variance</b></td> <td>160</td> <td>43%</td> </tr> </tbody> </table>			Savings	2023-24 (£000)	2023-24 %	<b>Savings target</b>	375	100%	<b>Likely to be achieved</b>	215	57%	<b>Variance</b>	160	43%	<b>Consultation, engagement, and involvement</b>  There is significant consultation and engagement activities being undertaken by the Communities Directorate currently:- <ul style="list-style-type: none"> <li>Local Development Plan – Examination in Public – PEDW extra session on additional housing required.</li> <li>PAC Consultation on the Grand Pavilion Porthcawl, Planning application.</li> <li>Public Engagement on Porthcawl Open Space Draft Designs</li> <li>Traffic Regulation Order consultation on 20mph default speed limit legislative changes.</li> </ul>		
Savings	2023-24 (£000)	2023-24 %															
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<b>Likely to be achieved</b>	215	57%															
<b>Variance</b>	160	43%															
Additional financial information is provided in the Budget Monitoring 2023-24 Quarter 2 Revenue Forecast report presented to Cabinet on 17 October 2023.																	

### Implications of financial reductions on service performance and other key Issues/challenges

With regard to the efficiency savings for 23/24 the Directorate has unfortunately not achieved all its savings and some £130K is still outstanding. This is as a result of being unable to achieve savings in full from opening the new Pyle CRC site because of delays with Natural Resources Wales (NRW) granting an operating licence. Also, the change in legislation regarding plastic food waste bags and an inability to procure a lower priced option. The commercial letting of Ravens Court has also not been possible, while the Council is considering its future service delivery model. These savings will now be made from within existing Directorate budgets, however this is becoming increasingly difficult now that the directorate is in deficit budget position of £600K in Q2.

The MTFs for 24/25 looks incredibly challenging with the Council projecting a significant budget deficit position. In the Directors comments above it is recognised that a large number of vacancies (some 68) across key managerial and professional services posts, is having an impact on service delivery and the requirement to prioritise more often. This will continue into the next financial year and is likely to result in difficult decisions being made around stopping services all together, in order to deliver priority front line. In addition, the Directorate has been asked to put forward savings of £973K for 24/25 and has been asked to contribute a further 5% and 10% of its operational budget, which is up to £3m of additional savings. This will have a significant detrimental impact on the ability to deliver quality front line services, with both reduced levels of service and increased delays in responding now inevitable. This shape of the Communities Directorate and the level and type of service it can deliver with its significantly reduced resources will need to be reviewed as part of a new Target Operating Model.

Regulatory Tracker							
Report Issued	Name of Audit/Regulator	Recommendation/Proposal for Improvement	Responsible Officer	Delivery Date	Update on Actions and Progress Q2	BRAG (at Q2)	Open/Closed
Page 13 Oct 2022	Audit Wales, <b>Springing</b> Forward - Asset Management	R1 The Council needs to ensure the sustainable development principle is driving and shaping its approach to all its assets as it develops its strategy during 2022.	n/a	n/a	Complete	BLUE	Closed
		R2 The Council should address as a priority its health and safety related statutory building compliance performance so that it is meeting its statutory duties relating to electrical, gas, asbestos, legionella, and fire risk testing.	JK	Sept 2023	In Q2 statutory compliance will be over 90% for the first time on 4 of the 5 Big Risk areas, including Gas, Electricity, Fire and Asbestos. The new Legionella Officer has unfortunately resigned and will be leaving the authority, so the post will be vacant. The responsibilities of this post will be covered within the team. A new Integrated Works Management Package (IWMS) is being procured.	AMBER	Open
		R3 The Council should develop a suite of strategic quantitative and qualitative measures to enhance its ability to understand the impacts of its assets plans and actions as part of its strategy development during 2022.	JN	April 2023	Complete	BLUE	Closed
		R4 To strengthen its arrangements, during the next 12 months, the Council should explore how it can compare its data, arrangements, and the learning from other organisations, for example through existing professional networks.	n/a	n/a	Complete	BLUE	Closed





**KEY:**

**How will we mark or score ourselves**

We have one simple scale for how we mark or score the council's performance. Because overall judgements, commitments and performance indicators are measured differently, the colours or judgements have different descriptions depending on which type of performance you are reviewing.

	What does this Status mean?		
	Overall / self-assessment performance	Commitments, projects or improvement plans	Performance Indicators
<b>COMPLETE (BLUE)</b>	Not applicable	Project is completed	Not applicable
<b>EXCELLENT (GREEN)</b>	Very strong, sustained performance and practice	As planned - within timescales, on budget, achieving outcomes	On target and performance has improved / is at maximum
<b>GOOD (YELLOW)</b>	Strong features, minor aspects may need improvement	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	On target
<b>ADEQUATE (AMBER)</b>	Needs improvement. Strengths outweigh weaknesses, but important aspects need improvement	Issues – More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	Off target (within 10% of target)
<b>UNSATISFACTORY (RED)</b>	Needs urgent improvement. Weaknesses outweigh strengths	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	Off target (target missed by 10%+)

For performance indicators, we will also show trends in performance so you can see how we are doing compared with the same period last year.

Trend	Meaning
	Improved performance
	Maintained performance (includes those at maximum)
	Declined performance (by less than 10%)
	Declined performance (by 10% or more)

Trend	Performance Indicator types
<b>CP</b>	Corporate Plan Indicator
<b>WoW</b>	Ways of Working Indicator

## WBO1: A County Borough where we protect our most vulnerable

### WBO1.5: Safeguarding and protecting people who are at risk of harm

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB1b</a> CP WBO1.5	Percentage of safeguarding e-learning (including workbook) completions (Communities Directorate) <b>Higher Preferred</b>	72.26%	100%	100%	82.28%	data unavailable	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> Although the target of 100% has not been reached, there is an improved position at Q2 compared to Q1 for 2023-24. We continue to work with the directorate and flag awareness and encourage completions.

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.5.1</a>	Work as one Council on a strategic plan to improve our safeguarding arrangements (COMM)	<b>YELLOW (Good)</b>	Quarter 2: A Safeguarding Board, which includes relevant directorate representatives, meet on a monthly basis to monitor safeguarding arrangements such as DBS checks and relevant mandatory e-learning modules. Reports are sent to managers quarterly highlighting areas where e-learning modules have not been completed.	Continue to attend Board and escalate issues as appropriate.

### WBO1.7: Support partners to keep communities safe

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB2b</a> CP WBO1.7	Percentage of Communities Directorate staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) (COMM) <b>Higher Preferred</b>	New for 23-24	100%	100%	81.79%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> Although the target of 100% has not been reached, there is an improved position at Q2 compared to Q1 for 2023-24. We continue to work with the directorate and flag awareness and encourage completions.

## WBO2: A County Borough with fair work, skilled, high-quality jobs and thriving towns

### WBO2.1: Helping our residents get the skills they need for work

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DEFS82</a> CP WBO2.1	The number of participants in the Employability Bridgend programme going into employment. <b>Higher Preferred</b>	392	350	174	201	95	↑	Quarterly Indicator <b>Target Setting:</b> Annual target set to maximise use of funding secured for that year. Funding arrangements can vary from year to year depending on funding source therefore targets are not comparable <b>Performance:</b> On target
<a href="#">DEFS84</a> CP WBO2.1	The number of under-employed participants leaving Employability Bridgend with an improved labour market position. <b>Higher Preferred</b>	107	100	50	7	9	↓	Quarterly Indicator <b>Target Setting:</b> Annual target set to maximise use of funding secured for that year. Funding arrangements can vary from year to year depending on funding source therefore targets are not comparable <b>Performance:</b> We were closing all of the old EU funded projects which ceased delivery in March 2023 and simultaneously starting all of the new UK Government and Welsh Government projects from April 1 <sup>st</sup> 2023. Even one of our existing Welsh Government contract, CfW+, also introduced new rules, targets and approaches from April 2023. This meant there were significant changes in the roles of team members and the nature of projects we deliver which had an impact on performance in these early months. Existing staff on the previous projects transferred to the new projects between April and October 2023 therefore we did not have the new projects fully staffed until towards the end of Q2. There remain 15 posts still vacant out of 64 team members of which 63 are project and not core funded. All of this made achieving targets challenging.

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO2.1.1</a>	Invest £22m of Shared Prosperity Funding in projects in the County Borough by 2025, with third sector partners, including in people and skills, supporting local businesses, and developing communities and place (COMM)	GREEN (Excellent)	Quarter 2: So far at Q2 we have launched grant funds and held information sessions with third sector and Town and Community Councils. We're also currently undertaking quarterly reporting to funders.	Continue to advertise and implement the SPF grants and report to Funder son progress.
<a href="#">WBO2.1.2</a>	Employability Bridgend will work with funders and partners, including the Inspire to Work Project to deliver a comprehensive employability and skills programme (COMM)	GREEN (Excellent)	Quarter 2: The Bridgend Employability Network consists of many public and 3rd sector groups, including Careers Wales and DWP, which meets monthly to ensure that organisations can share information and work together on employability and skills to improve outcomes for residents. Specific monthly meetings are held with DWP and recently a joint meeting of the Careers Wales team and Employability Bridgend took place to increase referrals between the two agencies.	Continue to work in partnership with public and 3rd sector groups to deliver the employability programme.

## WBO2.2: Making sure our young people find jobs, or are in education or training

### Performance Indicators

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PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
DEFS80 CP WBO2.2	Number of participants in the Employability Bridgend programme supported into education or training <b>Higher Preferred</b>	387	727	363	33	98	↓	<p>Quarterly Indicator</p> <p><b>Target Setting:</b> Annual target set to maximise use of funding secured for that year. Funding arrangements can vary from year to year depending on funding source therefore targets are not comparable</p> <p><b>Performance:</b> We were closing all of the old EU funded projects which ceased delivery in March 2023 and simultaneously starting all of the new UK Government and Welsh Government projects from April 1<sup>st</sup> 2023. Even one of our existing Welsh Government contract, CfW+, also introduced new rules, targets and approaches from April 2023. This meant there were significant changes in the roles of team members and the nature of projects we deliver which had an impact on performance in these early months. Existing staff on the previous projects transferred to the new projects between April and October 2023 therefore we did not have the new projects fully staffed until towards the end of Q2. There remain 15 posts still vacant out of 64 team members of which 63 are project and not core funded. All of this made achieving targets challenging.</p>

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.2.1	Increase employment and training opportunities in the County Borough for young people aged 16 to 24 years old (COMM)	GREEN (Excellent)	Quarter 2: A comprehensive marketing and promotion campaign aimed at engaging young people has been developed including key messages focused at this cohort. Employability Bridgend staff attended all schools to offer support on both A level and GSCE results days during August 2023. The Annual Jobs Fair was held on September 14th 2023 and had a specific section focusing on getting jobs within the council for young people. Many agencies supported Employability Bridgend in providing advice and guidance to young people.	

## WBO2.3: Improving our town centres, making them safer and more attractive

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.3.1	Deliver a further £1.3m of Transforming Towns investment across our town centres in partnership with Welsh Government over the next three years to improve the economic sustainability of our town centres (COMM)	GREEN (Excellent)	Quarter 2: We're currently on target with this commitment, Porthcawl placemaking plan is now complete, we're now progressing plans for green open spaces with public engagement. Maesteg Town Centre placemaking plans are now underway with public consultation and engagement sessions undertaken over the last month. Draft placemaking plans are now being prepared. Further updates to come in Q3.	
WBO2.3.2	Prioritise the replacement of the Penprysg Road Bridge and removal of the level crossing in Pencoed and seek funding from UK Government for this project (COMM)	RED (Unsatisfactory)	Quarter 2: No resources or budget identified to progress project	Continue to investigate possible funding options, including Levelling Up Round 3 and how partnership working with UK Government, Welsh Government and Transport for Wales could assist.
WBO2.3.3	Redevelop Bridgend Central Station including improving the front public area with a transport interchange at the rear, providing links between bus services and trains, in partnership with Welsh Government and Network Rail (COMM)	RED (Unsatisfactory)	Quarter 2: No resources or budget identified to progress project	Continue to investigate possible funding options and how partnership working with UK Government, Welsh Government, Network Rail and Transport for Wales could assist.

## WBO2.4: Attracting investment and supporting new and existing local businesses

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### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DCO23.03</a> CP WBO2.4	Number of businesses receiving support through Shared Prosperity Funding <b>Higher Preferred</b>	New 2023-24	20	10	0	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Base target set to monitor the number of businesses supported and support economic growth <b>Performance:</b> The reason we are reporting zero for quarters 1 & 2 is due to the SPF business grant programme was in the development stage during this time and went live on 13th September 2023. We have now processed a number of applications which will be reported in Q3. The targets set are to be achieved by the end of Q4. As it stands, we are on target to hit the annual total.
<a href="#">DCO23.04</a> CP WBO2.4	Number of business start-ups assisted <b>Higher Preferred</b>	New 2023-24	52	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New indicator. Base target set to monitor the number of businesses supported and support economic growth <b>Performance:</b> No Performance Comments

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO2.4.1</a>	Invest in business start-ups in the County Borough by providing both professional and grant support, supporting key growth sectors like research and development, finance and the green economy (COMM)	<b>GREEN (Excellent)</b>	Quarter 2: Grant funds launched and officers in post. The new Shared Prosperity Fund business support programme has been launched and the business start-up support programme is now underway at Q2. We also have bi-monthly grant panel meetings that will continue throughout 2023-24	
<a href="#">WBO2.4.3</a>	Work with the Cardiff City Region (CCR) and its 10 local authorities to think regionally about planning, transport and economic development (COMM)	<b>YELLOW (Good)</b>	Quarter 2: There is currently ongoing regional engagement with Cardiff Capital Region (CCR) to monitor developments and disseminate information with officers and members. There have been a number of development sessions, organised by Welsh Government, with key members of local authorities to look at the implications of the Corporate Joint Committee (CJC) having strategic responsibility for economic development, transport and planning. More sessions are planned in the new year. Due to resources and capacity restraints not all of the activities planned under this commitment have started yet.	Continue to attend the development sessions to inform the regional thinking of ahead of the formation of the new CJC.



## WBO3: A County Borough with thriving valleys communities

### WBO3.1: Investing in town centres, including Maesteg town centre

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
DCO23.01 CP WBO3.1	Number of commercial properties assisted through the enhancement grant scheme (COMM) <b>Higher Preferred</b>	New 2023-24	2	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To allocate the grant appropriately to successful applicants in line with funding terms <b>Performance:</b> No Performance Comments

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.1.1	Complete a Placemaking Strategy for Maesteg town centre to improve the environment and support future investment bids (COMM)	<b>GREEN (Excellent)</b>	Quarter 2: Public Engagement sessions have taken place in Maesteg, to understand the views and needs of the community and to shape the strategy going forward.	A draft version of the placemaking strategy will now be prepared based on the evidence gathered during the engagement sessions.
WBO3.1.2	Develop a commercial property enhancement grant for all valley high streets, to make them look better and bring properties back into commercial use (COMM)	<b>RED (Unsatisfactory)</b>	Quarter 2: This work has not commenced year as it will be an integral part of the Valleys Regeneration Strategy that is being developed.	Continue to develop the Valleys Regeneration Strategy, through engagement with local communities and assessing needs.

### WBO3.2: Creating more jobs in the valleys

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.2.1	Develop funding bids for our valleys, to enhance the economy and stimulate new job opportunities (COMM)	<b>RED (Unsatisfactory)</b>	Quarter 2: This work has not commenced year as it will be an integral part of the Valleys Regeneration Strategy that is being developed.	Continue to develop the Valleys Regeneration Strategy and when priorities are known, seek external funding to progress approved initiatives.
WBO3.2.2	Increase the amount of land and premises available for businesses, including industrial starter units, in the Valleys (COMM)	<b>YELLOW (Good)</b>	Quarter 2: Northern Valley Gateway Initiative (NVI) programme launched, and sites identified as suitable for industrial units in the valleys. Additional feasibility work will commence on costing the facilities.	Now sites identified, feasibility work required to cost the proposals, including design and build options.

### WBO3.3: Improving community facilities and making them more accessible

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
DCO23.11 CP WBO3.3	Value of investment with Community Asset Transfers (CATs) in Valleys (COMM) <b>Higher Preferred</b>	New 2023-24	£200,000	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Level of external investment exceeds Council's CAT Fund allocations for the year. External investment target of £200K for CAT projects in valley communities <b>Performance:</b> No Performance Comments

**Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO3.3.1</a>	Progress with Community Asset Transfers in the valleys, including Llangynwyd Playing Fields, to protect these valuable community assets for future generations (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: Only 1 CAT Transfer completed. Other transfers delayed due to property issues which should be resolved by end of 2023-24 to ensure target of 5 is achieved. We have the following investments £274,761.78 received from Lawn Tennis Association: Maesteg Welfare Park £151,281.62; Caedu Park £67,512.10; and Heol-y-Cyw £55,968.06, this means we have reached our Valleys investment milestone.	Continue working with communities to transfer assets during Q3.
<a href="#">WBO3.3.2</a>	Redevelop the Ewenny Road site, including new and affordable homes, an enterprise hub, open space and green infrastructure, in partnership with the adjoining landowner (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: Work continuing with Cardiff Capital Region (CCR) on the grant funding and extension of timescales of financial drawdown to align with revised development programme. Planning application submitted for the comprehensive redevelopment and being assessed by Officers.	Planning application possibly determined at January 2024 Development Control Committee, then work on decontamination and remediation of the site can commence.

**WBO3.5: Investing in our parks and green spaces and supporting tourism to the valleys****Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO3.5.1</a>	Develop a regeneration strategy for the valleys (including Ogmere and Garw Valleys) (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: Planning & Regeneration Consultants are being commissioned to engage with community and draft a new Valleys regeneration strategy.	Continue to develop the Valleys Regeneration Strategy, through engagement with local communities and assessing needs.
<a href="#">WBO3.5.2</a>	Work with the Cwm Taf Nature Network Project to improve access to high quality green spaces (COMM)	<b>YELLOW (Good)</b>	Quarter 2: The Cwm Taff Nature Network closed at the end of July 2023 and the new Green Space Enhancement Project (Shared Prosperity Fund) took over the delivery of the commitments.	The Project Manager is in place and working with partners to deliver these activities. Key activities will need to be identified over the next few weeks.

**WBO3.6: Encourage the development of new affordable homes in the valleys****Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO3.6.2</a>	Encourage the development of self-build homes on infill plots, to increase the range of housing available (COMM)	<b>RED (Unsatisfactory)</b>	Quarter 2: No resource allocated to start this project	Seek an appropriate resource to allow this work to continue.

## WBO5: A County Borough that is responding to the climate and nature emergency

### WBO5.1: Moving towards net zero carbon, and improving our energy efficiency

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DCO20.01</a> CP WBO5.1	Annual Gas Consumption across the Authority - kWh <b>Lower Preferred</b>	24,032,495 kWh	23,144,515 kWh	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To see reduction in energy consumption levels and progress our corporate energy efficiency <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">DCO20.02</a> CP WBO5.1	Annual Electricity Consumption across the Authority - kWh <b>Lower Preferred</b>	16,542,375 kWh	15,130,803 kWh	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To see reduction in energy consumption levels and progress our corporate energy efficiency <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">DCO20.03</a> CP WBO5.1	Annual CO2 related to gas consumption across the Authority - kWh <b>Lower Preferred</b>	4,398 kWh	4,235 kWh	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To see reduction in energy consumption and relation emissions and progress our corporate energy efficiency <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">DCO20.04</a> CP WBO5.1	Annual CO2 related to electricity consumption across the Authority - kWh <b>Lower Preferred</b>	3,199 kWh	2,925 kWh	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To see reduction in energy consumption and relation emissions and progress our corporate energy efficiency <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">DCO23.05</a> CP WBO5.1	Reduction in emissions (across our buildings, fleet & equipment, streetlighting, business travel, commuting, homeworking, waste, procured goods and services) <b>Higher Preferred</b>	New 2023-24	5%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To see a reduction in emissions and progress our corporate energy efficiency <b>Performance:</b> <i>No Performance Comments</i>

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO5.1.1</a>	Keep reducing our carbon footprint by changing our Council vehicles to electric and further energy efficiency schemes (COMM)	<b>GREEN (Excellent)</b>	Quarter 2: In year delivery of planned ultra low Emission vehicles (ULEV) and infrastructure is on track. Assessment of services that undertake high levels of business mileage has been undertaken and options are now being considered, to determine the most appropriate areas to switch to ULEV fleet vehicles. Charging facilities are being installed across the corporate estate and are being energised in Q3 by Western Power Distribution.	
<a href="#">WBO5.1.5</a>	Invest in energy efficiency improvements to Council buildings including schools (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: A lack of available internal revenue and capital funding has led to slower progress than is needed and means these improvements must be largely funded by external grant and loan finance that is yet to be secured.	Awaiting further information on funding in order to continue progressing with project.

**WBO5.2: Protecting our landscapes and open spaces and planting more trees****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DCO23.06</a> CP WBO5.2	Number of blue flag beaches (COMM) <b>Higher Preferred</b>	New 2023-24	3	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to maintain current high standards <b>Performance:</b> No Performance Comments
<a href="#">DCO23.07</a> CP WBO5.2	Number of green flag parks (COMM) <b>Higher Preferred</b>	New 2023-24	2	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to maintain current high standards <b>Performance:</b> No Performance Comments

**Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO5.2.1</a>	Deliver projects such as woodland protection, develop and protect our natural environment in partnership with our communities as part of our Bridgend Biodiversity Plan (COMM)	<b>GREEN (Excellent)</b>	Quarter 2: This commitment is currently on target with 2 out of 3 activities being complete. The Local Place for Nature Project has been launched and the site monitoring at Bridgend County Local Nature Reserves has also been complete. The programme of work within the Bridgend Biodiversity Plan has commenced. Further updates will be given on this in the next quarter.	
<a href="#">WBO5.2.2</a>	Work with the Cwm Taf Nature Network Project to enhance and improve access to high quality green spaces in our County Borough (COMM)	<b>RED (Unsatisfactory)</b>	Quarter 2: Discussions held; no funds identified yet	Continue to look for external funding to enable the enhancement of green spaces in our Borough to continue.
<a href="#">WBO5.2.3</a>	Plant a further 10,000 trees a year and provide a Community Planting Scheme to green our County Borough (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: An exploration of site options has been undertaken	Awaiting further information regarding the community woodland identified as the preferred site option in order to complete tree planting scheme and landscape designs.

**WBO5.3: Improve the quality of the public realm and built environment through good placemaking principles****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">PAM/018</a> CP WBO5.3	Percentage of all planning applications determined within 8 weeks <b>Higher Preferred</b>	64%	80%	80%	<b>65%</b>	60%	↑	Quarterly Indicator <b>Target Setting:</b> Target set in line with national target for good performance <b>Performance:</b> Not able to hit the target of 80% due to lack of resources. We are undertaking a restructure which will increase the number of planning officers. We have recently promoted several officers within the department and are awaiting new employees to start. Performance is improved compared to the same period last year.
<a href="#">PAM/019</a> CP WBO5.3	Percentage of planning appeals dismissed <b>Higher Preferred</b>	64%	66%	66%	<b>100%</b>	34%	↑	Quarterly Indicator <b>Target Setting:</b> Target set in line with national target for good performance <b>Performance:</b> On target

## Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.3.1	Adoption of the Replacement Local Development Plan (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: Adoption of the replacement Local Development Plan (LDP) is likely in early 2024. Examination in public sessions have been held with Planning and Environment Decisions Wales (PEDW) Inspector for a variety of LDP topics, including housing transportation, and economic development. Representations were heard from the public by inspector during the sessions.	Further examination session tabled for the 21/11/2023. The PEDW Inspector will not issue a report to Ministers before the 31/12/2023

## WBO5.4: Reducing, reusing or recycling as much of our waste as possible

## Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
DCO20.05 CP WBO5.4	Percentage of Street cleansing waste prepared for recycling <b>Higher Preferred</b>	40.47%	40%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To maintain the existing targets which remain challenging to achieve <b>Performance:</b> No Performance Comments
PAM/010 CP WBO5.4	Percentage of highways land inspected by the Local Authority to be found to be of a high / acceptable standard of cleanliness <b>Higher Preferred</b>	98.05%	98%	98%	99.9%	97.22%	↑	Quarterly Indicator <b>Target Setting:</b> To maintain the existing targets which remain challenging to achieve <b>Performance:</b> On target
PAM/030 CP WBO5.4	Percentage of municipal waste collected by local authorities and prepared for reuse, and/or recycled, including source segregated biowastes that are composted or treated biologically in any other way <b>Higher Preferred</b>	71.38%	70%	70%	74.7%	72.25%	↑	Quarterly Indicator <b>Target Setting:</b> To maintain the existing targets which remain challenging to achieve <b>Performance:</b> On target
PAM/030 a) CP WBO5.4	Percentage of municipal waste collected by local authorities and prepared for reuse <b>Higher Preferred</b>	0.68%	1%	1%	3.33%	0.51%	↑	Quarterly Indicator <b>Target Setting:</b> To maintain the existing targets which remain challenging to achieve <b>Performance:</b> On target
PAM/030 b) CP WBO5.4	Percentage of municipal waste collected by local authorities and prepared for being recycled <b>Higher Preferred</b>	51.01%	49%	49%	49.5%	50.99%	↙	Quarterly Indicator <b>Target Setting:</b> To maintain the existing targets which remain challenging to achieve <b>Performance:</b> Performance at Q2 is lower than the previous year. The reasons for lower figures are less paper and cardboard materials are now being collected on the kerbside.
PAM/030 c) CP WBO5.4	Percentage of municipal waste collected by local authorities as source segregated biowastes that are composted or treated biologically in another way <b>Higher Preferred</b>	19.69%	20%	20%	21.9%	20.76%	↑	Quarterly Indicator <b>Target Setting:</b> To maintain the existing targets which remain challenging to achieve <b>Performance:</b> On target
PAM/043 CP WBO5.4	Kilograms of residual waste generated per person <b>Lower Preferred</b>	120.20	131	65.50	60.40	60.43	↑	Quarterly Indicator <b>Target Setting:</b> To maintain the existing targets which remain challenging to achieve <b>Performance:</b> On target

## Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO5.4.1</a>	Develop our Future Waste Services Model, improving our recycling targets further and converting our vehicles. We will consult on the options with residents in 2024 (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: Specialist Waste consultants appointed to prepare a report to look at future waste options, this will form part of a Pre-Cabinet Scrutiny and Cabinet Decision in Spring 2024.	Await report findings and report possible options for future waste services model to Cabinet.
<a href="#">WBO5.4.2</a>	Ensure that the new Community Recycling Centre at Pyle is opened (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: Continued to work alongside Kier and with Officers at Natural Resources Wales to ensure that the resubmitted waste licence application is progressed to enable the new CRC to open in Spring 2024	Continue monthly liaison with Natural Resources Wales to ensure that the licence application is being progressed effectively.

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## WBO5.5: Improving flood defences and schemes to reduce flooding of our homes and businesses

## Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DCO23.08</a> CP WBO5.5	Percentage of statutory sustainable drainage systems (SuDS) applications processed within 7 weeks from receipt of appropriate scheme drawings. (COMM) <b>Higher Preferred</b>	New 2023-24	95%	95%	<b>100%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline target set to ensure effective progression of applications <b>Performance:</b> On target

## Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO5.5.1</a>	Invest in and improve flood mitigation measures in our valleys communities to reduce the flood risk (COMM)	<b>GREEN (Excellent)</b>	Quarter 2: Numerous flood prevention and culvert schemes completed in valleys communities, in readiness for winter period and inclement weather.	Monitor new schemes for effectiveness and identify further grant funding sources for additional flood mitigation schemes.

## WBO6: A County Borough where people feel valued, heard and part of their community

## WBO6.1: Celebrating and supporting diversity and inclusion and tackling discrimination

## Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB3b</a> CP WBO6.1	Percentage of council staff completing Introduction to Equality and Diversity training (E-Learning or workbook).(Communities) <b>Higher Preferred</b>	New 2023-24	100%	100%	<b>36.26%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> This is a new e-learning to be rolled out to staff and so completion rates are currently low. However, we are seeing an improvement compared to Q1 actuals. Ongoing work with staff to flag awareness and encourage completions.

## WBO6.2: Improving the way we engage with local people, including young people, listening to their views and acting on them

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO6.2.2</a>	Provide new opportunities for the community to engage with us on our regeneration plans, holding workshops with key stakeholders including town councils, learners and community groups (COMM)	<b>GREEN (Excellent)</b>	Quarter 2: Numerous consultation and engagement sessions undertaken, including LDP examination in public, Porthcawl Regeneration Open Space Plans, Maesteg Town Centre Placemaking engagement and Traffic Regulation Orders for implementation of exception to the national 20mph default speed limit.	
<a href="#">WBO6.2.3</a>	Develop the Bridgend County Borough Council Climate Citizens Assembly to allow communities to shape our 2030 Net Zero Carbon Agenda (COMM)	<b>RED (Unsatisfactory)</b>	Quarter 2: The development of the BCBC Climate Assembly is currently on hold as the climate change response budget has been identified as an in year saving (£100k).	On hold until we receive confirmation regarding savings made from this project.

## WBO6.3: Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB4b</a> CP WBO6.3	Percentage of council staff completing Welsh Language Awareness E-Learning. (Communities) <b>Higher Preferred</b>	New 2023-24	100%	100%	<b>33.98%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> This is a new e-learning to be rolled out to staff and so completion rates are currently low. However, we are seeing an improvement compared to Q1 actuals. Ongoing work with staff to flag awareness and encourage completions.

## WBO6.4: Helping clubs and community groups take control of and improve their facilities and protect them for the future

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DCO16.8</a> CP WBO6.4	Number of council owned assets transferred to the community for running (CATs) in Valleys (COMM) <b>Higher Preferred</b>	10	15	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> A combination of 10 transfers ongoing being delivered and five new ones, across the County Borough <b>Performance:</b> No Performance Comments
<a href="#">DCO23.12</a> CP WBO6.4	Value of investment with CATs across Bridgend County Borough (COMM) <b>Higher Preferred</b>	New 2023-24	£400,000	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Level of external investment exceeds Council's CAT Fund allocations for the year. External investment target of £400K for CAT projects across County Borough. <b>Performance:</b> No Performance Comments

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO6.4.1</a>	Invest a further £400k in Community Asset Transfers and support clubs and Community Groups with equipment grants to improve and safeguard the facilities (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: We currently have £307k of inward external investment already attributed to CAT related projects. Also completed 4 out of 15 CAT transfers at Q2. Although behind on milestones, we're on target with investments.	Continue to progress with CAT transfers as expediently as possible during Q3.

## WBO7: A county borough where we support people to be healthy and happy

### WBO7.1: Improving active travel routes and facilities so people can walk and cycle

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DCO23.17</a> CP WBO7.1	New active travel routes (length in KM) (COMM) <b>Higher Preferred</b>	New 2023-24	4 KM	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Additional target routes for the year <b>Performance:</b> No Performance Comments

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO7.1.1</a>	Improve sustainable and active travel choices, including the Metrolink bus facility in Porthcawl, to increase connectivity and greener travel choices (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: This commitment is currently off target due to work on the project not starting until July 2023. Currently we are still on target for the Metro Link Facility in Porthcawl to be complete by March 2024, however, it may not be open for commercial use at that time.	Continue to monitor construction progress of the Metro Link Facility.

### WBO7.2: Offering attractive leisure and cultural activities

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO7.2.1</a>	Redevelop Porthcawl Grand Pavilion to increase the use of the new facilities and extend social and leisure facilities, in partnership with Awen Cultural Trust (COMM)	<b>GREEN (Excellent)</b>	Quarter 2: RIBA 4 design work progressing well and Pre-Planning Consultation underway for the new design of the Grand Pavilion.	To secure planning permission and to tender the Construction works contract, via gaining approval at 21st November Cabinet to proceed to the market.

### WBO7.3: Improving children's play facilities and opportunities

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DCO23.09</a> CP WBO7.3	Value of investment in play areas (COMM) <b>Lower Preferred</b>	New 2023-24	£1,000,000	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set in line with programme of works for the year <b>Performance:</b> No Performance Comments
<a href="#">DCO23.10</a> CP WBO7.3	Number of play areas that have been refurbished (COMM) <b>Higher Preferred</b>	New 2023-24	20	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set in line with programme of works for the year <b>Performance:</b> No Performance Comments



## Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO7.3.1</a>	Improve the quantity and quality of play opportunities. We will invest in all children's play areas and make sure inclusive play equipment is provided to allow opportunities for all (COMM)	<b>AMBER (Adequate)</b>	Quarter 2: Design work complete and consultation with local members and accessibility groups undertaken on additional 19 children's play areas to be refurbished. The tender for the works contract is live.	Award tender and complete next phase by Spring 2024.

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## Ways of Working

## Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CHR002i</a> WOW CO1	Number of working days per full time equivalent lost due to sickness absence (Communities) <b>Lower Preferred</b>	11.07 days	No target	N/A	<b>5.47 days</b>	6.20 days	↑	Quarterly Indicator <b>Target Setting:</b> To reduce sickness levels <b>Performance:</b> Number of working days per full time equivalent lost due to sickness absence has decreased in communities directorate compared to Q1 and Q2's actuals for 2022/23.
<a href="#">CORPB5b</a> WOW CO1	Percentage of staff that have completed a Personal Review/Appraisal (Communities) <b>Higher Preferred</b>	New for 23-24	80%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To ensure that all staff have Review & are set objectives <b>Performance:</b> No Performance Comments
<a href="#">DCO16.9</a> WOW CO1	Realisation of capital receipts targets <b>Higher Preferred</b>	£3,710,000	£0	£0	<b>£0</b>	£0	Trend not applicable	Quarterly Indicator <b>Target Setting:</b> Target set in line with disposal programme <b>Performance:</b> Performance is inline with this year's disposal programme target.
<a href="#">DCO19.02</a> WOW CO1	Percentage of full statutory compliance across BCBC operational buildings <b>Higher Preferred</b>	78.6%	100%	100%	<b>82%</b>	66.4%	↑	Quarterly Indicator <b>Target Setting:</b> Target set to achieve full compliance <b>Performance:</b> Continuous improvement across the estate.
<a href="#">DCO23.14</a> WOW CO1	Percentage of statutory compliance across BCBC operational buildings (big 5) (COMM) <b>Higher Preferred</b>	New 2023-24	100%	100%	<b>92%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Target set to achieve full compliance <b>Performance:</b> Continuous improvement across the estate.

PI Ref No	PI Description	Annual target 23-24 £'000	Performance at Q2						Comments
			Red		Amber		Green		
			£'000	%	£'000	%	£'000	%	
<a href="#">DCO6.1.1i</a> WOW	Value of planned budget reductions achieved (Communities Directorate)	£375	£210	56%	£0	0%	£165	44%	<b>Target Setting:</b> To achieve all reductions outlined in the MTFS  <b>Performance:</b> The most significant reduction proposals unlikely to be achieved in full for communities are: - • COM1 – closure of each of the Community Recycling Centre sites for one weekday per week (£50,000). Public Consultation has been undertaken, the outcome of which will be reported back to Cabinet in due course. • COM 2 – Charging Blue Badge Holders for parking (£40,000). The traffic management team have been engaged in the introduction of the national speed limit in built up areas, and therefore the saving proposal is unlikely to be achieved in 2023-24 due to the resource required to introduce this change first. • COM5 – commercially let a wing of Ravens Court to a partner organisation or business (£120,000) – delay in progressing budget reduction proposal whilst the Future Service Delivery model is being developed. Directors continue to work with their staff to deliver their proposals or alternatives and this is reflected in the forecast year end spend.

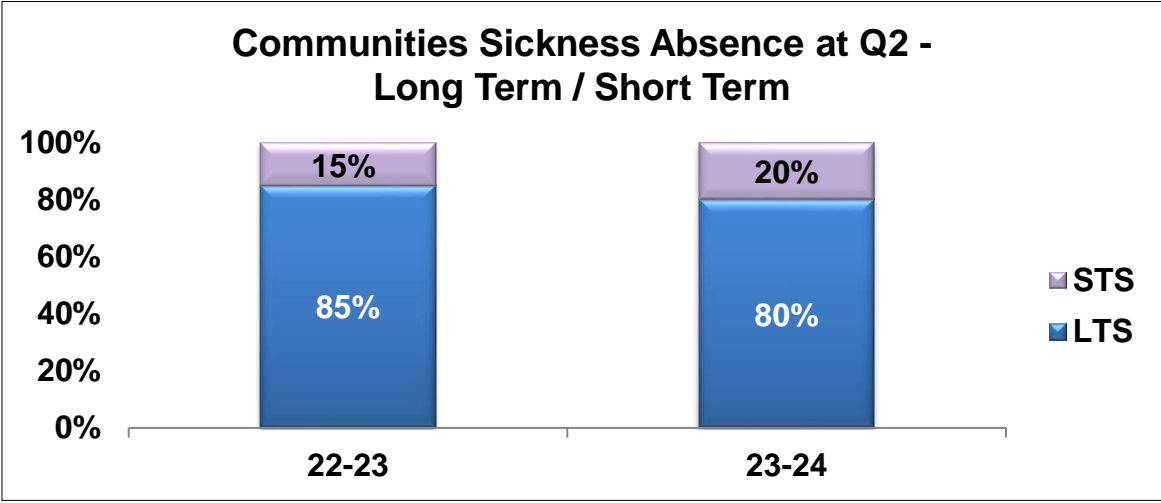
## Additional Sickness Information by Service Area – Communities

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Unit		FTE 30.09.2023	QTR2 2022/23			QTR2 2023/24			Cumulative Days per FTE 2022/23	Cumulative Days per FTE 2023/24
			Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE		
Operations - Communities Services	Cleaner Streets & Waste Contract Management	53.81	229.00	11	4.32	136.00	10	2.53	5.97	4.14
	Corporate Landlord	121.09	463.20	74	4.06	414.82	77	3.43	7.11	5.58
	Economy, Natural Resources & Sustainability	73.49	120.19	11	1.85	273.50	20	3.72	2.81	6.49
	Highways & Green Spaces	179.53	771.32	39	4.63	616.86	43	3.44	8.36	6.59
Planning & Development Services		30.35	3.00	2	0.09	3.00	3	0.10	1.13	1.02
Strategic Regeneration		12.81	1.00	1	0.07	5.00	1	0.39	2.78	0.39
<b>Communities Directorate Total</b>		<b>474.59</b>	<b>1587.71</b>	<b>138</b>	<b>3.53</b>	<b>1449.18</b>	<b>154</b>	<b>3.05</b>	<b>6.20</b>	<b>5.47</b>

## Sickness Absence by Reason

Absence Reason	Communities Directorate			
	Q1 Number of FTE days lost	Q2 Number of FTE days lost	Total Number of FTE Days Lost	% of Cumulative days lost
Bereavement Related	44.05	76.34	120.40	4.66%
Cancer	15.00	54.11	69.11	2.68%
Chest & Respiratory	28.62	21.37	49.99	1.94%
Coronavirus COVID - 19	18.85	82.01	100.86	3.90%
Eye/Ear/Throat/Nose/Mouth/Dental	17.69	67.00	84.69	3.28%
Genitourinary / Gynaecological	28.34	72.91	101.25	3.92%
Heart / Blood Pressure / Circulation	11.81	12.81	24.62	0.95%
Infections	42.28	72.48	114.76	4.44%
MSD including Back & Neck	269.18	310.86	580.04	22.46%
Neurological	81.37	40.87	122.24	4.73%
Other / Medical Certificate	109.51	28.00	137.51	5.32%
Other Mental illness	0.00	6.42	6.42	0.25%
Pregnancy related	15.00	0.00	15.00	0.58%
Stomach / Liver / Kidney / Digestion	59.80	70.99	130.79	5.06%
Stress/Anxiety/Depression not work related	220.76	271.38	492.14	19.05%
Stress/Anxiety/Depression work related	171.50	261.62	433.12	16.77%
<b>TOTALS</b>	<b>1133.78</b>	<b>1449.18</b>	<b>2582.96</b>	<b>1.00</b>



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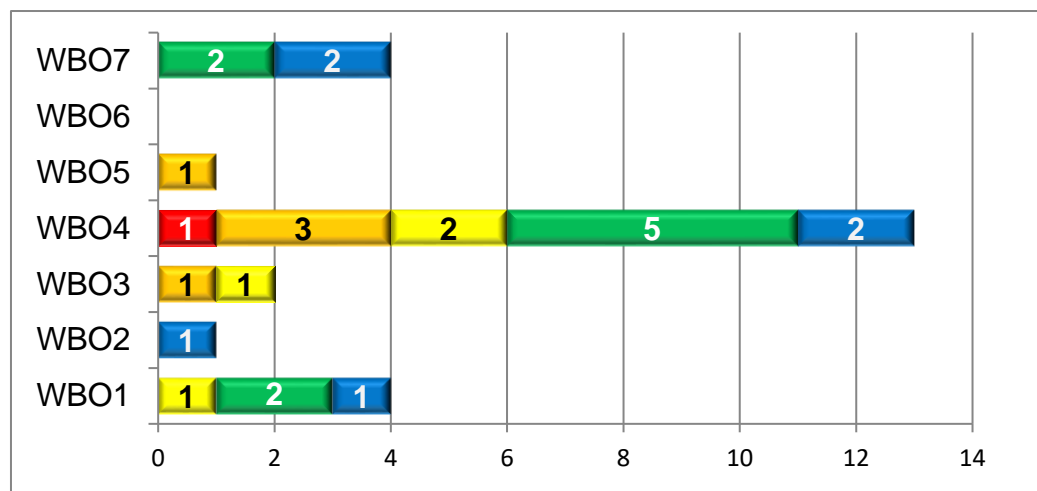
## EDUCATION & FAMILY SUPPORT DIRECTORATE PERFORMANCE – Quarter 2 2023-24

The directorate’s commitments are currently 76% on target or above, including six commitments that are completed. There is only one commitment showing off-target by more than 10%, and this is due to capital funding issues regarding the replacement Heronsbridge School. There are a number of indicators currently off-target by more than 10%, particularly those in relation to staff training across schools and the directorate, however, monitoring is in place and improvements are expected. The directorate is making good progress on delivering its strategy in support of the Corporate Wellbeing Objectives.

While long-term sickness has reduced slightly for the directorate compared to 2022-2023, short-term sickness has increased. Long-term and short-term sickness rates remain static across schools compared to the same period in 2022-2023. The cumulative sickness days at Q2 have decreased for the directorate, but increased for schools, when compared to 2022-2023. Sickness absence reasons show a similar trend across both areas.

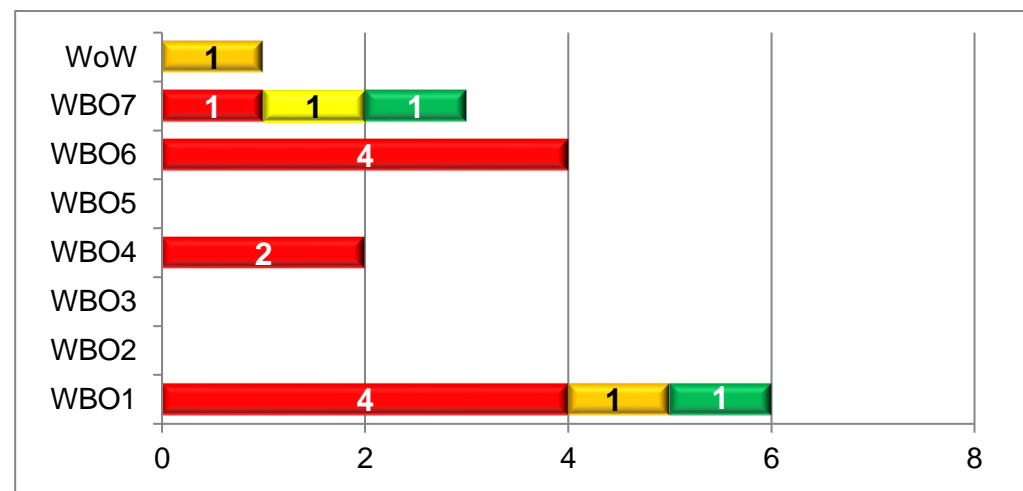
The directorate is not on target to achieve its MTFs savings for the year due to a shortfall in relation to the proposed delegation of some school transport responsibilities to the Bridge Alternative Provision.

### Commitments 2023-24 BRAYG Status – progress against directorate commitments

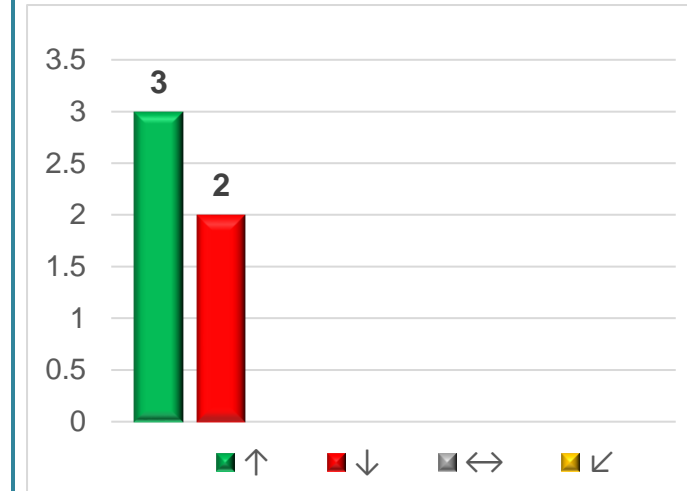


### All Indicators (incl. Finance and sickness PIs)

#### Performance vs Target



#### Trend vs Q2 2022-23



### Finance

#### Revenue budget

- The net revenue budget for the Directorate for 2023-24 is **£139.032 million**.
- The current year-end projected outturn is **£140.778 million** with a projected overspend of **£1.746 million**.

#### Capital budget

- As at quarter 2 the capital budget for the Directorate for 2023-24 is **£34.616 million**, with total expenditure of **£2.446 million**.

#### Efficiency savings

Savings	2023-24 (£000)	2023-24 %
Savings target	2158	100%
Likely to be achieved	2118	98%
Variance	40	2%

Additional financial information is provided in the Budget Monitoring 2023-24 Quarter 2 Revenue Forecast report presented to Cabinet on 17 October 2023.

### Risks

#### Corporate risks

Oversight of corporate risks are collectively undertaken and managed by the Corporate Management Board (CMB). The Corporate risk register can be found as Appendix E and should be viewed in the overall context of the performance of this dashboard to understand the risks. Some are Council wide, while others focus on specific directorates.

#### Directorate risks

The Education and Family Support Directorate (EFS) currently (as of November 2023) has 19 directorate-level risks. Following the most recent risk review, some of these risks have a residual (that is, post-mitigation) score of 16 or above. These risks will therefore be escalated for consideration as a corporate-level risk.

These risks are in relation to the following:

- implementation of our management information system(s);
- the reliance on the continued funding through relevant grants in order to deliver key services and strategies, especially to schools;
- effective succession planning arrangements not being in place;
- the impact of the delivery of strategic national initiatives and the availability of resources (such as, the universal free school meal offer, and the 21<sup>st</sup> Century School Modernisation Programme); and
- the impact of the Medium-Term Financial Strategy (MTFS) on service provision and future school budgets

**Consultation, engagement, and involvement**

Consultation processes concluded in respect of:

- a proposed Welsh-medium seedling school with co-located Welsh-medium childcare to serve the Porthcawl area; and
- a proposed regulated alteration to Coety Primary School by enlarging the school from 2-form-entry to 2.5-form-entry.

**Implications of financial reductions on service performance and other key Issues/challenges**

- Recruitment and retention issues continue across most services, particularly for specialist posts.
- Budget pressures continue to impact schools and core services,
- The home-to-school transport budget and School Modernisation Programme budgets are significant, and costs are increasing dynamically.
- Securing funding for continuation of grant-funded projects remains challenging.
- Capital funding issues regarding the replacement Heronsbridge School has delayed the project.
- There are challenges around the availability of support and resource for implementation of the new management information systems (that is, Capita One and the online individual development plan (IDP) system).
- Resourcing issues in the Major Projects Team has resulted in delays to the project timescales for the Porthcawl Welsh-medium seedling school.
- There are ongoing concerns over some schools where the full introduction of Universal Primary Free School Meals (UPFSM) is challenging due to physical constraints, regardless of capital investment.

**Regulatory Tracker**

Report Issued	Name of Audit/Regulator	Recommendation/Proposal for improvement	Responsible officer	Delivery date	Update on actions and progress at Q2	BRAYG (Q2)	Open / Closed
June 2022	HM Inspectorate of Probation, inspection of youth offending services in Bridgend	1. The Chair of the Bridgend Youth Justice Service (BYJS) Management Board should: consider the membership of the board, to ensure that it is attended by representatives with the right level of seniority and put in place a plan to develop the board so that its members understand their role and responsibilities	ML	March 2023	Complete	Blue	Closed
		2. The Chair of the BYJS Management Board should: review the format and purpose of the Bureau and ensure that it has the relevant information and input from the necessary agencies so that the out-of-court disposal meets the needs of the child.	ML	March 2024	The Out of Court Decision (OOC) Decision Making Panel has been expanded to include colleagues from Health and Victim Support. To further develop the panel and make it truly multi-agency representatives from Education and Childrens Services have also been approached to join. This move will ensure that the views of key agencies working with a child inform decision making and that any plan subsequently drawn up aligns with those that may already be in place.	Amber	Open
		3. The BYJS Management Board should: make sure that the partnership has a multi-agency framework in place for children who are at risk of, or subject to, child exploitation and ensure that there are clear procedures for practitioners to follow.	ML	May 2023	Complete	Blue	Closed
		4. The BYJS service manager should: improve the quality of planning and services to manage children's safety and wellbeing	n/a	n/a	Complete	Blue	Closed
		5. The BYJS service manager should: review the quality assurance processes and improve the effectiveness of management oversight in all cases.	n/a	n/a	Complete	Blue	Closed





**KEY:**

**How will we mark or score ourselves**

We have one simple scale for how we mark or score the council’s performance. Because overall judgements, commitments and performance indicators are measured differently, the colours or judgements have different descriptions depending on which type of performance you are reviewing.

	What does this Status mean?		
	Overall / self-assessment performance	Commitments, projects or improvement plans	Performance Indicators
<b>COMPLETE (BLUE)</b>	Not applicable	Project is completed	Not applicable
<b>EXCELLENT (GREEN)</b>	Very strong, sustained performance and practice	As planned - within timescales, on budget, achieving outcomes	On target and performance has improved / is at maximum
<b>GOOD (YELLOW)</b>	Strong features, minor aspects may need improvement	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	On target
<b>ADEQUATE (AMBER)</b>	Needs improvement. Strengths outweigh weaknesses, but important aspects need improvement	Issues – More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	Off target (within 10% of target)
<b>UNSATISFACTORY (RED)</b>	Needs urgent improvement. Weaknesses outweigh strengths	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	Off target (target missed by 10%+)

For performance indicators, we will also show trends in performance so you can see how we are doing compared with the same period last year.

Trend	Meaning
	Improved performance
	Maintained performance (includes those at maximum)
	Declined performance (by less than 10%)
	Declined performance (by 10% or more)

Trend	Performance Indicator types
<b>CP</b>	Corporate Plan Indicator
<b>WoW</b>	Ways of Working Indicator

## WBO1: A County Borough where we protect our most vulnerable

### WBO1.1: Providing high-quality children's and adults social services and early help services to people who need them

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
DEFS29 CP WBO1.1	Percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome. <b>Higher Preferred</b>	75%	72%	72%	85%	78%	↑	Quarterly Indicator <b>Target Setting:</b> Due to an increased complexity in caseloads, the target may be more challenging to achieve. <b>Performance:</b> The target set has been exceeded with a greater number of plans closed throughout quarter 1 and quarter 2 of this year when compared to that same period last year, and an increase in the percentage closing with a positive outcome. The increase in positive outcomes is a reflection of an upward trend over the last six months.

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.1.1	Continue to improve early help services by increasing the number of team around the family (TAF) interventions that close with a positive outcome (EFS)	YELLOW (Good)	Quarter 2: Between April 2023 and September 2023, 717 assessments were completed. There were 185 referrals closed within this period and 158 closed with a successful outcome (85%). To support the work of the Early Help service, job roles have been reviewed as part of the appraisal and job evaluation processes. Advances in the recruitment of senior early help workers has been put on hold pending the impact of any potential wider restructure linked to The Institute of Public Care (IPC) report on Children's Services.	

### WBO1.4: Supporting children with additional learning needs to get the best from their education

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
DEFS164 CP WBO1.4	Percentage of schools that have an ALN policy in place <b>Higher Preferred</b>	New for 2023-24	100%	100%	Data not available	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> In line with the Additional Learning Needs and Education Tribunal Act (Wales) 2018. <b>Performance:</b> Schools have confirmed that they have a mixture of separate policies supporting ALN, including those where ALN is contained within their wider Teaching and Learning Policy. Consideration is being given to the benefits of the preparation of a model ALN Policy for schools. Although schools are encouraged to develop a dedicated ALN policy, there is no statutory duty for them to do so. It is envisaged by the start of the spring term 2023-24 (that is for Q3), the local authority will be in a position to report the intention of each governing body in respect of the adoption of a dedicated policy.

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.4.1	Provide training to at least 60 school-based staff about ALN reform and how to support children with Additional Learning Needs (ALN) (EFS)	BLUE (Completed)	Quarter 2: Headteachers and additional learning needs coordinators (ALNCoS) have received detailed training on ALN reform as all Bridgend schools have progressed towards full implementation. Support is also available from the Central South Consortium (CSC), as is training with support material available on Hwb. Individual ALNCoS monitor training and attendance of their own school staff. This is specific to each school.	



**WBO1.5: Safeguarding and protecting people who are at risk of harm****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB1d</a> CP WBO1.5	Percentage of safeguarding e-learning (including workbook) completions (EDFS Directorate) <b>Higher Preferred</b>	90.14%	100%	100%	92.4%	Data not available	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory training for all staff <b>Performance:</b> Safeguarding training will become an Education and Family Support Safeguarding Board agenda item so that uptake from staff can be monitored. The percentage of completions has reduced from quarter 1 to quarter 2 as a result of changing staff numbers. Our current position is an overall increase on the previous year.
<a href="#">CORPB1e</a> CP WBO1.5	Percentage of safeguarding e-learning (including workbook) completions (schools) <b>Higher Preferred</b>	70.57%	100%	100%	71.8%	Data not available	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory training for all staff <b>Performance:</b> Safeguarding training will become an Education and Family Support Safeguarding Board agenda item so that uptake from staff (including school staff) can be monitored. The percentage of completions has reduced from quarter 1 to quarter 2, as a result of changing staff numbers, but the current position is an increase on the previous year.

**Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.5.1</a>	Work as one Council on a strategic plan to improve our safeguarding arrangements (EFS)	GREEN (Excellent)	Quarter 2: The first EFS Safeguarding Board meeting took place on 9 October 2023. Standing agenda items have been agreed to monitor safeguarding priorities across the directorate. The Education Engagement Team (EET) has delivered 12 whole-school child protection training sessions this half term as well as 1 designated lead training day and 1 designated person forum. Monthly sessions have been offered and started for all school leaders. The Safeguarding Children and Adults - Raising Awareness e-Learning module is now part of the mandatory corporate induction training package to ensure all council staff are aware of their responsibilities of safeguarding in their day-to-day work and know when and how to raise concerns. Staff safeguarding training will become an EFS Safeguarding Board agenda item so that uptake across the directorate and schools can be monitored.	

**WBO1.7: Support partners to keep communities safe****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB2d</a> CP WBO1.7	Percentage of Education and Family Support Directorate staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) <b>Higher Preferred</b>	New for 2023-24	100%	100%	86.98%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory E-learning 100% to be achieved <b>Performance:</b> This is a new indicator for 2023-24 and covers mandatory training for Education and Family Support staff. Due to a change in staff numbers, the percentage of completions has reduced slightly from quarter 1 to quarter 2.
<a href="#">CORPB2e</a> CP WBO1.7	Percentage of school staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) <b>Higher Preferred</b>	New for 2023-24	100%	100%	68.43%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory E-learning 100% to be achieved <b>Performance:</b> This is a new indicator for 2023-24 and covers mandatory training for school staff. Due to a change in staff numbers, the percentage of completions has reduced slightly from quarter 1 to quarter 2.

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DEFS161</a> CP WBO1.7	Percentage of children being released from custody who attend a suitable education, training and employment (ETE) arrangement <b>Higher Preferred</b>	New for 2023-24	100%	100%	0%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> As per conditions of release from custody, it is important that children engage in suitable education, training or employment arrangements. <b>Performance:</b> Current children in custody figures are minimum. One child has recently been released from custody but due to complex issues with substances and placement, they are currently not engaged in education training or employment. Lessons have been learnt from this case and will be shared with Bridgend Youth Justice Service Management Board on 15 November 2023.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.7.2</a>	Identify children who are more likely to offend and provide them with support to reduce offending behaviour (EFS)	<b>GREEN (Excellent)</b>	Quarter 2: A multi-agency prevention panel is in place, which meets on a fortnightly basis. The panel review and screen children who are more likely to offend and identify the support required from the relevant agencies. A trauma specialist sits on the panel to ensure the child is signposted to any additional intervention. Resettlement plans have been reviewed and areas of development identified to ensure plans are in line with legislation and the youth justice performance measure for education, training, employment (ETE). The new prevention screening tool has been implemented with all staff since June 2023 and the trauma recovery model was launched in October 2023.	

## WBO2: A County Borough with fair work, skilled, high-quality jobs and thriving towns

### WBO2.2: Making sure our young people find jobs, or are in education or training

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">PAM/046</a> CP WBO2.2	The percentage of Year 11 leavers from schools in the authority identified as not being in education, employment or training (NEET) in the Careers Wales Annual Destination Survey Statistics. <b>Lower Preferred</b>	1.6%	1.5%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> This target reflects the current position where more young people are identifying with a range of complex issues, impacting their progression into education, employment or training. <b>Performance:</b> Previously this PI been reported a year behind. As of 2023-24, data updated to reflect the correct year. Data being reported in Q4 will be data published in the previous October, which will reflect that year's Year 11 leavers.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO2.2.3</a>	Bridgend Music Service will further develop links with universities and conservatoires to develop music skills in young people that lead to jobs (EFS)	<b>BLUE (Completed)</b>	Quarter 2: The Bridgend Music Service works closely with the Seren Network, which supports pupils to achieve their academic potential and gain access to leading universities. The service has begun working closely with the British Army, who have been involved in side-by-side rehearsals and a concert on 18 October 2023. Through discussions in September 2023, links have been established with the Royal Welsh College of Music and Drama. Links have also been established with the BBC, who are planning a schools' tour in April 2024. Contact has also been made with Cardiff University in the hope of working closely with them in the future. The Benedetti Foundation has carried out residential sessions throughout September 2023, working with pupils at primary schools and upskilling teachers and music service staff.	

## WBO3: A County Borough with thriving valleys communities

### WBO3.4: Improving education and skills in the Valleys

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO3.4.1</a>	Establish three new Flying Start provisions, offering free childcare for two-year-olds in Nantymoel, Ogmere Vale and Pontycymmer (EFS)	<b>YELLOW (Good)</b>	Quarter 2: Each of the three new Flying Start settings is operational. Following full Care Inspectorate Wales (CIW) registration, each setting will be able to provide an extended offer allowing more children to benefit from the provision.	
<a href="#">WBO3.4.2</a>	Open Welsh-medium childcare in the Ogmere Valley and Bettws, with 32 full-time-equivalent childcare places (EFS)	<b>AMBER (Adequate)</b>	Quarter 2: Progress in putting together suitable tender documents to reflect the improved offer to prospective providers for the Bettws setting has unfortunately been delayed. The initial aim was to identify a provider by October 2023. However, this has now been revised to December 2023, after which registration will need to take place (approximately 16 weeks) before the setting is fully operational. Alternative options for the Ogmere Valley (Blackmill) site are being explored with Welsh Government.	As the date has been revised, work will continue to identify a suitable provider for the Bettws setting. Work to identify alternative options for the Ogmere Valley (Blackmill) site will continue alongside Welsh Government.

## WBO4: A County Borough where we help people meet their potential

### WBO4.1: Providing safe, supportive schools with high quality teaching

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DEFS155</a> CP WBO4.1	Percentage of schools that have self-evaluated themselves as 'green' as part of their annual safeguarding audit <b>Higher Preferred</b>	90%	100%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> In line with guidance, to ensure schools are exercising their legal safeguarding obligations. <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">DEFS156</a> CP WBO4.1	Number of schools judged by Estyn to be in 'significant improvement' or 'special measures'. <b>Lower Preferred</b>	0	0	0	1	0	↓	Quarterly Indicator <b>Target Setting:</b> School support is delivered by Central South Consortium, so there should be early support in place to avoid the outcome of any school requiring 'significant improvement' or in 'special measures' <b>Performance:</b> As concluded in the May 2023 Estyn inspection, Caerau Primary School is currently in need of 'special measures'. The school has developed its post-inspection action plan (PIAP) and is working with Estyn to finalise the action plan by 24 October 2023.
<a href="#">EDU010a</a> CP WBO4.1	The percentage of school days lost due to fixed-term exclusions during the academic year, in primary schools. <b>Lower Preferred</b>	0.020%	0.020%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Exclusion data is monitored closely by schools to identify any variations in permanent exclusions to understand why it is happening and to ensure they are only used when necessary. Primary exclusions have remained static since COVID-19 lockdown, so targets remain the same as pre-pandemic levels. <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">EDU010b</a> CP WBO4.1	The percentage of school days lost due to fixed-term exclusions during the academic year, in secondary schools. <b>Lower Preferred</b>	0.164%	0.120%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Exclusion data is monitored closely by schools to identify any variations in permanent exclusions to understand why it is happening and to ensure they are only used when necessary. Secondary exclusions have shown an upward trend since the pandemic due to behavioural changes and increased complexity of need. The target reflects an expected improvement in this performance. <b>Performance:</b> <i>No Performance Comments</i>

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">EDU016a (PAM/007)</a> CP WBO4.1	Percentage of pupil attendance in primary schools <b>Higher Preferred</b>	N/A	90.0%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Pupil attendance is a critical measure, as young people are unlikely to attain their full potential and are more likely to be diverted into anti-social behaviour if they are not attending school regularly. <b>Performance:</b> No Performance Comments
<a href="#">EDU016b (PAM/008)</a> CP WBO4.1	Percentage of pupil attendance in secondary schools <b>Higher Preferred</b>	N/A	90.0%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Pupil attendance is a critical measure, as young people are unlikely to attain their full potential and are more likely to be diverted into anti-social behaviour if they are not attending school regularly. <b>Performance:</b> No Performance Comments
<a href="#">PAM032</a> CP WBO4.1	Average Capped 9 Score for pupils in Year 11. <b>Higher Preferred</b>	N/A	Baseline setting	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Welsh Government has reinstated the data collection for the 2022-2023 school year. This reintroduction is for an interim period while Welsh Government develops further thinking to align with the introduction of new qualifications from 2025. Data is expected to be available in autumn 2023. <b>Performance:</b> No Performance Comments

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.1.1</a>	Help schools achieve their improvement plans by analysing needs and offering training to address this, ensuring that all schools will be judged by Estyn as 'not requiring any follow-up' (EFS)	<b>GREEN (Excellent)</b>	Quarter 2: All schools have school development plans in place and Central South Consortium (CSC) will report on these in November 2023. A session has been held for all primary school headteachers on school development planning and the regional school development plan toolkit, to support effective improvement planning. Our Principal Improvement Partner (PIP) presented to the Primary Federation of Headteachers, the Deputy Headteacher Network and Bridgend Association of Secondary Headteachers (BASH), to outline regional and national trends with regard to recent recommendations from Estyn.	
<a href="#">WBO4.1.2</a>	Ensure all local schools are rated as green following their safeguarding audit and provide support they need to improve (EFS)	<b>GREEN (Excellent)</b>	Quarter 2: Safeguarding audits are dynamic working documents that schools update, and confirmation of changes are made during the quality assurance visits by our Education Engagement Team. There have been 25 audit visits completed so far this year, with another 35 scheduled before the end of the autumn term. No significant concerns have been raised to date, but the Education Engagement Team consistently provide support and guidance to schools and share best practice. Data from the analysis of the outcomes will be available from January 2024.	
<a href="#">WBO4.1.3</a>	Make additional digital learning training available to all school staff to improve teaching and learning in our schools (EFS)	<b>GREEN (Excellent)</b>	Quarter 2: Central South Consortium provides a professional learning programme to support digital learning. This, alongside bespoke support, is available to all schools and complements the work of the digital lead officer. The digital lead officer has delivered training around online safety and the School Health Research Network (SHRN) to Team Bridgend, Extended Management Team and school support networks. Online safety training for teaching and learning, Curriculum for Wales and the Digital Competency Framework has been shared to digital lead practitioners across local authority schools.	
<a href="#">WBO4.1.4</a>	Improve the digital offer to young people, including youth led interactive website (EFS)	<b>AMBER (Adequate)</b>	Quarter 2: Work has developed with the Corporate Communications Team on the enhancement of the existing youth support pages on the Bridgend Council website. The service is currently looking at alternative means to host a website with the desired functionality and with minimal financial outlay to the local authority. A "young editors" group has been established that meet weekly. Work is ongoing to increase participation numbers and build digital skills with the group.	Youth services have approached Bridgend College and hope to speak with the tutors of those studying Social Media, Business and Marketing, to encourage students to join the "young editors" group. Further promotion of the group is planned through school social media channels. Mobile "young editors" sessions are being created and there will be further attendance at different youth centres to generate more interest. School-based sessions on digital safety and creativity are under development.

### WBO4.3: Expanding Welsh medium education opportunities

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#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DEFS138</a> CP WBO4.3	Percentage of Year 1 learners taught through the medium of Welsh. <b>Higher Preferred</b>	8.04%	8.7%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Welsh Government targets in accordance with Welsh in Education Strategic Plans (Wales) Regulations 2019. <b>Performance:</b> No Performance Comments
<a href="#">DEFS157</a> CP WBO4.3	Percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4 <b>Higher Preferred</b>	New for 2023-24	7.16%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target increase in learners studying through the medium of Welsh as per Welsh in Education Strategic Plans (Wales) Regulations 2019. <b>Performance:</b> No Performance Comments
<a href="#">DEFS158</a> CP WBO4.3	Number of learners studying for Welsh as a second language <b>Higher Preferred</b>	New for 2023-24	1,437	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target increase in learners studying Welsh as a second language as per the Welsh in Education Strategic Plan (Wales) Regulations 2019. <b>Performance:</b> No Performance Comments

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.3.1</a>	Deliver the actions in the Welsh Language Promotion Strategy and WESP (EFS)	<b>GREEN (Excellent)</b>	Quarter 2: The Welsh Language Promotion Strategy is on target and has been recently reviewed. Actions within the strategy align with targets set within the local authority's Welsh in Education Strategic Plan (WESP). All sub-group development plans have been completed and fed back to the Welsh in Education Forum (WEF), with any actions and targets monitored, updated and RAYG rated termly.	

### WBO4.4: Modernising our school buildings

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.4.1</a>	Enlarge Ysgol Gymraeg Bryn Ogwr to a 2.5 form-entry new build off Ffordd Cadfan in Brackla (EFS)	<b>AMBER (Adequate)</b>	Quarter 2: The local authority considered several options for the layout of school transport parking areas to ensure that the areas provide the safest environment for pupils. Although this matter was not completed in quarter two, it has since concluded. Certain external consultants were appointed during this period. However, the delayed design decision has impacted on progress of the project including appointment of additional external consultants.	The next steps are to continue to appointment other external consultants and commence the pre-application consultation (planning) process, once the design has been sufficiently developed.
<a href="#">WBO4.4.2</a>	Provide a new build for Mynydd Cynffig Primary School at the junior site in Kenfig Hill (EFS)	<b>AMBER (Adequate)</b>	Quarter 2: The delayed commencement of the pre-application consultation process for planning has resulted in the scheme being delayed. This delay was due to the requirement of additional information to inform the process.	Once the pre-application consultation process has concluded, the tender process will commence.
<a href="#">WBO4.4.3</a>	Enlarge Ysgol Ferch o'r Sger to a two form-entry new build on the existing school site (EFS)	<b>YELLOW (Good)</b>	Quarter 2: The Ysgol Ferch o'r Sgêr enlargement scheme is being progressed as planned. Pre-application consultation (planning) process commenced with a slight delay on 13 October 2023 and the planning application will be submitted as soon as possible following its conclusion.	
<a href="#">WBO4.4.4</a>	Provide a new two form entry English-medium school at Marlas Estate, Cornelly, to replace the existing Afon Y Felin and Corneli Primary Schools (EFS)	<b>YELLOW (Good)</b>	Quarter 2: The scheme is being progressed as planned. Following Cabinet's approval in June 2023, the design development of Stage 2 has commenced, and the pre-application (planning) consultation process commenced with a slight delay on 13 October 2023.	

<a href="#">WBO4.4.5</a>	Relocate Heronsbridge School to a new build 300 place school at Island Farm (EFS)	<b>RED (Unsatisfactory)</b>	Quarter 2: Following extensive stakeholder engagement sessions, the design of the school has been developed to RIBA Stage 2 (concept design). As the cost of the scheme has increased since Welsh Government's approval of the Outline Business Case, a revision needs to be submitted for consideration. The submission will be subject to obtaining the necessary Bridgend County Borough Council (BCBC) approvals.	Once the necessary BCBC approvals have been received for the revised Outline Business Case, it will be submitted to Welsh Government for approval.
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## WBO4.6: Offering youth services and school holiday programmes for our young people

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.6.2</a>	Extend the food and fun programme in Summer 2023 to at least 80 pupils (EFS)	<b>BLUE (Completed)</b>	Quarter 2: The Food and Fun programme extended to four schools during summer 2023, with a total of 130 children accessing the events.	

## WBO4.8: Supporting and encouraging lifelong learning

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DEFS159</a> CP WBO4.8	Percentage of learners enrolled in local authority community learning per 1,000 adult population <b>Higher Preferred</b>	0.002%	1.0%	0.5%	<b>0.46%</b>	Data not available	N/A	Quarterly Indicator <b>Target Setting:</b> To ensure there are adequate learning opportunities for the adult population across the county borough. <b>Performance:</b> The percentage of learners enrolled in local authority community learning per 1000 adult population has increased gradually from quarter 1 to quarter 2. The quarter 2 total was 0.35%, producing a cumulative total for the period April to September of 0.46%, just short of the quarter 2 target. Further courses and engagement sessions are planned for later this term, and there is provision planned for Spring 2024 which will increase learner enrolments further.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.8.1</a>	Run more sessions that communities have expressed an interest in – provide 20 more in-person training sessions (EFS)	<b>BLUE (Completed)</b>	Quarter 2: The adult community learning service plans to deliver more in-person training sessions to communities. This signals a change in delivery methodology from online to in-person and requires recruitment of additional teaching staff to increase sessions offered overall. A total of 36 face-to-face sessions have been offered to communities throughout quarter 1 and quarter 2, with further sessions planned in quarter 3 and quarter 4. This totals to 26 more session compared to the same period last year. Recruitment campaigns are underway to support this activity, with six campaigns taking place to date and more planned throughout the year.	

**WBO4.9: Being the best parents we can to our care experienced children****Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.9.2</a>	Develop a Corporate Parenting strategy with care experienced children to explain what public services will do to help them meet their potential and celebrate rights of passage (EFS)	<b>GREEN (Excellent)</b>	Quarter 2: The Corporate Parenting Strategy launched in April 2023, and a launch event took place on 27 April 2023. This involved Bridgend Youth Voice Forum and the council's Corporate Parenting Board, multi-agency professionals from different council departments, partner agencies and county borough councillors. A celebration event took place on 21 September 2023 for young people who have successfully completed or passed accredited courses or qualifications this year. The Personal Education Plan (PEP) has been rolled out to schools throughout October 2023. Processes are being reviewed around the PEP to ensure completions timescales are adhered to and pupil voice is recorded.	

**WBO5: A County Borough that is responding to the climate and nature emergency****WBO5.1: Moving towards net zero carbon, and improving our energy efficiency****Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO5.1.3</a>	Build five new net zero carbon schools (EFS)	<b>AMBER (Adequate)</b>	Quarter 2: Each of the five schemes is at a varying stage of design development. Mynydd Cynffig Primary School has had a delay in commencing the pre-application consultation process (planning) which will impact on the timescale for commencing the tender process. It is anticipated that the planning application for Ysgol y Ferch o'r Sgêr will be submitted as scheduled before the end of the year. It is anticipated that the planning application for the English-medium primary school at Cornelly will be submitted as scheduled before the end of the year. The design of the Heronsbridge School scheme has developed to RIBA Stage 2. As the cost of the scheme has increased since Welsh Government's approval of the Outline Business Case, a revision needs to be submitted for consideration before further progress can be made. The local authority considered several options for the layout of school transport parking areas at Ysgol Gymraeg Bro Ogwr to ensure that the areas provide the safest environment for pupils. Although this matter was not completed in quarter two, it has since concluded. However, a delayed decision has impacted on project progress.	Once the pre-application consultation process has concluded for Mynydd Cynffig Primary School, the planning application will be submitted for approval. Despite a slight delay in the pre-application consultation process for planning at Ysgol y Ferch o'r Sgêr, and the English-medium primary school at Cornelly, the planning applications will be submitted as soon as possible following conclusion of the consultation. Once the necessary BCBC approval has been received for the revised Outline Business Case for Heronsbridge School, it will be submitted to Welsh Government for approval. Once the Ysgol Gymraeg Bro Ogwr school transport parking area design has been sufficiently developed, the pre-application consultation will commence and additional external consultants will be appointed.

**WBO6: A County Borough where people feel valued, heard and part of their community****WBO6.1: Celebrating and supporting diversity and inclusion and tackling discrimination****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB3d</a> CP WBO6.1	Percentage of Education and Family Support Directorate staff completing Introduction to Equality and Diversity training (E-Learning or workbook). <b>Higher Preferred</b>	New for 2023-24	100%	100%	<b>58.96%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory training for staff <b>Performance:</b> This is a new indicator for 2023-2024 and covers mandatory training for Education and Family Support Directorate staff. Even though the percentage of completions remains off-target, there has been a substantial increase in completions from quarter 1 to quarter 2.

<a href="#">CORPB3e</a> CP WBO6.1	Percentage of school staff completing Introduction to Equality and Diversity training (E-Learning or workbook). <b>Higher Preferred</b>	New for 2023-24	100%	100%	15.06%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory training for staff <b>Performance:</b> This is a new indicator for 2023-2024 and covers mandatory training for school staff. Percentage of completions has more than doubled from quarter 1 to quarter 2 but remains significantly below the 100% target.
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### WBO6.3: Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB4d</a> CP WBO6.3	Percentage of Education and Family Support Directorate staff completing Welsh Language Awareness E-Learning. <b>Higher Preferred</b>	New for 2023-24	100%	100%	86.98%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory E-learning 100% to be achieved <b>Performance:</b> This is a new indicator for 2023-2024 and covers mandatory training for Education and Family Support Directorate staff. Percentage of completions has increased substantially from quarter 1 to quarter 2, with an increase of nearly 75%.
<a href="#">CORPB4e</a> CP WBO6.3	Percentage of schools staff completing Welsh Language Awareness E-Learning. <b>Higher Preferred</b>	New for 2023-24	100%	100%	15.39%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Mandatory E-learning 100% to be achieved <b>Performance:</b> This is a new indicator for 2023-2024 and covers mandatory training for school staff. Percentage of completions has more than doubled from quarter 1 to quarter 2 but remains significantly below the 100% target.

### WBO7: A county borough where we support people to be healthy and happy

#### WBO7.3: Improving children's play facilities and opportunities

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO7.3.2</a>	Roll-out the Dare2Explore project in at least 1 more school (EFS)	BLUE (Completed)	Quarter 2: Facilitated by the school support team, this was initially rolled out to Coleg Cymunedol Y Dderwen and more recently Cynffig Comprehensive School. Coleg Cymunedol Y Dderwen has positively engaged with the project and have since linked with the delivery partner (Nature Quest) for other wellbeing programmes. This will be offered to other schools but may be dependent on funding.	
<a href="#">WBO7.3.3</a>	We will increase the range of after school music ensembles and activities to ensure more pupils benefit from this provision (EFS)	BLUE (Completed)	Quarter 2: As of September 2023, the music service has a new training brass ensemble, senior wind band and string ensemble. A senior orchestra and first orchestra have also been established. This is in line with the national music service ensemble recovery strategy as part of the National Plan for Music Education and is supported by the Welsh Government National Music Service Grant. The service will continue to develop ensemble/performance opportunities to further increase pupil engagement.	



## WBO7.4: Providing free school meals and expanding free childcare provision

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
DEFS160 CP WBO7.4	Number of two-year-olds accessing childcare through the Flying Start programme. <b>Higher Preferred</b>	321	500	430	460	330	↑	Quarterly Indicator <b>Target Setting:</b> The target reflects the positive investment made in the Phase 2A and 2B expansions of the Flying Start programme. <b>Performance:</b> The expansion of Flying Start programme has so far created significant additional capacity, with 460 two-year-olds now accessing childcare. This is an increase of 130 increase on last year's quarter 2, and a 139 increase from the 2022-2023 year-end position. There will be a further intake of two-year-olds in January 2024, at which point the target of 500 children should be realised.
DEFS162 CP WBO7.4	Percentage of non-maintained settings that are judged by Care Inspectorate Wales as at least 'good' <b>Higher Preferred</b>	New for 2023-24	100%	100%	71%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Target set in line with Welsh Government expectations <b>Performance:</b> This is a new indicator for 2023-24. The 71% represents 10 of 14 funded non-maintained settings that have so far received a joint inspection. This is an improvement on 66% for the same period in 2022-2023. A strong professional development offer, generous grants and the ongoing support of local authority officers continues to support improvement across the funded non-maintained sector. This work should be recognised when settings are officially inspected/re-inspected.
DEFS163 CP WBO7.4	Percentage of eligible learners offered a free school meal <b>Higher Preferred</b>	New for 2023-24	100%	100%	100%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> Target set in line with government expectations <b>Performance:</b> As universal primary free school meals are gradually rolled out to schools, all learners in Reception, Year 1 to Year 3 are currently eligible.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO7.4.1	Provide free school meals to all primary school learners by September 2024 (EFS)	GREEN (Excellent)	Quarter 2: The local authority has successfully implemented Universal Primary Free School Meals (UPFSM) for Reception and Year 1-3. Nursery implementation is due in January 2024 with Year 4 at the start of the 2023-24 summer term. Years 5 and 6 will follow from September 2024.	There are currently some significant challenges with the capital requirements to support this initiative. Completion of this capital work is critical to the full implementation of UPFSM, as some schools do not have kitchens or have insufficient facilities to deliver the initiative. Therefore, while currently on-track there is a dependency on the completion of the capital work and as such the status may change in future monitoring periods.
WBO7.4.2	Work with childminders, nurseries and others to roll-out universal childcare for all two-year-olds (EFS)	GREEN (Excellent)	Quarter 2: The expansion of the Flying Start service has so far created significant additional capacity. Currently 173 additional children have accessed Flying Start childcare through the expansion programme. A further intake will take place in January 2024.	

## Ways of Working

### Performance Indicators

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PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CHR002iv</a> WOW Other Directorate priority	Number of working days per full time equivalent lost due to sickness absence (Education and Family Support Directorate, excluding schools). <b>Lower Preferred</b>	13.16 days	No target	N/A	5.06 days	5.71 days	↑	Quarterly Indicator <b>Target Setting:</b> Directorate sickness targets are set corporately <b>Performance:</b> The number of working days lost per full time equivalent (FTE) due to sickness absence has decreased slightly at quarter 2 2023-24, when compared to quarter 2 in the previous year. There has been a decrease in the number of days lost from quarter 1 2023-24 to quarter 2, ending quarter 2 at a cumulative total of 5.06. The total number of FTE days lost in the directorate has decreased to 1221.79 at quarter 2 2023-24 when compared to 1237.64 days for the same period in 2022-23. Of the total FTE days lost in quarter 2, the proportion relating to short-term sickness absence has increased slightly to 22% compared to 21% in the previous year, with a corresponding decrease in long-term sickness absence from 79% to 78%. The reasons for the three highest percentages of FTE days lost in quarter 2 this year were, in descending order, stress/anxiety/depression not related to work (30%), musculoskeletal disorders (19%), and infections (10%). This differs slightly to the previous quarter where work-related stress/anxiety/depression was the third highest reason for absence.
<a href="#">CORPB5d</a> WOW Other Directorate priority	Percentage of staff appraisals completed (Education and Family Support Directorate) <b>Higher Preferred</b>	New for 2023-24	80%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to ensure all eligible staff have an annual review. <b>Performance:</b> No Performance Comments
<a href="#">DEFS132</a> WOW Other Directorate priority	Number of working days per full time equivalent lost due to sickness absence (schools). <b>Lower Preferred</b>	11.01 days	No target	N/A	4.95 days	4.37 days	↓	Quarterly Indicator <b>Target Setting:</b> Directorate sickness targets are set corporately. <b>Performance:</b> The number of working days lost per full time equivalent (FTE) due to sickness absence has increased at quarter 2 2023-24, when compared to quarter 2 in the previous year. However, there has been a decrease in the number of days from quarter 1 2023-24 to quarter 2 2023-24, ending quarter 2 at a cumulative total of 4.95. Following a similar trend, the total number of FTE days lost for schools has increased to 4552.69 at quarter 2 2023-24 when compared to the same period in the previous year. Of the total FTE days lost in quarter 2, the proportion relating to both short-term and long-term sickness absence has remained static from the previous year at 29% and 71% respectively. The reasons for the three highest percentages of FTE days lost in quarter 2 this year were, in descending order, musculoskeletal disorders (20%), stress/anxiety/depression not related to work (16%), and infections (10%). This shows a similar pattern to the previous quarter but with stress/anxiety/depression not related to work numbers slightly higher than musculoskeletal disorders in quarter 1.

PI Ref No	PI Description	Annual target 23-24 £'000	Performance at Q2						Comments
			Red		Amber		Green		
			£'000	%	£'000	%	£'000	%	
<a href="#">DEF143</a> <a href="#">WOW</a> <a href="#">Other</a>	Value of planned budget reductions achieved (Education and Family Support Directorate)	£2,158	£40	2%	£0	0%	£2,118	98%	<b>Target Setting:</b> Budget savings are set corporately. <b>Performance:</b> There is currently a shortfall of £40,000 against the savings target which relates to the delegation of school transport responsibilities to The Bridge Alternative Provision. Officers are continuing to investigate the practicalities and implications of this bespoke transport arrangement.

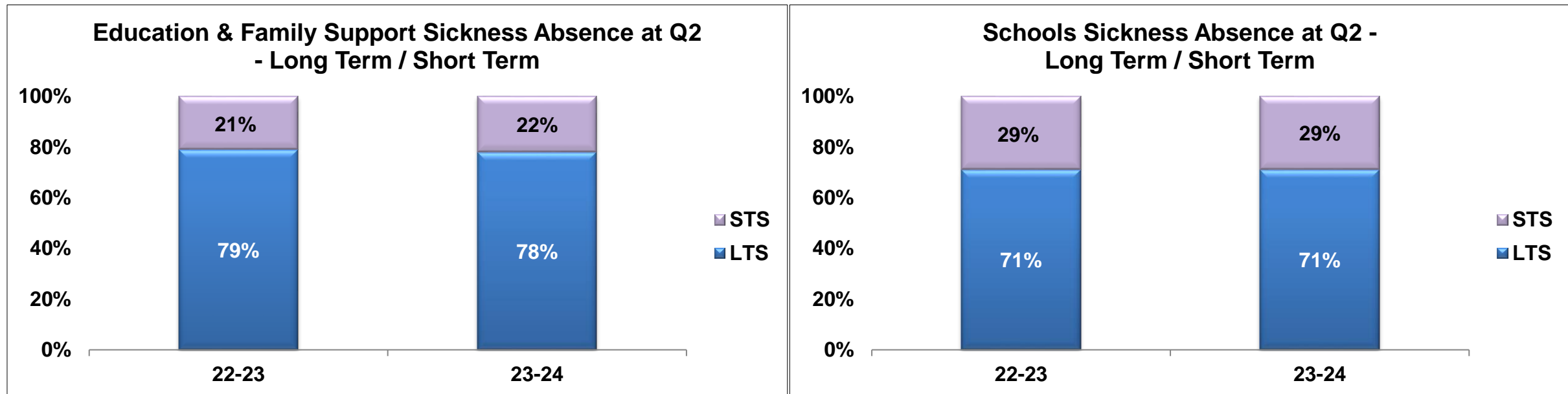
## Additional Sickness Information by Service Area – Education

Unit	FTE 30.09.2023	QTR2 2022/23			QTR2 2023/24			Cumulative Days per FTE 2022/23	Cumulative Days per FTE 2023/24
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE		
Business Support	31.96	22.00	3	0.92	50.00	6	1.56	1.11	2.13
Catering Services (CAT)	111.66	290.65	92	2.69	478.90	113	4.29	6.58	9.30
Family Support	204.16	523.57	37	3.05	368.41	36	1.80	5.99	3.59
Learner Support	116.22	400.41	48	3.21	278.70	36	2.40	7.03	5.53
School Modernisation	5.00	0.00	0	0.00	2.00	1	0.40	0.00	0.40
School Support	21.17	0.00	0	0.00	0.01	1	0.00	0.00	0.06
Vulnerable Groups	18.98	1.01	1	0.06	43.77	5	2.31	0.72	3.27
<b>Education &amp; Family Support Directorate Total</b>	<b>509.15</b>	<b>1237.64</b>	<b>181</b>	<b>2.66</b>	<b>1221.79</b>	<b>198</b>	<b>2.40</b>	<b>5.71</b>	<b>5.06</b>

## Additional Sickness Information by Service Area – Schools

Unit	FTE 30.09.2023	QTR2 2022/23			QTR2 2023/24			Cumulative Days per FTE 2022/23	Cumulative Days per FTE 2023/24
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE		
Primary Schools	1058.86	1706.28	305	1.58	2162.59	389	2.04	4.27	5.27
Secondary Schools	926.14	1114.97	244	1.20	1700.05	296	1.84	3.48	4.03
Special Schools	264.60	794.71	83	3.10	690.05	129	2.61	8.10	6.87
<b>Schools Total</b>	<b>2249.60</b>	<b>3615.96</b>	<b>632</b>	<b>1.59</b>	<b>4552.69</b>	<b>814</b>	<b>2.02</b>	<b>4.37</b>	<b>4.95</b>

Sickness Absence by Reason	Education & Family Support Directorate				Schools			
	Q1 Number of FTE days lost	Q2 Number of FTE days lost	Total Number of FTE Days Lost	% of Cumulative days lost	Q1 Number of FTE days lost	Q2 Number of FTE days lost	Total Number of FTE Days Lost	% of Cumulative days lost
Bereavement Related	48.70	66.62	115.32	4.56%	232.87	133.89	366.76	3.27%
Cancer	73.65	1.76	75.41	2.98%	217.49	331.93	549.43	4.90%
Chest & Respiratory	71.89	71.21	143.10	5.66%	111.03	69.17	180.20	1.61%
Coronavirus COVID - 19	26.93	19.06	45.98	1.82%	207.06	388.93	595.98	5.32%
Eye/Ear/Throat/Nose/Mouth/Dental	23.94	31.51	55.45	2.19%	281.47	193.16	474.63	4.23%
Genitourinary / Gynaecological	20.37	4.05	24.43	0.97%	72.74	151.35	224.09	2.00%
Heart / Blood Pressure / Circulation	29.39	15.51	44.91	1.77%	131.83	122.51	254.34	2.27%
Infections	83.88	116.67	200.55	7.93%	685.19	462.26	1147.45	10.24%
MSD including Back & Neck	239.74	230.65	470.39	18.59%	1244.20	904.17	2148.37	19.17%
Neurological	33.24	90.93	124.17	4.91%	260.47	123.46	383.93	3.43%
Other / Medical Certificate	36.82	25.61	62.43	2.47%	278.00	135.35	413.35	3.69%
Other Mental illness	10.46	0.00	10.46	0.41%	9.23	20.81	30.04	0.27%
Pregnancy related	34.00	4.00	38.00	1.50%	56.24	46.91	103.15	0.92%
Stomach / Liver / Kidney / Digestion	84.05	79.15	163.20	6.45%	636.79	446.50	1083.29	9.66%
Stress/Anxiety/Depression not work related	347.50	365.38	712.88	28.18%	1814.43	743.32	2557.76	22.82%
Stress/Anxiety/Depression work related	143.64	99.68	243.33	9.62%	417.16	278.96	696.11	6.21%
<b>TOTALS</b>	<b>1308.20</b>	<b>1221.79</b>	<b>2529.99</b>	<b>1.00</b>	<b>6656.19</b>	<b>4552.69</b>	<b>11208.89</b>	<b>1.00</b>



**CHIEF EXECUTIVE DIRECTORATE PERFORMANCE – Quarter 2 2023-24**

Directorate performance at Quarter 2 remains in the main good but there are a number of significant risks and challenges emerging that have the potential to further impact on service performance and quality moving forward.

Highlights include;

- The annual delivery plan for the new Corporate Pan has been approved by Council and the performance framework has been improved and adopted.
- Hybrid Working continues to be popular among most staff and the new desk and booking arrangements in Civic Offices have been successful.
- Support services continue to provide timely and expert support and advice helping the performance of front-line services.

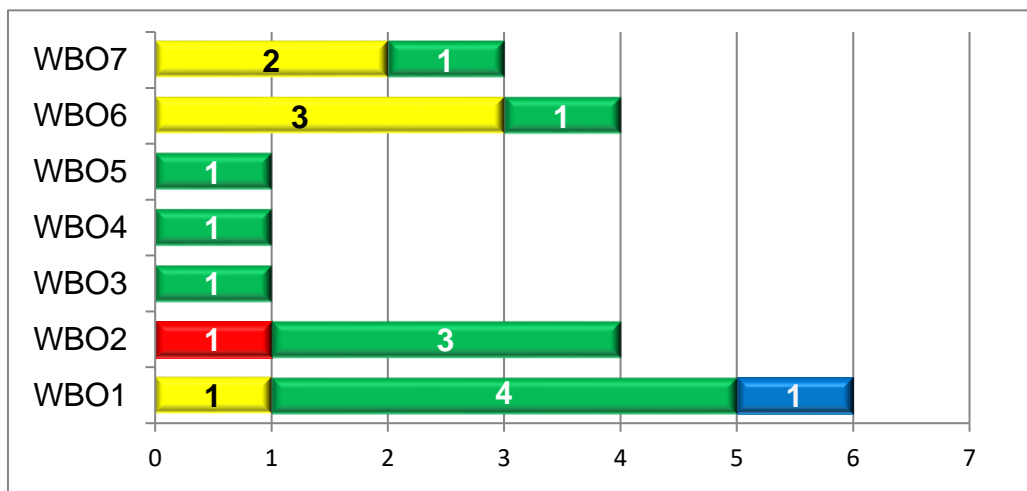
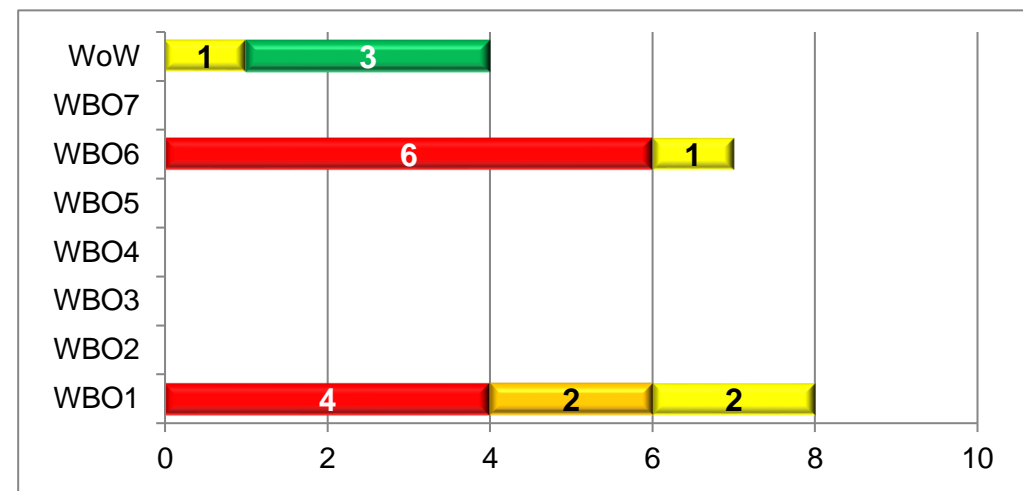
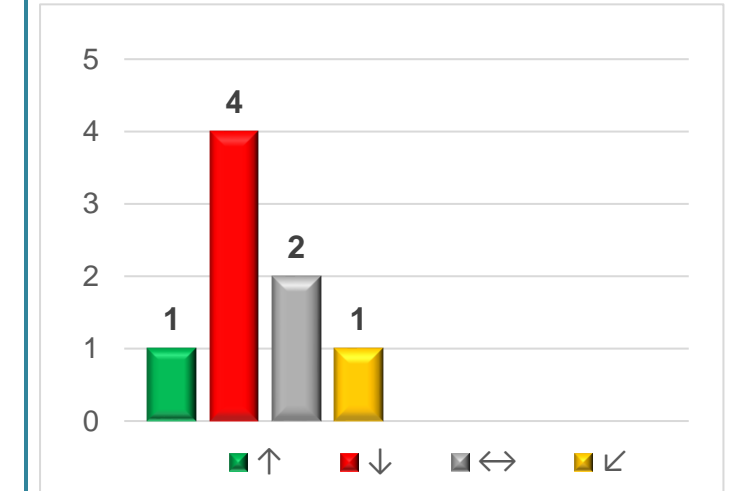
But,

- Over 500 people remain in temporary accommodation awaiting allocation of permanent homes and meaning that the costs of accommodating them continue to rise.
- Procuring goods and services continues to be a challenge within existing budgets as inflationary increases and market shortages in some areas continue to be prevalent.
- Large numbers of staff vacancies are still unable to be filled compromising service quality and responsiveness in some cases.
- Staff sickness is trending upwards, particularly in the areas of stress and anxiety, causing wellbeing issues for some staff.

**Commitments 2023-24**

**BRAYG Status – progress against directorate commitments**

**RED AMBER YELLOW GREEN BLUE**

**All Indicators (incl. Finance and sickness PIs)****Performance vs Target****Trend vs Q2 2022-23****Finance****Revenue budget**

- The net revenue budget for the Directorate for 2023-24 is **£24.2 million**
- The current year-end projected outturn is **£24.448 million** with a projected overspend of **£0.248 million**.

**Capital budget**

- As at quarter 2 the capital budget for the Directorate for 2023-24 is **£7.122 million**, with total expenditure of **£1.5 million**.

**Efficiency savings**

Savings	2023-24 (£000)	2023-24 %
Savings target	75	100%
Likely to be achieved	75	100%
Variance	0	0%

Additional financial information is provided in the Budget Monitoring 2023-24 Quarter 2 Revenue Forecast report presented to Cabinet on 17 October 2023.

**Risks****Corporate risks**

Oversight of corporate risks are collectively undertaken and managed by the Corporate Management Board (CMB). The Corporate risk register can be found as Appendix E and should be viewed in the overall context of the performance of this dashboard to understand the risks. Some are Council wide whilst others focus on specific directorates.

**Directorate risks**

As highlighted in the Directorate summary a number of significant risks are emerging. Most obvious is the projected Corporate overspend at the end of Quarter 2 meaning a 5 point action plan has been implemented across the Council to try and 'turn off the tap' of spend in year by implementing a strict vacancy control process, limiting expenditure to in the main essential spend, making better use of the Council's buildings and restricting the hire of other premises, utilising and claiming grant more effectively and where permitted using that to support core activities and where possible maximising income collection by reviewing the way in which we charge for services.

However, while it is anticipated this will help reduce the overall net overspend the measures potentially come at a cost of reducing service levels in those areas affected and are not a long-term solution.

The preparatory work to set the budget for 2024/25 will also likely require further substantial cuts to services in the Directorate impacting on service standards. It is currently projected that the budget for 2024/25 will be the most difficult in the Authorities history and it will be impossible to set a balanced budget without there be an undesirable impact on some services and residents.

**Consultation, engagement, and involvement**

The extent of consultation, engagement and involvement has been more limited in quarter 2 but has focussed on ensuring we received meaningful feedback on the Corporate Self-Assessment. However, because of the limited response and in particular failure of half of the responses to study the evidence provided, this process will be reviewed and improved for next year. Preparation has also started for the annual budget and staff consultation/surveys which will need to be tailored to the current circumstances and the inevitability of budget cuts across Directorates and potential staff losses. Unfortunately, we were unable to appoint to the new role of Group Manager Communications and Public Affairs during quarter 2 as planned, options are currently being reviewed but this will impact on our ability to improve the effectiveness of both internal and external communication, engagement and involvement as originally planned this year.

**Implications of financial reductions on service performance and other key Issues/challenges**

Staff vacancies and increased demand and workload have impacted on service levels and timeliness of responses in some service areas. For example, in procurement invariably tenders have come in above budgets requiring duplication of work to re tender in some instances, and the volume and complexity of legal support required, particularly in childcare cases, has meant that the cost of engaging external lawyers has increased significantly. Lengthy staff sickness periods for key senior staff in housing and homelessness has also proved challenging at a time of unprecedented demand. Finally in some service areas the inability to recruit, for example in some areas of ICT and in Internal Audit, has meant that work has had to be prioritised in a different way in view of limited capacity and some bigger strategic projects have therefore slowed, for example the review of the Digital Strategy.

**Regulatory Tracker**

Report Issued	Name of Audit/Regulator	Recommendation/Proposal for Improvement	Responsible Officer	Delivery Date	Update on Actions and Progress at Q2	BRAYG (Q2)	Open/Closed
Oct 2022	Audit Wales, Springing Forward - Strategic Workforce Management	R1 The Council needs to urgently develop its strategic workforce approach, embedding the sustainable development principle at its core, to enable it to address the significant workforce issues it faces.	Kelly Watson	June 2023	Strategic Workforce Plan approved at Cabinet on 19 <sup>th</sup> September 2023.	Green	Open
		R2 The Council should develop a suite of strategic quantitative and qualitative measures to enhance its ability to understand the impacts and affordability of its workforce plans and actions.	Kelly Watson	September 2023	The current budget position has meant that all services have had to review how they deliver in the future, it is envisaged that this will be the immediate workforce priority.	Amber	Open
		R3 The Council should also explore opportunities to benchmark its own performance over time and its arrangements with other bodies to provide a different dimension to its performance management data. Whilst also offering an insight to how other bodies are performing and discovering notable practice elsewhere.	Kelly Watson	June 2023	Work is underway developing our own performance measures and we have linked with neighbouring authorities to understand what they are doing. Further opportunities will be available through regular discussion at the HRD Network.	Green	Open
June 2021	Audit Wales, Review of Arrangements to Become a 'Digital Council'	P1 The Council could improve its Digital Strategy.	Martin Morgans	December 2023	This is the final year of the existing Digital Strategy, we have committed available resources to developing a new and more relevant revised strategy, aligned to our business priorities	Amber	Open
		P2 The Council should strengthen some governance arrangements to deliver the strategy.	Carys Lord	n/a	Complete	Blue	Closed
		P3 - The Council should consider improving communication with staff / members to evoke the culture necessary to change.	Martin Morgans	December 2023	A Peer assessment of our communications and marketing function was carried out during quarter 4, a part of which relates to improving communication with staff and members and will be picked up as part of the action plan	Amber	Open

Page 79 Feb-23	Audit Wales, Performance Management Review	R1 Ensure that service level business plans are complete, having a full range of performance indicators to support its wellbeing objectives.	Alex Rawlin	August 2023	Corporate Plan was signed off by Council in March 2023, Delivery Plan in July 2023, and targets in October 2023. Service Plans are complete and available on the intranet.	Blue	Closed
		R2 Ensure that all performance indicators are meaningful, outcome focused and have clear links to the Council's wellbeing objectives	Alex Rawlin	July 2023	Corporate Plan delivery plan was designed to do exactly this and was agreed by Council in July 2023 alongside a new performance framework.	Blue	Closed
		R3 Put robust and consistent verification processes in place to ensure that performance information is accurate.	Alex Rawlin	August 2023	A new data calculation and verification form has been developed and completed for all Corporate Plan performance indicators. A PI audit process will be developed for 2024/25.	Green	Open
		R4 Make better use of the performance information collected by prioritising more data analysis and a broader range of information to help understand performance	Alex Rawlin	August 2023	A performance framework has been developed to clarify deadlines, roles and responsibilities. This will allow time for better analysis. Broader information point has already been addressed through self-assessment	Green	Open





**KEY:**

**How will we mark or score ourselves**

We have one simple scale for how we mark or score the council’s performance. Because overall judgements, commitments and performance indicators are measured differently, the colours or judgements have different descriptions depending on which type of performance you are reviewing.

	What does this Status mean?		
	Overall / self-assessment performance	Commitments, projects or improvement plans	Performance Indicators
<b>COMPLETE (BLUE)</b>	Not applicable	Project is completed	Not applicable
<b>EXCELLENT (GREEN)</b>	Very strong, sustained performance and practice	As planned - within timescales, on budget, achieving outcomes	On target and performance has improved / is at maximum
<b>GOOD (YELLOW)</b>	Strong features, minor aspects may need improvement	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	On target
<b>ADEQUATE (AMBER)</b>	Needs improvement. Strengths outweigh weaknesses, but important aspects need improvement	Issues – More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	Off target (within 10% of target)
<b>UNSATISFACTORY (RED)</b>	Needs urgent improvement. Weaknesses outweigh strengths	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	Off target (target missed by 10%+)

For performance indicators, we will also show trends in performance so you can see how we are doing compared with the same period last year.

Trend	Meaning
	Improved performance
	Maintained performance (includes those at maximum)
	Declined performance (by less than 10%)
	Declined performance (by 10% or more)

Trend	Performance Indicator types
<b>CP</b>	Corporate Plan Indicator
<b>WoW</b>	Ways of Working Indicator



## WBO1: A County Borough where we protect our most vulnerable

### WBO1.2: Supporting people in poverty to get the support they need / help they are entitled to

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED43</a> CP WBO1.2	Percentage of people supported through FASS (Financial Assistance and Support Service) where support has resulted in increased income through claims for additional/increased benefits and allowances. <b>Higher Preferred</b>	New 2023-24	60%	60%	97%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Base target set to monitor success of the scheme in supporting people to access benefits and allowances they are entitled to receive. <b>Performance:</b> On Target
<a href="#">CED44</a> CP WBO1.2	Percentage of people supported through FASS who have received advice and support in managing or reducing household debt <b>Higher Preferred</b>	New 2023-24	60%	60%	94%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Base target set to monitor the success of the intervention by the Financial Assistance and Support Scheme <b>Performance:</b> On Target

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.2.1</a>	Support eligible residents to receive financial help through the Council Tax Reduction Scheme and to pay their energy bills by administering the UK Government's Energy Bill Support Scheme (CED)	GREEN (Excellent)	Quarter 2: The Energy Bill Support Scheme (EBSS) scheme has finished, and all payments been made. Council Tax Reduction Scheme (CTRS) applications are dealt with promptly. The directorate has a performance indicator in place to monitor average time (days) taken to process council tax reduction (CTR) new claims. The target is 28 days and current actual is 23.55 days.	
<a href="#">WBO1.2.2</a>	Raise awareness of financial support available to residents (CED)	GREEN (Excellent)	Quarter 2: In April 2023 Citizens Advice Bureau (CAB) Bridgend launched their weekly drop-in service in the Bridgend office, which has been a huge success in the first six months. The drop ins are advertised on Facebook as an open access service available to all residents of the county. In addition, CAB are offering an outreach model of support, with staff attending Bridgend, Maesteg and Porthcawl Foodbanks, Aiding Recovery in the Community (ARC) and Caerau Development Trust. Outreach at Parc Prison and The Bridge (previously the Zone) will be progressed in the second half of the year, with dates yet to be confirmed. The FASS service is also advertised through our Early Help Hubs, Early Years and Childcare and Housing Teams, allowing referrals to be signposted directly on to CAB and benefit from a professional service from the earliest opportunity. The current contract award for the FASS service is in place to March 2024, with a retendering process and milestones agreed with Procurement Team to enable a continuation of the service beyond this financial year.	

## WBO1.3: Supporting people facing homelessness to find a place to live

### Performance Indicators

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PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">DOPS39</a> CP WBO1.3	Percentage of people presenting as homeless or potentially homeless, for whom the Local Authority has a final legal duty to secure suitable accommodation. <b>Lower Preferred</b>	7.6%	10%	10%	23%	9.0%	↓	Quarterly Indicator <b>Target Setting:</b> Target set to see reduction in the number who fall into the final legal duty category. This is where initial measures to relieve their homelessness within 56 days have failed. <b>Performance:</b> There have been a number of legislative changes over the last year which has impacted on homelessness. The Renting Homes (Wales) Act came into effect, anecdotally more private landlords left the market making their tenants homeless on doing so. The rise in private rented accommodation has increased far beyond the affordability of our clients, what was once a great source of housing is hugely depleted. There is a disparity between social housing demand and supply. We have also seen larger households being made homeless from private rented accommodation, the stock to meet this need is one of the lowest type across all RSL's. We have also seen an increase in households requiring accessible accommodation being made homeless, the demand on accessible housing outweighs supply. Changes to the priority need definitions in legislation has resulted in almost all presenting as homeless being accepted under a final homeless duty where homelessness cannot be prevented. In addition, there are additional cases presenting through leaving refugee schemes. There is a housing crisis across Wales resulting in the inability to prevent or relieve homelessness.
<a href="#">PAM/012</a> <a href="#">(DOPS15)</a> CP WBO1.3	Percentage of households threatened with homelessness successfully prevented from becoming homeless <b>Higher Preferred</b>	19%	20%	20%	9%	19.7%	↓	Quarterly Indicator <b>Target Setting:</b> Target reduced to more realistic level considering the Welsh Government legislative changes in terms of priority need which has a significant impact on number of households included in this measure <b>Performance:</b> There have been a number of legislative changes over the last year which has impacted on homelessness. The Renting Homes (Wales) Act came into effect, anecdotally more private landlords left the market making their tenants homeless on doing so. The rise in private rented accommodation has increased far beyond the affordability of our clients, what was once a great source of housing is hugely depleted. There is a disparity between social housing demand and supply. We have also seen larger households being made homeless from private rented accommodation, the stock to meet this need is one of the lowest type across all RSL's. We have also seen an increase in households requiring accessible accommodation being made homeless, the demand on accessible housing outweighs supply. In addition, there are additional cases presenting through having to leave refugee schemes. There is a housing crisis across Wales resulting in the inability to prevent.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.3.1</a>	Develop a new homeless strategy with partners to deliver new projects to prevent and reduce homelessness (CED)	<b>GREEN</b> (Excellent)	Quarter 2: The Rapid Rehousing Transitional Plan and a Housing Prospectus has been submitted to Welsh government. Approval for public consultation on the draft Housing Support Programme Strategy to cover 2022-2026 has been completed. We are currently compiling consultation feedback.	

**WBO1.5: Safeguarding and protecting people who are at risk of harm****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB1</a> CP WBO1.5	Percentage of council staff completing Safeguarding e-learning (including workbook) <b>Higher Preferred</b>	77.33%	100%	100%	78.78%	data unavailable	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> Work is ongoing to raise awareness of the importance of this training with staff and mechanisms are in place to identify and chase up those who have not completed the training.
<a href="#">CORPB1c</a> CP WBO1.5	Percentage of Chief Executives Directorate staff completing Safeguarding e-learning (including workbook) (CED) <b>Higher Preferred</b>	99.14%	100%	100%	99.58%	data unavailable	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> 100% target has still not been achieved at Q2, however the % complete remains high across the directorate. Work is ongoing to raise awareness of the importance of this training with staff and mechanisms are in place to identify and chase up those who have not completed the training.

**Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.5.1</a>	Work as one Council on a strategic plan to improve our safeguarding arrangements (CED)	<b>YELLOW (Good)</b>	Quarter 2: A Safeguarding Board, which includes relevant directorate representatives, meet monthly to monitor safeguarding arrangements such as DBS checks and relevant mandatory e-learning modules. Reports are sent to managers quarterly highlighting areas where e-learning modules have not been completed.	Continue to highlight the importance of mandatory e-learning modules to managers to be completed by each member of staff.

**WBO1.6: Help people to live safely at home through changes to their homes****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED45(a)</a> CP WBO1.6	The average number of calendar days taken to deliver a Disabled Facilities Grant (DFG) for: a) low level access showers <b>Lower Preferred</b>	New 2023-24	Baseline Setting	N/A	588 days	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline data to be recorded under the new category headings to calculate an average and set future targets. Data will continue to be reported as combined average while baseline data is gathered. <b>Performance:</b> There has been significant work carried out to improve the time frame on grant delivery. We are working on historic cases to (2019 - 2021) to reduce the average days and are already seeing a reduction in average days taken.
<a href="#">CED45(b)</a> CP WBO1.6	The average number of calendar days taken to deliver a Disabled Facilities Grant (DFG) for: b) Stair lifts <b>Lower Preferred</b>	New 2023-24	Baseline Setting	N/A	254 days	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline data to be recorded under the new category headings to calculate an average and set future targets. Data will continue to be reported as combined average while baseline data is gathered. <b>Performance:</b> There has been significant work carried out to improve the time frame on grant delivery. We are working on historic cases to (2019 - 2021) to reduce the average days and are already seeing a reduction in average days taken.

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED45(c)</a> CP WBO1.6	The average number of calendar days taken to deliver a Disabled Facilities Grant (DFG) for: c) ramps <b>Lower Preferred</b>	New 2023-24	Baseline Setting	N/A	592 days	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline data to be recorded under the new category headings to calculate an average and set future targets. Data will continue to be reported as combined average while baseline data is gathered. <b>Performance:</b> During Q1, no ramps were installed as part of a DFG application. During Q2, 1 ramp has been installed and certified, this being a historic case, dating back to 2021, hence the reason for the average number of days being high
<a href="#">CED45(d)</a> CP WBO1.6	The average number of calendar days taken to deliver a Disabled Facilities Grant (DFG) for: d) extensions <b>Lower Preferred</b>	New 2023-24	Baseline Setting	N/A	0 days	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> New indicator. Baseline data to be recorded under the new category headings to calculate an average and set future targets. Data will continue to be reported as combined average while baseline data is gathered. <b>Performance:</b> There has been significant work carried out to improve the time frame on grant delivery. We are working on historic cases to (2019 - 2021) to reduce the average days and are already seeing a reduction in average days taken.
<a href="#">DOPS41</a> CP WBO1.6	The percentage of people who feel they are able to live more independently as a result of receiving a DFG in their home <b>Higher Preferred</b>	data not available	98%	98%	data not available	data not available	N/A	Quarterly Indicator <b>Target Setting:</b> To maintain current performance while new records management systems are embedded <b>Performance:</b> Unfortunately, there remain operational issues with the satisfaction survey process meaning that data has not been collected during Q1 and Q2. This is being rectified to report meaningful data for Q3.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.6.1</a>	Improve the process and access to grants for older and disabled people who need to make changes to their home (CED)	<b>GREEN (Excellent)</b>	Quarter 2: The new MasterGov system to manage the DFG process is live and fully operational, with data migration from the old system complete. Operationally, MasterGov allows effective day to day operations to run smoothly, providing live information at any given time. Strategically, it allows BCBC to obtain informative data of the implementation of adaptations across the county, along with understanding the positive effect and impact this has for disabled residents. A procurement process has been conducted in accordance with the Authority's Contract Procedure Rules (CPR's). The process conducted via the South East Wales Technical and Professionals Services Framework (SEWSTAPS) has provided additional surveying resource to supporting the technical expertise requirements for the delivery of DFGs. Draft agreement completed; next phase is to request Cabinet to support going out for procurement.	

### WBO1.7: Support partners to keep communities safe

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED46</a> CP WBO1.7	Number of instances where CCTV supports South Wales Police in monitoring incidents <b>Higher Preferred</b>	New 2023-24	Baseline Setting	Baseline	516	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> To collect, monitor and analyse the first year of data in order to set a meaningful target and rationale going forward <b>Performance:</b> This is a new PI for 2023-24 and so this year's data will give us an understanding of the total amount of incidents reported or picked up by the CCSU operatives via CCTV and reported to South Wales Police. The total number of instances where CCTV recorded during Q1 and Q2 is 516. This information is vital for SWP in helping them deal with incidents across Bridgend and helping keep members of the public safe.

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB2</a> CP WBO1.7	Percentage of council staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) (ALL) <b>Higher Preferred</b>	New 2023-24	100%	100%	74.3%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> Work is ongoing to raise awareness of the importance of this training with staff and mechanisms are in place to identify and chase up those who have not completed the training.
<a href="#">CORPB2c</a> CP WBO1.7	Percentage of Chief Executives Directorate staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) (CEX) <b>Higher Preferred</b>	New for 23-24	100%	100%	98.74%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> Work is ongoing to raise awareness of the importance of this training with staff and mechanisms are in place to identify and chase up those who have not completed the training.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO1.7.1</a>	Invest £750K 'safer streets' funding into extra CCTV, youth activities and women's self-defence classes (CED)	<b>BLUE (Completed)</b>	Quarter 2: Safer Street funding was secured from the Home Office to help reduce anti-social behaviour, crime, and other offences across the County Borough. This funding included the implementation of additional fixed CCTV cameras in key areas following consultation with officers in BCBC, police and third sector. The funding was also used to purchase additional re-deployable CCTV cameras to deter offenders' behaviour, provide evidential capture and reassure communities. New and improved CCTV signage was also produced and installed across the County Borough in these areas. Women's self-defence classes have been delivered throughout quarter 1 and quarter 2, in April 2023 (Pencoed - 4 Courses with 53 female delegates), July 2023 (Bridgend 1 course delivered to 20 Bridgend Independent Domestic Violence Advisors) and August/September 2023 (8 Courses with 108 female delegates). This means that because of this funding women and young girls have received such training, improving their quality of life, improving their confidence, and reducing the chances of them becoming a victim of violence in the future. Furthermore, there will be ongoing benefits/value via DA Advisors who attended the inputs and will be able to pass this advice on to others/victims.	

## WBO2: A County Borough with fair work, skilled, high-quality jobs and thriving towns

### WBO2.4: Attracting investment and supporting new and existing local businesses

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED47</a> CP WBO2.4	Number of local businesses attending procurement workshops <b>Higher Preferred</b>	New 2023-24	Baseline Setting	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Provide workshops in line with our procurement strategy and the introduction of supplier relation management <b>Performance:</b> No Performance Comments
<a href="#">CED48</a> CP WBO2.4	Percentage local spend on low value purchases and contracts under £100,000 <b>Higher Preferred</b>	2.93%	4%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Increase the amount of local spends on low value purchases and contracts under £100,000. <b>Performance:</b> No Performance Comments

## Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.4.2	Helping local businesses to tender for public sector work through our Supplier Relation Management (SRM) project and external procurement webpage, supporting local businesses to be viable post-covid (CED)	<b>RED (Unsatisfactory)</b>	Quarter 2: This commitment is currently off target as we're still developing our external procurement webpage. Without having the webpage live we're unable to promote this to the supply chain. Work has begun with the Supplier Relation Management (SRM) project, we've contact our suppliers for the Real Living Wage accreditation and have reviewed purchasing card spends to asses if we can spend more locally. Capacity and staffing is an issue at the moment.	Complete the external webpage and begin promoting to the supply chain.

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## WBO2.5: Making the council an attractive place to work

## Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED29(a)</a> CP WBO2.5	The proportion of staff reporting through survey that they agree or strongly agree with the statement: a) I feel every department is working towards the same common goal <b>Higher Preferred</b>	41%	42%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to show increase in positive feedback from staff in comparison to the previous survey conducted (22-23 actuals) <b>Performance:</b> No Performance Comments
<a href="#">CED29(b)</a> CP WBO2.5	The proportion of staff reporting through survey that they agree or strongly agree with the statement: b) I am satisfied with BCBC as an employer <b>Higher Preferred</b>	67%	74%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to show increase in positive feedback from staff in comparison to the previous survey conducted (2022-23 actuals) <b>Performance:</b> No Performance Comments
<a href="#">CED29(c)</a> CP WBO2.5	The proportion of staff reporting through survey that they agree or strongly agree with the statement: c) Working here makes me want to perform to the best of my ability <b>Higher Preferred</b>	77%	79%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to show increase in positive feedback from staff in comparison to the previous survey conducted (2022-23 actuals) <b>Performance:</b> No Performance Comments
<a href="#">CED29(d)</a> CP WBO2.5	The proportion of staff reporting through survey that they agree or strongly agree with the statement: d) I feel that BCBC values its employees ideas and opinions <b>Higher Preferred</b>	40%	48%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to show increase in positive feedback from staff in comparison to the previous survey conducted (2022-23 actuals) <b>Performance:</b> No Performance Comments
<a href="#">CED29(e)</a> CP WBO2.5	The proportion of staff reporting through survey that they agree or strongly agree with the statement: e) Do you think there are opportunities for two-way communication to discuss and raise ideas and issues? <b>Higher Preferred</b>	84%	85%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to show increase in positive feedback from staff in comparison to the previous survey conducted (2022-23 actuals) <b>Performance:</b> No Performance Comments
<a href="#">CED49(a)</a> CP WBO2.5	Percentage of staff reporting through survey that they agree or strongly agree with the statement: a) I feel supported to manage my personal wellbeing whilst in work <b>Higher Preferred</b>	70%	71%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to show increase in positive feedback from staff in comparison to the previous survey conducted (22-23 actuals) <b>Performance:</b> No Performance Comments
<a href="#">CED49(b)</a> CP WBO2.5	Percentage of staff reporting through survey that they agree or strongly agree with the statement: b) The council is dedicated to taking positive action to support employees achieve a positive sense of wellbeing in their working lives. <b>Higher Preferred</b>	53%	54%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to show increase in positive feedback from staff in comparison to the previous survey conducted (22-23 actuals) <b>Performance:</b> No Performance Comments

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED50</a> CP WBO2.5	Number of sign up of new subscribers to the staff extranet (CEX) <b>Higher Preferred</b>	New 2023-24	Baseline	Baseline	0	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> To collect baseline data to understand how many staff are accessing the extranet. This will help set a meaningful target and rationale for future <b>Performance:</b> The development of the staff extranet is currently on hold so whilst some progress has been made to develop this, this has yet to be rolled out to staff.

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO2.5.1</a>	Improve the Council 's culture as an employer, offering fair work opportunities to current and potential employees. Use the views of our workforce to make improvements, develop and motivate employees and improve staff retention (CED)	<b>GREEN (Excellent)</b>	Quarter 2: We continue to promote the Council as an employer of choice and ensure that both current and potential employees have access to opportunities. Feedback from our annual staff surveys and the staff suggestion scheme is used to understand staff views and to influence how we move forward. During this period, we have renewed our disability confident employer status, implemented the real living wage, and continued to promote health and wellbeing. The HR staff pages are subject to regular review to ensure staff have access to current and relevant information, and the health and wellbeing pages have been re-invigorated to ensure employees can access all support and resources in one place. A new disciplinary policy has been developed which is awaiting approval. Work has also begun on revising the sickness absence policy, reviewing, and updating the menopause protocol, and developing a carers protocol. Positive progress continues in our "Grow Your Own" programme, with an additional graduate appointed within Civil Engineering during Q2 using corporate investment. The corporate investment in apprenticeships continues to make a positive impact and a further 9 apprentices were appointed in Q1 and Q2, 3 of which are utilising the corporate investment for apprenticeship frameworks in AAT, Learning & Development and Business Admin.	

### WBO2.6: Ensuring employment is fair, equitable and pays at least the real living wage

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED54</a> CP WBO2.6	Number of real living wage employers identified (by size of contract) <b>Higher Preferred</b>	235	249	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Increase the number of suppliers replying and becoming accredited <b>Performance:</b> No Performance Comments

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO2.6.1</a>	Encourage our suppliers to become real living wage employers (CED)	<b>GREEN (Excellent)</b>	Quarter 2: As at the end of Q2 we have written out to all our suppliers asking if they are a Real Living Wage (RLW) employer, accredited, or working towards the accreditation, and we are continuously working with our suppliers to become accredited. We've also amended our tender documentation to include a question on RLW as standard.	
<a href="#">WBO2.6.2</a>	Encourage employers to offer growth/training options to employees (CED)	<b>GREEN (Excellent)</b>	Quarter 2: We have begun the process of asking our bidders within our tender documentation about training for their staff, and whether this is kept up-to-date with relevant training in order to fulfil their roles within the organisation. Where relevant we've also included asking bidders if they offer apprenticeships via our contracts.	

## WBO3: A County Borough with thriving valleys communities

### WBO3.6: Encourage the development of new affordable homes in the valleys

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#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED55</a> CP WBO3.6	Number of additional affordable homes provided by Registered Social Landlords (RSLs) in the Valleys (CEX) <b>Higher Preferred</b>	New 2023-24	20	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> This 1-year target forms part of wider programme to see an additional 100 units in the valleys provided by RSLs over the next 5 years through the Welsh Government capital build scheme. <b>Performance:</b> No Performance Comments

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO3.6.1</a>	Promote and encourage the development of new social housing in the valleys (CED)	<b>GREEN (Excellent)</b>	Quarter 2: We've adopted the use of the new Homes and Places Portal cloud based portal which allows all users (Local Authorities, Grant Applicants and Welsh Government) access to the same 'real time' information, to help streamline the process of creating additional social housing through the Welsh Government grant scheme. Monthly meetings are now underway to allow more regular and focussed engagement with respective Registered Social Landlords, to review, support and encourage opportunities within the Valleys and across the borough for development of new social housing. These meetings are scheduled to continue.	

## WBO4: A County Borough where we help people meet their potential

### WBO4.5: Attract and retain young people into BCBC employment

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED56</a> CP WBO4.5	Percentage of those concluding apprenticeships and obtaining a non-apprentice role <b>Higher Preferred</b>	70.8%	75%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Continue to improve the number of apprentices gaining employment <b>Performance:</b> No Performance Comments
<a href="#">DOPS36</a> CP WBO4.5	The number of apprentices employed across the organisation <b>Higher Preferred</b>	36	39	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to increase number of apprentices <b>Performance:</b> No Performance Comments

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO4.5.1</a>	Work with local schools to promote the Council as an employer and promote apprenticeships (CED)	<b>GREEN (Excellent)</b>	Quarter 2: Learning and Development (L&D) continue to engage with schools to promote the Council as an employer and promote apprenticeships via the termly Directors Report to schools. This was sent to schools in Q1 and will continue termly. There is a plan to promote our offer to attend options days/evenings as well as run presentation/talks and workshops to schools via the Monday News Shot every month which goes out via the Director. Schools will be directly emailed to promote what L&D can support on in terms of promoting apprenticeships.	



## WBO5: A County Borough that is responding to the climate and nature emergency

### WBO5.1: Moving towards net zero carbon, and improving our energy efficiency

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#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED57</a> CP WBO5.1	Levels of nitrogen dioxide (NO2) pollution in the air (micrograms per m3) (CEX SRS) <b>Lower Preferred</b>	47	40	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to see a reduction, in line with concentration modelled in the draft Air Quality Action Plan (AQAP) for the monitoring location of OBC -110. Note (1) This represents the worst-case concentration recorded during 2022. <b>Performance:</b> No Performance Comments

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO5.1.2</a>	Use feedback from the consultation to agree an Air Quality Action Plan and start work on the measures to improve air quality along Park Street (CED)	<b>GREEN (Excellent)</b>	Quarter 2: Consultation feedback has been incorporated in the final draft of the Air Quality Action Plan (AQAP), which now needs to be taken to Cabinet for final approval in Q3. Work has now completed on modelling and the results have been incorporated in the final AQAP. We have engaged with consultants to finalise proposals and will begin procurement exercise Q3/Q4.	

## WBO6: A County Borough where people feel valued, heard and part of their community

### WBO6.1: Celebrating and supporting diversity and inclusion and tackling discrimination

#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CORPB3</a> CP WBO6.1	Percentage of council staff completing Introduction to Equality and Diversity training (E-Learning or workbook) (ALL) <b>Higher Preferred</b>	12.07%	100%	100%	<b>28.91%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> This is a new e-Learning module to be rolled out to staff so completion rates are currently low. However, we are seeing an improvement compared to Q1 actuals. Ongoing work with directorates to flag awareness and completions.
<a href="#">CORPB3</a> c CP WBO6.1	Percentage of Chief Executives Directorate staff completing Introduction to Equality and Diversity training (E-Learning or workbook) (CEX) <b>Higher Preferred</b>	38.05%	100%	100%	<b>64.42%</b>	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> This is a new e-learning module to be rolled out to staff so completion rates are currently low. However, we are seeing an improvement compared to Q1 actuals. Ongoing work with staff to flag awareness and completions.

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO6.1.1</a>	Finish work on current strategic equalities plan and work with communities to develop a new one, supporting Welsh Government on race equality and LGBTQ+ action plans (CED)	<b>YELLOW (Good)</b>	Quarter 2: Work has been underway with key service areas to develop a new Strategic Equalities Plan (SEP) for 2024-28. The new proposed SEP is being presented to Cabinet Committee Equalities in November and Cabinet in December to seek approval to commence the formal public consultation, ahead of publishing in April 2024	Once approved by Cabinet, public consultation to start to inform final Strategy to be published in April 2024

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO6.1.2</a>	Establish new BCBC staff groups for people with protected characteristic (CED)	<b>GREEN (Excellent)</b>	Quarter 2: Work with Human Resources and Equalities Team has been undertaken to design a survey to capture feedback from staff on which network they would like to be part of. The survey was launched on 4th October and closed on 26th October. Feedback from the survey will be reviewed and analysed during Q3 to determine next steps.	

## WBO6.2: Improving the way we engage with local people, including young people, listening to their views and acting on them

### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED58</a> CP WBO6.2	Percentage of consultation participants who answered positively: How effective do you think we have been in meeting our aim of being citizen-focused over the last 12 months? <b>Higher Preferred</b>	46%	50%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to improve performance <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">CED59(a)</a> CP WBO6.2	Level of engagement (Welsh / English) a) across consultations <b>Higher Preferred</b>	8,267	8268	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To improve the level of engagement across the county borough, based on the number of people who engage in certain corporate consultations, open the digital communications bulletins, and engage with posts across all the social media platforms <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">CED59(b)</a> CP WBO6.2	Level of engagement (Welsh / English) b) with corporate communications to residents, using the digital communications platform <b>Higher Preferred</b>	795,335	795,336	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To improve the level of engagement across the county borough, based on the number of people who engage in certain corporate consultations, open the digital communications bulletins, and engage with posts across all the social media platforms <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">CED59(c)</a> CP WBO6.2	Level of engagement (Welsh / English) c) across all corporate social media accounts <b>Higher Preferred</b>	1,230,698	1,230,699	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To improve the level of engagement across the county borough, based on the number of people who engage in certain corporate consultations, open the digital communications bulletins, and engage with posts across all the social media platforms <b>Performance:</b> <i>No Performance Comments</i>

### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO6.2.1</a>	Review how we communicate and engage with residents, including children and young people to help us become more customer focused and responsive (CED)	<b>YELLOW (Good)</b>	Quarter 2: The corporate website is constantly being reviewed and developed. Work is ongoing with individual services to develop and improve their content. For example, new webpages and content has been developed to support the drive to recruit more social care and social workers. We are also in the process of working with Youth Services to improve the online presence and information available to young people. The digital communication platform is also being developed with new topics being created to drive up more subscriptions on specific services such as jobs, waste and recycling etc. The new engagement platform is also now predominantly used to support corporate consultations when required, and includes surveys, ideas board and quick polls.	

**WBO6.3: Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh****Performance Indicators**

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED5</a> CP WBO6.3	Percentage of first call resolutions <b>Higher Preferred</b>	75.91%	75.92%	75.92%	67.3%	83.2%	↓	Quarterly Indicator <b>Target Setting:</b> Target set to improve performance. <b>Performance:</b> The first call resolution fluctuates and depends on the complexity of the calls taken by staff within the Contact Centre. The calls are monitored each month and whilst there is little that can be done in relation to the complexity of the calls, discussions are ongoing with the relevant service areas to look at ways of upskilling Advisors to deal with calls at the first point of contact if they can.
<a href="#">CED51</a> CP WBO6.3	Number of online transactions using the digital platform <b>Higher Preferred</b>	103,347	103,348	51,674	37,422	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> To promote channel shift and to increase the number of online transactions by customers <b>Performance:</b> Whilst the number of online transactions is a little below the quarter's target, the online channel is the most popular for customers to use in comparison to the telephone and face-to-face. The team are continuing to work with individual service areas to develop more online services to promote this channel further.
<a href="#">CED52</a> CP WBO6.3	Number of hits on the corporate website <b>Higher Preferred</b>	1,398,559	1,398,560	699,280	1,715,802	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> To improve on the information and advice that is available online to support residents further <b>Performance:</b> On target
<a href="#">CED53</a> CP WBO6.3	Percentage of staff with Welsh language speaking skills (including schools) <b>Higher Preferred</b>	51%	52%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To improve the number of staff, including schools, with Welsh language speaking skills. <b>Performance:</b> <i>No Performance Comments</i>
<a href="#">CORPB4</a> CP WBO6.3	Percentage of council staff completing Welsh Language Awareness E-Learning. (CEX) (ALL) <b>Higher Preferred</b>	12.40%	100%	100%	28.38%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> This is a new E-learning rolled out to staff and so total % of staff that have completed these modules are low. However, we are seeing an improvement compared to Q1 actuals. Ongoing work with all directorates to flag awareness and completions.
<a href="#">CORPB4c</a> CP WBO6.3	Percentage of Chief Executives Directorate staff completing Welsh Language Awareness E-Learning. (CEX) <b>Higher Preferred</b>	New 2023-24	100%	100%	67.58%	N/A	N/A	Quarterly Indicator <b>Target Setting:</b> All staff to complete training <b>Performance:</b> This is a new E-learning rolled out to staff and so total % of staff that have completed these modules are low. However, we are seeing an improvement compared to Q1 actuals. Ongoing work with staff to flag awareness and completions.

**Commitments**

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO6.3.1</a>	Develop more community hubs in libraries and other Council buildings so that residents can get more information and help without travelling to Civic Offices (CED)	<b>YELLOW (Good)</b>	Quarter 2: Work is ongoing with Awen to continue supporting residents to access council services within their local communities. Regular meetings are held with Awen to review processes and upskill their library staff to support customers in accessing council services. Due to there not being an Awen library in two valleys, a 12-week pilot was undertaken in partnership with Halo to provide a weekly drop-in session in both the Garw and Ogmore Valleys to understand demand. This pilot started w/c 10 May 2023 and when it came to an end in June, analysis showed that despite ongoing promotion of the drop-in sessions, the demand in both valleys was low. There were three customers seen in Garw Valley over the 12 weeks, and 17 customers (av. 1.4 per week) in the Ogmore Valley. Therefore a report was provided to CMB following the pilot and a decision is needed by Cabinet on how to proceed longer term.	

## WBO7: A county borough where we support people to be healthy and happy

### WBO7.6: Improving the supply of affordable housing

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#### Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED60</a> CP WBO7.6	Number of additional affordable homes provided by Registered Social Landlords (RSLs) across the County Borough (CEX) <b>Higher Preferred</b>	110	110	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> This 1-year target forms part of wider programme to see an additional 500 units across the County Borough to be provided by RSLs over the next 5 years through the Welsh Government capital build scheme. <b>Performance:</b> No Performance Comments
<a href="#">CED61</a> CP WBO7.6	Total number of empty properties returned to use with local authority intervention (CEX) <b>Higher Preferred</b>	5	5	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> This is a challenging environment and maintaining current performance is proposed <b>Performance:</b> No Performance Comments

#### Commitments

Code	Commitment	Status	Progress this period	Next Steps
<a href="#">WBO7.6.1</a>	Increase the number of affordable homes in Bridgend County Borough in partnership with Welsh Government and social landlords (CED)	<b>GREEN (Excellent)</b>	Quarter 2: The 2 activities linked to this commitment have both been completed by Q2. The Managing Homes and Places portal has now been rolled out and adopted. Monthly meetings are continuing to take place with all Registered Social Landlords development teams individually and as a collective with Welsh Government. In addition, a Bridgend Housing Partnership meeting takes place with Directors/CEO of all RSLs.	
<a href="#">WBO7.6.2</a>	Get a better understanding of housing and support needs and work with social landlords to provide homes to suit those needs (CED)	<b>YELLOW (Good)</b>	Quarter 2: This commitment is currently on target at Q2. So far the Housing Strategy has been developed and approved for consultation, the consultation has now completed. The strategy needs final cabinet approval which will then be published. More updates to come in Q3 on this.	
<a href="#">WBO7.6.3</a>	Improve the way we deal with empty homes (CED)	<b>YELLOW (Good)</b>	Quarter 2: The Empty Properties working group led by the Empty Property Coordinator employed by Shared Regulatory Services continues to focus on reducing empty properties across the borough and helps contribute towards increasing the availability of housing for sale or for rent. Of the current Top 20 empty properties, during Q1 and Q2, 1 property has been sold and is now under renovation and subject to a grant application, 3 properties are under renovation, 1 property is pending repossession, 2 properties are pending probate, 2 properties have been served with an enforcement notice and are pending prosecution and 2 properties have been subject to successful prosecution. A survey has been sent out to 785 empty property owners to provide information about the assistance available to bring properties back into use, and a survey asking owners to provide information about the property, the reason it is empty and the type of assistance that owners would find helpful. We have also started work to resurrect the Houses into Homes Empty Property Loan Scheme, and work is continuing to complete the documentation to support this scheme. We have submitted two successful applications to Welsh Government to access the empty property enforcement fund, which will be used to undertake work in default on one property and a compulsory purchase order on another.	

## Ways of Working

### Performance Indicators

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PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 Target 23-24	Q2 position 23-24 & RYAG	Q2 22-23 (same period last year)	Direction vs same period last year	Performance this period
<a href="#">CED22</a> WOW OTH1	The number of working days/shifts per full time equivalent (FTE) Local Authority employee lost due to sickness in the Chief Executive's Directorate <b>Lower Preferred</b>	8.92 days	No target	N/A	4.81 days	3.55 days	↓	Quarterly Indicator <b>Target Setting:</b> To improve performance <b>Performance:</b> Both quarters for Chief Executives have increased FTE days lost. There have been more LTS absences within the directorate during these quarters which have increased the numbers of days lost.
<a href="#">CHR002 (PAM/001)</a> WOW OTH1	The number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence (BCBC) <b>Lower Preferred</b>	13.20 days	No target	N/A	5.35 days	5.89 days	↑	Quarterly Indicator <b>Target Setting:</b> To reduce sickness levels across the organisation <b>Performance:</b> Number of working days lost to sickness absence per employee across the authority has improved compared to 22/23 actual figures for Q1 & Q2. Sickness will continue to be monitored.
<a href="#">CORPB5</a> WOW OTH1	Percentage of staff that have completed a Personal Review/Appraisal (excluding school staff) (CEX/ALL) <b>Higher Preferred</b>	58.05%	80%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target set to ensure all eligible staff have an annual review. <b>Performance:</b> No Performance Comments
<a href="#">CORPB5c (DOPS20)</a> WOW OTH1	Percentage of staff performance appraisals completed in the financial year (Chief Executive Directorate) <b>Higher Preferred</b>	71.56%	80%	N/A	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> To reduce sickness levels across the organisation <b>Performance:</b> No Performance Comments
<a href="#">DOPS34 (a)</a> WOW OTH1	Availability of voice and data network (%) <b>Higher Preferred</b>	100%	99.99%	99.99%	100%	100%	↔	Quarterly Indicator <b>Target Setting:</b> Target set to maintain good performance <b>Performance:</b> On Target
<a href="#">DOPS34 (b)</a> WOW OTH1	Availability of storage area network (core computing) (%) <b>Higher Preferred</b>	100%	99.99%	99.99%	100%	100%	↔	Quarterly Indicator <b>Target Setting:</b> Target set to maintain good performance <b>Performance:</b> On Target
<a href="#">DOPS34 (c)</a> WOW OTH1	Availability of core applications (as defined in the ICT Strategy), central printers and multi-functional devices and network connected devices (%) <b>Higher Preferred</b>	99.99%	99.90%	99.9%	99.94%	99.97%	↙	Quarterly Indicator <b>Target Setting:</b> Target set to maintain good performance <b>Performance:</b> The primary reason for a lower figure in Q2 was the complete ICT outage on Monday July 23rd which a full report went to corporate overview and scrutiny committee.

### Performance Indicators

PI Ref No	PI Description	Annual target 23-24 £'000	Performance at Q2						Comments
			Red		Amber		Green		
			£'000	%	£'000	%	£'000	%	
<a href="#">CED21</a> <a href="#">WOW</a> <a href="#">Other</a>	Value of planned budget reductions achieved (Chief Executive Directorate)	£75	£0	0%	£0	0%	£75	100%	<b>Target Setting:</b> Budget reduction planned to achieve all savings required <b>Performance:</b> Planned budget reductions for 2023-24 have been achieved in full

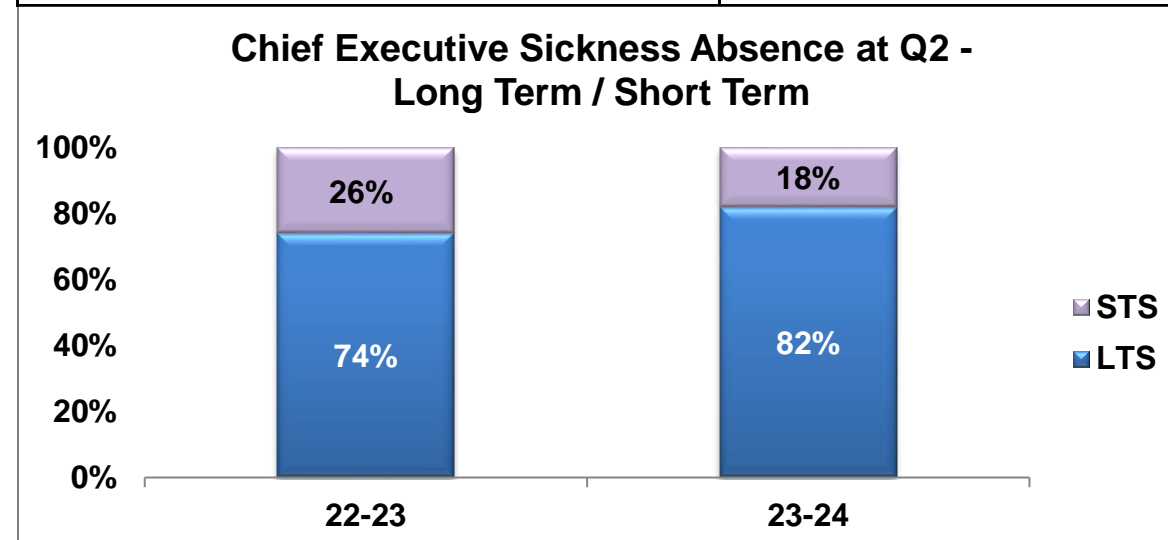
### Additional Sickness Information by Service Area – Chief Executive Directorate

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Unit	FTE 30.09.2023	QTR2 2022/23			QTR2 2023/24			Cumulative Days per FTE 2022/23	Cumulative Days per FTE 2023/24
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE		
Business Support	33.97	52.18	5	1.57	34.00	7	1.00	2.64	1.46
Finance, Performance & Change	285.69	604.44	52	2.24	827.62	63	2.90	3.76	5.72
Legal & Regulatory Services, HR & Corporate Policy	114.91	137.00	19	1.36	213.83	15	1.86	3.30	3.56
<b>Chief Executive Directorate Total</b>	<b>434.57</b>	<b>793.62</b>	<b>76</b>	<b>1.96</b>	<b>1075.45</b>	<b>85</b>	<b>2.47</b>	<b>3.55</b>	<b>4.81</b>

### Sickness Absence by Reason

Absence Reason	Chief Executive Directorate			
	Q1 Number of FTE days lost	Q2 Number of FTE days lost	Total Number of FTE Days Lost	% of Cumulative days lost
Bereavement Related	185.14	30.00	215.14	10.30%
Cancer	43.53	125.53	169.05	8.10%
Chest & Respiratory	6.00	8.50	14.50	0.69%
Coronavirus COVID - 19	20.00	100.22	120.22	5.76%
Eye/Ear/Throat/Nose/Mouth/Dental	10.48	34.83	45.31	2.17%
Genitourinary / Gynaecological	0.00	3.00	3.00	0.14%
Heart / Blood Pressure / Circulation	20.89	0.00	20.89	1.00%
Infections	15.69	21.50	37.19	1.78%
MSD including Back & Neck	82.58	88.43	171.01	8.19%
Neurological	134.00	75.26	209.26	10.02%
Other / Medical Certificate	152.08	121.00	273.08	13.08%
Other Mental illness	16.99	30.00	46.99	2.25%
Pregnancy related	0.00	2.97	2.97	0.14%
Stomach / Liver / Kidney / Digestion	13.46	43.86	57.31	2.74%
Stress/Anxiety/Depression not work related	224.97	308.36	533.33	25.54%
Stress/Anxiety/Depression work related	87.00	82.00	169.00	8.09%
<b>TOTALS</b>	<b>1012.80</b>	<b>1075.45</b>	<b>2088.26</b>	<b>1.00</b>



No.	IDENTIFIED RISK		ACTION PLAN			Date Risk score assigned	How is the council addressing this risk	Key actions to be established - NB business as usual activity not reflected here	who	Last Reviewed	Next Review	Action completed by	Residual risk score			Well-Being Objective	
	There is a risk that	Consequences of risk	Raw risk score										Control method	Li	Im		Total
			Li	Im	Total												
Page 95 COR - 2019-01	The council is unable to make robust medium to long term decisions requiring service change	It is harder each year to make ongoing budget reductions as easier decisions have already been made. If more difficult decisions about cutting or reducing service levels against a background of declining budgets are not made, then the council will not deliver the changes necessary to achieve a balanced budget which will result in it being in breach of its legal responsibilities. Careful planning and difficult choices will be key to ensuring that a balanced financial position is able to be maintained. Continuing increases in inflationary pressure, most acutely in areas such as energy and also likely pay awards, mean that there is inevitably a greater focus on the "here and now" and the cost of living crisis makes medium term planning more difficult in view of the huge uncertainties around future budget and increasing demand for many services.	4	5	20	Treat	Jan-19	The council manages this risk through existing budget and business planning processes which include early identification of savings targets and development of options for cabinet, challenge from BREP, scrutiny and formal and informal briefings of members and political groupings. The Council was able to meet most of the savings required in 2021/22. The in year pressures during 2022/23 were unprecedented due to inflationary pressures on both pay and non pay costs. Elected members were all briefed on this position during the year. In setting the 2023/2024 budget, difficult decisions had to be made re budget savings and limited growth across the budget.	Continuously review the assumptions built into the MTFs and update as additional information becomes available. Keep elected members and BREP informed of updated position and re-align MTFs as appropriate. Earlier discussion with members on possible scenarios to get early buy in to the direction of travel. Review scope and direction of BREP to ensure they play a key part in shaping the MTFs. For MTFs 2023-27, more focus on potential areas of saving, even if not currently proposed, rather than just proposed savings. Focus to be more deep dives into targeted areas. A review of budgets has been commissioned to identify areas of high spend in BCBC compared with that in other Local Authorities. MTFs to consider longer term pressures and ensure these are fully considered beyond the life of the 4 year MTFs. It is clear that in the short term there will need to be a concerted "One Council" approach to identify and agree the immediate priorities while continuing to try to put the right changes and measures in place to develop an effective and sustainable longer term plan for the organisation. The impact of grant fall out on individual services will be monitored to determine financial and service impact.	CMB	May-2023	Nov-2023	Feb-2023 then ongoing quarterly review	4	5	20	Smarter use of resources
COR - 2019 - 02	The council is unable to deliver transformation including projects and agreed financial savings	If the council is unable to change the way that staff work, including new roles, collaborations and the acquisition of new skills, it will be unsuccessful in delivering service transformation and capital projects, which will lead to it not meeting its commitments within available budgets. Of particular importance here is the actions required to tackle the Climate Emergency, the delivery of the universal free school meal offer and the Sustainable Communities for Learning Programme, the consequences of which will have a detrimental impact on all areas of the Borough.	4	4	16	Treat	Jan-19	The council has a number of programmes and strategies in place that either directly support specific proposals for service improvement, deliver large scale capital regeneration projects, provide wider transformation opportunities and /or financial savings. Further transformation opportunities have been identified that are intended to support a 'One Council' culture and support staff and managers through transformation. It also has a well documented decarbonisation programme to tackle the Climate Emergency and submitted it's Bridgend 2030 Decarbonisation Strategy and Action Plan to Cabinet and Council for approval.	Further development of a 'One Council' culture and transformational change was progressed in recent years and accelerated as a response to the Covid-19 pandemic. A much more corporate approach to service provision and transformation has been driven by CMB. The response to the pandemic challenged the way that we work across all services, and we have adapted and learnt lessons from this that we are now working on to embed into 'new normal' and recovery. Transformation projects such as the Future Service Delivery Programme, and increased activity in areas such as "Grow Your own" and helping to change the way the Council does its business and other strategically important projects such as our Digital Transformation Programme continue to progress. Clearly the uncertain future budget position may impact in due course on priorities such as 2030 decarbonisation and where significant investment is required, so this will need to continue to be monitored and reviewed regularly.	CMB	May-2023	Jul-2023	Ongoing	4	4	16	All Well-Being Objectives
CEX - 2019 - 01	The council is unable to identify and deliver infrastructure required in the medium to longer term	If the council does not raise sufficient capital to maintain its infrastructure, including roads, street lights, buildings and technology then it may deteriorate bringing financial and safety risks which could lead to adverse incidents, reports, publicity, fines and ultimately prosecution. There is an increased risk that the Council will no longer be able to make some of the capital investment to the same level as previously due to the cessation of particular grants. In addition, the cost of borrowing has risen recently making it more difficult for the Council to afford all of its ambitions around investing in its infrastructure and the level of available external funding has fallen since the end of the relevant European programmes, risking further deterioration in some key assets.	4	5	20	Treat	Jan-19	The council has a ten year capital programme. The development of this programme and arrangements for its review and updating are well established. However the council has identified scope to improve upon this to ensure that these needs are balanced with other demands for capital (such as new schools). The capital programme is regularly reviewed and updated but it is already evident that the costs of most projects have risen, sometimes significantly, and the availability of contractors has often become more limited reducing competition.	The Council will consider and seek external and match funding for projects where possible, in order to maximise its capital programme spending capability. Where feasible the capital earmarked reserve will be replenished on an annual basis to mitigate the decline in available and potential new capital receipts. The Council will continue to operate a strategy where capital receipts are not ring-fenced, to ensure that maximum flexibility is available. All capital bids will be fully considered by CMB and CCMB in line with the Capital Strategy, before inclusion in the capital programme. Schemes must have been subject to a full feasibility assessment. This should inform more accurate costings and profiling of spend to avoid potential overspends or delays in schemes. The procurement process will also be considered and qualification criteria updated to try and avoid supplier issues.	CMB	May-2023	Jul-2023	Complete with ongoing review	4	5	20	Supporting a successful sustainable economy and smarter use of resources
SS - 2019-01	The council fails to safeguard vulnerable individuals e.g. children, adults in need of social care, homeless etc.	Risks to the safety and wellbeing of children and adults at risk are significant and require an effective, highly skilled response from multi-agency safeguarding partnership with leadership from the local authorities. There is a risk that, without adequate budgets and due to the decline of a sufficient experienced workforce, the Council's safeguarding arrangements will not be effective, and that children and adults at risk will not be kept safe and will experience harm. The Council continues to prioritise this area of work and works effectively with key partners, whilst the demand for services continues to significantly increase. This is particularly evident in referrals into MASH/Information Advice and Assistance and the level of assessment activity. The Child Protection Register is at the highest level in the history of the County Borough indicating the level of concern of partners in respect of safeguarding risks to children. While staff teams have been strengthened where possible, there is still an over reliance on agency staff in some areas and there is a further risk with the worsening financial position that all of the investment required will not be possible on a sustainable basis whilst it must be understood that the Council has statutory duties to provide sufficient resources to safeguard children and adults as well as to set a balanced budget and could face intervention from Welsh Government if it fails in either duty	5	5	25	Treat	Jan-19	A number of different actions are being taken to address these concerns. In reaction to staffing matters additional staff have been employed to ensure the service is able to meet the increasing demand for services, the Council's Market Supplement Policy has been invoked to support the recruitment of staff to the childcare teams, resource has been found to support increased numbers of staff accessing the social work training scheme and work has been done to establish an overseas recruitment programme. Working practices in the service are being reviewed. There is a reporting structure in the service to monitor the work required to address the range of issues and this feeds up to a Gold meeting which consists of senior officers and the Leader and Deputy Leader of the Council.	A new Corporate Safeguarding Officer has been appointed to enhance the support to corporate safeguarding arrangements. The Regional Safeguarding Board is developing common quality and performance reporting via the steering group to include clear trigger points of escalated action. A reflective lessons learned exercise has been undertaken into the issues which led to the critical incident in IAA services to ensure lessons have been learned and sustainable improvements made to reduce the risk of such an escalated position being required again. Work is being undertaken to develop a sustainable model for the service which includes practice, workforce and funding issues.	CMB	May-2023	Jul-2023	Ongoing	4	5	20	Helping people and communities to be more healthy and resilient and smarter use of resources
COR - 2019-03	The council is unable to plan for and recover from major threats to service continuity such as civil emergencies, school failure, cyber attack and discontinuation of funding streams and major contracts	If the council does not have the capacity and expertise to plan for and protect itself against major threats such as cyber-attack, civil emergencies and significant financial variations there is a risk that there may be a failure to deliver services and a balanced financial position which could harm citizens who rely on council services. An increased risk to energy security and financial sustainability has increased this risk.	4	4	16	Treat	Jan-19	The council has anti virus installed which is regularly updated. All critical data is backed up and located offsite. Software update processes exist that includes the installation of patches. Security awareness training is provided to all employees. The council has established emergency planning arrangements including a Major Incident Plan and contributes to the South Wales Local Resilience Forum (SWLRF) and South Wales Resilience Team (SWRT). Contract conditions are included in relevant contracts. The terms of these conditions will vary depending on the nature of the contract, but will cover compliance with GDPR, security of personal information and general cyber security. Where contracts are awarded via a framework the necessary conditions will be imposed by the contracting agency for the framework. This has been an increased risk throughout the COVID period with significantly increased risk of attack and many more sophisticated attempts to disrupt the Council's network.	Cyber resilience training continues to be rolled out. The situation is constantly being monitored on an ongoing basis, ICT are reviewing options to mitigate potential cyber attacks as the attack landscape is continually changing. The council has responded swiftly and appropriately to the increased risk posed by increased reliance on ICT and the network. A number of changes - some significant - were made during this period that has helped to mitigate the increased risk. Throughout the period the Council has stayed connected and resilient with many services being delivered remotely. The situation is being monitored on an ongoing basis. Ongoing work on resilience and business continuity will help mitigate the risks but keeping the Council services running effectively this winter and beyond becomes more challenging	CMB	May-2023	Jul-2023	Ongoing	4	4	16	All Well-Being Objectives
COR-2019 - 04	The council is unable to attract, develop or retain a workforce with the necessary skills to meet the demands placed upon the authority and its services	If there is a continual decreasing number of suitably skilled and experienced staff then there may not be the expertise required to deliver services and protect the interests of the council. This could lead to the wellbeing of citizens suffering and a loss of morale amongst the remaining staff if they feel unsupported and are seeking to work elsewhere.	4	5	20	Treat	Jan-19	The labour market remains very challenging in many disciplines, including social care. Some measures have been implemented to seek to mitigate and treat the risks including use of the new market supplement policy, an enhanced grow your own programme for both apprentices and graduates and more innovative practice around things like international recruitment. However, out of necessity, while clearly undesirable, the use of agency staff remains high in some areas and vacancies impact on the capacity of the organisation to deliver all of its objectives and can lead to an impact on wellbeing and increased pressure on the depleted number of staff in work, and some frustration among the public and elected members about the pace of some responses and action	There is a need to continue to seek alternative approaches to recruit to service areas, acknowledging that one size does not fit all. The benefits of working for the council will be promoted alongside different ways of attracting staff. Consideration will also be given to how the council's agency provider can support this agenda. Different recruitment, advertising and selection methods are being introduced for recruiting Apprentices, to improve the level and quality of applicants and with the aim of developing a pool of Apprentices. Action plans are in place and being developed to address challenges in the Social Services and Wellbeing Directorate.	CMB	Jan-2023	Oct-2023	Ongoing	4	5	20	All Well-Being Objectives
COR-2019-05	Important council services are compromised due to the failure of a key supplier	If the suppliers of council services are not resilient there is a risk that they may fail to deliver those services leading to disruption for citizens and the council, which will be impacted as it seeks to restore provision and suffers a loss of reputation. There is increasing evidence that this risk is becoming more apparent and prevalent. In particular in areas such as Home to School Transport, but also in residential care and construction there are increasing numbers of cases of market failure, companies falling into administration and increased costs being demanded to provide services or contracts will be handed back, which are difficult to mitigate as often there are very limited options to provide services, some of which are statutory.	4	4	16	Treat or Transfer	Jan-19	The council's strongest defence against this is through its procurement strategy and procurement processes. When tendering for services the council requires contingency arrangements to be in place to allow for the eventuality of supplier failure (for example in the case of refuse and recycling collection contracts). The council also seeks to shape the market where possible to avoid over reliance on single suppliers (for example in social care). Where appropriate contract conditions are included to ensure the contractor has the appropriate level of security required for the service they provide. This will differ depending on the nature of the service and the legal requirements applicable. Services are also doing more to work with providers to ensure an early dialogue when services are under pressure to work towards an agreed outcome	Social Services have quarterly forum meetings with providers where risks, issues and pressures are identified. There are regular contract monitoring visits to monitor performance and quality. This has continued throughout the pandemic. Directorates to monitor the financial performance and stability of contractors on an ongoing basis. Dialogue with some major suppliers is required and contingency planning has been progressed. This has become increasingly important due to the fragility of the market and the current economic situation. Many suppliers are going through difficult times and we will need to monitor closely to ensure that critical services do not collapse.	CMB	May-2023	Oct-2023	Ongoing	4	4	16	Helping people and communities to be more healthy and resilient and smarter use of resources
COR-2020-02	Recovery/restoration of services - the restoration of some Council services will require new ways of working to be established and implemented to ensure Covid safe environments for staff and the public.	The return of many individuals and staff groups to the office has been successfully managed and the introduction of the new 'hybrid working policy' has been broadly supported by Trade Unions in line with the preference of most of their staff members for a more flexible approach to working. Hybrid meetings for both public Council meetings and internal officer/member meetings has also been introduced. Clearly new ways of working are yet to be fully embedded and we must be aware of new waves of Covid during the winter period. We must also be cognisant of the potential impact of the Cost of Living crisis on the working patterns of individuals. Overall however evidence suggests that with a continued focus on 'business first' there is no detriment to productivity from new ways of working but there is increased demand for many services and ever increasing expectations create further challenges around capacity in the organisation as we continue to see some of the post Covid impact continue in areas such as homelessness and social care	5	4	20	Treat	Sep-20	Full risk assessments at a service level provide evidence of where interventions are required and new ways of working need to be implemented. A risk tool for individual members of staff and elected members has been distributed for self assessment to determine if special measures are required to be implemented to protect those individuals. Revised protocols have been developed to advise staff on good practice and business cases are prepared where additional investment is required to meet new operating procedures. Enhanced communication with staff, elected members and the public (including parents and pupils) will be necessary to mitigate some concerns and fears and ensure a better understanding of the Council's position.	Comprehensive service risk assessment, implement key actions from the service recovery plans completed by Directorates, identify and action the lessons learnt from the experiences of service provision during the pandemic and lockdown, identify and consider service business cases for additional investment (as well as where there might be some savings from stopping areas of service or closing previous provision), ensuring ongoing and comprehensive communication and engagement as necessary. The Council continues to move to a 'recovery' position whereby as well as continuing to deliver some Covid related services and respond to some of the Covid legacy issues such as significantly increased demand for social care, early help and homelessness services, there is an expectation from the public that other Council services will have returned to 'normal'.	CMB	May-2023	Nov-2023	Ongoing recovery as the impact of the pandemic eases, subject to future waves.	4	4	16	Smarter use of resources

No.	IDENTIFIED RISK There is a risk that	Consequences of risk	Raw risk score			ACTION PLAN			who	Last Reviewed	Next Review	Action completed by	Residual risk score			Well-Being Objective	
			Li	Im	Total	Control method	Date Risk score assigned	How is the council addressing this risk					Key actions to be established - NB business as usual activity not reflected here	Li	Im		Total
			COM - 2020 - 01	Invigorating the economy and economic recovery - there will be a prolonged and deep economic recession following the Covid pandemic and the uncertainties of the impact of the UKs withdrawal from the European Union, compounded by local issues such as the closure of the Ford engine plant.	The rapidly increasing cost of living crisis and political and market / financial uncertainty is impacting both individuals and local businesses. There has been increased demand for financial support , such as Cost Of Living payments and Council Tax reduction and a corresponding increase for other relevant Council advice and support services . May local businesses are particularly impacted by the huge inflationary increases particularly in energy costs meaning it is inevitable that it will be a difficult winter ahead	5	4	20					Treat	Sep-20	By seeking to support local businesses and individuals by signposting them to appropriate financial support, skills training and support services, and progressing schemes to develop opportunities to set up and establish new business. The Council continues to act on behalf of Welsh Government through the administration of small business rates relief . Through its own Cost of Living Scheme the Council was able to widen its support to individuals and families during 2022/2023		Support the aims set out by local economic recovery taskforce and identify and implement the recommended actions through the development of a new Economic Strategy . Liaise closely with colleagues in the Cardiff Capital Region and Welsh Government to identify and target opportunities for investment to add to investment provided by BCBC to stimulate and invigorate the economy. Seek to signpost opportunities for training, support and new jobs by targeting the work of the Council's Employability teams. Administer and target financial grant schemes and provide support to local businesses to adapt to new circumstances . Progress existing economic development schemes to provide more opportunities for business 'start up' by developing enterprise hubs throughout the County Borough. Agreeing direct intervention initiatives where the Council controls the cost of some relevant services, for example free car parking /car parking offers in town centres, rental holidays/reductions for businesses where the Council is the landlord. Develop proposals for the UK Government's Levelling Up Fund as well as other external funding sources as considered appropriate. Including the recently announced Shared Prosperity Fund which can be used to fund Employability/ skills based initiatives and replaces the previous European Funding Mechanisms.
COR - 2022 - 01	The hangover effects of the pandemic, coupled with heightened geo-political tensions emerging from invasion of Ukraine, is impacting global economy, financial systems, supply chains and energy security	The continuing impact of Brexit and the war in the Ukraine are resulting in •Increased supply issues in relation to workforce for contractors and materials for major projects Increased inflationary pressures impacting costs of pricing and materials in construction sector, delaying or disrupting capital projects •Increased pricing of commodities –gas, oil and silicon chips could have a direct impact on certain projects, costs and performance of key sectors •Increased risks around energy supply and capability, to potentially impact delivery of the Energy Strategy	4	5	20	Treat	Apr-22	•Ongoing economic analysis •Agreed energy strategy •Heat reduction schemes	The impact on the Council will be continually monitored as the position becomes clearer. To achieve this, we will work closely with suppliers either via existing forums or through the contract management process. Work is being undertaken regionally to develop frameworks which will achieve economies of scale. As new services are tendered, potential inflationary costs and timeline pressures are being factored into the procurement process at an early stage. The impact on service delivery and the budget will be determined as part of this process and will be reported to Cabinet and Council as part of the normal reporting processes.	CMB	May-2023	Nov-2023	Ongoing	4	5	20	All Wellbeing Objectives
SS - 2023- 01	Significant service pressures in the health and social care services could impact on the ability of services to support vulnerable individuals	The health and social care system is not able to meet the health and care needs of people in a timely way resulting in harms and excess deaths. The immediate risk is that there is not sufficient capacity in community health and social care services to prevent hospital admissions and support timely discharge from hospital.	5	5	25	Treat	Jan-23	There are very regular meetings at senior levels across Health and the Local Authority to understand the current position and to agree the joint actions required to try to address the issues	The Cwm Taf Morgannwg health and social care partners have developed a range of immediate, short, medium and long term actions to enhance community capacity and review pathways of care. The most immediate actions are the enhancement of community beds through additional care home capacity and the implementation of Discharge to Recover and Assess pathways of care. There are timescales attached to the actions agreed. There is also a comprehensive plan to address the capacity issues in care and support at home services. The system has experienced significant pressures so despite the actions the residual risk remains at a very high level and the service continues to evaluate whether immediate actions have impacted.	CMB	May-2023	Nov-2023	Ongoing	5	5	25	All Wellbeing Objectives

Control Method Definition	
Definition	Meaning
Treat	To continue with the activity, but at the same time take action to bring the risk to an acceptable level.
Transfer	Transferring the responsibility of the risk to outside the Council.

**Risk Scores**

1-9 - Green - Low

10-12 - Amber - Medium

13-25 - Red - High

Risk ID number follows the sequence Directorate - year identified - risk number

Directorate codes mentioned above are:

SS - Social Service

COR - Corporate

COM - Communities

CEX - Chief Executives



<b>Meeting of:</b>	<b>CORPORATE OVERVIEW AND SCRUTINY COMMITTEE</b>
<b>Date of Meeting:</b>	<b>14 DECEMBER 2023</b>
<b>Report Title:</b>	<b>ENGAGEMENT AND PARTICIPATION STRATEGY</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF OFFICER, FINANCE, PERFORMANCE AND CHANGE</b>
<b>Responsible Officer:</b>	<b>ZOE EDWARDS, CONSULTATION, ENGAGEMENT AND EQUALITIES MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no effect upon the policy framework and procedure rules.</b>
<b>Executive Summary:</b>	<p><b>There is a commitment to engage effectively and this is underpinned by a range of legislation including the:</b></p> <ol style="list-style-type: none"> <li><b>1. Well-being of Future Generations (Wales) Act 2015</b></li> <li><b>2. Equality Act 2010</b></li> <li><b>3. Welsh Language Measure 2011</b></li> <li><b>4. Local Government and Elections (Wales) Act 2021</b></li> </ol> <p><b>The Engagement and Participation Strategy will set out the Council's corporate approach to engagement with the citizens of Bridgend.</b></p>

## 1. Purpose of Report

- 1.1 Bridgend County Borough Council has a duty to engage effectively with the citizens of Bridgend, and believes that good engagement is the responsibility of everyone who works for the Council. Communication is two-way and it is important that, as well as giving out clear information, the public are heard. The draft Engagement and Participation Strategy sets out how this will be done. The purpose of this report is for the Corporate Overview and Scrutiny Committee to consider the draft Strategy and provide any comments to Cabinet.

## 2. Background

- 2.1 Part 3 of the Local Government and Elections (Wales) Act 2021 focuses on promoting access to local government. The Act establishes a duty to encourage local people to participate in decision-making and a requirement that local authorities publish, consult on, and regularly review a public participation strategy.

The Act stipulates that the strategy must address:

- Promoting awareness of council's functions

- Promoting awareness of how to become a councillor
- Facilitating access to decisions made or to be made
- Promoting and facilitating processes for local people to make representations to the Council about a decision

- 2.2 A draft Engagement and Participation Strategy, attached as **Appendix 1**, has therefore been produced to identify how the Council will meet its legislative requirements under the Act and to set out how it will improve public participation for citizens within the county borough.
- 2.3 Additionally, there is a commitment to engage effectively and this is underpinned by a range of legislation including the:
1. Well-being of Future Generations (Wales) Act 2015
  2. Equality Act 2010
  3. Welsh Language Measure 2011
- 2.4 Best practice and national standards will also be followed, for example the Children and Young People's National Participation Standards and the National Principles for Public Engagement in Wales. This Strategy will set out the Council's corporate approach to engagement with the citizens of Bridgend.

### **3. Current situation / proposal**

- 3.1 The Strategy covers the need to engage with key stakeholders across a variety of areas:
- Geographical communities - all relevant communities of interest where people have a shared characteristic, experience, or interest for example carers, or those with specific expertise
  - Protected characteristics by the Equality Act 2010 – capturing communities' lived experiences to better inform the impact of the Council's actions
  - Equality Impact Assessments – to consider the impact any policy change will have on citizens
  - Accessibility – ensuring all residents in Bridgend can access information and have an opportunity to share their views
  - Stakeholder analysis – help identify key stakeholders and their levels of influence, ensuring that engagement is inclusive across the diverse make up of all communities
  - Engagement with Elected Members – leaders within their communities and provides important links to engage with a wide range of people.
  - Engagement with staff – wide base of experience and background diversity
  - Evaluation, Feedback, Drawing Conclusions and Making Recommendations
  - Equality and Inclusion Team – supporting and advising all council services on engagement and participation
  - Digital Platforms – developing the integration of the two platforms, i.e. GovDelivery (communication) and EngagementHQ (engagement), to create a cohesive series of engagement using key tools i.e. surveys, ideas sharing, forums, quick polls etc.
  - Measuring Success by developing key indicators i.e. site hits, number of responses, top projects etc.

- Timescales for feedback – publishing feedback in a suitable place within a suitable timescale, including publishing of reports, providing direct feedback.

3.2 On 17 October 2023 Cabinet approved the commencement of a public consultation on the draft Strategy and noted that following the consultation period the final Strategy will be reported back to Cabinet for approval. A full public consultation will be undertaken for the duration of 12 weeks to seek the views of citizens and stakeholders on the proposed Strategy. An engagement plan has been developed to support this.

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

4.1 It enables the effective implementation of the Council's statutory duties in relation to promoting access to local government as set out in Part 3 of the Local Government and Elections (Wales) Act 2021.

4.2 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. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** – Ensuring that the Council is encouraging local people to participate in the making of decisions by the Council now and in the future.

**Prevention** – Public participation and engagement can be used to prevent discrimination, promote equity and address any social injustices.

**Integration** – Integrating people from diverse backgrounds is a key aspect of building inclusive communities and organisations. An Engagement and Participation Strategy can also be utilised to promote integration.

**Collaboration** - Partnership working assists the Council in collaborative decision-making: By Involving individuals from different backgrounds, with different needs in decision-making processes and encourages their input and perspectives.

**Involvement** - Publication of the Strategy ensures that the public and stakeholders can review the work that has been undertaken. Involving residents in decision-making, encourages their active participation and fosters a sense of ownership and pride in their cultural background.

## **6. Climate Change Implications**

- 6.1 There is a commitment to engage effectively with local communities to help protect and sustain the environment over the long term and in line with our climate change ambitions.

## **7. Safeguarding and Corporate Parent Implications**

- 7.1 Where there is a safeguarding concern, all engagement will be managed under Bridgend County Borough Council's Safeguarding Policy. This will 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 The development of a strategy and the public consultation will be met from within existing resources.

## **9. Recommendation**

- 9.1 It is recommended that the Corporate Overview and Scrutiny Committee considers the draft Engagement and Participation Strategy as **Appendix 1** and provides any comments.

## **Background documents**

None

# **Bridgend County Borough Council**

## **Engagement and Participation Strategy**

**This document is also available in Welsh.**

**Foreword**

We recognise that local people should be involved in decisions about public services and policies that affect their lives.

Our Participation and Engagement Strategy 2023 has been developed to outline the steps we will take as a Council to keep people well-informed about our services.

With a wide selection of channels available to us, we want to ensure that we offer the best opportunity to listen and respond to people's views and engage with all members of our community around the services we deliver for the people of Bridgend County Borough.

We know that by working with citizens and involving them in the decision-making process, by addressing their concerns through consultation and involving them early in the process, we will be in a much better position to make key decisions about changes that can affect them.

We want to build trusting relationships within our local communities and improve our accessibility and accountability to local people.

As we have set out in our 'Delivering Together' Corporate Plan 2023–28, we have committed to consulting with the public on an annual basis and publishing our self-assessment of how we have done in the previous year.

We want to achieve more than this though, by ensuring that public engagement and participation is an integral part of our planning and decision-making process. This strategy will ensure that by regular engagement with local people, we are in a stronger position to develop services that meet the needs and improve outcomes for our local communities.

This strategy will not only look to improve existing engagement methods but will also identify new and emerging ways to engage with as many people in our communities as possible.

**Mark Shephard, Chief Executive**

**Council Leader, Huw David**

## **Introduction**

Bridgend County Borough Council has a duty to engage effectively with the people of Bridgend. We believe that good engagement is the responsibility of everyone who works for the Council. Communication is two-way and it is important that we listen to and take on ideas from the public as well as giving out clear information. This strategy sets out how we will do this.

We are committed to engage effectively and this is underpinned by a range of legislation including:

- The Well-being of Future Generations (Wales) Act 2015
- The Equality Act 2010,
- The Welsh Language Measure 2011
- Local Government and Elections (Wales) Act 2021

We will also follow best practice and national standards, for example the Children and Young People's National Participation Standards and the National Principles for Public Engagement in Wales. This strategy sets out our corporate approach to engagement with the people of Bridgend County Borough.

The principle of this strategy is to promote choice, independence, and collaborative working. Bridgend County Borough Council wants to listen, to understand people's needs and work with them to fulfil those needs.

The council engages with all key stakeholders of Bridgend County Borough.

## **The area we cover.**

Bridgend county borough covers around 100 square miles with a population of 145,760 in the 2021 census. In our population –

- 50.6% are female and 49.4% are male.
- 1.48% of people identify as Asian, 0.29% identify as black, 1.16% identify as mixed race, 96.78% identify as white and 0.29% identify as other ethnic group.
- 17.9% of people are aged 0-15, 61.4% are 16-64 and 20.7% are 65+.
- 22.64% of our population have reported disabilities that limit their day-to-day activities a little or a lot.
- 91.03% of people are straight, 1.35% are gay or lesbian, 0.95% are bisexual and 0.20% are other. 6.47% did not answer that question.
- 94.4% of people are the same gender as registered at birth, 5.33% didn't answer the question.
- 0.12% have a different gender identity to that registered at birth: 0.06% are trans women, 0.05% are trans men, 0.02% are non-binary and 0.02% are other sexual orientations.

## **Our Participation Duties**

As a Local Authority we have statutory duties to involve communities in shaping our services. However, our principal reason for involving communities in our processes is because we see the value communities add to discussions, and the great improvements in council services that come from having people involved in planning and decision-making processes.

Feedback suggests we could be more consistent in inviting and enabling participation and engagement, improve how we share learning and experiences to make the most of our collective community resource, as well as improve communication and feedback on engagement processes to demonstrate impact.

This feedback has informed the key strands of our strategy.

**The Local Government and Elections (Wales) Act 2021 places a number of duties on local authorities regarding participation. These are to:**

1. Promote awareness of the functions the Council carries out for local residents, businesses and visitors.
2. Share information about how to go about becoming an elected Member, or Councillor, and what the role of Councillor involves.
3. Provide greater access to information about decisions that have been made, or that will be made by the Council.
4. Provide and promote opportunities for residents to provide feedback to the Council, including comments, complaints, and other types of representations.

## **Engagement Principles**

We have signed up to **The National Principles for Public Engagement in Wales**

which gives guidance for best practice on citizens engagement. This ensures information provided is jargon free, appropriate, and understandable.

- Participation: People being actively involved with strategy makers and service planners from an early stage of policy and service planning and review
- Consultation: A formal process by which policy makers and service providers ask for the views of interested groups and individuals
- Engagement: An active and participative process by which people can influence and shape policy and services that includes a wide range of different methods and techniques
- Co-production: An asset-based approach to public services that enables people providing and people receiving services to share power and responsibility, and to work together in equal, reciprocal, and caring relationships.
- Involvement: requires organisations to be open to influence from citizens and stakeholders, moving to a culture of “working with” rather than “doing to” and being supported to remain involved through the process.



## Engagement and Participation methods

It is important that our communities have a clear understanding about the purpose of any activity that is designed to involve them, so that it is clear to them whether, and to what extent, they can influence decisions being made.

We currently use a range of different methods to encourage residents and businesses across the County Borough to get involved in key council decisions. Current methods are detailed below:

### Methods

Bridgend County Borough Council website	Contains the latest information about what's going on, the services we provide and how you can get involved.
Citizens Panel	Made up of a group of people who live in Bridgend County Borough and are regularly consulted on services run by the council by signing up here: <a href="https://www.bridgend.gov.uk/my-council/consultations/citizens-panel/">https://www.bridgend.gov.uk/my-council/consultations/citizens-panel/</a>
Digital communication platform	Residents can subscribe to choose the news or updates they want to receive.
Digital engagement platform	An opportunity for residents and others to contribute to decision making by taking part in consultations. These are available on the website during the consultation period and advertised via our social media platforms.
My Account	Reporting issues to the Council using our online forms Managing your council tax account online Managing your housing benefit account online Request pest control visit (domestic properties only) Apply for school admissions and free school meals
Social Media	A presence on social media sites Twitter, Facebook, Instagram, and YouTube
Chatbot	Conduct an online chat conversation via text or text-to-speech, finding answers to a wide variety of queries instantly.
In person	Residents and businesses can get involved with engagement and participation activities by attending our Civic offices, local libraries, and community-based consultation events.
Petitions	An ePetition is a petition which collects signatures online. Anyone who lives, works, or studies in the area can submit or sign an ePetition. ePetitions are part of the Council's ongoing commitment to listening to and acting on the views of the public. Details relating to ePetitions can be found under the Council's <a href="#">Petition Scheme</a>

Out-of-hours Customer Services	Emergency issues such as homelessness, highways and more
Concerns and formal complaints policy	Opportunities to feedback any concerns or complaints you may have about our services. <a href="#">Information can be found on Bridgend Council's website</a>
<a href="#">Bridgend Public Services Board</a>	Brings together public bodies who deliver services locally to improve the social, economic, environmental, and cultural wellbeing of Bridgend.
<a href="#">Webcasting</a>	Join Committee meetings live or playback, as well as accessing meeting agendas and reports and the ability to contribute to certain meeting such as Development Control Committee.
Contacting your Councillor	A full list of Councillors' contact details by ward are available on Bridgend County Borough's website, for residents to discuss issues or concerns within their ward.
Council public meetings	Members of the public are able to attend Civic Offices to view public meetings in person, live online, as well as ask questions in line with section 4.18 of <a href="#">Bridgend County Borough Council's Constitution</a> .
Watching / Getting involved in council meetings	The majority of council meetings are recorded and streamed live online for residents to watch, as well as being stored in the archive for residents to refer to at a later time.
Overview and Scrutiny Committees	<a href="#">The public and other stakeholders can get involved in scrutiny by providing evidence to a committee, suggesting an items for scrutiny by completing a request form, or by speaking at a committee as a representative.</a> Further information can be found on <a href="https://www.bridgend.gov.uk/my-council/democracy-and-elections/overview-and-scrutiny-committees/">https://www.bridgend.gov.uk/my-council/democracy-and-elections/overview-and-scrutiny-committees/</a> .
Becoming a member of the council	Anyone who meets certain qualifying criteria, can stand at the next Local Elections in May 2027 to represent their community as a Councillor in the Council and have their say in how things are run in Bridgend. 'Be a Councillor' awareness sessions are run about 6 months prior to the elections. <a href="https://www.bridgend.gov.uk/my-council/democracy-and-elections/have-you-thought-about-becoming-a-councillor/">https://www.bridgend.gov.uk/my-council/democracy-and-elections/have-you-thought-about-becoming-a-councillor/</a>
Engaging with Town and Community Councils	Town and Community Councils contact information is available on the Council's website. <a href="https://democratic.bridgend.gov.uk/mqParishCouncilDetailsList.aspx">https://democratic.bridgend.gov.uk/mqParishCouncilDetailsList.aspx</a>

## **Your Council's 7 Wellbeing Objectives**

Your Council has 7 wellbeing objectives in place and this Strategy has been developed in line with these to ensure all key stakeholders across Bridgend County

Borough are involved in key strategic decision. The Council's wellbeing objectives are:

- A County Borough where we protect our most vulnerable.
- A County Borough with fair work, skilled, high-quality jobs and thriving towns.
- A County Borough with thriving valleys communities
- A County Borough where we help people meet their potential.
- A County Borough that is responding to the climate and nature emergency
- A County Borough where people feel valued, heard and part of a community.

A County Borough where we support people to live healthy and happy lives to achieve these objectives whilst ensuring effective engagement and participation, we aim to do the following:

	<u><b>Aim</b></u>	<u><b>Method</b></u>
<b>Inform</b>	<p>Providing appropriate (balanced and objective) information about services, policies, and decisions to highlight the issues or problems to be solved, and the solutions being considered.</p> <p>Or</p> <p>Collecting or using existing information about the views and needs of local people to inform services, policies, and decisions</p>	<p>By using the appropriate communication and engagement methods to keep communities informed and by keeping information about the views and needs of local people accurate and updated to best inform the decision-making process across services</p>
<b>Consult</b>	<p>Offering an appropriate (one-off or time limited) opportunity to have a say about a service, policy, or decision</p>	<p>By keeping communities informed, offering timely opportunities to raise concerns and provide feedback, and by demonstrating the impact of engagement on decisions made</p>

<b>Involve</b>	Providing opportunities to have a say and get involved in activities in a more influential and timely way (on an ongoing basis)	By collaborating with communities to ensure their concerns and their ambitions directly influence the options considered, and by demonstrating the impact of engagement on decisions made.
<b>Collaborate</b>	Working in partnership in each aspect of the decision-making process, including developing and selecting the preferred solutions to issues or problems	By actively seeking advice and innovative ideas from communities to develop options for consideration and by incorporating that advice and those ideas into the final decisions taken
<b>Empower</b>	Where appropriate, empowering partners to lead decision making processes and/or placing the final decision in the hands of the community or relevant stakeholders	By listening to what those empowered have to say, accepting constructive feedback and comments and implementing what those empowered to drive decision making decide or recommend

### **Geographical communities**

We will engage with citizens in specific locations as well as across the County Borough as a whole. This engagement will take place in our towns and the wider rural setting. We will also make sure that we engage with relevant communities of interest. This is where people have a shared characteristic, experience, or interest, for example carers, or those with specific expertise.

### **Equality Impact Assessments**

When we make plans to create a new policy or change the way we do things, we must consider the impact this will have on our citizens, including those who have protected characteristics.

An Equality Impact Assessment (EIA) brings together the relevant legislations and sets out how we will take due regard, (give appropriate weight), to making decisions. Appendix A explains more about 'due regard'. When we carry out an EIA:

- We are considering relevant evidence to understand the likely or actual effects of policies or practices on those who are vulnerable within our communities, including those who are experiencing socio-economic disadvantage.

- We are thinking about where we might be able to reduce negative impacts.
- We are identifying missed opportunities and capitalising on positive impacts.
- We are considering the rights of the child.

These are characteristics that are protected by the Equality Act 2010. It is essential that we reach out to these communities so that we can capture their lived experiences, which will better inform our understanding of the impact of our actions and decisions. This feeds into our requirement to carry out Equality Impact Assessments. These characteristics are :

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race – including ethnic or national origin, colour, or nationality.
- Religion or belief – including lack of belief.
- Sex
- Sexual orientation
- Marriage and civil partnership' (in terms of discrimination in employment).

### **Stakeholders**

Carrying out a stakeholder analysis will help to identify key stakeholders and their levels of influence. We will also ensure that engagement is inclusive across the diverse make up of our communities. We will include people with protected characteristics and marginalised or seldom heard people and communities in our engagement.

### **Engagement with Elected Members**

Elected Members are leaders within their communities and can provide important links to engage with a wide range of people. In addition to matters of interest to their wards, Elected Members may sit on several different Committees and will attend full Council meetings.

We will ensure Elected Members have the right information at the right time to enable them to engage with their constituents.

### **Engagement with Staff**

We employ around 6,000 people. Our staff have a very wide base of experience and come from a diversity of backgrounds. We engage with our staff by several different means including staff news bulletins, e-mails, and surveys. We are in the process of developing a new staff portal for our staff to use, which will increase staff involvement, engagement, and communication. Human Resources directly engage with staff and unions on employment matters.

### **Engagement with Children and Young people**

All children and young people have numerous rights. The right to have their views taken seriously, to freedom of expression, to have access to appropriate information, to have dignity, independence, and active participation in their community. These rights are protected under the United Nations Convention on the Rights of the Child (UNCRC) and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). Meaningful engagement with children and young people across Bridgend will lead to services and policies being more relevant and appropriate to their needs.

Bridgend Youth Council are a diverse group of young people aged between 11-25 years. They actively work in partnership with Bridgend Council and other organisations to make positive changes for young people. We hold monthly meetings to discuss current issues faced by young people in Bridgend and how we can work towards resolving them.

### **Digital Engagement Platform**

We will improve engagement through the development of a digital engagement platform specifically for consultation to give us the ability to create a cohesive series of engagement activities. The digital platform will enable us to organise engagement across the council services. Some examples of tools that can be utilised in a digital platform are:

- Surveys
- Quick polls
- Story walls
- Ideas sharing
- Timeline of engagement

It is hoped that through utilising these tools we can improve our engagement with citizens in Bridgend County Borough.

### **Evaluation, Feedback, Drawing Conclusions and Making Recommendations**

We will feedback the results of our consultation and engagement activities in a variety of ways, such as publishing reports on our website and providing direct feedback to groups or organisations involved in our engagement. The feedback will summarise an evaluation of our engagement and also demonstrate how the engagement influenced and was considered with our decision making.

### **Our aims and ambitions**

We want to ensure our residents and other key stakeholders are involved in key strategic decisions. The following aims have therefore been developed to ensure we achieve this.

Aim 1	Bring all the Council's consultation, engagement, and participation activities together into a single, easily accessible online hub, with the long-term objective of developing a portal that joins together all pathways for participation in Bridgend County Borough
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Aim 2	Ensure effective engagement and participation across Bridgend County Borough
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Aim 3	Keep up to date with the latest and best methods of engaging with residents of Bridgend County Borough
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### **How will this be achieved**

To achieve these aims, we will:

- Further develop our new digital consultation and engagement platform across a range of consultation/engagement activities
- Embrace the use of digital discussions, such as forums, social media live streams, webinar to further improve levels of engagement with Bridgend residents.
- Maintain non-digital methods of community engagements to improve the overall levels of engagement across the county borough.
- Make sure all council consultation and engagement activities are published in fully accessible formats,
- Improve levels of engagement with residents who have protected characteristics.
- Ensure timely feedback is given on the outcomes from all consultation and engagement activities.
- Continually review this Strategy to ensure it is kept up to date with the latest engagement developments.
- Update the staff engagement toolkit to ensure consistency across all consultation and engagement activities.
- Liaise with key partners across Wales to share methods of best practice.
- Review feedback from residents and other key stakeholders to monitor and measure effectiveness.
- Review and improve the way we inform people about the Council's responsibilities.
- Ensure that consultations with children and young people are more frequent, engaging and age appropriate.

### **Measuring Success**

To measure the outcome of the implementation of this strategy, we will monitor:

- Site hits and registrations on both our digital engagement and communication platforms
- The number of responses and levels of engagement we receive to public engagement exercises.
- Engagement levels with both the Scrutiny process and petitions.
- National Survey for Wales questions regarding Local Democracy
- Review how the consultation has impacted on policy development and service delivery.
- Liaise with children and young people to ensure feedback has been given to them and actioned where appropriate.



# Agenda Item 7

<b>Meeting of:</b>	<b>CORPORATE OVERVIEW AND SCRUTINY COMMITTEE</b>
<b>Date of Meeting:</b>	<b>14 DECEMBER 2023</b>
<b>Report Title:</b>	<b>FORWARD WORK PROGRAMME UPDATE</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF OFFICER – LEGAL &amp; REGULATORY SERVICES, HR &amp; CORPORATE POLICY</b>
<b>Responsible Officer:</b>	<b>MERYL LAWRENCE SENIOR DEMOCRATIC SERVICES OFFICER – SCRUTINY</b>
<b>Policy Framework and Procedure Rules:</b>	<b>The work of the Overview &amp; Scrutiny Committees relates to the review and development of plans, policy or strategy that form part of the Council’s Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend. Any changes to the structure of the Scrutiny Committees and the procedures relating to them would require the Bridgend County Borough Council Constitution to be updated.</b>
<b>Executive Summary:</b>	<p><b>The Council’s Constitution requires the Corporate Overview and Scrutiny Committee to develop and implement a Forward Work Programme for the Committee.</b></p> <p><b>The Council’s Constitution also provides for each Subject Overview and Scrutiny Committee to propose items for the Forward Work Programme having regard for the Council’s Corporate Priorities and Risk Management framework, for the Corporate Overview and Scrutiny Committee to have oversight and refer any cross-cutting topics to a Committee or Research and Evaluation Panel.</b></p> <p><b>The Committee is asked to consider and agree its Forward Work Programme, identify any specific information it wishes to be included in and any invitees they wish to attend for the reports for the next two Committee meetings, identify any further items for consideration on the Forward Work Programme having regard to the criteria set out in the report, note the Recommendations Monitoring Action Sheet for this Committee, note the Forward Work Programmes and Recommendations Monitoring Action Sheet for each of the Subject Overview and Scrutiny Committees.</b></p>

## 1. Purpose of Report

1.1 The purpose of this report is to:

- a) Present the Committee with the Forward Work Programme attached as **Appendix A** for this Committee for consideration and approval;
- b) Request any specific information the Committee identifies to be included in the items for the next two meetings, including invitees they wish to attend;
- c) Request the Committee to identify any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 3.7 of this report;
- d) Present the Recommendations Monitoring Action Sheet for this Committee attached as **Appendix B** to track responses to the Committee's recommendations made at the previous meetings;
- e) Present the Forward Work Programmes for the Subject Overview and Scrutiny Committees attached as **Appendices C, D and E** following consideration in their respective Committee meetings; and
- f) Present the Recommendations Monitoring Action Sheets for the Subject Overview and Scrutiny Committees attached as **Appendices F, G and H** to track responses to recommendations made at their respective previous Committee meetings.

## 2. Background

- 2.1 The Council's Constitution requires the Corporate Overview and Scrutiny Committee to develop and implement a Forward Work Programme for the Committee.
- 2.2 The Council's Constitution also provides for each Subject Overview and Scrutiny Committee to propose items for the Forward Work Programme having regard for the Council's Corporate Priorities and Risk Management framework, for the Corporate Overview and Scrutiny Committee to have oversight and refer any cross-cutting topics to a Committee or Research and Evaluation Panel.

### Best Practice / Guidance

- 2.3 The Centre for Governance and Scrutiny's (CfGS) Good Scrutiny Guide recognises the importance of the forward work programme. In order to 'lead and own the process', it states that Councillors should have ownership of their Committee's work programme, and be involved in developing, monitoring and evaluating it. The Good Scrutiny Guide also states that, in order to make an impact, the scrutiny workload should be coordinated and integrated into corporate processes, to ensure that it contributes to the delivery of corporate objectives, and that work can be undertaken in a timely and well-planned manner.
- 2.4 Forward Work Programmes need to be manageable to maximize the effective use of the limited time and resources of Scrutiny Committees. It is not possible to include every topic proposed. Successful Scrutiny is about looking at the right topic

in the right way and Members need to be selective, while also being able to demonstrate clear arguments for including or excluding topics.

- 2.5 The CfGS's guide to effective work programming 'A Cunning Plan?' makes the following reference to the importance of good work programming:

*'Effective work programming is the bedrock of an effective scrutiny function. Done well it can help lay the foundations for targeted, incisive and timely work on issues of local importance, where scrutiny can add value. Done badly, scrutiny can end up wasting time and resources on issues where the impact of any work done is likely to be minimal.'*

### **3. Current situation / proposal**

#### Corporate Overview and Scrutiny Committee Draft Forward Work Programme

- 3.1 Following the approval of the schedule of Scrutiny Committee meeting dates at the Annual Meeting of Council on 17 May 2023, the standing statutory reports to this Scrutiny Committee of: the Corporate Plan, the Medium Term Financial Strategy (MTFS) and Budget, Performance and Budget Monitoring, etc. have been mapped to the appropriate timely meeting dates into a draft Forward Work Programme.
- 3.2 The draft outline Forward Work Programme for each Scrutiny Committee have been prepared using a number of difference sources, including:
- Corporate Risk Assessment;
  - Directorate Business Plans;
  - Previous Scrutiny Committee Forward Work Programme report topics / Minutes;
  - Committee / Member proposed topics;
  - Policy Framework;
  - Cabinet Work Programme;
  - Discussions with Corporate Directors;
  - Performance Team regarding the timing of performance information.
- 3.3 There are items where there is a statutory duty for Policy Framework documents to be considered by Scrutiny, e.g., the MTFS including draft budget proposals scheduled for consideration in December 2023 and January 2024, following which the Committee will coordinate the conclusions and recommendations from each of the Subject Overview and Scrutiny Committees in a report on the overall strategic overview of Cabinet's draft Budget proposals to the meeting of Cabinet in February 2024.
- 3.4 An effective Forward Work Programme will identify the issues that the Committee wishes to focus on during the year and provide a clear plan. However, at each meeting the Committee will have an opportunity to review this as the Forward Work Programme Update will be a standing item on the Agenda, detailing which items are scheduled for future meetings and be requested to clarify any information to be included in reports and the list of invitees. The Forward Work Programme will remain flexible and will be revisited at each COSC meeting with input from each Subject Overview and Scrutiny Committee reported and any updated information gathered from Forward Work Programme meetings with Corporate Directors.

- 3.5 The Committee approved its Forward Work Programme at its meeting on 3 July 2023 and has reviewed and added to it at subsequent meetings.
- 3.6 The Subject Overview and Scrutiny Committee Forward Work Programmes and Recommendations Monitoring Action Sheets are also being reported to the Committee for coordination and oversight of the overall FWP, following consideration by their respective Subject Overview and Scrutiny Committees. The SOSC FWP's and Recommendations Monitoring Action Sheets will be included in the standing FWP Update report as updated by each SOSC meeting.

### Identification of Further Items

- 3.7 The Committee are reminded of the Criteria Form which Members can use to propose further items for the FWP which the Committee can then consider for prioritisation at a future meeting. The Criteria Form emphasises the need to consider issues such as impact, risk, performance, budget and community perception when identifying topics for investigation and to maximise the impact scrutiny can have on a topic and the outcomes for people. Criteria which can help the Committee come to a decision on whether to include a referred topic, are set out below:

#### Recommended Criteria for Selecting Scrutiny Topics:

PUBLIC INTEREST:	The concerns of local people should influence the issues chosen for scrutiny;
ABILITY TO CHANGE:	Priority should be given to issues that the Committee can realistically influence, and add value to;
PERFORMANCE:	Priority should be given to the areas in which the Council is not performing well;
EXTENT:	Priority should be given to issues that are relevant to all or large parts of the County Borough, or a large number of the Authority's service users or its population;
REPLICATION:	Work programmes must take account of what else is happening in the areas being considered to avoid duplication or wasted effort.

#### Reasons to Reject Scrutiny Topics:

- The issue is already being addressed / being examined elsewhere and change is imminent.
- The topic would be better addressed elsewhere (and can be referred there).
- Scrutiny involvement would have limited / no impact upon outcomes.
- The topic may be sub-judice or prejudicial.
- The topic is too broad to make a review realistic and needs refining / scoping.
- New legislation or guidance relating to the topic is expected within the next year.
- The topic area is currently subject to inspection or has recently undergone

substantial change / reconfiguration.

### Corporate Parenting

- 3.8 Corporate Parenting is the term used to describe the responsibility of a local authority towards care experienced children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'Corporate Parent', therefore all Members have a level of responsibility for care experienced children and young people in Bridgend.
- 3.9 In this role, it is suggested that Members consider how each item they consider affects care experienced children and young people, and in what way can the Committee assist in these areas.
- 3.10 Scrutiny Champions can greatly support the Committee in this by advising them of the ongoing work of the Cabinet Committee Corporate Parenting and particularly any decisions or changes which they should be aware of as Corporate Parents.
- 3.11 The Forward Work Programme for COSC is attached as **Appendix A** for the Committee's consideration.
- 3.12 The Recommendations Monitoring Action Sheet for the previous meetings is attached as **Appendix B**, to track responses to the Committee's recommendations at the previous meetings.
- 3.13 The Forward Work Programmes for the Subject Overview and Scrutiny Committees are attached as **Appendices C, D and E** for coordination and oversight of the overall Forward Work Programme.
- 3.14 The Monitoring Action Sheets for the Subject Overview and Scrutiny Committees are attached as **Appendices F, G and H** to track responses to recommendations made at their respective previous Committee meetings.

## **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 Act provides the basis for driving a different kind of public service in Wales, with 5 Ways of Working to guide how public services should work to deliver for people. The following is a summary to show how the 5 Ways of Working to achieve

the well-being goals have been used to formulate the recommendations within this report:

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

5.2 When setting its Forward Work Programme, the Committee should consider how each item they propose to scrutinise assists in the achievement of the Council's 7 Wellbeing Objectives under the **Well-being of Future Generations (Wales) Act 2015** as follows :-

1. A County Borough where we protect our most vulnerable
2. A County Borough with fair work, skilled, high-quality jobs and thriving towns
3. A County Borough with thriving valleys communities
4. A County Borough where we help people meet their potential
5. A County Borough that is responding to the climate and nature emergency
6. A County Borough where people feel valued, heard and part of their community
7. A County Borough where we support people to live healthy and happy lives

## **6. Climate Change Implications**

6.1 The Committee should consider how each item they scrutinise affects climate change, the Council's Net Zero Carbon 2030 target and how it meets the Council's commitments to protect and sustain the environment over the long term. There are no Climate Change Implications arising from this report.

## **7. Safeguarding and Corporate Parent Implications**

7.1 The Committee should consider how each item they scrutinise affects care experienced children and young people, and in what way the Committee can assist in these areas. Safeguarding is everyone's business and means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. There are no Safeguarding and Corporate Parent Implications arising from this report.

## **8. Financial Implications**

8.1 There are no financial implications arising from this report.

## **9. Recommendation**

9.1 The Committee is recommended to:

- a) Consider and approve the Forward Work Programme for this attached as **Appendix A**;
- b) Identify any specific information the Committee wishes to be included in the reports for the next two meetings, including invitees they wish to attend;
- c) Identify any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 3.7 of this report;
- d) Note the Recommendations Monitoring Action Sheet for this Committee attached as **Appendix B** to track responses to the Committee's recommendations made at the previous meetings;
- e) Note the Forward Work Programmes for the Subject Overview and Scrutiny Committees attached as **Appendices C, D and E** following consideration in their respective Committee meetings;
- f) Note the Recommendations Monitoring Action Sheets for the Subject Overview and Scrutiny Committees attached as **Appendices F, G and H** to track responses to recommendations made at their respective previous Committee meetings.

## **Background documents**

None.

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**Forward Work Programme**  
**Corporate Overview and Scrutiny Committee**

Monday 3 July 2023 at 10.00am		
Report Topic	Any Specific Information Requested	Invitees
Election of Chairperson		NA
Revenue Budget Outturn 2022-23		<b><u>All Cabinet Members</u></b>  <b><u>Officers</u></b> Chief Executive; Chief Officer - Finance, Performance and Change; Corporate Director - Education and Family Support; Corporate Director - Social Services and Wellbeing; Corporate Director – Communities; and Chief Officer Legal and Regulatory Services, HR & Corporate Policy
Draft Corporate Plan Delivery Plan 2023-24		<b><u>Cabinet Members</u></b> Leader of the Council; Cabinet Member for Finance, Resources and Legal; Cabinet Member for Community Safety and Wellbeing;  <b><u>Officers</u></b> Chief Executive; Chief Officer Finance, Performance and Change; and Corporate Policy and Public Affairs Manager
Corporate Parenting Champion Nomination report	To nominate one Member as its Corporate Parenting Champion to represent the Committee as an invitee at meetings of the Cabinet Committee Corporate Parenting.	NA
Cabinet Response to Committee's Recommendations Made on the Call In of the Cabinet Decision in Relation to the Recycling and Waste Service Post 2024		
Draft Outline Forward Work Programme		NA

Monday 24 July 2023 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
Budget Monitoring 2023-24 – Quarter 1 Revenue Forecast		<b><u>All Cabinet Members</u></b>  <b><u>Officers</u></b> Chief Executive; Chief Officer - Finance, Performance and Change; Corporate Director - Education and Family Support;

## APPENDIX A

		Corporate Director - Social Services and Wellbeing; Corporate Director – Communities; and Chief Officer Legal and Regulatory Services, HR & Corporate Policy
<b>Quarter 4 Performance 2022-23</b>		As above and Corporate Policy and Public Affairs Manager.
<b>Corporate Self-Assessment 2022-23</b>		<b><u>Cabinet Members</u></b> Leader of the Council; Cabinet Member for Finance, Resources and Legal;  <b><u>Officers</u></b> Chief Executive; and Corporate Policy and Public Affairs Manager
<b>Proposals for the Joint Overview and Scrutiny Arrangements following Transition to a Single Public Services Board (PSB) for Cwm Taf Morgannwg</b>		NA

### Monday 4 September 2023 at 10.00am

Report Topics	Any Specific Information Requested	Invitees
<i>Deferred to SOSC 2 – 18 September 2023 – Director of Social Services Annual Report 2022/23</i>		<b><u>Cabinet Members</u></b> Deputy Leader of the Council and Cabinet Member for Social Services Health; Cabinet Member for Community Safety and Wellbeing;  <b><u>Officers</u></b> Corporate Director - Social Services and Wellbeing; Head of Adult Social Care; Head of Children’s Social Care; Group Manager - Sports and Physical Activity; and Group Manager - Commissioning
<b>Strategic Workforce Plan</b>		<b><u>Cabinet Members</u></b> Leader of the Council; Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Finance, Resources and Legal;  <b><u>Officers</u></b> Chief Executive; Chief Officer Legal and Regulatory Services, HR & Corporate Policy; and  Group Manager – Human Resources and Organisational Development.
<b>Corporate Plan Targets</b>		<b><u>Cabinet Members</u></b> Leader of the Council; Cabinet Member for Finance, Resources and Legal;

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		<p>Cabinet Member for Community Safety and Wellbeing;</p> <p><b><u>Officers</u></b>            Chief Executive;            Chief Officer Finance, Performance and Change; and            Corporate Policy and Public Affairs Manager</p>
<b>ICT Resilience</b>		<p><b><u>Cabinet Members</u></b>            Cabinet Member for Finances, Resources and Legal;</p> <p><b><u>Officers</u></b>            Chief Executive;            Chief Officer Finance, Performance and Change; and            Group Manager ICT</p>
<b>Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee Nominations</b>		NA

<b>Monday 23 October 2023 at 10.00am</b>		
<b>Report Topics</b>	<b>Any Specific Information Requested</b>	<b>Invitees</b>
<b>Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast</b>		<p><b><u>All Cabinet Members</u></b></p> <p><b><u>Officers</u></b>            Chief Executive;            Chief Officer - Finance, Performance and Change;            Corporate Director - Education and Family Support;            Corporate Director - Social Services and Wellbeing;            Corporate Director – Communities; and            Chief Officer Legal and Regulatory Services, HR &amp; Corporate Policy</p>
<b>Performance Management Improvement Plan</b>	<ul style="list-style-type: none"> <li>• Details of the four recommendations from Audit Wales, actions taken and further information regarding the recommendations relating to accuracy of performance information and prioritisation of data analysis.</li> <li>• Post inspection actions, reports or re-visits</li> </ul>	<p><b><u>Cabinet Members</u></b>            Cabinet Member for Finance, Resources and Legal;</p> <p><b><u>Officers</u></b>            Chief Executive; and            Corporate Policy and Public Affairs Manager.</p>

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Thursday 14 December 2023 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
Quarter 2 Performance Report 2023-24		<p><b><u>All Cabinet Members</u></b></p> <p><b><u>Officers</u></b>            Chief Executive;            Chief Officer - Finance, Performance and Change;            Corporate Director - Education and Family Support;            Corporate Director - Social Services and Wellbeing;            Corporate Director – Communities;            Chief Officer Legal and Regulatory Services, HR &amp; Corporate Policy;            Corporate Policy and Public Affairs Manager;            Corporate Performance Manager; and            Head of Partnership Services</p>
Engagement and Participation Strategy		<p>Cabinet Member for Finances, Resources and Legal</p> <p>Chief Officer - Finance, Performance and Change</p> <p>Transformation, Performance and Customer Service; and            Consultation, Engagement and Equalities Manager</p>

Wednesday 17 January 2024 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
Draft Medium Term Financial Strategy 2024-25 to 2027-28 and Budget Proposals		<p><b><u>Cabinet Members</u></b>            Leader of the Council;            Deputy Leader of the Council and Cabinet Member for Social Services and Health;            Cabinet Member for Finances, Resources and Legal;            Cabinet Member for Community Safety and Wellbeing;</p> <p><b><u>Officers</u></b>            Chief Executive;            Chief Officer Finance, Performance and Change;            Chief Officer Legal and Regulatory Services, HR &amp; Corporate Policy;</p> <p>Deputy Head of Finance;            Head of Partnership Services; and            Finance Manager – Social Services &amp; Wellbeing / Chief Executive’s Directorate</p>

Tuesday 30 January 2024 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
Scrutiny Recommendations on Medium Term Financial		<p><b><u>Cabinet Member</u></b>            Cabinet Member for Finance, Resources and Legal; and</p>

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<b>Strategy 2024-25 to 2027-28 and Draft Budget Consultation Process</b>		<u><b>Officer</b></u> Chief Officer - Finance, Performance and Change
<b>Capital Strategy 2024 – 25 onwards</b>		<u><b>Cabinet Members</b></u> Leader of the Council; Cabinet Member for Finance, Resources and Legal;  <u><b>Officers</b></u> Chief Officer Finance, Performance and Change; and Group Manager – Chief Accountant
<b>Budget Monitoring 2023-24 - Quarter 3 Revenue Forecast</b>		<u><b>All Cabinet Members</b></u>  <u><b>Officers</b></u> Chief Executive; Chief Officer - Finance, Performance and Change; Corporate Director - Education and Family Support; Corporate Director - Social Services and Wellbeing; Corporate Director – Communities; and Chief Officer Legal and Regulatory Services, HR & Corporate Policy
<b>Using Service User Perspectives to Inform Decision Making</b>	<ul style="list-style-type: none"> <li>• How the Council will manage expectations during this challenging economic time;</li> <li>• How messages are clearly communicated to residents; and</li> <li>• How to ensure an adequate feedback loop between residents and the Council.</li> </ul>	<u><b>Cabinet Members</b></u> Cabinet Member for Finance, Resources and Legal;  <u><b>Officers</b></u> Chief Executive; and Corporate Policy and Public Affairs Manager.

Thursday 21 March 2024 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
<b>Corporate Plan Delivery Plan (refreshing PI targets)</b>		<u><b>Cabinet Members</b></u> Leader of the Council; Cabinet Member for Finance, Resources and Legal; Cabinet Member for Community Safety and Wellbeing;  <u><b>Officers</b></u> Chief Executive; Chief Officer Finance, Performance and Change; and Corporate Policy and Public Affairs Manager
<b>Quarter 3 Performance Report 2023-24</b>		<u><b>All Cabinet Members</b></u>  <u><b>Officers</b></u> Chief Executive; Chief Officer - Finance, Performance and Change; Corporate Director - Education and Family Support;

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		Corporate Director - Social Services and Wellbeing; Corporate Director – Communities; Chief Officer Legal and Regulatory Services, HR & Corporate Policy; and Corporate Policy and Public Affairs Manager
<b>Workforce Strategy Monitoring Action Plans</b>	Data relating to gaps in the workforce and future need.	<p><b><u>Cabinet Members</u></b> Leader of the Council; Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Finance, Resources and Legal;</p> <p><b><u>Officers</u></b> Chief Executive; Chief Officer Legal and Regulatory Services, HR &amp; Corporate Policy; and  Group Manager – Human Resources Organisational Development</p>

Reports to be Scheduled		
Report Topics	Any Specific Information Requested	Invitees
<b>Scrutiny Annual Report (including Scrutiny Methodology and Key Performance Indicators)</b>		NA
<b>Cabinet Committee Corporate Parenting Update</b>	To update the Committee on the information shared at the meeting of Cabinet Committee Corporate Parenting on 20 July 2023, 5 October 2023 and 1 February 2024.	NA
<b>Cessation of Ukrainian Refugee Host Sponsorship</b>	Information report	NA
<b>Digital Strategy Review</b>		<p><b><u>Cabinet Members</u></b></p> <p><b><u>Officers</u></b> Chief Officer - Finance, Performance and Change</p> <p><b><u>External</u></b></p>
<b>Review Progress of Disabled Facilities Grants – <i>To be reviewed following scrutiny of Quarter 2 Performance Report 2023-14 in December 2023</i></b>		<p><b><u>Cabinet Members</u></b></p> <p><b><u>Officers</u></b></p> <p><b><u>External</u></b></p>

**CORPORATE OVERVIEW AND SCRUTINY COMMITTEE - RECOMMENDATIONS MONITORING ACTION SHEET 2023-24**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
3 July 2023	Revenue Budget Outturn 2022-23	<p><u>Council Wide</u> The Committee recommended that all national legislative commitments and statutory services need to be fully funded by central Government and that the Committee fully support Cabinet in lobbying Westminster and Welsh Government to provide adequate funding to ensure a sustainable funding model in the future.</p>	Scrutiny / Cabinet	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<p><u>Council Wide</u> The Committee recommended that in order to manage the expectations of the public regarding future service provision, that there be a proactive corporate communications strategy setting out clearly the pressures within services, what can and cannot be achieved/maintained and what is funded by Council tax and what is funded by central UK funds through the Revenue Support Grant.</p>	Scrutiny / Chief Officer – Finance, Performance and Change	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<p><u>Council Wide</u></p>	Scrutiny / Chief Officer –	<b>ACTIONED</b> – response and	<a href="https://democratic.bridgend.gov.uk">https://democratic.bridgend.gov.uk</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		The Committee recommended that consideration be given to how the information in Recommendation 2, above, be effectively communicated to the public, including consideration of putting the information on the Council website and in a newsletter accompanying Council Tax Demand letters.	Finance, Performance and Change	information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">ov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<p><u>Recruitment</u> The Committee expressed concern regarding the Council-wide issue of recruitment and retention and acknowledged that whilst Directorates were working on this in isolation, felt that it required a corporate approach focussing on the 7 Principles contained in the Corporate Plan.</p> <p>The Committee therefore recommended that an overarching workforce plan is needed to address the reasons for the Council not being commercially competitive and its inability to successfully recruit and retain staff.</p>	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<p><u>Recruitment</u> The Committee recommended that consideration be given to more integrated working between Human Resources and Directorates to avoid Directorates trying</p>	Scrutiny / Chief Officer – Legal & Regulatory Services, HR &	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>



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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		to address the issue of recruitment in isolation/in silos and to holistically strengthen the HR functions and achieve the objectives of the overarching Corporate Plan.	Corporate Policy		<a href="#">onsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee recommended that the Council work with schools to inform students, before they choose their GCSE and A Level options, regarding the career prospects of working for the Local Authority, across a wide range of professions and specialisms and likewise work with Welsh-medium schools, given the shortage of Welsh speaking staff in the Authority. It was also recommended that the Council establish links with universities in order to secure graduate employees and to drive forward recruitment for the Authority.	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy / Corporate Director – Education and Family Support	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee recommended that there should be an agreed National level of salaries and terms and conditions for all positions in local government in order to ensure that the Council has an equal footing in terms of competitiveness with other local authorities and the private sector.	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy / Cabinet	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee recommended that a review be undertaken regarding the need to advertise in national newspapers for jobs over a certain grade and whether these roles would attract more applicants if alternative and, possibly more local, advertising was pursued.	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee expressed concern regarding the loss of successful candidates due to the delay in obtaining a Disclosure and Barring Service check and queried the reason for the delay and whether there was anything that could be done to reduce the waiting time to stop candidates finding work elsewhere.	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<u>EFS</u> That the Committee recommended that they write to the Welsh Government expressing their concerns that any further cuts to the education budget would be unacceptable, given the 2% efficiency saving in 2023-24 and further annual 1% reductions predicted for forthcoming years.	Scrutiny / Chair of COSC	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<u>EFS</u> The Committee acknowledged the difficulties of recruitment within catering	Scrutiny / Corporate Director –	<b>ACTIONED</b> – response and information	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS">https://democratic.bridgend.gov.uk/documents/s31005/COS</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		services and the impact on the provision of breakfast clubs and requested an update on what was being done to ensure that vulnerable children were receiving breakfast before school.	Education and Family Support	circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">C3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<u>EFS</u> The Committee requested an update on when the Welsh Government review regarding home to school transport would realistically be published, given that no changes would be considered until the conclusion of the review	Scrutiny / Corporate Director – Education and Family Support	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Revenue Budget Outturn 2022-23	<u>Communities</u> The Committee recommended that consideration be given to there being a dedicated resource to support the Communities Directorate in processing and responding to Member Referrals and that consideration be given to ways in which to make the Member’s Portal more effective and efficient in keeping Members updated with the status of referrals.	Scrutiny / Chief Officer – Finance, Performance and Change / Head of Partnership Services	<b>ACTIONED</b> – response and information circulated 22 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>
3 July 2023	Corporate Plan Delivery Plan 2023-24 and Draft Performance Framework	The Committee recommended that consideration be given to how the roles as set out in the ‘I am a ...’ section of the draft Performance Framework may be effectively cascaded and communicated to all staff and the public.	Scrutiny / Chief Executive	<b>ACTIONED</b> – response and information circulated 31 July 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COS_C3July2023ResponsestoRecommendations.pdf</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
3 July 2023	Corporate Plan Delivery Plan 2023-24 and Draft Performance Framework	The Committee recommended that future reports regarding performance be developed to include a holistic overview in the form of an executive summary to succinctly summarise performance as measured against the Corporate Plan. The Committee expressed concern regarding Officer time and effort required to present complex data and welcomed concise and proportionate information which could be more sustainable and influential.	Scrutiny / Chief Executive	<b>ACTIONED</b> – response and information circulated 31 July 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf</a>
24 July 2023	Budget Monitoring 2023-24 – Quarter 1 Revenue Forecast	The Committee recommended that consideration be given to partnership working with local farmers to source fruit and vegetables for school catering potentially at a lower cost.	Scrutiny / Corporate Director – Education and Family Support	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31035/COSC24JulyResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31035/COSC24JulyResponsestoRecommendations.pdf</a>
24 July 2023	Budget Monitoring 2023-24 – Quarter 1 Revenue Forecast	The Committee requested a graph demonstrating the exponential increase in the demand being experienced in children’s social care over a 3-year period.	Scrutiny / Chief Officer – Finance, Performance and Change / Head of Partnership Services	<b>ACTIONED</b> – response and information circulated 29 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31035/COSC24JulyResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31035/COSC24JulyResponsestoRecommendations.pdf</a>
24 July 2023	Budget Monitoring 2023-	The Committee requested copies of the case studies demonstrating the	Scrutiny / Corporate	<b>ACTIONED</b> – response and	<a href="https://democratic.bridgend.gov.uk">https://democratic.bridgend.gov.uk</a>

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	24 – Quarter 1 Revenue Forecast	complexity being experienced in adult social care.	Director – Social Services and Wellbeing	information circulated 29 August 2023.	<a href="https://ov.uk/ecSDDisplayClassic.aspx?NAME=SD797&amp;ID=797&amp;RPID=6246293&amp;sch=doc&amp;cat=13495&amp;path=13490%2c13491%2c13495">ov.uk/ecSDDisplayClassic.aspx?NAME=SD797&amp;ID=797&amp;RPID=6246293&amp;sch=doc&amp;cat=13495&amp;path=13490%2c13491%2c13495</a>
24 July 2023	Budget Monitoring 2023-24 – Quarter 1 Revenue Forecast	Whilst recognising that it was too early in the year to provide a realistic projection of council tax income for this financial year, the Committee requested whether a best case, worst case and predicted case scenario model could be provided to give an indication of the likely income from the collection of council tax.	Scrutiny / Chief Officer – Finance, Performance and Change	<b>ACTIONED</b> – response and information circulated 6 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31035/COSC24JulyResponseRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31035/COSC24JulyResponseRecommendations.pdf</a>
24 July 2023	Budget Monitoring 2023-24 – Quarter 1 Revenue Forecast	The Committee acknowledged that one of the most significant budget reduction proposals unlikely to be achieved in full in the Communities Directorate was charging Blue Badge Holders for parking (COM 2), due to the traffic management team currently being engaged in the introduction of the national speed limit in built up areas. The Committee requested that a message be circulated among Members advising of the timescale for the necessary consultation regarding the Blue Badge Scheme.	Scrutiny / Corporate Director - Communities	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31035/COSC24JulyResponseRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31035/COSC24JulyResponseRecommendations.pdf</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
24 July 2023	Quarter 4 Performance 2022-23	<p>The Committee requested a breakdown, by Directorate, of:</p> <ul style="list-style-type: none"> <li>a. the cost of agency staff; and</li> <li>b. the cost differential between an agency worker and an equivalent full-time Member of staff.</li> </ul>	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31035/COS_C24JulyResponseRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31035/COS_C24JulyResponseRecommendations.pdf</a>
24 July 2023	Quarter 4 Performance 2022-23	The Committee requested with regard to the support provided to start-up business', a breakdown of the number which have benefitted from advice, start-up grants or other support.	Scrutiny / Corporate Director - Communities	Recommendations circulated requesting response. Chased.	Officer Response Awaited.
24 July 2023	Quarter 4 Performance 2022-23	Concerns were expressed regarding the clawbacks for sickness absence in schools being based on pupil numbers rather than staff numbers and heard that the Schools Budget Forum (SBF) had asked that consideration be given to it being weighted differently. The Committee therefore requested an update when Education and Family Support Officers and Finance Officers had discussed the matter and prior to the next SBF.	Scrutiny / Corporate Director – Education and Family Support	<b>ACTIONED</b> – response and information circulated 29 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31035/COS_C24JulyResponseRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31035/COS_C24JulyResponseRecommendations.pdf</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
24 July 2023	Quarter 4 Performance 2022-23	The Committee requested details of the options being considered to enable the reuse shop at Maesteg Community Recycling Centre to reopen.	Scrutiny / Corporate Director - Communities	<b>ACTIONED</b> – response and information circulated 29 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31035/COS_C24JulyResponsetoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31035/COS_C24JulyResponsetoRecommendations.pdf</a>
24 July 2023	Corporate Self-Assessment 2022-23	The Committee requested an update report detailing the outcome of the Council's partnership with Valleys to Coast and £500,000 contribution towards bringing 35 long term empty properties back into use.	Scrutiny / Chief Officer – Finance, Performance and Change / Head of Partnership Services	<b>ACTIONED</b> – response and information circulated 6 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31035/COS_C24JulyResponsetoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31035/COS_C24JulyResponsetoRecommendations.pdf</a>
4 Sept 2023	Strategic Workforce Plan	The Committee recommended that the circular graphics at the top of page 13 of the <i>Delivering together, Our Strategic Workforce Plan 2023-2028</i> (page 175 of the Committee's public Agenda pack) showing the percentages of staff working in each of the five areas of the authority, also reflect the level of vacancy or completeness of workforce in each Directorate. In relation to the turnover rate of staff the Committee also recommended that the same page also reflect the general turnover rate of staff not just new starters leaving within their 1 <sup>st</sup> year (up to 31 March 2023).	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31037/COS_C4Sept23ResponsetoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31037/COS_C4Sept23ResponsetoRecommendations.pdf</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
4 Sept 2023	Strategic Workforce Plan	The Committee expressed concern regarding the corporate oversight responsibility and the possibility of a fragmented process towards monitoring and delivery of the Plan. The Committee therefore recommended that consideration be given to establishing a HR strategic group to include Officers from across the authority and Trade Union representatives to monitor and drive forward the delivery of the plan and that they report to CCMB	Scrutiny / Chief Executive / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31037/COS4Sept23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31037/COS4Sept23ResponsestoRecommendations.pdf</a>
4 Sept 2023	Strategic Workforce Plan	The Committee expressed concern regarding the lack of citizen focus within the Plan and recommended that the Portal analytical tool be developed/progressed as soon as possible in order to evaluate the areas of dissatisfaction and themes arising from Member referrals and customer queries regarding repeat matters, in order to inform the Workforce Plan. Once completed, the Committee recommended that they receive a Members Briefing regarding the analytical capabilities of the Portal.	Scrutiny / Chief Officer – Finance, Performance and Change / Head of Partnership Services	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31037/COS4Sept23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31037/COS4Sept23ResponsestoRecommendations.pdf</a>
4 Sept 2023	Strategic Workforce Plan	The Committee requested information on how the workforce structure in Bridgend compares to other Welsh local authorities	Scrutiny / Chief Officer – Legal & Regulatory Services, HR &	<b>ACTIONED</b> – response and information	<a href="https://democratic.bridgend.gov.uk/documents/s31037/COS">https://democratic.bridgend.gov.uk/documents/s31037/COS</a>



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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		and whether its levels of management are typical of other local authorities in Wales.	Corporate Policy	circulated 13 October 2023.	<a href="#">C4Sept23ResponsestoRecommendations.pdf</a>
4 Sept 2023	Strategic Workforce Plan	The Committee requested whether the Venture Graduate Scheme overseen by the Cardiff Capital Region could be accessed by students by other higher education establishments, especially Bridgend College.	Scrutiny / Leader of the Council	<b>ACTIONED</b> – response and information circulated 22 September 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31037/COS_C4Sept23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31037/COS_C4Sept23ResponsestoRecommendations.pdf</a>
4 Sept 23	Corporate Plan Delivery Plan Targets	The Committee requested that the narratives in the Rationale for Targets be revisited to ensure consistency, to better reflect the reasons why a target has substantially increased or decreased and to include brief information regarding the circumstances surrounding the change.	Scrutiny / Chief Executive	<b>ACTIONED</b> – response and information circulated 22 September 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31037/COS_C4Sept23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31037/COS_C4Sept23ResponsestoRecommendations.pdf</a>
4 Sept 23	Corporate Plan Delivery Plan Targets	The Committee requested that consideration be given to a gradual move away from static Key Performance Indicators in favour of Objective and Key Results which drive ambitious, realistic and proportionate targets.	Scrutiny / Chief Executive	<b>ACTIONED</b> – response and information circulated 22 September 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31037/COS_C4Sept23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31037/COS_C4Sept23ResponsestoRecommendations.pdf</a>

**APPENDIX B**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
4 Sept 23	ICT Resilience	The Committee requested copies of the Service specific and overall ICT Business Continuity Plans, for information purposes.	Scrutiny / Head of Partnership Services	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31037/COSC4Sept23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31037/COSC4Sept23ResponsestoRecommendations.pdf</a>
23 Oct 23	Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast	The Committee recommended that they write a letter, to the Welsh Ministers for Climate Change and Education and Welsh Language expressing their concern regarding the delay in publishing the outcome of the review into Home to School Transport and requesting that it be expedited, which would enable the Council to consider difficult but necessary options regarding the challenging Education and Schools budget positions.	Scrutiny / Chair of COSC	Letter sent to the Ministers – Response awaited by 11 Dec 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31406/AppendixALettertoDeputyMinisterforClimateChange.pdf">https://democratic.bridgend.gov.uk/documents/s31406/AppendixALettertoDeputyMinisterforClimateChange.pdf</a>
23 Oct 23	Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast	The Committee recommended that a communication be shared publicly, clearly demonstrating the complex issues contributing to the cost pressures in the Social Services and Wellbeing Directorate and showing, for example, the cost of services per head.	Scrutiny / Corporate Director – Social Services and Wellbeing / Chief Officer – Finance, Performance and Change	<b>ACTIONED</b> – response and information circulated 1 December 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf</a>

**APPENDIX B**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
23 Oct 23	Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast	The Committee requested a written update regarding the aim and purpose of the 5-Point Action Plan to target in-year spend and details of the progress made against it.	Scrutiny / Chief Executive	<b>ACTIONED</b> – response and information circulated 1 December 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf</a>
23 Oct 23	Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast	The Committee requested detail regarding the costs associated with pursuing payment of outstanding Council Tax and the triggers and costs of Court action due to persistent non-payment.	Scrutiny / Chief Officer – Finance, Performance and Change	<b>ACTIONED</b> – response and information circulated 1 December 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf</a>
23 Oct 23	Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast	The Committee requested the best case, worst case and predicted case scenario modelling of further efficiency savings to Schools Delegated Budgets to provide Members with an indication of the number of schools likely to fall into a deficit position and requiring development of recovery plans.	Scrutiny / Corporate Director – Education and Family Support / Chief Officer – Finance, Performance and Change	<b>ACTIONED</b> – response and information circulated 1 December 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf</a>

**APPENDIX B**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
23 Oct 23	Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast	<p>The Committee requested, in relation to school meals and catering services:</p> <p>a) An indication of figures and possible outcomes of the ongoing formal review of prices of school meals; and</p> <p>b) That the review considers, as far as the Welsh Government Guidelines regarding waste management allow, a review of portion sizes to ensure food sufficiency for older pupils and less wastage for younger pupils.</p>	Scrutiny / Corporate Director – Education and Family Support	<b>ACTIONED</b> – response and information circulated 1 December 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf</a>
23 Oct 23	Performance Monitoring Improvement Plan	The Committee recommended that they write a letter, to the Auditor General for Wales expressing their disappointment that a representative from Audit Wales was unable to attend the Committee meeting, due to budgetary constraints, to help the Committee better understand Audit Wales’ perspective.	Scrutiny / Chair of COSC	Letter sent to the Audit Wales – Response awaited.	<a href="https://democratic.bridgend.gov.uk/documents/s31407/AppendixCLettertoAuditWales.pdf">https://democratic.bridgend.gov.uk/documents/s31407/AppendixCLettertoAuditWales.pdf</a>
23 Oct 23	Performance Monitoring Improvement Plan	<p>The Committee expressed concern regarding their restricted ability to scrutinise public spending on capital projects due to commercial sensitivity.</p> <p>The Committee referred to examples including the School Improvement Group, chaired by the Leader and the Children’s Social Care Improving Outcomes Strategic Board, chaired by the Chief</p>	Scrutiny / Chief Officer – Legal and Regulatory Services, HR and Corporate Policy / Chief Executive	<b>ACTIONED</b> – response and information circulated 1 December 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31405/COSC23Oct23ResponsestoRecommendations.pdf</a>

**APPENDIX B**

<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome</b>	<b>Response</b>
		<p>Executive, which consider sensitive Schools and Children's Services matters respectively.</p> <p>The Committee requested whether a similar Group or Board could be established to consider sensitive and commercially sensitive information regarding the Communities Directorate/Capital Projects and that a Member of the Scrutiny Committee be invited to sit on the Group or Board to provide assurance that public spend on capital projects is scrutinised.</p>			

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**Draft Outline Forward Work Programme**  
**Subject Overview and Scrutiny Committee 1**

<b>Friday 26 May 2023 at 11.00am</b>		
<b>Report Topic</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>EFS Strategic Plan</b>	Provide Subject Overview and Scrutiny Committee 1 (SOSC1) members with an opportunity to view and comment on the draft Education and Family Support Directorate (EFS) Strategic Plan 2023-2026.	<p><b><u>Cabinet Members</u></b> Cabinet Member for Education</p> <p><b><u>Officers</u></b> Corporate Director – Education and Family Support Group Manager School Support Group Manager Inclusion and School Improvement School Programme Manager Group Manager Business Support Group Manager Family Support</p> <p><b><u>CSC</u></b> Managing Director Assistant Director for Curriculum and Professional Learning Principle Improvement Manager</p> <p><b><u>Headteacher Nominees</u></b> Headteacher, Nantyllyllon Primary School Headteacher, Pen-y-Fai Church in Wales Primary School Headteacher, Bryntirion Comprehensive School and Chair of BASH</p>

<b>Thursday 13 July 2023 at 11.00am – CANCELLED</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Draft Outline Forward Work Programme</b>		

<b>Monday 11 September 2023 at 11.00am</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Youth Justice Service Update and Operational Plan</b>	T12 within the Education Directorate Strategic Plan	<p><b><u>Cabinet Member</u></b> Cabinet Member for Education</p> <p><b><u>Officers</u></b> Corporate Director of Education and Family Support Operational Managers, Youth Justice Service</p>

**APPENDIX C**

		<p><b><u>CSC</u></b> N/A</p> <p><b><u>Headteacher Nominees</u></b> N/A</p>
Draft Outline Forward Work Programme		

Thursday 12 October 2024 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
<p><b>Whole School Approach to emotional health and wellbeing</b></p>		<p><b><u>Cabinet Members</u></b> Cabinet Member for Education Cabinet Member for Community Safety and Wellbeing Deputy Leader of Council and Cabinet Member for Social Services</p> <p><b><u>Officers</u></b> Corporate Director – Education and Family Support; Group Manager Learner Support; Group Manager Inclusion and School Improvement; Early Intervention Locality Manager; Group Manager (School Support); Lead Officer, Strategic Development (Primary Sector); Principal Educational Psychologist (INC);</p> <p><b><u>CSC</u></b> NA</p> <p><b><u>Headteacher Nominees</u></b> Headteacher, Ysgol Maesteg Headteacher, Porthcawl Comprehensive School; Headteacher, Cefn Glas Infants School; Headteacher, St Robert's Primary School;</p> <p><b><u>External</u></b> Whole School Approach to Health and Well-being Coordinator; CAMHS Senior Nurse; and Head, The Bridge Alternative Provision</p>



**APPENDIX C**

<b>Monday 4 December 2024 at 11.00am</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	<ul style="list-style-type: none"> <li>• Programme delivery, provision of free school meals and funding</li> <li>• New equipment</li> <li>• Challenges of staffing/catering services</li> <li>• Club settings (youth, breakfast, after school)</li> <li>• Quality and cost of meals</li> </ul>	<p><b><u>Cabinet Members</u></b> Cabinet Member for Education</p> <p><b><u>Officers</u></b> Corporate Director – Education and Family Support Group Manager, Business Support; and Team Manager – Catering Services</p> <p><b><u>CSC</u></b> N/A</p> <p><b><u>Headteacher Nominees</u></b> Headteacher, Coety Primary School, Llangynwyd Primary School, Penybont Primary School and Trelales Primary School</p>

<b>Thursday 18 January 2024 at 11.00am</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
Draft Medium Term Financial Strategy 2024-25 to 2027-28 and Budget Proposals		<p><b><u>Cabinet Members</u></b> Leader of Council Deputy Leader of Council and Cabinet Member for Social Services and Early Help Cabinet Member for Finance, Resources and Legal Cabinet Member for Education</p> <p><b><u>Officers</u></b> Chief Executive Chief Officer Finance, Performance and Change Corporate Director Education and Family Support</p> <p>Head of Education and Family Support Interim Deputy Head of Finance Interim Finance Manager Budget Management: Communities, Education and Family Support</p> <p><b><u>CSC</u></b> N/A</p> <p><b><u>Headteacher Nominees</u></b> Chair of Schools Budget Form Chair of BASH</p>

Monday 18 March 2024 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
Curriculum for Wales Update and Welsh in Education Strategic Plan (WESP)	2 March 23 – Recommendation from COSC - The challenges of recruiting Welsh speaking teachers into the County Borough be included in the scope of the report on Welsh in Education Strategic Plan.	<p><b><u>Cabinet Members</u></b> Cabinet Member for Education</p> <p><b><u>Officers</u></b> Corporate Director Education and Family Support</p> <p><b><u>CSC</u></b></p> <p><b><u>Headteacher Nominees</u></b></p> <p><b><u>External</u></b></p>

### Members briefing sessions

- Session to be held to update Members on recommencing of reporting exam results.
- How leadership and safeguarding is being audited.

### Information reports to be provided

- Adult Community Learning
- English Language School's catchment areas / capacity
- Early Help Service Pressures
- Appointment of Local Education Authority (LEA) governors – Policy and rules - Criteria and procedure for the appointment and removal of local authority school governors'

### Items to be scheduled 2024/25

- ALN implementation update – June / July 2024.
- Annual review of EFS Plan and direction of travel – June 2024
- ALN – Provision

### Potential Items to be scheduled

- Upgrading of older school facilities that are not being replaced under school modernisation.
- Home to school transport / safe routes to schools
- Governing Bodies – Support and funding. Invitation to be extended to representatives and the Governors Association.

- Monitor the implications of any proposed reduction to school delegated budget – on school budgets, staffing structures, redundancies, and any resulting impact on pupils.
- Central South Consortium – How they have provided value for the schools in the County Borough
- School catchment areas, pupil admission numbers and new school builds

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**Forward Work Programme**  
**Subject Overview and Scrutiny Committee 2**

<b>Monday 10 July 2023 at 10.00am</b>		
<b>Report Topic</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and Further Integration with BAVO</b>		<p><b><u>Cabinet Members</u></b> Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Community Safety and Wellbeing;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Group Manager - Sports and Physical Activity;</p> <p><b><u>External</u></b> Chief Executive, Halo Leisure; Partnership Manager, Halo Leisure; Chief Executive, Awen; and Operations and Partnership Manager, BAVO.</p>
<b>3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend</b>	Early Intervention to Reduce Care Experienced Children and Key Pressures including Information, Advice and Assistance (IAA), Early Help and Edge of Care	<p><b><u>Cabinet Member</u></b> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Head of Children's Social Care; and Deputy Head of Children's Social Care.</p>
<b>Corporate Parenting Champion Nomination report</b>	To nominate one Member as its Corporate Parenting Champion to represent the Committee as an invitee at meetings of the Cabinet Committee Corporate Parenting in addition to the Chairperson of SOSC 2 who is automatically appointed.	NA
<b>Cabinet Response to Committee's Recommendations Made on the Call In of the Cabinet Decision in Relation to Porthcawl Waterfront Regeneration: Appropriation of Land at Griffin Park and Sandy Bay</b>		
<b>Draft Outline Forward Work Programme</b>		NA

<b>Monday 18 September 2023 at 10.00am</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Director of Social Services Annual Report 2022/23 (deferred from COSC – 4 September 2023)</b>		<b><u>Cabinet Members</u></b> Deputy Leader of the Council and Cabinet Member for Social Services Health; Cabinet Member for Community Safety and Wellbeing;

## APPENDIX D

		<p><b>Officers</b>  Corporate Director - Social Services and Wellbeing;  Head of Adult Social Care;  Head of Children's Social Care;  Group Manager - Sports and Physical Activity; and  Group Manager - Commissioning</p>
<b>Adult Community Mental Health Services</b>		<p><b><u>Cabinet Member</u></b>  Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><b><u>Officers</u></b>  Corporate Director – SSWB;  Head of Adult Social Care;  Group Manager – Learning Disability, Mental Health &amp; Substance Misuse;  Community Mental Health Services Manager;</p> <p><b><u>External</u></b>  Service Group Manager, Mental Health Services – CTMUHB; and   Service Users</p>

### Thursday 23 November 2023 at 10.00am

Report Topics	Information Required / Committee's Role	Invitees
<b>Joint Inspection of Child Protection Arrangements (JICPA) in Bridgend 12-16 June 2023</b>		<p><b><u>Cabinet Members</u></b>  Deputy Leader of Council and Cabinet Member for Social Services and Health;  Cabinet Member for Education;</p> <p><b><u>Officers</u></b>  Corporate Director – SSWB;  Corporate Director – Education and Family Support;  Head of Children's Social Care;</p> <p><b><u>External</u></b>  South Wales Police;  Head of Safeguarding, Cwm Taf Morgannwg UHB;  Senior Nurse, Cwm Taf Morgannwg UHB;</p> <p>Senior Manager - Local Authority Inspection Team - Care Inspectorate Wales; and  Local Authority Link Inspector for Bridgend - Estyn</p>

**APPENDIX D**

<b>Extraordinary Meeting – 6 December 2023 at 10.00am</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Annual Report – Safeguarding of Children and Adults</b>	<ul style="list-style-type: none"> <li>Update on child exploitation.</li> <li>Placement sufficiency and unregulated placements.</li> </ul>	<p><b><u>Cabinet Members</u></b> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Head of Adult Social Care; Head of Children's Social Care; Group Manager, IAA &amp; Safeguarding; Team Manager – Older People - Mental Health;</p> <p>Head of Education and Family Support; Group Manager – Learner Support; and Head of Partnership Services.</p>
<b>Learning Disabilities Transformation Plan</b>	<ul style="list-style-type: none"> <li>Outcome of external expert review.</li> <li>Practice.</li> <li>Service Provision.</li> <li>Transition Management.</li> <li>Day Opportunities.</li> </ul>	<p><b><u>Cabinet Members</u></b> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Head of Adult Social Care; Social Work Lead in Adult Social Care; and Group Manager – Learning Disability, Mental Health and Substance Misuse.</p>

<b>Friday 19 January 2024 at 10.00am</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Draft Medium Term Financial Strategy 2024-25 to 2027-28 and Budget Proposals</b>		<p><b><u>Cabinet Members</u></b> Leader of Council; Deputy Leader of Council and Cabinet Member for Social Services Health; Cabinet Member for Finance, Resources and Legal; Cabinet Member for Community Safety and Wellbeing;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Chief Officer Finance, Performance and Change; Chief Executive; Chief Officer, Legal and Regulatory Services, HR and Corporate Policy; Head of Adult Social Care; Head of Children's Social Care; Deputy Head of Finance; and Finance Manager – Social Services &amp; Wellbeing / Chief Executive's Directorate.</p>

**APPENDIX D**

<b>Monday 19 February 2024 at 10.00am</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Strategic Commissioning Plans</b>	Placement Sufficiency.	<p><b><u>Cabinet Members</u></b> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Head of Adult Social Care; Head of Children’s Social Care; and Group Manager – Commissioning.</p>
<b>Summary of Adult Services Inspections</b>		<p><b><u>Cabinet Members</u></b> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Head of Adult Social Care; Social Work Lead in Adult Social Care; and Group Manager – Direct Care Provider Services.</p>
<b>Draft Adults Strategic Plan</b>		<p><b><u>Cabinet Members</u></b> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Head of Adult Social Care; and Social Work Lead in Adult Social Care.</p>

<b>Monday 15 April 2024 at 10.00am</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Update on Child Exploitation</b>		<p><b><u>Cabinet Members</u></b> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><b><u>Officers</u></b> Corporate Director – SSWB; Head of Children’s Social Care; Group Manager, IAA &amp; Safeguarding.</p> <p><b><u>External</u></b></p>

<b>Reports to be Scheduled</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<b>Direct Payments</b>		<p><b><u>Cabinet Members</u></b></p> <p><b><u>Officers</u></b></p> <p><b><u>External</u></b></p>
<b>Post 18 Housing and Financial Support for Care Experienced Children (Post Basic Income Pilot)</b>		<p><b><u>Cabinet Members</u></b></p> <p><b><u>Officers</u></b></p>



<b>Annual Report - Corporate Parenting</b>		<u>External</u> <u>Cabinet Members</u> <u>Officers</u> <u>External</u>
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**Forward Work Programme**  
**Subject Overview and Scrutiny Committee 3**

<b>Monday 19 June 2023 at 4.00pm</b>		
<b>Report Topic</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<p>Update on the Shared Prosperity Fund</p> <p>Corporate Parenting Champion Nomination Report</p> <p>Draft FWP</p>		<p><b><u>Cabinet Members</u></b>            Cabinet Member for Climate Change and Environment            Cabinet Member for Community Safety and Wellbeing            Cabinet Member for Housing, Planning and Regeneration</p> <p><b><u>Officers</u></b>            Corporate Director – Communities            Head of Operations – Community Services            Group Manger – Economy, Natural Resources and Sustainability</p> <p><b><u>External</u></b></p>

<b>Tuesday 25 July 2023 at 4.00pm</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
<p>Update on Communities Directorate Position and Challenges</p>	<p>Extraordinary meeting</p> <p>Reviewing the challenges faced by the Communities Directorate.</p>	<p><b><u>Cabinet Members</u></b>            Leader            Deputy Leader of Council and Cabinet Member of Social Services and Health            Cabinet Member for Finance, Resources and Legal            Cabinet Member for Climate Change and Environment            Cabinet Member for Education            Cabinet Member for Community Safety and Wellbeing            Cabinet Member for Housing, Planning and Regeneration</p> <p><b><u>Officers</u></b>            Chief Executive            Chief Officer Finance, Performance and Change            Corporate Director, Communities</p> <p><b><u>External</u></b> - NA</p>

**APPENDIX E**

<b>Monday 25 September 2023 at 4.00pm</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
Homelessness Strategy		<p><b><u>Cabinet Members</u></b> Cabinet Member for Housing, Planning and Regeneration</p> <p><b><u>Officers</u></b> Chief Officer Finance, Performance and Change Head of Performance and Partnerships Strategic Housing Commissioning Manager</p> <p><b><u>External</u></b> Head of Policy and Communications, Crisis Cymru</p>

<b>Monday 27 November at 4.00pm</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
Strategic Transport Projects	Transport Planning Future Priorities	<p><b><u>Cabinet Members</u></b> Cabinet Member for Climate Change and Environment; Cabinet Member for Housing, Planning and Regeneration;</p> <p><b><u>Officers</u></b> Corporate Director, Communities; Group Manager Planning &amp; Development Services; and Strategic Transportation Planning Team Leader</p>

<b>Monday 22 January 2024 at 4.00pm</b>		
<b>Report Topics</b>	<b>Information Required / Committee's Role</b>	<b>Invitees</b>
Draft Medium Term Financial Strategy 2024-25 to 2027-28 and Budget Proposals		<p><b><u>Cabinet Members</u></b> Leader Deputy Leader of Council and Cabinet Member of Social Services and Health Cabinet Member for Finance, Resources and Legal Cabinet Member for Climate Change and Environment Cabinet Member for Community Safety and Wellbeing Cabinet Member for Housing, Planning and Regeneration</p> <p><b><u>Officers</u></b> Chief Executive Chief Officer Finance, Performance and Change Corporate Director Communities</p>

## APPENDIX E

Monday 26 February 2024 at 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Future Waste Services Work Stream post 2026 (Provisional)		<p><b><u>Cabinet Members</u></b> Leader of the Council; Cabinet Member for Climate Change and Environment;</p> <p><b><u>Officers</u></b> Corporate Director, Communities Head of Operations - Community Services</p> <p><b><u>External</u></b></p>

Monday 22 April 2024 at 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Levelling Up Fund Porthcawl Pavilion	Progress update for year 2 of 3 year plan.	<p><b><u>Cabinet Members</u></b> Cabinet Member for Housing, Planning and Regeneration Cabinet Member for Community Safety and Wellbeing</p>
Shared Prosperity Fund		<p><b><u>Officers</u></b> Corporate Director Communities Head of Operations - Community Services</p> <p>Group Manager - Strategic Regeneration</p> <p>Group Manager - Economy, Natural Resources &amp; Sustainability</p> <p><b><u>External</u></b></p>

Future Item to be scheduled:

Audit Wales - Springing Forward Asset Management Inspection report – Action Plan

Potential Items

- Update on Heat Network projects
- Local Biodiversity Action Plan
- 2030 Net Zero Carbon

- Porthcawl Regeneration Update
- Transforming Towns
  - Masterplans (Bridgend Town Centre and other Town masterplans)
  - Tourism (attracting tourism, including capacity for mobile accommodation)
  - Transport Plan Porthcawl
  - Maesteg Town Centre
- Housing (Affordable; Accessible; Social; Energy efficiency housing; Registered Social Landlords.)
- Play areas / opportunities
- Emerging Valleys Regeneration Strategy

### Member Briefing sessions

- Infrastructure Delivery including specifically condition of the highways / potholes
- Corporate Joint Committees Regional Responsibilities
- Communities Directorate Target Operating Model (TOM)

### Information reports

- Electric charging points update on position within the three phases currently and ongoing.
- Position update on Community Asset Transfers (CAT)

**Subject Overview and Scrutiny Committee 1**

**RECOMMENDATIONS MONITORING ACTION SHEET 2023-2024**

<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome</b>	<b>Response</b>
26 May 23	EFS Strategic Plan 2023-2026	Members expressed concern regarding the retention of school staff and their wellbeing. They discussed the importance of the support pupils received for their wellbeing and felt that staff wellbeing should be of equal priority. Members recommended that the narrative regarding the support for staff in <b><i>T1 Pupil and staff wellbeing</i></b> be strengthened to reflect this.	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 23	EFS Strategic Plan 2023-2026	During discussions regarding pupil attendance and levels of absence, Members requested a breakdown of the reasons for and the numbers of absence and recommended that these be included in the Plan.	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 23	EFS Strategic Plan 2023-2026	Members considered the success indicators relating to <b><i>T2 Support for pupil behaviour, attendance, and exclusions</i></b> and highlighted that assessing progress towards the achievement of the objective ‘a reduction in fixed term and permanent exclusions’ would only be meaningful if all schools were following the School Attendance	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>

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		Policy to ensure consistency. Members recommended there be a standardised Exclusion Policy referenced in the Plan to ensure assurance in the data provided and accurate measurement of the improvements.			
26 May 2023	EFS Strategic Plan 2023-2026	Members recommended that there be more granular detail in the Plan on how the ambition for completion of the statutory training modules by School Governors could be measured annually and that a baseline be provided in the Plan to demonstrate the target to be achieved.	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	Members noted the plan to increase the support for parents with vulnerable children under <b><i>T3 Support for vulnerable children and young people</i></b> and recommended that there be more detail in the Plan to include how this was to be achieved, how the current support could be measured and how to ensure that the support increases in the future.	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	Members discussed how a video produced by Brynteg Comprehensive School in relation to <b><i>T5 Curriculum for Wales and assessment</i></b> gave a better understanding of the new curriculum and recommended that this be made available	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>



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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		to other schools and to the Members themselves.			
26 May 2023	EFS Strategic Plan 2023-2026	Members discussed the importance of the safeguarding training module for School Governors and made a recommendation to support the Directorate in advocating Welsh Government to consider making it a statutory requirement.	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	Members expressed concern regarding potential increased utility bills and impact on pupils, due to outdated facilities in existing older schools. Whilst Members noted that refurbishment and maintenance of older schools was within the remit of the Property Team and not the EFS Directorate, it was recommended that this should still be referenced in the Plan.	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	Members discussed <b><i>T14 Effective Welsh in Education Strategic Plan to promote the Welsh language and Welsh-medium education</i></b> and felt that the objective appeared to be tailored towards younger learners and improving Welsh speakers and recommended the objective be expanded to include what was being done to promote and improve the use of the Welsh language in secondary schools.	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>

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26 May 2023	EFS Strategic Plan 2023-2026	Members expressed concern that without definitions of the three numbered parts in each stage of the RAYG (Red (unsatisfactory), Amber (adequate), Yellow (good) and Green (excellent)) statuses, it was difficult to understand the criteria for the top, middle and bottom score in each RAYG status. Members recommended that the RAYG Self-evaluation guidelines be revisited and that a discussion take place with partners to ensure that the targets set were achievable, for example an ambition to achieve a rating of 8 by August 2026 from a current rating of 4 in <b>T2 Support for pupil behaviour, attendance, and exclusions</b> and 9 by August 2026 with the current rating of 6 in <b>T5 Curriculum for Wales and assessment</b> and other examples in the Plan.	Director of Education and Family Support	<b>ACTIONED</b> – response and information circulated 30 November 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	A detailed breakdown of the individual grants once all grants were consolidated and available which was offered by Officers, in response to Members questions regarding the financial implications of the report including what external grants and capital funding were expected for 2023-24.	Director of Education and Family Support / Central South Consortium	<b>ACTIONED</b> – response and information circulated 9 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31400/AppendixASchoolGrantAllocations20232411OfficeResponse.pdf">https://democratic.bridgend.gov.uk/documents/s31400/AppendixASchoolGrantAllocations20232411OfficeResponse.pdf</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
26 May 2023	EFS Strategic Plan 2023-2026	The anonymised data for the Food for Fun Programme collated from the previous year and the available data from this year, when available, for the Members of the Committee to compare, which Officers offered to provide to Members in response to Members' questions whether records had been kept of the participants of the Food and Fun programme within the 'Successes to date' and 'Improvement objectives' of <i>T1 Pupil and staff wellbeing</i> , and what the plans were going forward.	Director of Education and Family Support / Group Manager - Family Support	<b>ACTIONED</b> – response and information circulated 9 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	Figures and data regarding the length of waiting times for school based counsellors, that Officers offered to provide in response to Members' concerns regarding the length of waiting list times for school based counsellors, although Officers were not aware of the lists being significant.	Director of Education and Family Support / Group Manager - Family Support	<b>ACTIONED</b> – response and information circulated 9 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	Recent data from the annual monitoring undertaken by the Educational Psychology Service that Officers offered to provide in response to Members' referring to <i>T1 Pupil and staff wellbeing</i> in the report which outlined the well-established support from the Educational Psychology Service and highlighted the	Director of Education and Family Support / Group Manager Inclusion and School Improvement	<b>ACTIONED</b> – response and information circulated 9 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>  <a href="https://democratic.bridgend.gov.uk/documents/s31399/Appendi">https://democratic.bridgend.gov.uk/documents/s31399/Appendi</a>

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		emotional and social wellbeing support role of Learning Support Assistants and their continued training, asking whether the roles were undertaken by dedicated staff and if every school had them			<a href="#">xBBridgendELSAregister202314Officersresponse.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	Links from Central South Consortium regarding the staff wellbeing service funded by Welsh Government.	Director of Education and Family Support / Central South Consortium	<b>ACTIONED</b> – response and information circulated 9 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	More information on when Officers expected to meet the objective in <i>T4 Support for children and young people with additional learning needs</i> , that 60 Additional Learning Needs Co-Ordinators would receive bespoke training to meet the needs of pupils	Director of Education and Family Support / Group Manager Inclusion and School Improvement	<b>ACTIONED</b> – response and information circulated 9 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	In relation to <i>T11 Effective childcare and early years offer</i> , a timeline in relation to the Flying Start roll out and which childcare providers are included across the County Borough.	Director of Education and Family Support / Group Manager - Family Support	<b>ACTIONED</b> – response and information circulated 9 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>
26 May 2023	EFS Strategic Plan 2023-2026	An update on recruitment of staff for school breakfast clubs and kitchens.	Director of Education and Family Support / Group Manager, Business Support	<b>ACTIONED</b> – response and information circulated 9 August 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf">https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf</a>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
11 September 2023	Bridgend Youth Justice Service Update	That narrative be included in future reports to Scrutiny explaining why the budget table with a breakdown of the financial and staffing information in the Youth Justice Service Plan did not show financial support from the Probation and / or Health Services.	Director of Education and Family Support / Youth Justice Service Manager	<b>ACTIONED</b> – response and information circulated 17 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>
11 September 2023	Bridgend Youth Justice Service Update	That the Committee write a letter to the Probation Service highlighting the increased demand on the Youth Justice Service (YJS) and requesting greater support given the statutory duty on the YJS to have a minimum of representatives from Police, Education, Probation, Health, and Children’s Social Care.	Scrutiny	<b>ACTIONED</b> – response and information circulated 17 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>
11 September 2023	Bridgend Youth Justice Service Update	That there be more engagement and liaising between schools and the Police and with a focus on prevention.	Director of Education and Family Support / Youth Justice Service Manager	<b>ACTIONED</b> – response and information circulated 17 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>
11 September 2023	Bridgend Youth Justice Service Update	That a young person aged 18 plus but under 25 who has gone through the YJS be invited to sit on the Bridgend Youth Justice Service (BYJS) Management Board to provide their insight on their experience of the YJS and possible improvements.	Director of Education and Family Support / Youth Justice Service Manager	<b>ACTIONED</b> – response and information circulated 17 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>

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11 September 2023	Bridgend Youth Justice Service Update	Given that there were recruitment issues across the whole of the organisation but recognised that there was a need to have adequate specialist staffing to conduct some of the trauma screening and strongly recommended they look to establish if what they currently had was sufficient, so they were going to be able to reach their performance targets and ensure young people are safeguarded.	Director of Education and Family Support / Youth Justice Service Manager	<b>ACTIONED</b> – response and information circulated 17 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>
11 September 2023	Bridgend Youth Justice Service Update	A link to the Joint Inspection responses made by Care Inspectorate Wales.	Scrutiny	<b>ACTIONED</b> – response and information circulated 5 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>
11 September 2023	Bridgend Youth Justice Service Update	More information regarding the reasons why 45% of children were not attending school referenced as reported from the My Voice questionnaires.	Youth Justice Service Manager	<b>ACTIONED</b> – response and information circulated 17 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>
11 September 2023	Bridgend Youth Justice Service Update	Data regarding the national Key Performance Indicators to be circulated to members to see the aspirations for each part of the service, and for measurement and performance monitoring of the Youth Justice Service.	Director of Education and Family Support / Youth Justice Service Manager	<b>ACTIONED</b> – response and information circulated 17 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>

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11 September 2023	Bridgend Youth Justice Service Update	More data on how many trauma screenings using the Trauma Recovery Model were outstanding, how often they would be reviewed and how the service would manage the staffing resource to achieve it.	Director of Education and Family Support / Youth Justice Service Manager	<b>ACTIONED</b> – response and information circulated 17 October 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf</a>
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	Pending			
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Pending			

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**Subject Overview and Scrutiny Committee 2**

**RECOMMENDATIONS MONITORING ACTION SHEET 2023-2024**

<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome</b>	<b>Response</b>
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and further integration with BAVO	The Committee requested that a visit be arranged for Members of the Committee to the Books on Wheels mobile library service to provide them with an understanding of the areas it covers and what is currently available.	Scrutiny / Corporate Director -Social Services and Wellbeing	<b>ACTIONED</b> – response and information circulated 11 September 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf</a>
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and further integration with BAVO	The Committee requested a breakdown by characteristic of the number of participants that access leisure facilities that receive free or subsidised membership/access	Scrutiny / Corporate Director of Social Services and Wellbeing	<b>ACTIONED</b> – response and information circulated 11 September 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf</a>
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and further integration with BAVO	The Committee requested a copy of the presentation to be shared with all Members, demonstrating the vision and work to be undertaken at the Grand Pavilion in Porthcawl, utilising the Levelling Up Funding	Scrutiny / Corporate Director of Social Services and Wellbeing	<b>ACTIONED</b> – response and information circulated 11 September 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf</a>

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and further integration with BAVO	The Committee requested, with regard to the partnership working with Halo Leisure and Awen, whether there are plans to bring the timelines into alignment, as the Healthy Living Partnership with Halo Leisure was established for a 15-year period in 2012 and the partnership agreement with Awen runs until 2035.	Scrutiny / Corporate Director of Social Services and Wellbeing	<b>ACTIONED</b> – response and information circulated 11 September 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf</a>
10 July 2023	3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend	The Committee Recommended that an additional column be added to the Plan to include in a table, what actions demonstrate success and how those successes are measured.	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	Officer Response Awaited
10 July 2023	3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend	The Committee requested that they receive a quarterly update on the implementation of the Plan.	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	Officer Response Awaited.
10 July 2023	3 Year Sustainability Plan to Improve Outcomes for Children and	The Committee requested clarification as to how the demographic, age profile, deprivation and any other factors affect the formula for applications for grant funding.	Scrutiny / Chief Officer – Finance, Performance & Change	<b>ACTIONED</b> – response and information circulated 11 September 2023.	<a href="https://democratic.bridgend.gov.uk/documents/s31004/SOSC210July2023ResponsesToRecommendations.pdf">https://democratic.bridgend.gov.uk/documents/s31004/SOSC210July2023ResponsesToRecommendations.pdf</a>

**APPENDIX G**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	Family Services in Bridgend				
18 Sept 2023	Adult Community Mental Health Services	The Committee Recommended that they write to the Members of the Senedd for Bridgend and Ogmore to request an invitation to the round table meetings run by them, involving third sector and voluntary organisations and relating to mental health and the <i>Bridgend Mental Health Pathway</i> .	Scrutiny/Chair of SOSC 2	Letter sent to the Members of the Senedd – Response awaited – Chased.	Awaited.
18 Sept 2023	Adult Community Mental Health Services	The Committee requested data relating to the notable increase in the number of young people on the autism spectrum being referred to the Community Mental Health Teams and a copy of the existing Code of Practice on the Delivery of Autism Services in Wales.	Scrutiny / Head of Adult Social Care	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6256609&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499">https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6256609&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499</a>
18 Sept 2023	Adult Community Mental Health Services	The Committee requested That information relating to the pathway to independent advocacy for adults be circulated to all Members to enable them to signpost constituents requiring advocacy.	Scrutiny / Head of Adult Social Care	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6256609&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499">https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6256609&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499</a>
18 Sept 2023	Adult Community Mental Health Services	<u>Assisting Recovery in the Community Service (ARC)</u>  The Committee requested:	Scrutiny / Head of Adult Social Care	<b>ACTIONED</b> – response and information circulated 16 October 2023.	<a href="https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6256609&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499">https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6256609&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499</a>

**APPENDIX G**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		a) Information regarding the types of courses available from ARC; b) Information on how the service has evolved and adapted in recent years; c) Data showing the age range of individuals accessing the service, the reasons why and the interventions of the service with them; and d) Case examples of work that has been done on an individual and group level in the last 12 months.			<a href="#">h=13490%2c13493%2c13499</a>
18 Sept 2023	Director of Social Services Annual Report 2022/23	The Committee Recommended that the financial modelling that is available to the Cabinet during the budget setting process, also be made available to the Budget Research and Evaluation Panel to assist with their budget discussions regarding financial sufficiency for the Social Services and Wellbeing Directorate.	Scrutiny / Chief Officer, Finance, Performance and Change / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	Officer Response Awaited.
18 Sept 2023	Director of Social Services Annual Report 2022/23	The Committee Recommended that they write a letter, in support of the Deputy Leader and the Council's response to the Welsh Government Consultation, <i>Rebalancing Care and Support Programme</i> , to the Welsh Minister for Social Services regarding standardised Welsh National pay, terms and conditions to prevent the "poaching" of staff by other	Scrutiny/Chair of SOSC 2	<b>ACTIONED</b> – response and information circulated 13 October 2023.	<a href="https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6256609&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499">https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6256609&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499</a>

**APPENDIX G**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		local authorities and therefore ensuring that Bridgend retains a skilled workforce.			
18 Sept 2023	Director of Social Services Annual Report 2022/23	The Committee requested an update on the progress and cost of the priority for Children’s Social Care to enhance in-house foster care capacity and implement therapeutic support service for foster carers.	Scrutiny / Corporate Director of Social Services and Wellbeing	<b>ACTIONED</b> – response and information circulated 2 November 2023.	<a href="https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6349871&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499">https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&amp;ID=787&amp;RPID=6349871&amp;sch=doc&amp;cat=13499&amp;path=13490%2c13493%2c13499</a>
23 Nov 2023	Joint Inspection of Child Protection Arrangements (JICPA) in Bridgend 12-16 June 2023	The Committee recommended that they write to the Invitees expressing the Committee’s gratitude for their attendance at the Committee meeting and for providing transparent and comprehensive responses to Members’ questions.	Scrutiny/Chair of SOSC 2	<b>ACTIONED</b> - Letter sent to the Invitees – No Response required.	<a href="https://democratic.bridgend.gov.uk/documents/s31414/30NovLetterfromChairofSOSC2.pdf">https://democratic.bridgend.gov.uk/documents/s31414/30NovLetterfromChairofSOSC2.pdf</a>
23 Nov 2023	Joint Inspection of Child Protection Arrangements (JICPA) in Bridgend 12-16 June 2023	The Committee recommended that they write a letter, in support of the Cabinet Member for Education and the Corporate Director Education and Family Support, highlighting the importance of safeguarding training for School Governors and requesting that urgent consideration be given to making such training mandatory.	Scrutiny/Chair of SOSC 2	<b>ACTIONED</b> - Letter sent to the Welsh Minister - Response awaited	<a href="https://democratic.bridgend.gov.uk/documents/s31413/29Nov23LettertoMinisterforEducationandWL.pdf">https://democratic.bridgend.gov.uk/documents/s31413/29Nov23LettertoMinisterforEducationandWL.pdf</a>

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**Subject Overview and Scrutiny Committee 3**

**RECOMMENDATIONS MONITORING ACTION SHEET 2023-2024**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
19 June 2023	Update on Shared Prosperity Fund	While the Committee acknowledged that starting a scheme or project before written confirmation of any Government Grant Funding carried some risk, Members reflected on whether the process undertaken by Cabinet and Officers had taken into consideration the risk of the UK Government not permitting the rolling of year 1 funding into year 2. Members therefore recommended that Cabinet consider whether, on balance, starting the process of these projects before funding was received was a justified risk moving forward and also provide reassurance as to how they could ensure it will be considered in future decisions, as the Authority would not want to receive any less than the 8.3% announced by the United Kingdom (UK) Government.	Cabinet Members / Corporate Director of Communities	<b>ACTIONED</b> – response and information circulated 19 September 2023.
19 June 2023	Update on Shared Prosperity Fund	The Committee furthermore recommend that a way of providing short term interim funding (including potentially reserves) for projects that have a high degree of certainty of Grant Funding be explored and consideration be given to mechanisms for managing risk and allowing projects to commence where Grant Funding had been agreed in principle, but not yet formalised.	Chief Officer - Finance, Performance & Change / Corporate Director of Communities	<b>ACTIONED</b> – response and information circulated 19 September 2023.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
19 June 2023	Update on Shared Prosperity Fund	That Members be informed of the outcome, as soon as possible, of whether or not the request made by a number of Authorities to roll over year 1 funding into year 2 had been granted.	Corporate Director of Communities	<b>ACTIONED</b> – response and information circulated 19 September 2023.
19 June 2023	Update on Shared Prosperity Fund	Information that the Director of Communities offered regarding engagement with community groups to establish the level of demand for Bridgend Local Investment Grant Funding and assistance required. This was in response to Members’ concerns regarding responsibilities and reliance on volunteers and organisations to deliver the projects and Officers’ explanations that part of the UKSPF was to build resilience and economic development, targeting communities that may not normally have access to that type of funding.	Corporate Director of Communities	<b>ACTIONED</b> – response and information circulated 19 September 2023.
25 July 2023	Update on Communities Directorate Position and Challenges	That the Update on Communities Directorate Position and Challenges report be made available to all Committee Members.	Scrutiny	<b>ACTIONED</b> – response and information circulated 19 September 2023.
25 July 2023	Update on Communities Directorate Position and Challenges	The Committee welcomed the proposal of a plan over the next five years to develop a new Target Operating Model (TOM) as explained by the Corporate Director of Communities, of what the Communities Directorate can deliver in alignment with their resources and budget. Looking at all the services they deliver, statutory	Corporate Director for Communities / Scrutiny	<b>ACTIONED</b> – response and information circulated 19 September 2023.



Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		responsibilities and the communities' expectations. The Committee recommended that at the opportune time when the Target Operating Model (TOM) draft becomes available it is added to the Forward Work Programme for review by the Committee.		
25 July 2023	Update on Communities Directorate Position and Challenges	That the Town and Community Council Forum consider the current model of partnership working between the Local Authority and the local Town and Community Councils and explore options for better communication, more collaborative working and whether the authority can assist Town and Community Councils take on leadership of certain service provisions. The Members requested that the outcome of this discussion be provided back to Committee as an information report.	Corporate Director for Communities / Democratic Services Manager	<b>ACTIONED</b> – response and information circulated 19 September 2023.
25 July 2023	Update on Communities Directorate Position and Challenges	The Committee discussed the Communities Directorate operating with a £31m budget allocation in the financial year 2023/2024 and it is representing 9% of the authority's budget. They considered whether any benchmarking had been done in terms of budget per head of population in the authority for Communities versus those of other authorities in South Wales of a similar size. The Chief Executive advised a piece of work had been commissioned through the Welsh Local Government Association	Corporate Director for Communities	<b>ACTIONED</b> – response and information circulated 19 September 2023.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		(WLGA) which they intend to share in the next Budget Research and Evaluation Panel (BREP).		
25 Sept 2023	Homelessness Strategy	The Committee recommended to strengthen the Strategy in terms of support for veterans and Armed Services personnel.	Chief Officer – Finance, Performance and Change / Head of Partnerships	Recommendations circulated requesting response.
25 Sept 2023	Homelessness Strategy	The Committee recommended to maximise effectiveness of the Strategy, that the strategic priority objectives be reviewed to ensure that they are SMART (Specific, Measurable, Achievable, Relevant and Timebound) and set out in the Action Plan and the timescales be broken down further detailing the year and month in which each action is planned to be achieved, so that progress can be clearly measured.	Chief Officer – Finance, Performance and Change / Head of Partnerships	Recommendations circulated requesting response.
25 Sept 2023	Homelessness Strategy	The Committee recommended that the Strategy be made more user friendly and as easy to navigate as possible.	Chief Officer – Finance, Performance and Change / Head of Partnerships	Recommendations circulated requesting response.
25 Sept 2023	Homelessness Strategy	The Committee requested a route map setting out the broad working practice model of what happens when someone presents as homeless, including the stages, timescales and type of services offered and where appropriate, average timescales for rehousing.	Chief Officer – Finance, Performance and Change / Head of Partnerships	Recommendations circulated requesting response.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
2 Oct 2023	Call In of Cabinet Decision: Hybont Project Gateway Review	The Committee concluded that the Decision would not be referred back to Cabinet.	-	Complete.
27 Nov 2023	Strategic Transport Projects	<p>The Committee acknowledged that a list of schemes is required to be ready for any current or future transport funding bids, in the event that surplus funding is available from Welsh Government towards the end of the financial year. and for identifying projects for developer contributions through Section 106 planning (S106) agreements. Nevertheless, the Committee expressed some concerns over the process for transport projects, with no form of prioritisation, even with projects that fall under the same strategy, such as Active Travel. Whilst appreciating that funding was controlled by Welsh Government, Members felt the system appeared to be the wrong way round and rather than waiting for funding to become available, a comprehensive table or plan of transport needs, solutions, and priorities within the Borough, to then use to go out and seek funding, would seem a far more effective method.</p> <p>Furthermore, Members expressed grave concerns over the future maintenance and</p>	Scrutiny / Corporate Director – Communities / Group Manager Planning & Development Services	Recommendations circulated requesting response.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		<p>ongoing costs for the Authority of any transport project, particularly in light of the Council's current financial situation. The Committee therefore viewed it as vital that some form of prioritisation was considered for transport projects taking account of the future financial situation of the Authority and its ability to be able to maintain these going forward.</p> <p>In light of the above, whilst acknowledging the limitations Officers faced around funding availability from Welsh Government, they still expressed concern that some of the projects could now potentially be inappropriate and moreover were concerned that because of the funding process that is in place, the Authority could find itself bidding for projects, 'just because' the funding is available, rather than because there is a distinct need for it. With a review of the transport projects list scheduled to be undertaken in the near future, for agreement by Cabinet, the Committee recommended that the review take account of the following:</p> <ul style="list-style-type: none"> <li>➤ Whether projects are now out of date given how long they have been on the list;</li> <li>➤ Whether there is clear evidence of the 'need' for the project – for example, the</li> </ul>		

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		<p>benefits for the community, any evidence from similar projects that clearly indicate success in a modal shift;</p> <ul style="list-style-type: none"> <li>➤ How projects could be prioritised, even if just within their own strategy, such as Active Travel routes – could safety be used as a criterion for these projects?</li> <li>➤ What are the future financial implications of any project for the Authority in relation to its maintenance liability as well as any potential impact on existing infrastructure?</li> </ul>		
27 Nov 2023	Strategic Transport Projects	<p>In addition to this Members expressed concern that due to historical budget cuts, the Authority did not have the staffing resources and internal expertise to support some transport projects, particularly on the ability to estimate or provide any indicative costs of each scheme, which should be required to inform any decision on a project for the list or on which future funding bids to progress. The Committee requested reassurance as to how this could be addressed going forward.</p>	Scrutiny / Corporate Director – Communities / Group Manager Planning & Development Services	Recommendations circulated requesting response.
27 Nov 2023	Strategic Transport Projects	<p>Members highlighted that whilst the report did not deal specifically with other aspects such as parking, safety, pavements etc, these were intrinsically linked to transport projects. The Committee therefore requested reassurance that a joined-up approach was being undertaken</p>	Scrutiny / Corporate Director – Communities / Group Manager Planning &	Recommendations circulated requesting response.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		by the Authority when these projects were considered for funding bids, and that this form part of the evidence provided to the Committee for any future report on this subject.	Development Services	
27 Nov 2023	Strategic Transport Projects	To assist the Committee with future consideration of this subject, Members requested that a diagram or flowchart be provided to illustrate how the various transport projects fit under their own plans or strategies and how they then fit together.	Scrutiny / Corporate Director – Communities / Group Manager Planning & Development Services	Recommendations circulated requesting response.
27 Nov 2023	Strategic Transport Projects	The Committee requested that the Democratic Services Manager explore whether it has been previously reported by Officers that there was a direct link between the Pyle Park and Ride scheme and the Porthcawl Metrolink project, as this was the Committee’s understanding.	Scrutiny / Corporate Director – Communities / Group Manager Planning & Development Services	Recommendations circulated requesting response.