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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



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

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

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



Annwyl Cyngorydd,

PWYLLGOR TROSOLWG A CHRAFFU CORFFORAETHOL

Cynhelir Cyfarfod Pwyllgor Trosolwg a Chraffu Corfforaethol Hybrid trwy Siambr y Cyngor, Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr / o bell Trwy Timau Microsoft ar **Dydd Iau, 21 Mawrth 2024 am 10:00.**

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 5 - 24
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 04/09/23, 17/01/24 a 30/01/24.
4. Perfformiad Chwarter 3 2023-24 25 - 66

Ffôn/Tel: 01656 643643

Negeseuon SMS/ SMS Messaging: 07581 157014

Facs/Fax: 01656 668126

Twitter@bridgendCBC

Ebost/Email: talktous@bridgend.gov.uk

Gwefan/Website: www.bridgend.gov.uk

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

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

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

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

Gwahoddwyr:

Cynghorydd Huw David - Arweinydd y Cyngor
Cynghorydd Jane Gebbie – Dirprwy Arweinydd ac Aelod Cabinet dros Wasanaethau Cymdeithasol ac Iechyd
Cynghorydd Hywel Williams – Aelod Cabinet dros Gyllid, Adnoddau a Chyfreithiol
Cynghorydd John Spanswick - Aelod Cabinet dros y Newid yn yr Hinsawdd a'r Amgylchedd
Cynghorydd Jon-Paul Blundell - Aelod Cabinet dros Addysg
Cynghorydd Neelo Farr – Aelod Cabinet dros Ddiogelwch a Llesiant Cymunedol
Cynghorydd Rhys Goode – Aelod Cabinet dros Dai, Cynllunio ac Adfywio

Mark Shephard - Prif Weithredwr
Carys Lord - Pennaeth Cyllid, Tai a Newid
Lindsay Harvey - Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd
Claire Marchant - Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Janine Nightingale - Cyfarwyddwr Corfforaethol - Cymunedau
Kelly Watson - Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol

Alex Rawlin - Rheolwr Polisi Corfforaethol a Materion Cyhoeddus
Martin Morgans – Pennaeth Gwasanaethau Partneriaeth

Kate Pask - Rheolwr Perfformiad Corfforaethol

5. Adolygiad o'r Cynllun Corfforaethol/Cynllun Cyflawni ar gyfer 2024/25 67 - 100
Gwahoddwyr:

Fel 4. uchod.

6. Cynllun Gweithlu Strategol 101 - 104
Gwahoddwyr:

Cynghorydd Hywel Williams – Aelod Cabinet dros Gyllid, Adnoddau a Chyfreithiol

Kelly Watson - Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol
Paul Miles - Rheolwr Grŵp – Adnoddau Dynol a Datblygu Trefniadaethol

7. Casgliadau ac Argymhellion
8. Diweddariad Rhaglen Gwaith 105 - 208
9. Materion Brys
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Nodyn: Bydd hwn yn gyfarfod Hybrid a bydd Aelodau a Swyddogion mynychu trwy Siambr y Cyngor, Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr / o bell Trwy Timau Microsoft. Bydd y cyfarfod cael ei recordio i'w drosglwyddo drwy wefan y Cyngor. Os oes gennych unrhyw gwestiwn am hyn, cysylltwch â cabinet_committee@bridgend.gov.uk neu ffoniwch 01656 643148 / 643694 / 643513 / 643696.

Yn ddiffuant

K Watson

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

Dosbarthiad:

Cynghorwyr

H T Bennett

F D Bletsoe

P Davies

RM Granville

Cynghorwyr

S J Griffiths

M L Hughes

M Jones

RL Penhale-Thomas

Cynghorwyr

T Thomas

G Walter

A Williams

AJ Williams

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Presennol

Y Cyngorydd A Williams – Cadeirydd

H T Bennett
S J Griffiths
AJ Williams

F D Bletsoe
M Jones

P Davies
RL Penhale-Thomas

RM Granville
T Thomas

Ymddiheuriadau am Absenoldeb

M L Hughes a/ac G Walter

Swyddogion:

Lindsay Harvey	Cyfarwyddwr Corfforaethol – Addysg a Chymorth i Deuluoedd
Meryl Lawrence	Uwch Swyddog Gwasanaethau Democrataidd - Craffu
Carys Lord	Prif Swyddog - Cyllid, Perfformiad a Newid
Jessica Mclellan	Swyddog Craffu
Paul Miles	HR Service Centre Manager
Martin Morgans	Pennaeth Gwasanaeth - Perfformiad a Gwasanaethau Partneriaeth
Janine Nightingale	Cyfarwyddwr Corfforaethol - Cymunedau
Kate Pask	Swyddog Gwella Corfforaethol - Perfformiad
Alex Rawlin	Rheolwr Polisi Corfforaethol a Materion Cyhoeddus
Mark Shephard	Prif Weithredwr
Kelly Watson	Prif Swyddog – Gwasanaethau Cyfreithiol, Adnoddau Dynol a Rheoleiddio

79. DATGANIADAU O DDIDDORDEB

Datganodd y Cyng Heidi Bennett fuddiant sy'n rhagfarnu o ran eitem 9 ar yr Agenda gan ei bod yn cynrychioli ei chyflogwr fel aelod o'r Bwrdd Gwasanaethau Cyhoeddus.

80. CYMERADWYO COFNODION

PENDERFYNWYD: Bod Cofnodion cyfarfodydd Pwyllgor Trosolwg a Chraffu Corfforaethol dyddiedig 5 Medi 2022, 27 Hydref 2022, 15 Rhagfyr 2022, 18 Ionawr 2023 a 2 Mawrth 2023 fel cofnod gwir a chywir.

81. ADRODDIAD BLYNYDDOL CYFARWYDDWR Y GWASANAETHAU CYMDEITHASOL 2022/23

PENDERFYNWYD: Gohiriwyd yr adroddiad i'w ystyried yng nghyfarfod nesaf y Pwyllgor Trosolwg a Chraffu 2 ar 18 Medi 2023 am 10am, pan fyddai Aelodau'r Pwyllgor hwn yn cael eu gwahodd i fod yn bresennol ar gyfer yr eitem hon.

82. CYNLLUN STRATEGOL Y GWEITHLU

Cyflwynodd y Rheolwr Grŵp - Adnoddau Dynol a Datblygu Sefydliadol y Cynllun Strategol drafft y Gweithlu drafft 2023-2028.

Diolchodd y Cadeirydd i'r Rheolwr Grŵp – Adnoddau Dynol a Datblygu Sefydliadol a thrafododd yr Aelodau'r canlynol:

- Yr heriau a'r gallu ym maes Adnoddau Dynol (AD) a'r defnydd o'r model partner AD wrth gyd-gynhyrchu Cynlluniau Cyflawni.
- Effaith gweithio hybrid a newid demograffig deinamig ar broffil y gweithlu, darparu gwasanaethau a datblygu polisi AD.
- Y farchnad recriwtio gystadleuol ar hyd coridor yr M4 a'r angen am delerau ac amodau y cytunwyd arnynt yn genedlaethol.
- Goruchwyliaeth rheolwyr o'r Cynlluniau, mewnbwn gan grwpiau Undebau Llafur a pherthnasoedd ag awdurdodau lleol a phartneriaid eraill.
- Cefnogaeth ar gyfer lles staff, salwch ac absenoldeb staff, a lefelau ymgysylltu yn yr arolwg staff.
- Cyfraddau throsiant a swyddi gwag, amrywiaeth a Chynllun Gwarantu Cyfweliad y Cyngor.
- Gweithio'n hybrid a gallu'r cyhoedd i gysylltu â'r Cyngor dros y ffôn a'r plattform digidol sydd newydd ei lansio.
- Y galw a'r disgwyliadau am wasanaethau'r Cyngor, Cyfeiriadau Aelodau ac a ellid defnyddio offeryn dadansoddol i nodi themâu cyfeiriadau.
- Y rhagolygon o recriwtio rhyngwladol a gweithio gydag ysgolion, colegau a sefydliadau addysg uwch eraill.
- Pwysigrwydd cynllunio olyniaeth a pharhad.

Dywedodd y Cadeirydd nad oedd unrhyw gwestiynau pellach i'r Gwahoddedigion, diolchodd i'r Gwahoddedigion am fod yn bresennol a dywedodd, os nad oedd eu hangen ar gyfer yr Eitem nesaf, y gallent adael y cyfarfod.

PENDERFYNWYD: Yn dilyn ystyriaeth fanwl a thrafodaethau gydag Aelodau Cabinet a Swyddogion, gwnaeth y Pwyllgor yr Argymhellion a ganlyn:

1. Argymhellodd y Pwyllgor fod y graffeg gylchol ar frig tudalen 13 o'r ddogfen *Cyflawni gyda'n Gilydd, Ein Cynllun Strategol y Gweithlu 2023-2028* (tudalen 175 o becyn Agenda cyhoeddus y Pwyllgor) yn dangos canrannau'r staff sy'n gweithio ym mhob un o bum maes yr awdurdod, hefyd yn adlewyrchu lefel y swyddi gwag neu gyflawnder y gweithlu ym mhob Cyfarwyddiaeth. Mewn perthynas â chyfradd trosiant staff, argymhellodd y Pwyllgor hefyd fod yr un dudalen hefyd yn adlewyrchu cyfradd trosiant cyffredinol y staff nid dim ond dechreuwyd newydd yn gadael o fewn eu blwyddyn 1af (hyd at 31 Mawrth 2023).
2. Mynegodd y Pwyllgor bryder ynghylch y cyfrifoldeb dros oruchwyllo corfforaethol a'r posibilrwydd o broses dameidiog tuag at fonitro a chyflawni'r Cynllun. Argymhellodd y Pwyllgor felly y dylid ystyried sefydlu grŵp strategol AD i gynnwys Swyddogion o bob rhan o'r awdurdod a chynrychiolwyr Undebau Llafur i fonitro a gyrru'r gwaith o gyflawni'r cynllun yn ei flaen a'u bod yn adrodd i'r CCMB.
3. Mynegodd y Pwyllgor bryder ynghylch y diffyg ffocws ar ddinasyddion o fewn y Cynllun ac argymhellodd fod offeryn dadansoddol y Porth yn cael ei ddatblygu / symud ymlaen cyn gynted â phosibl er mwyn gwerthuso'r meysydd anfodlonrwydd a themâu sy'n codi o gyfeiriadau gan Aelodau ac ymholiadau

cwsmeriaid ynghylch materion a ailadroddir, er mwyn llywio'r Cynllun Gweithlu. Unwaith y bydd wedi'i gwblhau, argymhellodd y Pwyllgor eu bod yn cael Sesiwn frifffio i Aelodau ynghylch galluoedd dadansoddol y Porth.

a gofynnodd y Pwyllgor:

4. Am wybodaeth am sut mae strwythur y gweithlu ym Mhen-y-bont ar Ogwr yn cymharu ag awdurdodau lleol eraill yng Nghymru ac a yw ei lefelau rheoli yn nodweddiadol o awdurdodau lleol eraill yng Nghymru.

A allai myfyrwyr o sefydliadau addysg uwch eraill, yn enwedig Coleg Pen-y-bont ar Ogwr, gael mynediad at y Cynllun Graddedigion Mentro a oruchwylir gan Brifddinas-Ranbarth Caerdydd .

83. **TARGEDAU CYNLLUN CYFLAWNI'R CYNLLUN CORFFORAETHOL**

Cyflwynodd y Rheolwr Polisi Corfforaethol a Materion Cyhoeddus yr adroddiad, a'i ddiben oedd cyflwyno'r targedau perfformiad blynyddol arfaethedig ar gyfer 2023-24 ar gyfer y dangosyddion perfformiad yng Nghynllun Cyflawni'r Cynllun Corfforaethol (CPDP) sy'n cefnogi Cynllun Corfforaethol newydd y Cyngor.

Diolchodd y Cadeirydd i'r Rheolwr Polisi Corfforaethol a Materion Cyhoeddus a thrafododd yr Aelodau'r canlynol:

- Yr angen am eglurder a chysondeb yn y naratifau targed gan gyfeirio'n benodol at y targedau digartrefedd ac ail-alluogi.
- Pa mor gyraeddadwy yw targedau 100% a phwysigrwydd adlewyrchu anawsterau gweithredol.
- Y sail resymegol ar gyfer targedau is na'r perfformiad presennol.
- Targedau cynllunio, tai fforddiadwy a chymdeithasol, y Cynllun Datblygu Lleol sydd ar y gweill, eiddo gwag a chamau angenrheidiol tuag at Strategaeth Carbon Sero Net Pen-y-bont ar Ogwr 2030.
- Ffigyrau diweithdra a rhagolygon busnes a chyflogaeth ym Mhen-y-bont ar Ogwr.
- Ymgysylltu â'r cyhoedd â'r awdurdod drwy ddulliau digidol.
- Targedau yn ymwneud ag adolygiadau staff a chydymffurfiaeth ar draws adeiladau gweithredol.

Dywedodd y Cadeirydd nad oedd unrhyw gwestiynau pellach i'r Gwahoddedigion, diolchodd i'r Gwahoddedigion am fod yn bresennol a dywedodd, os nad oedd eu hangen ar gyfer yr Eitem nesaf, y gallent adael y cyfarfod.

PENDERFYNWYD : Yn dilyn ystyriaeth fanwl a thrafodaethau gydag Aelodau Cabinet a Swyddogion, gofynnodd y Pwyllgor am:

5. Ail edrych ar y naratif yn y Rhesymeg dros Dargedau er mwyn sicrhau cysondeb, i adlewyrchu'n well y rhesymau pam fod targed wedi cynyddu neu ostwng yn sylweddol ac i gynnwys gwybodaeth gryno am amgylchiadau'r newid.

Ystyried symud yn raddol oddi wrth Ddangosyddion Perfformiad Allweddol statig o blaid Canlyniadau Amcan a Chanlyniadau Allweddol sy'n gyrru targedau uchelgeisiol, realistig a chymesur.

84. **GWYDNEWCH TGCH**

Cyflwynodd y Pennaeth Perfformiad a Phartneriaethau yr adroddiad, a'i ddiben oedd rhoi gwybodaeth i'r Pwyllgor ynghylch seilwaith TGCh y Cyngor a chynigion i liniaru risgiau yn y dyfodol.

Diolchodd y Cadeirydd i'r Pennaeth Perfformiad a Phartneriaethau a thrafododd yr Aelodau'r canlynol:

- Cynlluniau parhad busnes ac adfer y Cyngor oherwydd bygythiad o ymosodiad seiber neu golli data.
- Rhesymau dros y toriad diweddar a'r posibilrwydd o gynyddu gwasanaethau gan wasanaethau cwmwl i sicrhau parhad busnes.
- Digonolrwydd gwybodaeth cwsmeriaid a chyllideb i gynnal gwasanaethau yn achos methiant gweithredol.

Dywedodd y Cadeirydd nad oedd unrhyw gwestiynau pellach i'r Gwahoddedigion, diolchodd i'r Gwahoddedigion am fod yn bresennol a dywedodd y gallent adael y cyfarfod.

PENDERFYNWYD : Yn dilyn ystyriaeth fanwl a thrafodaethau gydag Aelodau Cabinet a Swyddogion, gofynnodd y Pwyllgor am:

Gopïau o'r Cynlluniau Parhad Busnes TGCh sy'n benodol i'r Gwasanaeth ac yn gyffredinol, er gwybodaeth.

85. **ENWEBIADAU PWYLLGOR TROSOLWG A CHRAFFU AR Y CYD BWRDD GWASANAETHAU CYHOEDDUS CWM TAF MORGANNWG**

Cyflwynodd y Swyddog Sgrïwtini yr adroddiad, a'i ddiben oedd:

- a) Rhoi'r wybodaeth ddiweddaraf i'r Pwyllgor am y trefniadau craffu arfaethedig ar y cyd a'r Cylch Gorchwyl ar gyfer Bwrdd Gwasanaethau Cyhoeddus (BGC) Cwm Taf Morgannwg;
- b) Gofyn i'r Pwyllgor nodi y bydd pum Aelod o'r Pwyllgor yn cael eu henwebu ar sail cydbwysedd gwleidyddol y Pwyllgor, cyn belled ag y bo'n ymarferol, i Gydbwyllgor Trosolwg a Chraffu BGC Cwm Taf Morgannwg;
- c) Gofyn i'r Pwyllgor nodi'r enwebiadau a wnaed yn ei gyfarfod blaenorol ar 24 Gorffennaf 2023; a
- d) Gofyn i'r Pwyllgor enwebu tri Aelod o'r Grŵp Llafur i Gyd-bwyllgor Trosolwg a Chraffu Cwm Taf Morgannwg.

Yn dilyn trafodaeth,

PENDERFYNWYD: Bod y Pwyllgor wedi enwebu'r Aelodau Grŵp Llafur a ganlyn i Gyd-bwyllgor Trosolwg a Chraffu Cwm Taf Morgannwg:

Y Cynghorwyr Richard Granville, Simon Griffiths a Martin Hughes.

86. **DIWEDDARIAD AR Y RHAGLEN WAITH I'R DYFODOL**

Yn dilyn trafodaeth fanwl ac ystyriaeth o Adroddiad y Rhaglen Waith i'r Dyfodol (FWP):

PENDERFYNWYD: Bod y Pwyllgor yn cymeradwyo ei Raglen Waith Gychwynnol yn Atodiad A yn amodol ar yr ychwanegiadau a'r diwygiadau a restrir isod, nodi'r FWPs ar gyfer y Pwyllgorau Trosolwg a Chraffu Pwnc yn Atodiad C, D ac E, a nodi'r Taflenni Gweithredu Monitro Argymhellion i olrhain ymatebion i argymhellion y Pwyllgorau a wnaed mewn cyfarfodydd blaenorol yn Atodiadau B, F, G a H:

Gofynnodd y Pwyllgor:

a) Bod y canlynol yn cael eu cynnwys yng nghwmpas yr eitem *Cynlluniau Gweithredu Monitro Strategaeth y Gweithlu* a drefnwyd ar y Blaenraglen Waith ar gyfer 14 Rhagfyr 2023:

- Data yn ymwneud â bylchau yn y gweithlu ac anghenion yn y dyfodol.

b) Bod y canlynol yn cael eu cynnwys yng nghwmpas yr eitem *Cynllun Gwella Rheoli Perfformiad* a drefnwyd ar y Blaenraglen Waith ar gyfer 23 Hydref 2023:

- Manylion y pedwar argymhelliad a'r camau sy'n cael eu cymryd mewn perthynas â phob un (Cynllun Gweithredu)
Roedd y Pwyllgor yn arbennig o bryderus ynghylch yr argymhellion yn ymwneud â chywirdeb gwybodaeth am berfformiad a blaenoriaethu dadansoddi data
- A fydd adroddiad ôl-arolygiad neu ail-ymweliad â chyfrifoldeb y Cyngor i ymateb/adborth unrhyw gamau a gymerwyd

a gofynnodd y Pwyllgor i gynrychiolwyr o Archwilio Cymru gael eu gwahodd i fod yn bresennol i graffu ar yr adroddiad.

87. **EITEMAU BRYS**

Dim.

Daeth y cyfarfod i ben am 13:20

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COFNODION CYFARFOD Y PWYLLGOR TROSOLWG A CHRAFFU CORFFORAETHOL A GYNHALIWDYD YN HYBRID YN SIAMBR Y CYNGOR - SWYDDFEYDD DINESIG, STRYD YR ANGEN, PEN-Y-BONT AR OGWR , CF31 4WB AR DDYDD MERCHER, 17 IONAWR 2024 AM 10:00

Yn bresennol

Y Cyngorydd A Williams – Cadeirydd

F D Bletsoe

M Jones

Yn bresennol yn rhithiol

H T Bennett
M L Hughes

P Davies
T Thomas

RM Granville
G Walter

S J Griffiths
AJ Williams

Ymddiheuriadau

RL Penhale-Thomas

Gwahoddedigion:

Y Cyngorydd Huw David
Y Cyngorydd Jane Gebbie
Y Cyngorydd Hywel Williams
Y Cyngorydd Rhys Goode

Arweinydd y Cyngor
Dirprwy Arweinydd y Cyngor ac Aelod Cabinet dros Iechyd Gwasanaethau Cymdeithasol
Aelod Cabinet dros Gyllid, Adnoddau a Chyfreithiol
Aelod Cabinet dros Dai, Cynllunio ac Adfywio

Mark Shephard
Carys Lord
Kelly Watson

Prif Weithredwr
Prif Swyddog – Cyllid, Perfformiad a Newid
Prif Swyddog - Gwasanaethau Cyfreithiol a Rheoleiddio, Adnoddau Dynol a Pholisi Corfforaethol

Deborah Exton
Martin Morgan
Christopher Morris

Dirprwy Bennaeth Cyllid
Pennaeth Gwasanaethau Partneriaeth
Rheolwr Cyllid – Gwasanaethau Cymdeithasol a Llesiant / Cyfarwyddiaeth y Prif Weithredwr

Swyddogion:

Laura Griffiths
Joanne Norman
Alex Rawlin
Rachel Keepins
Meryl Lawrence
Stephen Griffiths

Rheolwr Grŵp - Gwasanaethau Cyfreithiol a Democrataidd
Rheolwr Grŵp – Rheoli Cyllideb
Rheolwr Polisi Corfforaethol a Materion Cyhoeddus
Rheolwr Gwasanaethau Democrataidd
Uwch Swyddog Gwasanaethau Democrataidd – Craffu
Swyddog Craffu Dros Dro/Swyddog Gwasanaethau Democrataidd – Pwyllgorau

Datganiadau Buddiannau

Dim

100. Cymeradwyo Cofnodion

Penderfyniad a Wnaed	<u>PENDERFYNWYD:</u> Cymeradwyo cofnodion cyfarfod y Pwyllgor Trosolwg a Chraffu Corfforaethol dyddiedig 14 Rhagfyr 2023 fel cofnod gwir a chywir.
Dyddiad y Penderfyniad a Wnaed	17 Ionawr 2024

101. Strategaeth Ariannol Tymor Canolig 2024-25 i 2027-28

Penderfyniad a Wnaed	<u>PENDERFYNWYD:</u> Yn dilyn ystyriaeth fanwl a thrafodaethau gydag Aelodau'r Cabinet a Swyddogion, gwnaeth y Pwyllgor yr Argymhellion canlynol: 1. Argymhellodd y Pwyllgor y dylid gwella'r cyfathrebu â'r cyhoedd gan ddefnyddio cynifer o ddulliau gwahanol â phosibl ac y dylid dosbarthu graffigyn siart cylch syml i drigolion y fwrdeistref yn nodi o ble
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	<p>y daw'r arian a sut y caiff ei wario.</p> <ol style="list-style-type: none">2. Argymhellodd y Pwyllgor y dylid cael opsiwn wyneb yn wyneb ar gyfer yr ymgynghoriad ar y Gyllideb a mecanweithiau eraill a dulliau cyfathrebu gwahanol i gyrraedd pobl sydd wedi'u hallgáu'n ddigidol, gan ystyried pryderon a fynegwyd gan breswylwyr a oedd yn teimlo eu bod wedi'u difreinio gan nad oeddent yn gallu cael gafael ar ymgynghoriad ar-lein ar y gyllideb.3. Gofynnodd y Pwyllgor am restr o'r holl wasanaethau y mae'r Cyngor yn eu darparu i breswylwyr, busnesau, pwy bynnag, gan gynnwys a oes ganddynt lefel o elfen statudol neu a ydynt yn gwbl anstatudol, gan ddeall ei fod yn ddarn sylweddol o waith ond yn darparu digon o fanylion i fwydo i'r Panel Gwerthuso ac Ymchwilio i'r Gyllideb (BREP) ar gyfer ystyriaethau Cyllideb y flwyddyn nesaf a'r angen i nodi arbedion yn y dyfodol ar gyfer y blynyddoedd nesaf tra'n deall effaith newidiadau posibl ar breswylwyr. Argymhellodd y Pwyllgor y gallai proses BREP yn y dyfodol fod ar y gofrestr gwasanaethau honno i hysbysu penderfyniadau yn y dyfodol.4. Yn dilyn trafodaethau ynghylch cylch gwaith BREP a'r Rhaglen Gyfalaf ac y byddai Rhaglen Gyfalaf ddiwygiedig yn cael ei hystyried gan y Cyngor ym mis Chwefror, cynigiodd y Pwyllgor y dylai'r Rhaglen Gyfalaf y flwyddyn nesaf fod yn rhan o'r broses BREP er mwyn edrych ar y manylion a chraffu'n ddigonol, a gofynnodd hefyd a allai Cylch Gorchwyl BREP gael ei ddiwygio gan y Pwyllgor Trosolwg a Chraffu Corfforaethol (COSC) i ailddiffinio'r cylch gwaith ar gyfer y flwyddyn nesaf. Croesawodd y Pwyllgor yr ymateb gan y Prif Swyddog Gwasanaethau Cyfreithiol a Rheoleiddio, Adnoddau Dynol a Pholisi Corfforaethol bod BREP yn eithaf unigryw i Ben-y-bont ar Ogwr ac nad oedd mor syml â COSC yn penderfynu beth allai BREP ei wneud. Mae yna broses, a gellid edrych ar opsiynau eraill i weld a oedd rhywbeth mwy ymarferol ond y byddai angen ei dynnu i ffwrdd a datblygu rhai cynigion i'w rhoi gerbron y corff perthnasol i wneud penderfyniad.5. Yn dilyn trafodaeth ynghylch gostyngiadau staffio ar draws sawl maes o brif wasanaethau swyddfa gefn y Cyngor, gofynnodd y Pwyllgor am asesiad effaith ansoddol o'r holl newidiadau hynny gyda'i gilydd i ddeall effaith y gostyngiad hwn yn nifer y cyfrif pennau a'r effaith sylweddol yn y tymor hwy, a chroesawodd ymateb y Prif Weithredwr i'r angen i ystyried pa mor gyraeddadwy y byddai ac y byddai'n trafod gyda chydweithwyr a ellid gwneud hyn.6. Argymhellodd y Pwyllgor y dylid mynd ati i archwilio cyfleoedd posibl i gynhyrchu incwm drwy rannu gwasanaethau, gan fynd ati'n rhagweithiol i gynnig gwasanaethau'r Awdurdod lle mae potensial i gynhyrchu incwm, er mwyn lliniaru rhai o'r gostyngiadau yn y gyllideb yn y dyfodol a fyddai'n ofynnol yn ystod y Strategaeth Ariannol Tymor Canolig.
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	<p>7. Trafododd y Pwyllgor gyfrifoldebau strategol na fydd yr Awdurdod yn gallu eu cyflawni, gan gynnwys:</p> <ul style="list-style-type: none"> - Llai o dderbyniadau cyfalaf yn lleihau'r gallu i fenthycu ar gyfer prosiectau cyfalaf, gan fod benthycu'n seiliedig ar y gallu i ad-dalu. - Anallu i gyflawni'r Cynllun Trafnidiaeth Strategol, ac ati. <p>a. Argymhellodd y Pwyllgor y dylai'r risgiau hyn a risgiau tebyg eraill gael eu cynnwys yn y Gofrestr Risg Gorfforaethol a chael eu harchwilio'n briodol ac yn amodol ar adolygiad gwrthrychol o reoli risg i sicrhau bod y risgiau'n cael eu dadansoddi a'u lliniaru'n briodol.</p> <p>b. Argymhellodd y Pwyllgor hefyd y dylai'r Pwyllgor Trosolwg a Chraffu Corfforaethol fonitro risg weithredol fel y Pwyllgor Craffu Corfforaethol trosfwaol, yn ogystal â monitro llywodraethu a risg ariannol gan y Pwyllgor Llywodraethu ac Archwilio.</p> <p>8. Cytunodd y Pwyllgor i ohirio unrhyw argymhellion terfynol ychwanegol tan gyfarfod COSC ar 30 Ionawr 2024, pan fyddai'r holl Bwyllgorau Trosolwg a Chraffu Pwnc yn cael eu derbyn.</p>
Dyddiad y Penderfyniad a Wnaed	17 Ionawr 2024

102. Eitemau Brys

Penderfyniad a Wnaed	Dim
Dyddiad y Penderfyniad a Wnaed	17 Ionawr 2024

I arsylwi dadl bellach a gynhaliwyd ar yr eitemau uchod, cliciwch ar y ddolen [hon](#) ar gyfer Rhan Un a'r ddolen [hon](#) ar gyfer Rhan Dau.

Daeth y cyfarfod i ben am 13:56.

COFNODION CYFARFOD Y PWYLLGOR TROSOLWG A CHRAFFU CORFFORAETHOL A GYNHALIWDYD AR FFURF HYBRID YN SIAMBR Y CYNGOR – SWYDDFEYDD DINESIG, STRYD YR ANGEL, PEN-Y-BONT AR OGWR CF31 4WB DDYDD MAWRTH, 30 IONAWR 2024 AM 10:00

Presennol

Cynghorydd A Williams – Cadeirydd

F D Bletsoe

RM Granville

M Jones

AJ Williams

Yn bresennol yn rhithiol

H T Bennett
T Thomas

S J Griffiths
G Walter

M L Hughes

RL Penhale-Thomas

Ymddiheuriadau am Absenoldeb

P Davies

Janine Nightingale

Swyddogion:

Rachel Keepins
Meryl Lawrence
Stephen Griffiths

Rheolwr Gwasanaethau Democraidaidd
Uwch Swyddog Gwasanaethau Democraidaidd – Craffu
Swyddog Craffu Dros Dro / Swyddog Gwasanaethau Democraidaidd - Pwyllgorau

Gwahoddedigion

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

Arweinydd
Dirprwy Arweinydd ac Aelod Cabinet Gwasanaethau Cymdeithasol ac Iechyd
Aelod Cabinet Adnoddau
Aelod Cabinet Newid yn yr Hinsawdd a'r Amgylchedd
Aelod Cabinet Diogelu a Llesiant
Aelod Cabinet Tai, Cynllunio ac Adfywio
Aelod Cabinet Addysg

Mark Shephard
Carys Lord
Claire Marchant
Lindsay Harvey
Kelly Watson

Prif Weithredwr
Prif Swyddog – Cyllid, Perfformiad a Newid
Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Llesiant
Cyfarwyddwr Corfforaethol Addysg a Chymorth Teuluol
Prif Swyddog Gwasanaethau Cyfreithiol, AD a Rheoleiddio

Alex Rawlin
Kate Pask

Rheolwr Polisi Corfforaethol a Materion Cyhoeddus
Swyddog Gwella Corfforaethol – Perfformiad

Deborah Exton
Nigel Smith

Dirprwy Bennaeth Cyllid
Rheolwr Grŵp - Prif Gyfrifydd

Swyddogion:

Rachel Keepins
Meryl Lawrence
Stephen Griffiths

Rheolwr Gwasanaethau Democrataidd
Uwch Swyddog Gwasanaethau Democrataidd - Craffu
Swyddog Craffu Dros Dro / Swyddog Gwasanaethau Democrataidd - Pwyllgorau

Datganiadau o Fuddiant

Dim

**103. Proses Ymgynghori ar Strategaeth Ariannol Tymor Canolig 2024-25 i
2027-28 a'r Broses Ymgynghori ar y Gyllideb Ddrafft**

Penderfyniad	<p>Yn dilyn ystyriaeth fanwl o'r adroddiad a'i atodiadau gydag Aelodau'r Cabinet a Swyddogion, cytunodd y Pwyllgor i gyflwyno'r Argymhellion yn Atodiadau A a B i'r Cabinet ar 6 Chwefror 2024 fel rhan o'r broses ymgynghori ar y gyllideb, yn ddibynnol ar yr ychwanegiadau a'r diwygiadau canlynol:</p> <p>Adolygiad o Broses y Gyllideb</p> <p>O ystyried amrywiaeth o bryderon a fynegwyd am broses y Gyllideb yn gyffredinol, ac yn enwedig diben y Panel Ymchwil a Gwerthuso Cyllideb at y dyfodol, roedd y Pwyllgor yn cefnogi argymhelliad Pwyllgor Craffu Testun 3 y dylid cynnal adolygiad llawn. Fel rhan o hyn, gofynnodd y Pwyllgor a fyddai modd ystyried dechrau'r broses Panel Ymchwil a Gwerthuso Cyllideb (BREP) yn llawer cynharach yn ystod y</p>
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flwyddyn, gyda fframwaith ar gyfer proses barhaus drwy gydol y flwyddyn, lle rhoddir ymatebion prydlon i geisiadau am wybodaeth i BREP yn ogystal â'r llyfr cyllideb a rennir yn uniongyrchol gydag Aelodau. Gofynnodd y Pwyllgor hefyd a fyddai modd i'r Panel Ymchwil a Gwerthuso Cyllideb bwysleisio a chanolbwyntio mwy ar ymgynghoriad yr Awdurdod Lleol gyda'r cyhoedd ac i dderbyn mwy o adborth o ganlyniad i sgysiau ehangach gyda phreswylwyr.

(Wedi'i addasu o ran o argymhelliad gwreiddiol rhif 4 y Pwyllgor Trosolwg a Chraffu Corfforaethol)

Mewn perthynas ag unrhyw adolygiad o'r Panel Ymchwil a Gwerthuso Cyllideb ac addasiad posibl i Gylch Gorchwyl y Panel, nododd y Pwyllgor yr ymateb gan y Prif Swyddog Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol, sef er bod y Panel yn eithaf unigryw i Ben-y-bont, nid yw mor syml â'r Pwyllgor Trosolwg a Chraffu Corfforaethol yn penderfynu ar yr hyn y gall y panel ei wneud, a bod angen ystyried proses ac opsiynau eraill i weld a fyddai'n fwy ymarferol, ond byddai angen mynd i ffwrdd a datblygu cynigion i'w cyflwyno i'r corff perthnasol er mwyn gwneud penderfyniad.

Rhaglen Gyfalaf

(Wedi'i addasu o ran o argymhelliad gwreiddiol rhif 4 y Pwyllgor Trosolwg a Chraffu Corfforaethol)

Yn dilyn trafodaethau ynglŷn â'r Rhaglen Gyfalaf, gydag adolygiad o'r Rhaglen Gyfalaf i gael ei ystyried gan y Cyngor ar ddechrau 2024, amlygodd y Pwyllgor pe na fyddai nifer o'r cynigion cyllidebol a nodir yn goch yn cael eu gwireddu, ac o ystyried goblygiadau o ran y Rhaglen Gyfalaf, mae'n bosibl y bydd angen oedi ac ail-edrych ar wariant Cyfalaf. Gofynnodd y Pwyllgor felly i'r Rhaglen Gyfalaf gael ei hystyried fel rhan o broses y Panel Ymchwil a Gwerthuso Cyllideb ar gyfer 2024/25 er mwyn ystyried a chraffu mewn digon o fanylder.

Cyllid gan Lywodraeth Cymru

Cyfeiriodd aelodau at drafodaethau amrywiol a gynhaliwyd yn ddiweddar gan yr holl Bwyllgorau Craffu a thystiolaeth a ddarparwyd gan Aelodau'r Cabinet a Swyddogion lle codwyd pryderon difrifol ynghylch capasiti'r Cyngor i gyflawni deddfwriaeth newydd Llywodraeth Cymru heb sicrwydd o gyllid digonol. Roedd y Pwyllgor felly yn argymhell nid yn unig bod y Pwyllgor Craffu yn ysgrifennu at y Gweinidog Cyllid ynglŷn â hyn, ond hefyd, argymhellwyd y dylai'r Cabinet wneud yr un fath i lobïo Llywodraeth Cymru a Llywodraeth y DU drwy CLIC, i bwysleisio ei fod yn gwbl anghynnaladwy i Awdurdodau arfer eu dyletswyddau statudol yn ogystal â gweithredu newidiadau deddfwriaethol heb yr adnoddau ariannol, a'r adnoddau dynol i gyflawni eu nodau polisi.

Fe wnaeth y Pwyllgor hefyd bwysleisio'r pwynt a wnaed gan Bwyllgor Craffu Pwnc 2 mewn perthynas â'u pryderon ynghylch yr ansefydlogrwydd a achosir gan ddibyniaeth ar gyllid grant tymor byr, yn ogystal â sylwadau Pwyllgor Craffu Pwnc 1 ynghylch yr angen am eglurhad cynharach am unrhyw ddyraniad cyllideb allanol neu ganolog. Yn ychwanegol at hynny, nododd y Pwyllgor bod angen lobïo Llywodraeth Cymru i gael setliad ariannol aml-flwyddyn fel bod modd cynllunio'r gyllideb ar gyfer tymor hwy mewn

<p>modd mwy gwybodus.</p> <p>Diwygiad i Argymhelliad gwreiddiol rhif 5 y Pwyllgor Trosolwg a Chraffu Corfforaethol Yn dilyn trafodaeth ynglŷn â gostyngiad yn niferoedd staff ar draws nifer o brif wasanaethau swyddfa gefn y Cyngor, argymhellodd y Pwyllgor y dylid cynnal asesiad ansoddol o effaith gronnus a thymor hwy'r gostyngiadau hyn ar yr Awdurdod Lleol. Gan gydnabod y byddai asesiad llawn yn cymryd amser ac y byddai'n digwydd ar ôl i setliad y gyllideb ar gyfer 2024/2025 gael ei gytuno, argymhellodd y Pwyllgor y dylai'r Cabinet ddangos tystiolaeth o'r modd y maent wedi ystyried y rhyng-gysylltedd rhwng gostyngiadau yn y gyllideb a'r effaith bosibl ar sicrhau'r arbedion yn y gyllideb. Yn ogystal â'r enghraifft a roddir uchod yn ymwneud ag effaith gostyngiad yn niferoedd staff ym mhrif wasanaethau swyddfa gefn y Cyngor, ceir hefyd enghreifftiau pellach megis effaith toriadau i ysgolion a gwasanaethau cymorth addysgol ar blant a phobl ifanc bregus, gan arwain, o bosibl, at bwysau cynyddol ar wasanaethau cymdeithasol.</p> <p>Yn gysylltiedig â hyn, mynegodd y Cyngor bryder ynghylch cadernid cyffredinol y gyllideb, o ystyried y sylwadau uchod ynglŷn â rhyng-gysylltedd toriadau i'r gyllideb a'r effaith negyddol posibl ar wasanaethau eraill, yn ogystal â nifer y cynigion ar gyfer gostyngiadau a nodwyd yn goch o ran risg o allu eu cyflawni. Yn ychwanegol at hyn, rhagwelir y bydd 80% o ysgolion yn cyrraedd sefyllfa o ddiffyg cyllideb pe byddai'r gostyngiad o 5% yng nghyllideb ddirprwyedig ysgolion yn mynd yn ei flaen ar gyfer 2024/25. Er bod cydnabyddiaeth y byddai ysgolion yn gweithredu cynlluniau adfer o ganlyniad i ddiffyg, nododd Aelodau bod risg byddai'r cyfrifoldeb, gan gynnwys ymyrraeth/rheolaeth bosibl o ysgolion o'r fath, yn disgyn ar yr Awdurdod Lleol pe na fyddai'r cynlluniau hyn yn llwyddiannus ar ôl tair neu hyd yn oed bum mlynedd (pe byddent yn cael eu hymestyn). Mae hyn ar wahân i unrhyw gefnogaeth ychwanegol ac ymyrraeth bosibl gan yr Awdurdod yn ystod cyfnod y cynllun adfer. Gofynnodd y Pwyllgor am sicrwydd ynghylch sut yr oedd yr agweddau hyn wedi cael eu hasesu er mwyn sicrhau cadernid y gyllideb a gyflwynwyd, ar gyfer 2024-25 yn ogystal â'r tymor hwy, i sicrhau na fyddai'r arbedion hyn yn arwain at alw a chostau cynyddol yn nes ymlaen.</p> <p>Newid Trawsffurfiol Yn ogystal ag edrych ar Awdurdodau Lleol eraill ar gyfer ffyrdd newydd o weithio ac arfer da, gan ystyried y gwaith arloesol sydd wedi bod yn mynd rhagddo o fewn y Gyfarwyddiaeth Gwasanaethau Cymdeithasol, megis edrych ar wahanol ffyrdd o weithio, adolygu ac ail-ddylunio gwasanaethau a chreu atebion creadigol i broblemau staffio, roedd y Pwyllgor yn argymhell y dylid rhannu'r rhain ar draws pob Cyfarwyddiaeth fel rhan o ffocws yr Awdurdod ar newid trawsffurfiol.</p>
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Blaenoriaethau'r Pwyllgor Trosolwg a Chraffu Corfforaethol

O ystyried y dystiolaeth a roddwyd gan Brifathrawon yn ystod cyfarfod Pwyllgor Craffu Testun 1 ynglŷn ag effaith toriad o 5% i gyllideb ddirprwyedig ysgolion, gyda rhai'n nodi ei fod yn 'arswydus', barn y Pwyllgor Trosolwg a Chraffu Corfforaethol oedd: pe byddai unrhyw gyllid ychwanegol yn cael ei ddarparu gan Lywodraeth Ganolog y DU ar gyfer pensiynau athrawon, dylid rhoi blaenoriaeth i leihau'r toriadau arfaethedig i gyllidebau dirprwyedig ysgolion, gan ystyried argymhelliad Pwyllgor Craffu Testun 1 ar hyn, yn ogystal â lleihau'r cynnydd arfaethedig i'r dreth gyngor.

Argymhellwyd gan y Pwyllgor, pe na fyddai cyllid ychwanegol gan y Llywodraeth Ganolog yn ddigon i adolygu'r gostyngiadau cyllidebol hyn, ac o bosibl i gyllidebau eraill a gynigiwyd gan Aelodau Craffu, y dylid cynnal astudiaeth cost a budd i ystyried pa wasanaethau y mae'r Awdurdod dan rwymedigaeth statudol i'w darparu, a pha rai sy'n cael eu darparu y tu hwnt a thros ben drwy wasanaethau dewisol, gan gydnabod bod rhai gwasanaethau'n chwarae rôl ataliol o ran lleihau'r angen am ymyrraeth statudol.

Creu incwm

Argymhellodd y Pwyllgor bod angen ystyried pob cyfle posibl i sicrhau bod cymaint o incwm â phosibl yn cael ei greu ar draws yr Awdurdod, o rannu gwasanaethau gydag eraill, edrych ar bartneriaid, y trydydd sector ac Awdurdodau Lleol, i fynd ati'n rhagweithiol i gynnig gwasanaethau'r Awdurdod pan fo potensial i greu incwm, er mwyn lliniaru effaith gostyngiadau i'r gyllideb at y dyfodol.

Argymhellodd y Cyngor y dylid blaenoriaethu adfer costau yn llawn lle bo modd, gydag enghreifftiau megis casglu eitemau gwastraff swmpus, Harbwr Porthcawl a thrwyddedau gwaith stryd. Yn ogystal, argymhellodd y Pwyllgor y canlynol: lle bo'n briodol, drwy leihau cymorthdaliadau i wasanaethau ac ystyried cynhyrchu incwm masnachol ychwanegol, gellid defnyddio'r cyllid hwn i wrthbwysu rhai o gostau neu arbedion y Gyfarwyddiaeth Cymunedau, sy'n wynebu'r cyhoedd ac yn cael eu hystyried gan y cyhoedd i fod yn fwyaf cysylltiedig â'u treth gyngor.

Gwasanaethau Cymdeithasol Cyffredinol

Mynegodd y Pwyllgor bryder ynglŷn â chostau cynyddol gofal cymdeithasol ar gyfer plant ac oedolion yn ogystal â'r costau cynyddol yn gysylltiedig â phlant â phrofiad o ofal mewn Awdurdodau eraill. Er bod y Gyfarwyddiaeth yn newid y ffordd y mae'n darparu gwasanaethau, gan gefnogi sylwadau'r Prif Swyddog - Perfformiad Ariannol a Newid, roedd y Pwyllgor yn argymhell bod angen monitro trylwyr a gofalus i sicrhau nad yw sefyllfa'r gyllideb eleni yn cael ei ailadrodd gyda gorwariant sylweddol yn achosi pwysau cynyddol a goblygiadau ar gyfer cyllidebau ar draws y Cyngor.

EDFS5

Roedd y Pwyllgor yn argymhell y dylid ailystyried cynigion megis cyfuno ysgolion yn EDF5 i bennu a fyddai modd dod â'r arbedion yma yn eu blaen a'u gwneud yn gynt yn hytrach nag yn hwyrach.

	<p><u>Ceisiadau Ychwanegol</u></p> <p>1. Yn dilyn trafodaeth ynglŷn ag effaith gostyngiadau yn y gyllideb ac o ran adnoddau, gan gynnwys yr hyn sydd ar gael i Aelodau, gofynnodd y Pwyllgor i'r Pwyllgor Gwasanaethau Democraataidd ystyried y newidiadau a gynigiwyd ar gyfer gwasanaethau cymorth i Aelodau a Phwyllgorau, megis mwy o gyfarfodydd rhithiol, nifer y cyfarfodydd, yn ogystal â'r adnoddau cyffredinol a ddarperir i Aelodau, er mwyn ceisio cynorthwyo i wneud yr arbedion hyn at y dyfodol a lleihau pwysau ar staff, yn enwedig mewn perthynas â chynnal cyfarfodydd.</p> <p><u>Gwybodaeth Ychwanegol</u></p> <p>2. Gofynnodd y Pwyllgor am eglurhad o ran yr hyn y byddai'r £500 mil a nodwyd dan bwysau cyllidebol EFS4 yn ei gwmpasu gan fod amrywiaeth o ffigyrau wedi cael eu darparu mewn perthynas â hyn.</p>
Dyddiad y Penderfyniad	30 Ionawr 2024

104. Monitro Cyllideb 2023-24 – Rhagolygon Refeniw Chwarter 3

Penderfyniad	<p>Yn dilyn ystyriaeth o'r adroddiad gydag Aelodau'r Cabinet a Swyddogion, daeth y Pwyllgor i'r casgliadau canlynol:</p> <p>Sylwadau ac Argymhellion</p> <p>3. Cytunwyd y byddai eglurhad ynghylch y ffigurau ar gyfer nifer y plant â phrofiad o ofal mewn lleoliadau mewn sir arall yn ogystal â'r rhai mewn darpariaeth arall megis Heronsbridge yn cael ei ddarparu mewn unrhyw adroddiadau ar gyfer Craffu yn y dyfodol, gan gynnwys adroddiadau cyllideb.</p> <p>4. Bu aelodau'n cwstyfnu'r tanwariant yng nghynllun gostyngiadau'r dreth gyngor, sef bod y tanwariant wedi cynyddu ers y llynedd, a mynegwyd pryder bod y broses a'r meini prawf wedi dod yn fwy llym. Wrth ddarparu enghreifftiau personol o sut y gallai hynny fod yn berthnasol gan breswylwyr o fewn y fwrdeistref, roedd Aelodau yn argymell y dylid adolygu'r broses i bennu p'un a yw'r broses wedi mynd yn rhy lym, gan atal rhai pobl a ddylai fod yn gymwys o ystyried eu hamgylchiadau personol rhag cael mynediad at y cyllid hwn.</p>
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	<p>Ceisiadau am Wybodaeth Ychwanegol</p> <p>5. Gofynnodd y Pwyllgor am y wybodaeth ganlynol o ganlyniad i'w trafodaethau ynghylch cyllideb 2023/24:</p> <ul style="list-style-type: none">a. Y ffigur ar gyfer Cronfa wrth gefn y Cyngor;b. Eglurhad ynghylch faint o blant mewn Awdurdod arall sy'n mynychu Ysgolion Heronsbridge ac Ysgol Bryn Castell a faint mae'r Awdurdod yn ei dderbyn am y lleoliadau hyn o'i gymharu â chostau anfon ein plant ein hunain allan o'r sir pan nad oes lleoedd ar gael o fewn y sir;c. Eglurhad ynghylch y gorwariant o fewn y gwasanaethau Fflyd, a sicrhad bod unrhyw gostau'n ymwneud â thrydydd parti megis Heddlu De Cymru yn cael eu hadennill yn llawn.
Dyddiad y Penderfyniad	30 Ionawr 2024

105. Adolygiad o'r Cynllun Corfforaethol / Cynllun Cyflawni ar gyfer 2024/25

Penderfyniad	<p>Yn dilyn ystyriaeth o'r adroddiad gan Aelodau'r Cabinet a Swyddogion, daeth y Pwyllgor i'r casgliadau canlynol:</p> <p>6. Cyfeiriodd Aelodau at y Porth Cynghorwyr ar gyfer Atgyfeiriadau gan Aelodau - gan fod Cynghorwyr yn ddefnyddwyr gwasanaeth yn y broses hon, gan eu bod yn codi atgyfeiriadau gan breswylwyr, gofynnwyd i ymgorffori cyfres o ddangosyddion perfformiad i ystyried ymatebion prydlon i'r ymholiadau hyn drwy'r porth. Roedd Aelodau hefyd yn annog y Prif Weithredwr i edrych ar ddefnyddio adnodd dadansoddol i ddarparu'r wybodaeth hon o fewn yr adnoddau sydd ar gael.</p> <p>7. Cytunodd y Pwyllgor bod dangosyddion perfformiad pendant â blaenoriaeth sydd angen eu cadw yn y cynllun cyflawni, megis y rhai sy'n gysylltiedig ag Ysgolion, Gwasanaethau Cymdeithasol a Llesiant, yn ogystal ag unrhyw rai sy'n gysylltiedig â Digartrefedd. Fodd bynnag, cynigiodd Aelodau y dylai'r dangosyddion perfformiad a'r pwyntiau a awgrymwyd yn flaenorol gan y Pwyllgorau Craffu aros am y tro ac y dylid ailedrych ar hyn eto ym mis Mawrth 2024 i ystyried goblygiadau llawn y gostyngiadau cyllidebol a'r adnoddau sydd ar gael o ganlyniad i hyny.</p> <p>Ceisiadau am Wybodaeth Ychwanegol</p>
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	8. Cyfeiriodd y Pwyllgor at yr Adolygiad gan Gymheiriaid ar Gyfathrebu a gynhaliwyd yn 2023 a gofynnwyd am gopi o'r adroddiad hwn.
Dyddiad y Penderfyniad	30 Ionawr 2024

106. Strategaeth Gyfalaf 2024-25

Penderfyniad	<p>Yn dilyn ystyriaeth fanwl o'r adroddiad a thrafodaeth gydag Aelodau'r Cabinet a Swyddogion, gwnaeth y Pwyllgor y sylwadau a'r argymhellion canlynol mewn perthynas â'r Strategaeth Gyfalaf:</p> <p>9. Mynegodd aelodau bryder ynglŷn â'r goblygiadau a'r risgiau anhysbys yn gysylltiedig â Marchnad Pen-y-bont gan gynnwys y goblygiadau ariannol posibl ar gyfer yr Awdurdod. Gofynnodd y Pwyllgor i hyn gael ei adlewyrchu rhywle o fewn y Strategaeth i amlygu'r cynlluniau posibl at y dyfodol a'r costau cysylltiedig.</p> <p>10. Amlygodd y Pwyllgor yr angen i fod yn realistig mewn perthynas â'r hyn sy'n bosibl i'r Awdurdod ei gyflawni, gan fynegi pryder ynghylch goblygiadau refeniw posibl y Strategaeth Gyfalaf at y dyfodol. Er ei fod yn cydnabod bod goblygiadau refeniw yn rhan o'r broses o wneud penderfyniadau, roedd y Pwyllgor yn cefnogi'r cynnig gan yr Arweinydd i atgyfnerthu'r pwynt hwn o fewn y Strategaeth.</p> <p>11. Yn dilyn trafodaeth ynghylch asedau'r Cyngor a'r angen i'w hadolygu a'u gwaredu lle bo'n bosibl er mwyn rhyddhau rhywfaint o incwm, argymhellodd y Pwyllgor y dylid ystyried a allai Harbwr Porthcawl fod yn ased o'r fath a fyddai modd ei redeg yr un modd llwyddiannus yn breifat.</p> <p>12. Mewn perthynas â'r Bwrdd Rhaglenni Cyfalaf, argymhellodd y Pwyllgor y dylid cynnal adolygiad o'r Bwrdd a'i gynnwys o fewn y Strategaeth, i sicrhau ei fod yn cyflawni ei Gylch Gorchwyl, ac i ystyried agweddau megis amlder cyfarfodydd, aelodaeth a ph'un a oes unrhyw feysydd y dylai'r Bwrdd eu hystyried o gofio'r heriau sy'n wynebu'r Awdurdod.</p> <p>13. Er eu bod yn cydnabod y gallai cyllid grant fod ar gael i brynu'r arbenigedd gofynnol i mewn i reoli prosiectau Cyfalaf, roedd Aelodau'n mynegi pryder ynglŷn â'r posibilrwydd y gallai adnoddau staff presennol gael eu symud i ymateb i ofynion y nifer o brosiectau Cyfalaf, gan eu tynnu oddi wrth waith dydd i ddydd y Cyngor. Cafwyd pryderon pellach ynglŷn â hyn o ystyried y problemau y mae'r Awdurdod eisoes wedi'u hwynebu o ran denu gweithwyr proffesiynol cymwys i swyddi rheoli prosiect</p>
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	<p>o'r fath. Cynigiwyd y dylid monitro hyn yn ofalus gan gynnwys drwy Graffu yn ystod ystyriaethau o'r Rhaglen Gyfalaf yn y dyfodol.</p> <p>Gwybodaeth ychwanegol</p> <p>14. Gofynnodd y Pwyllgor am eglurhad ynghylch pryd yn union y dechreuodd y cyfnod buddsoddi ar gyfer eiddo Buddsoddi'r Cyngor, a nodwyd gyda gwerth o £5,845 miliwn yn yr adroddiad, a hefyd a oes unrhyw enillion Sefydliad Siartredig Cyllid Cyhoeddus a Chyfrifyddiaeth (CIPFA) mewn perthynas â'r buddsoddiad hwn.</p> <p>15. Mewn perthynas â'r model Buddsoddiad Cydfuddiannol ar gyfer datblygu ysgolion, gofynnodd y Pwyllgor am eglurhad o ran lefel wirioneddol y costau referniw y bydd yn rhaid i'r Awdurdod eu cyfrannu bob blwyddyn dros gyfnod y contract 25 mlynedd.</p>
Dyddiad y Penderfyniad	30 Ionawr 2024

107. Eitemau Brys

Penderfyniad	Dim
Dyddiad y Penderfyniad	30 Ionawr 2024

I arsylwi trafodaethau pellach a gafwyd am yr eitemau uchod, cliciwch y [ddolen hon](#).

Daeth y cyfarfod i ben am 15:09.

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Meeting of:	CORPORATE OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	21 MARCH 2024
Report Title:	QUARTER 3 PERFORMANCE 2023-24
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY
Responsible Officer:	ALEX RAWLIN POLICY AND PERFORMANCE MANAGER
Policy Framework and Procedure Rules:	Monitoring the Council’s performance against its Corporate Plan forms part of the Council’s Performance Management Framework.
Executive Summary:	<p>This report provides –</p> <ul style="list-style-type: none"> • an overview of performance against wellbeing objectives in the Corporate Plan 2023-28 for Quarter 3 2023-24. • more detailed analysis, as agreed with the Corporate Overview and Scrutiny Committee, on performance on the commitments and performance indicators in the Corporate Plan Delivery Plan 2023-24.

1. Purpose of Report

- 1.1 The purpose of this report is to provide the Committee with an overview of Council performance against the Corporate Plan at quarter 3 of 2023-24. This is the first year of the new 5-year Corporate Plan 2023-28, and the 7 new wellbeing objectives set out within the plan. The format of this report has changed significantly this year to improve the way the Council monitors, analyses and understands its 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 (CPDP) 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 to help measure the Council’s progress on these priorities.
- 2.2 Each Directorate has produced a business plan, which includes milestones against each commitment, targets against each Performance Indicator (PI) and a clear rationale for that target. The directorate business plans can be viewed through the staff intranet. Data quality and accuracy templates have been completed 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. In October 2023 the Corporate Plan PI targets and rationales were approved by Council and these are the targets used to judge performance at quarter 3 (Q3).

- 2.3 As part of the Performance Management Framework, monitoring of these commitments and PIs is carried out quarterly through 4 separate directorate performance 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, 3 and 4 to help them scrutinise progress on delivery.
- 2.4 In October 2023 the performance team held a performance process review session with Corporate Overview and Scrutiny Committee, where proposals were discussed for improvements to the performance reporting process, where improvements to the way the council collates, summarises, analyses, and presents performance information were considered. Some of these changes were implemented when the Q2 performance overview report was brought to this Committee in December 2023, with further changes implemented in this report, and others that will come into play at Q4 and beyond.
- 2.5 At the meeting of this Committee in December 2023 it was recommended that improvements were made to the commentary in the dashboards, to give a clearer understanding of progress made, where PIs or commitments are off target, and what corrective actions are in place. This has been taken into account in providing commentary for Q3.

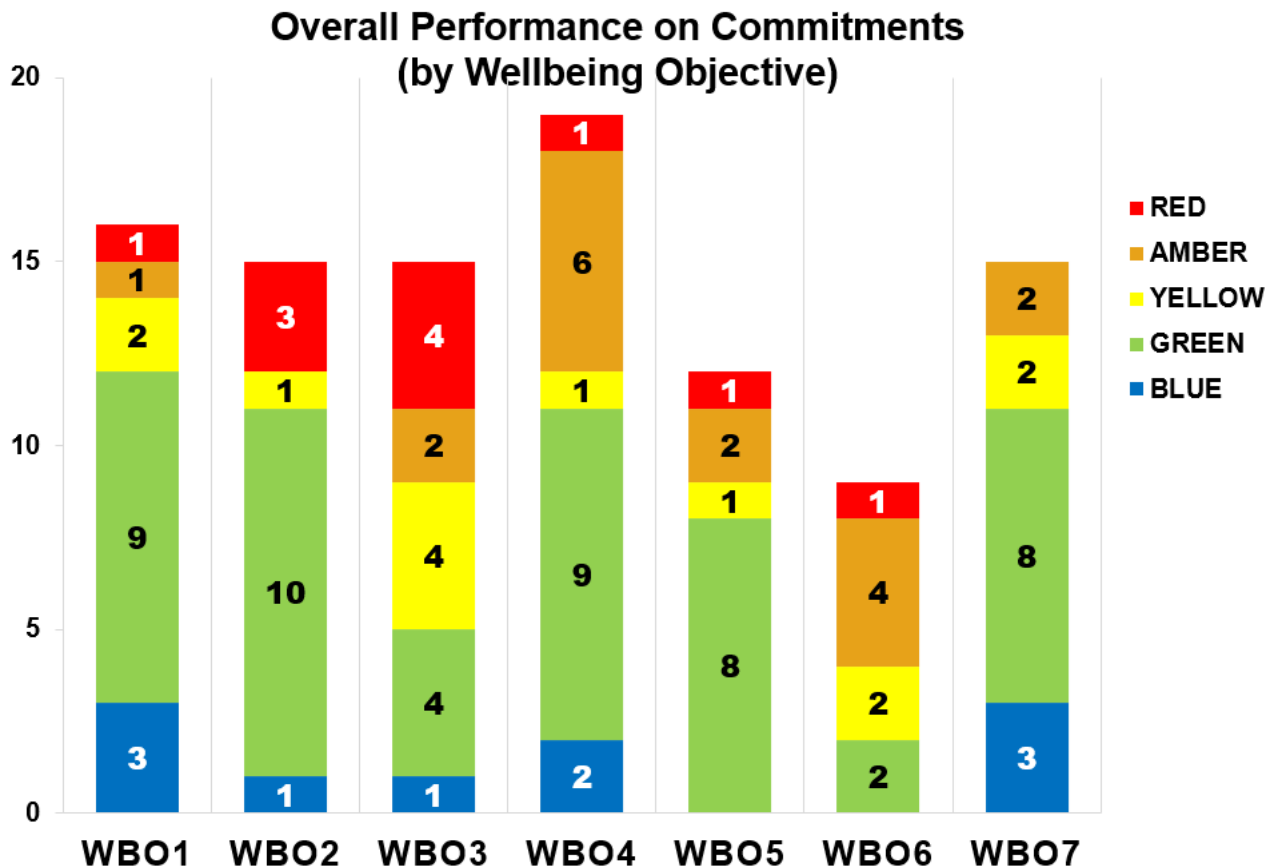
3. Current situation / proposal

- 3.1 The key improvement for Q3 is the development of a single performance dashboard (**Appendix 1**) for Bridgend County Borough Council's performance against its Corporate Plan this quarter. This gives greater detail on the individual commitments and PIs along with improved explanatory comments.
- 3.2 We have one simple scale for how we score the Council's performance as set out in our performance framework. These are summarised again for members' convenience in each separate table in the analysis below and the full performance key is provided within the performance dashboard (**Appendix 1**).
- 3.3 **Summary of progress on Corporate Commitments**
Table 1 shows the overall performance judgements for commitments at Q3 and comparison with the previous quarter (PQ), with Chart 1 breaking this down further to show performance for each of the wellbeing objectives.

Table 1

Status	Meaning of this status	Performance			
		PQ (Q2)		Current (Q3)	
		Number	%	Number	%
COMPLETE (BLUE)	Project is completed	8	7.9%	10	9.9%
EXCELLENT (GREEN)	As planned (within timescales, on budget, achieving outcomes)	49	48.5%	50	49.5%
GOOD (YELLOW)	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	12	11.9%	13	12.9%
ADEQUATE (AMBER)	Issues. More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	23	22.8%	17	16.8%
UNSATISFACTORY (RED)	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	9	8.9%	11	10.9%
	Total	101	100%	101	100%

Chart 1



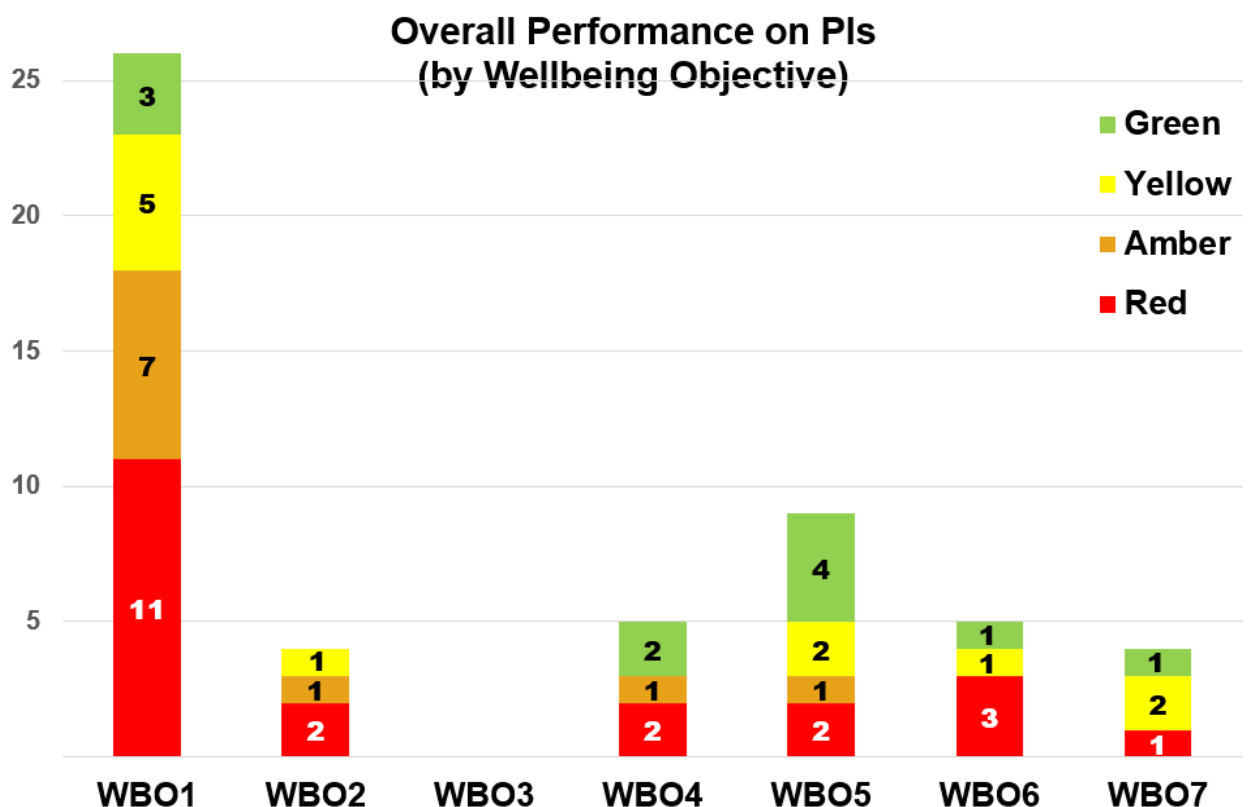
3.4 Summary of Performance Indicators

59 Corporate Plan Indicators are reported quarterly, all of which have verified data reported for Q3. 6 of these quarterly indicators are currently establishing baseline figures. 53 indicators could be compared against their target and awarded a RAYG status. It should be noted that this is a decrease in the number of “baseline setting” indicators that were reported at Q2. As suggested at COSC in December 2023, the 4 new Disabled Facilities Grants (DFG) indicators now have the target set for 2023-24. Table 2 shows overall performance for indicators at Q3 and a comparison with the previous quarter, and Chart 2 the performance for each well-being objective.

Table 2





Status	Meaning of this status	Performance			
		PQ (Q2)		Current (Q3)	
		Number	%	Number	%
EXCELLENT (GREEN)	On target <u>and</u> improved or is at maximum	13	27.65%	11	20.75%
GOOD (YELLOW)	On target	7	14.9%	11	20.75%
ADEQUATE (AMBER)	Off target (within 10% of target)	7	14.9%	10	18.9%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	20	42.55%	21	39.6%
	Total	47	100%	53	100%

Chart 2



- 3.5 There were 2 indicators which did not have data available at Q2, however these indicators are included for Q3.
- 3.6 Trend data is available for 30 Corporate Plan indicators, comparing current performance to the same period last year. Trend analysis is only possible where verified quarterly data for the same period last year is available. Trend analysis for quarter 3 is set out in Table 3, with a comparison to the previous quarter:

Table 3

Performance Indicators Trend Definition		Trend			
		PQ (Q2)		Current (Q3)	
		Number	%	Number	%
	Performance has improved	13	54.2%	19	63.3%
	Performance maintained (includes those at maximum)	0	-	-	-
	Declined performance (by less than 10%)	2	8.3%	5	16.7%
	Declined performance (by 10% or more)	9	37.5%	6	20%
Total		24	100%	30	100%

Measuring Performance against our Ways of Working





- 3.7 This is the first year of developing indicators / commitments to demonstrate how the Council is performing against the five ways of working in the Corporate Plan. This remains a work in progress, but as a first step, in Q2 and Q3 we have reported on a number of PIs. 8 of these indicators have been reported on for Q3, 7 of which could be compared against target and awarded a RAYG status. This is shown in Table 4.

Table 4

Status	Meaning of this status	Performance			
		PQ (Q2)		Current (Q3)	
		Number	%	Number	%
EXCELLENT (GREEN)	On target <u>and</u> improved or is at maximum	2	28.57%	2	28.57%
GOOD (YELLOW)	On target	2	28.57%	2	28.57%
ADEQUATE (AMBER)	Off target (within 10% of target)	2	28.57%	2	28.57%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	1	14.29%	1	14.29%
Total		7	100%	7	100%

3.8 Trend data is available for 5 of the 8 ways of working indicators, comparing performance with the same period last year. Trend analysis is set out in Table 5:

Table 5

Performance Indicators Trend Definition		Trend			
		PQ (Q2)		Current (Q3)	
		Number	%	Number	%
	Performance has improved	2	40%	2	40%
	Performance maintained (includes those at maximum)	2	40%	2	40%
	Declined performance (by less than 10%)	1	20%	1	20%
	Declined performance (by 10% or more)	-	-	-	-
Total		5	100%	5	100%

Summary of Sickness Absence

3.9 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 wellbeing measures are in place and sickness continues to be closely monitored by Directorate Management Teams, Corporate Management Board, and at CPA.

3.10 At Q3 cumulative days lost per FTE across the organisation is 8.77, showing an improved position compared with 9.77days for the same period last year, a 10.24% decrease, and a further improvement on the trend seen at Q2. This improved trend is mirrored within the directorate data for both Social Services and Wellbeing and Education and Family Support, however a worsening trend compared to last year is seen in Chief Executives, Communities Directorate, and Schools. The proportion of absences that are short-term at Q3 is 26%, which is the same as Q3 last year, but increased from the 23% reported at quarter 2 2023-24.

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 assists 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 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 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 3 for the year 2023-24.

Background documents

None

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Corporate Performance Dashboard

Quarter 3 2023-24



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







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
COMPLETE (BLUE)	Not applicable	Project is completed	Not applicable
EXCELLENT (GREEN)	Very strong, sustained performance and practice	As planned - within timescales, on budget, achieving outcomes	On target and performance has improved / is at maximum
GOOD (YELLOW)	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
ADEQUATE (AMBER)	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)
UNSATISFACTORY (RED)	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
CP	Corporate Plan Indicator
WoW	Ways of Working Indicator

OUR CORPORATE PLAN - AT A GLANCE

OUR 7 WELLBEING OBJECTIVES-



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 their community



A County Borough where we support people to live healthy and happy lives

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

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PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CH/026 WBO1.1	Safe reduction in the number of children on the child protection register (SSWB) Lower Preferred	270	270	214	270	203	299	↑	Performance: On target
DEFS29 WBO1.1	Percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome (EFS) Higher Preferred	75%	72%	85%	72%	82%	75%	↑	Performance: There has been a slight decrease in the percentage of plans closed with a successful outcome from quarter 2 to quarter 3, however, the target of 72% continues to be exceeded.
SSWB38c (AD/011c) WBO1.1	Percentage of reablement packages completed that mitigated need for support (SSWB) Higher Preferred	66.84%	68%	59.67%	68%	62.77%	67.33%	↙	Performance: Work is underway to "Reset Reablement" and improve access to services.
SSWB39 (CH/039) WBO1.1	Safe Reduction in the number of Care Experienced Children (SSWB) Lower Preferred	398	371	384	371	383	399	↑	Performance: Safely reducing numbers continues to be a challenge, mainly due to social worker capacity to prepare for court applications. We've made good progress with discharge of Care Orders and orders discharged at the first hearing. We have plans for 'Placed with Parents' with timescales for assessments and presentation to Care Order Discharge which ensures focus and timely movement of plans. Group Manager is currently developing the wider Safe Reduction strategy to provide a framework for activity relating to discharge of Care Orders and reduce numbers of children becoming looked after.
SSWB55 WBO1.1	Percentage of carers who were offered a carer's assessment (SSWB) Higher Preferred	New 2023-24	80%	100%	80%	100%	New 2023-24	N/A	Performance: This is just children's performance. We are currently working with our IT department to resolve the reporting issues with this measure. A Carers action plan has been developed and is currently in progress. The recruitment of Carers champions is currently underway.
SSWB57 WBO1.1	Percentage of enquiries to the Adult Social Care front door which result in information and advice only (SSWB) Higher Preferred	New 2023-24	70%	74.74%	70%	73.5%	New 2023-24	N/A	Performance: On target
SSWB61a WBO1.1	Number of people who access independent advocacy to support their rights within: a) children's social care (SSWB) Higher Preferred	New 2023-24	185	20	138	33	New 2023-24	N/A	Performance: New processes are being developed to improve data and help us understand reasons for declined advocacy referrals. Information is being shared with Tros Gynnal (TGP) monthly in about children/Young People eligible for Active Offer and TGP will send prompts to the Social Worker to encourage referrals. The manager for TGP is attending Team Manager meetings in February and will go out to teams following this to promote. WCCIS forms are being developed to encourage offers and provide information on the response (mandatory fields).
SSWB61b WBO1.1	b) Adult's social care (SSWB) Higher Preferred	New 2023-24	180	77	135	102	New 2023-24	N/A	Performance: Service currently operating at maximum capacity, targets to be reviewed
SSWB76 WBO1.1	The total number of packages of reablement completed during the year (SSWB) Higher Preferred	377	370	181	276	274	302	↙	Performance: Slightly under target, with small improvements in referral numbers. Efforts continue through the resetting reablement programme to increase the numbers accessing reablement prior to commencement of a long term package of care
SSWB78a WBO1.1	Timeliness of visits to a) children who are care experienced (SSWB) Higher Preferred	81.13%	85%	80.99%	85%	82.7%	81.9%	↑	Performance: Team Managers report that the issues primarily relate to recording of visits due to social worker capacity. Group Managers and Team Managers are supporting social workers with strategies to enable them to have opportunities to bring recordings up to date.

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
SSWB78b WBO1.1	Timeliness of visits to b) children on the child protection register (SSWB) Higher Preferred	82.14%	85%	84.24%	85%	85.17%	82.7%	↑	Performance: On target

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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 3: Between April and December 2023, 83% of Team Around the Family (TAF) interventions closed with a successful outcome and are currently on track to surpass the target set for the year. Existing terms and conditions of relevant job roles have been reviewed as part of the appraisal and job evaluation processes, to improve recruitment and retention of staff across Family Support Services. However, further advances in recruitment and restructure have been put on hold pending the impact of any wider service restructure linked to Children Social Services.	
WBO1.1.2	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 3: Community navigators are based within BAVO and being supported by regional integration fund investment. Local community co-ordinator roles are based within BCBC and part supported by Welsh Government investment and part via social care budget pressures to de-escalate needs within communities. The local community co-ordinators supported 163 individuals and the community navigators supported 104 people. There were 208 community connection opportunities identified supporting needs to be met in communities. The recruitment exercise to expand the number of local community co-ordinators by 3 to support east and west clusters has progressed during Q3.	Deploy new roles to support broader coverage across the County and develop cross sector working.
WBO1.1.3	Support the wellbeing of unpaid carers, including young carers, to have a life beyond caring (SSWB)	GREEN (Excellent)	Quarter 3: New Bridgend Carers Wellbeing Service was co-produced with unpaid carers and mobilised during quarter 1, expanding delivery in quarters 2 and 3. Services include information, advice and assistance, proportionate “what matters” conversations and signposting to support within communities. The new service continues to meet needs based on volume of engagement. There is additional work taking place with young carers beyond this via Prevention and Wellbeing service with 380 young carers engaged and 668 individuals in young carers households supported. At the end of Q3 we have already surpassed the annual targets we set for the service.	The service is using technology to share information and advice, effectively backed up with face-to-face opportunities in a range of community settings. Annual target of 450 carers supported has been exceeded. BCBC to continue to engage with and support young carers.
WBO1.1.4	Improve Children’s Services by delivering the actions in our three-year strategic plan (SSWB)	YELLOW (Good)	Quarter 3: A detailed stocktake shows that we are largely on track to deliver the actions and outcomes set out for the first 6 months of the 3 year plan.	Working with Bridgend college to encourage learners into Social Care careers. Event planned for March 2024. We are working with the marketing team on a strategy to promote working as a SW in BCBC, focused on a permanent workforce for IAA and other areas with high proportion of agency staff.
WBO1.1.5	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 3: Work has started and we are anticipating having the three year strategic plan to present at Scrutiny and with Partners in April 2024.	Finalise the plan for consultation and engagement
WBO1.1.6	Change the way our social workers work to build on people’s strengths and reflect what matters to our most vulnerable citizens, the relationships they have and help them achieve their potential (SSWB)	GREEN (Excellent)	Quarter 3: Children's- The implementation of the signs of safety approach is progressing well with staff commenting positively about the model. There is positive feedback being received from partner agencies in respect of the approach and its ability to place emphasis back on families in terms of risk and ongoing support. There are some ongoing challenges related to WCCIS and the development of forms to compliment implementation. The decision of Welsh Ministers regarding a new community care system, means there will be very limited developments to the current system which presents a significant risk. Adults - Practice model has been launched with social care staff across BCBC. A tailored launch event for providers has also been completed. The feedback from the providers event has fed into the course content of the ASC strength based training for practitioners. A 2 day training on ‘Strengths	Children's- To develop an ongoing training plan in order to step-down consultant support Adults – ‘Strengths based, outcome focused practice’ training for ASC leaders to be delivered on 7th and 14th Feb 24.

Code	Commitment	Status	Progress this period	Next Steps
			based, outcome focused practice' specifically aimed at leaders across ASC has been designed and will be delivered in February 2024.	
WBO1.1.7	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)	RED (Unsatisfactory)	Quarter 3: We continue to have a high number of children looked after in independent residential units and a smaller number of children supported in accommodation which is operating without registration. A number of actions have been identified and are being progressed. There continues to be challenges related to foster placements and the number available to meet the needs of children coming into the care system. We have a remodelling homecare programme which is underway.	Commissioning plans to address service gaps will be considered by Cabinet in April. A plan to address pressures in children's placements has been developed with a range of actions that are being monitored.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
WBO1.2 CED43	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 (CEX) Higher Preferred	New 2023-24	60%	88%	60%	90%	New 2023-24	N/A	Performance: Despite fewer citizens presenting to the service, in particular due to the Christmas period, the FASS service has continued to support clients to increase their income by claiming appropriate benefits. A positive upward trend which exceeds target evidences the positive impact of the service for the citizens of Bridgend.
WBO1.2 CED44	Percentage of people supported through FASS who have received advice and support in managing or reducing household debt (CEX) Higher Preferred	New 2023-24	60%	92%	60%	92%	New 2023-24	N/A	Performance: Target exceeded

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.2.1	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 (CEX)	GREEN (Excellent)	Quarter 3: The Energy Bill Support Scheme ended earlier in the year and all payments have been made. Council Tax Reduction Scheme (CTRS) applications are dealt with promptly, and at Q3 the average time (days) taken to process council tax reduction (CTR) new claims is 23.18 days, exceeding the target of 28 days and showing a trend of improving performance.	
WBO1.2.2	Raise awareness of financial support available to residents (CEX)	GREEN (Excellent)	Quarter 3: Citizens Advice Bureau (CAB) have been successfully providing a 'Drop In' service. Due to the success, the service will be extended to 2 days a week to provide a "Debt Drop In" supporting those who have emergencies after the Christmas period. CAB are seeing a high number of clients applying for Personal Independence Payments (PIP) and challenging decisions with mandatory reconsiderations. Benefits are the highest issue clients attend with, followed by fuel debt.	Milestones for the retendering of the FASS service to be revised based on funding from Welsh Government being less than expected.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
WBO1.3 DOPS39 CP	Percentage of people presenting as homeless or potentially homeless, for whom the Local Authority has a final legal duty to secure suitable accommodation (CEX) Lower Preferred	7.6%	10%	23%	10%	30%	8.1%	↓	Performance: More households are presenting as homeless that have done in previous years. Private rented accommodation is no longer a good option as rents have increased beyond the affordability for our clients. Demand far outweighs supply of social housing. We have seen increases in larger households and households requiring accessible accommodation being made homeless. Again, demand outweighs supply. Changes to the priority need definitions in legislation has resulted in almost all presenting as homeless

PAM/012 (DOPS15) WBO1.3	Percentage of households threatened with homelessness successfully prevented from becoming homeless (CEX) Higher Preferred	19%	20%	9%	20%	11%	17.6%	↓	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.
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Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.3.1	Develop a new homeless strategy with partners to deliver new projects to prevent and reduce homelessness (CEX)	GREEN (Excellent)	Quarter 3: Cabinet approved the Housing Support Programme Strategy 2022-26 on the 19th December 2023. The strategy was submitted to Welsh Government.	Implement the action plan for the Housing Support Programme Strategy 2022-26.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DEFS164 WBO1.4	Percentage of schools that have an ALN policy in place (EFS) Higher Preferred	New 2023-24	100%	No data available	100%	100%	New 2023-24	N/A	Performance: As of November 2023, out of the 59 schools in consideration, 3 have a stand-alone ALN Policy and the other 56 have incorporated it within their Teaching and Learning policy, in line with the ALN code.

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 3: This commitment was concluded at quarter 2, as 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 school-based staff, which is specific to each school.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CH/003 WBO1.5	Children's safeguarding referrals – decision making in 24 hours (SSWB) Higher Preferred	99.53%	100%	99.64%	100%	99.67%	99.62%	↑	Performance: Just below target- 8755/8784 screened in compliance
CORPB1 WBO1.5	Percentage of council staff completing safeguarding e-learning (including workbook) Higher Preferred	77.33%	100%	78.78%	100%	80.03%	75.15%	↑	Performance: Although we're behind target, we are in an improved position compared to last quarter and compared to this time last year. We continue to flag awareness to managers and staff.
SSWB62 WBO1.5	Percentage of child protection investigations completed within required timescales (SSWB)	New 2023-24	Establishing Baseline	Annual Indicator - To be reported at Q4					
SSWB63 WBO1.5	Average waiting time on the Deprivation of Liberty Safeguards (DoLS) waiting list (SSWB) Lower Preferred	New 2023-24	Establish Baseline	14	Establish Baseline	20	New 2023-24	N/A	Performance: There is no backlog as an agency was employed to assist with backlog of referrals.
SSWB77 WBO1.5	Percentage of Adult safeguarding inquiries which receive initial response within 7 working days (SSWB) Higher Preferred	84.19%	85%	83.18%	85%	83.66%	83.04%	↑	Performance: Slightly below target but improving. Longest waits are due to waiting for information from other partners e.g. Health. There has been a 40% increase in safeguarding reports compared to the same period in 2022-23.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.5.1	Work as one Council on a strategic plan to improve our safeguarding arrangements (SSWB)	GREEN (Excellent)	Quarter 3: Our Annual Corporate Safeguarding Report was presented to Cabinet in January, this reflected the current position in respect of safeguarding arrangements across the council. We also continue to hold regular Corporate Safeguarding board meetings to review safeguarding arrangements across the council with representation from all directorates analysing specific safeguarding data for each area.	Continue to hold regular Corporate Safeguarding board forums to review safeguarding arrangements across the council with representation from all directorates.
WBO1.5.2	Safeguard children, young people and adults at risk of exploitation (SSWB)	AMBER (Adequate)	Quarter 3: The local authority has implemented an exploitation panel with positive feedback being received by social workers and partner agencies in raising awareness and responses to children at risk of exploitation. There are 2 workers supporting this agenda. Further work is required to ensure those roles are delivered equitably across the local authority. SWP have undertaken some work in respect of missing persons. This is an area in the Joint Inspection of Child Protection Arrangements Action plan that will continue to be monitored in respect of implementation.	To review line management arrangements of the exploitation workers and continue to work with partners in respect of missing young people.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED45(a) WBO1.6	The average number of calendar days taken to deliver a Disabled Facilities Grant (DFG) for (CEX): a) low level access showers Lower Preferred	New 2023-24	Baseline Setting	598 days	210 days	523 days	New 2023-24	N/A	Performance: A significant number of pre 2022 referrals for level access showers (LAS) have been completed and certified in the period to December 2023 to date. This is identified by the reduction in the average number of days taken to deliver the adaptation since Q2. Although the actual remains above target, the position will continue to present a positive position as the DFG Team address the referrals for LAS's awaiting allocation. The overall position for the average days for all adaptations collectively at the end of Q3 is 346 days.
CED45(b) WBO1.6	b) Stair lifts Lower Preferred	New 2023-24	Baseline Setting	283 days	210 days	276 days	New 2023-24	N/A	Performance: A significant number of pre 2022 referrals for stairlifts have been completed and certified in the period to December 2023 to date. This is identified by the reduction in the average number of days taken to deliver the adaptation since Q2. Although the actual remains above target, the position will continue to present a positive position following receipt of a number of quotations for stairlifts being received in readiness for works to commence in Q4. The overall position for the average days for all adaptations collectively at the end of Q3 is 346 days.
CED45(c) WBO1.6	c) ramps Lower Preferred	New 2023-24	Baseline Setting	592 days	210 days	455 days	New 2023-24	N/A	Performance: A number of pre 2022 referrals for ramps have been completed and certified in the period to December 2023 to date. This is identified by the reduction in the average number of days taken to deliver the adaptation since Q2. The position is expected to further improve during the next quarter with a number of referrals currently awaiting allocation. The overall position for the average days for all adaptations collectively at the end of Q3 is 346 days.
CED45(d) WBO1.6	d) extensions Lower Preferred	New 2023-24	Baseline Setting	0 days	210 days	796 days	New 2023-24	N/A	Performance: One extension has been certified as complete in Q3, where the application was received in 2019, resulting in an increase in the average number of days since Q2. The overall position for the average days for all adaptations collectively at the end of Q3 is 346 days.
DOPS41 WBO1.6	Percentage of people who feel they are able to live more independently as a result of receiving a DFG (CEX) Higher Preferred	data not available	98%	data not available	98%	96.15%	data not available	N/A	Performance: After implementing a new satisfaction tracking system, we are able to report the percentage of people who are able to live independently following implementation of adaptations to their home. One client reported that they were neither satisfied nor dissatisfied with the implementation of their adaptation, resulting in actual being slightly below target.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.6.1	Improve the process and access to grants for older and disabled people who need to make changes to their home (CEX)	GREEN (Excellent)	Quarter 3: The Disabled Facilities Grant (DFG) service has been strengthened by the employment of a DFG caseworker, who commenced in post in December 2023. The caseworker is a key role which underpins the process of a DFG adaptation, from point of engagement of an Occupational Therapist through to completion and certification of adaptations to a client's home. The caseworker encourages an innovative, outcome focused, multi-agency approach to the provision of the DFG service, ensuring initiatives are delivered effectively and efficiently. Both the implementation of a new software system and employment of the DFG caseworker has allowed the service to make full use of the capital budget available to make adaptations to homes.	

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WBO1.7: Support partners to keep communities safe

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED46 WBO1.7	Number of instances where CCTV supports South Wales Police in monitoring incidents (CEX) Higher Preferred	New 2023-24	Baseline Setting	516	Baseline Setting	733	New 2023-24	N/A	Performance: Currently collecting baseline information.
CORPB2 WBO1.7	Percentage of council staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) Higher Preferred	New 2023-24	100%	74.3%	100%	75.14%	New 2023-24	N/A	Performance: Although we are behind target, we are in an improved position compared to last quarter. We continue to flag awareness to managers and staff.
DEFS161 WBO1.7	Percentage of children being released from custody who attend a suitable education, training and employment (ETE) arrangement (EFS) Higher Preferred	New 2023-24	100%	DATA NOT REPORTED					Performance: Current children in custody figures are extremely low, therefore there are GDPR implications in reporting this data

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.7.1	Invest £750K 'safer streets' funding into extra CCTV, youth activities and women's self-defence classes (CED)	BLUE (Completed)	Quarter 3: We have implemented additional fixed CCTV cameras in key areas following consultation with officers in BCBC, police and third sector, as well as purchasing additional re-deployable CCTV cameras to deter offenders' behaviour, provide evidential capture and reassure communities. New CCTV signage was also produced and installed across the County Borough in these areas. Women's self-defence classes have been delivered, most recently in August/September 2023 (8 Courses with 108 female delegates). This training for women and young girls has improved their quality of life, improved their confidence, and reduced chances of them becoming a victim of violence. 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.	
WBO1.7.2	Identify children who are more likely to offend and provide them with support to reduce offending behaviour (EFS)	BLUE (Completed)	Quarter 3: The multi-agency prevention panel meets regularly and from the end of January 2024, will take place weekly, to incorporate diversion cases and to include colleagues from Children Social Care / Early Help. The Trauma Recovery Model is now embedded as part of the Youth Endowment Fund "Relationship Building Together Project", and is now live and operating across Early Help, Edge of Care, Youth Justice and Youth Support Services. Systems are now in place to ensure that a resettlement plan is in place from the initial custody planning meeting to include education, training and employment (ETE), and other issues such as accommodation are factored into the intervention plan.	

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

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PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DEFS82 WBO2.1	Number of Employability Bridgend programme participants going into employment (COMM) Higher Preferred	392	350	201	263	288	304	↙	Performance: Progress has been slower than we would like due to the significant changes in our funded projects this year, transferring from the previous EU funded projects to new UK Government and Welsh Government projects from 1st April 2023. This has meant changes to how we measure our project outcomes, and a significant impact and staffing levels within the team at the beginning of the year due to funding uncertainty as 63 out of 64 posts are not core funded.
DEFS84 WBO2.1	Number of under-employed participants leaving Employability Bridgend with an improved labour market position (COMM) Higher Preferred	107	100	7	75	72	48	↑	Performance: See progress comments for DEFS82 (above).
SSWB64 WBO2.1	Number of referrals to the employment service in ARC (SSWB) Higher Preferred	New 2023-24	Establish Baseline	92	Establish Baseline	148	New 2023-24	N/A	Performance: Currently establishing baseline in order to assess effectiveness of this service, following one year's worth of data will be able to benchmark going forward

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.1.1	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 3: A number of grant schemes have been launched successfully, and information sessions held with third sector and Town and Community Councils. Applications now being received, and assessments are underway against funding criteria. Quarterly reporting to funders also being undertaken.	
WBO2.1.2	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 3: We continue to work in partnership with public and third sector groups to deliver the employability programme. This includes, Careers Wales, BAVO, DWP and the members of the Bridgend Employability Network. Monthly meetings take place, and we are working on joint events such as a creative expo and jobs fairs.	
WBO2.1.3	Help people with support needs to overcome barriers to work and get jobs (SSWB)	GREEN (Excellent)	Quarter 3: This work is being progressed as part of the review of day opportunities. Relationships with employability need to be strengthened and actions have been progressed to this effect.	Working group to implement the plan.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DEFS80 WBO2.2	Number of Employability Bridgend programme participants supported into education or training (COMM) Higher Preferred	387	727	33	545	73	279	↓	Performance: See progress comments for DEFS82 (above).
PAM/046 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 (EFS) Lower Preferred	1.6%	1.5%	Annual Indicator - To be reported at Q4					

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 3: A comprehensive marketing and promotion campaign aimed at engaging young people has been developed including key messages focused at this cohort. We work with other agencies such as Careers Wales to provide advice and guidance to young people.	
WBO2.2.2	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)	GREEN (Excellent)	Quarter 3: Good progress is being made to address vacancies, and we have seen a significant reduction in children's social worker vacancies. We have introduced dedicated marketing capacity, a focus on wellbeing – Social Worker and OT Charter, a successful grow your own scheme, flexible working and a focus on management & leadership development. In children's social care there is a Memorandum of Cooperation with other Welsh LAs for enhanced management of the agency market, an agreed exit plan for managed team in MASH/IAA, good progress with international recruitment – 11 offers, 8 appointees in post, social work support workers implemented, a new workforce operating model linked to 3 year strategic plan being finalised and a market supplement for hard to recruit to teams. In adult social care, a new operating mode has been implemented, social care apprentices appointed and new rota arrangements for care and support staff.	Continue to progress the actions that are impacting positively on retention and recruitment.
WBO2.2.3	Bridgend Music Service will further develop links with universities and conservatoires to develop music skills in young people that lead to jobs (EFS)	BLUE (Completed)	Quarter 3: Links are already in place with the British Army and the Royal Welsh College of Music and Drama, and Bridgend Music Service continues to maintain links with the Seren Network. A link has been established with BBC National Orchestra of Wales, to provide opportunities for learners to work side by side with professional musicians, and to learn about wider job opportunities within the classical music sector.	

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 3: We are continuing to make good progress on this commitment in Q3. Placemaking engagement activities for Maesteg have been undertaken and the strategy is now being developed. The availability of grant funds for commercial properties in town centres is being advertised and officers are engaging with interested parties to assist in the process. Existing schemes that have been previously funded are nearing completion, including the large mixed-use unit previously known as Family Value in Maesteg Town Centre.	
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 3: No change from Q2 in that no resources or budget identified to progress project.	Continue to investigate funding options and partnership working with UK Government, Welsh Government / Transport for Wales.
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 3: No change from Q2 in that no resources or budget identified to progress project.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO23.03 WBO2.4	Number of businesses receiving support through Shared Prosperity Funding (COMM) Higher Preferred	New 2023-24	20	0	15	13	New 2023-24	N/A	Performance: The figure is lower than predicted due to the programme being in the development stage during Q1 and Q2, going live on 13th September 2023. We have now actively processed applications and awarded 13 grants at the end of Q3. We expect to reach the Q4 target given the current demand.
DCO23.04 WBO2.4	Number of business start-ups assisted (COMM) Higher Preferred	New 2023-24	52	Annual Indicator - To be reported at Q4					

CED47 WBO2.4	Number of local businesses attending procurement workshops (CEX) Higher Preferred	New 2023-24	Baseline Setting	Annual Indicator - To be reported at Q4
CED48 WBO2.4	Percentage local spend on low value purchases and contracts under £100,000 (CEX) Higher Preferred	2.93%	4%	Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.4.1	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)	GREEN (Excellent)	Quarter 3: Grant funds launched in Q2 and officers are now in post. The new Shared Prosperity Fund business support programme has been launched and the business start-up support programme is well underway. We also have bi-monthly grant panel meetings that will continue throughout 2024.	
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 (CEX)	RED (Unsatisfactory)	Quarter 3: We continue to work on the SRM project and now have our external procurement webpage live. However, we're not yet in a position to start promoting the webpage to the supply chain due to staffing and capacity. We are also unable to set up any workshops due to these issues.	Arrange workshops and promote the external procurement page to the supply chain.
WBO2.4.3	Work with the Cardiff City Region (CCR) and its 10 local authorities to think regionally about planning, transport and economic development (COMM)	YELLOW (Good)	Quarter 3: Regional engagement with Cardiff Capital Region (CCR) ongoing to monitor developments and disseminate information with officers and members. Continued attendance at Welsh Government working group, 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.	Continue to attend the development sessions to inform the regional thinking of ahead of the formation of the new CJC.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED50 WBO2.5	Number of sign up of new subscribers to the staff extranet (CEX) Higher Preferred	New 2023-24	Baseline Setting	0	Baseline Setting	0	New 2023-24	N/A	Performance: Currently in development to allow non desktop users to access the staff intranet
CED29(a) WBO2.5	The proportion of staff reporting through survey that they agree or strongly agree with the statement (CEX): a) I feel every department is working towards the same common goal Higher Preferred	41%	42%						Annual Indicator - To be reported at Q4
CED29(b) WBO2.5	b) I am satisfied with BCBC as an employer Higher Preferred	67%	74%						Annual Indicator - To be reported at Q4
CED29(c) WBO2.5	c) Working here makes me want to perform to the best of my ability Higher Preferred	77%	79%						Annual Indicator - To be reported at Q4
CED29(d) WBO2.5	d) I feel that BCBC values its employees ideas and opinions Higher Preferred	40%	48%						Annual Indicator - To be reported at Q4
CED29(e) WBO2.5	e) Do you think there are opportunities for two-way communication to discuss and raise ideas and issues? Higher Preferred	84%	85%						Annual Indicator - To be reported at Q4
CED49(a) WBO2.5	Percentage of staff reporting through survey that they agree or strongly agree with the statement (CEX): a) I feel supported to manage my personal wellbeing whilst in work Higher Preferred	70%	71%						Annual Indicator - To be reported at Q4
CED49(b) WBO2.5	b) The council is dedicated to taking positive action to support employees achieve a positive sense of wellbeing in their working lives. Higher Preferred	53%	54%						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.5.1	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 (CEX)	GREEN (Excellent)	Quarter 3: A new Employee Assistance Programme, provided by Vivup was launched in December 2023. Work continues on the menopause and carers protocol. Further positive progress continues with the "Grow your Own" programme. The corporate investment in apprenticeships continues to make a positive impact and a further 3 new apprentices were appointed in Q3. We continue to promote all the savings and benefits that come from Brivilege rewards to assist with the Cost of Living crisis.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED54 WBO2.6	Number of real living wage employers identified (CEX) Higher Preferred	235	249						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.6.1	Encourage our suppliers to become real living wage employers (CEX)	GREEN (Excellent)	Quarter 3: Our position at Q3 hasn't changed since Q2. We are continuing to work with our supply chain with encouraging employers to offer training that is up-to-date and relevant for employees. We are still working with our suppliers to become accredited and now ask suppliers to tell us if they are RLW employers.	
WBO2.6.2	Encourage employers to offer growth/training options to employees (CEX)	GREEN (Excellent)	Quarter 3: We are continuing to work with our suppliers and ask through our tender documentation about training staff and keeping this relevant and up-to-date.	

WBO3: A County Borough with thriving valleys communities

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

Performance Indicators

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PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO23.01 WBO3.1	Number of commercial properties assisted through the enhancement grant scheme (COMM) Higher Preferred	New 2023-24	2		Annual Indicator - To be reported at Q4				

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)	GREEN (Excellent)	Quarter 3: A draft version of the placemaking strategy is now be prepared based on the evidence gathered during the engagement sessions with the community in Maesteg.	
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)	RED (Unsatisfactory)	Quarter 3: This work has still not commenced, as it will be an integral part of the Valleys Regeneration Strategy that is being developed.	Engagement sessions have taken place across all valley communities and now a draft strategy will be prepared for consultation later this year.

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)	RED (Unsatisfactory)	Quarter 3: This work has still not commenced, as it will be an integral part of the Valleys Regeneration Strategy that is being developed.	Engagement sessions have taken place across all valley communities and now a draft strategy will be prepared for consultation later this year.
WBO3.2.2	Increase the amount of land and premises available for businesses, including industrial starter units, in the Valleys (COMM)	YELLOW (Good)	Quarter 3: No change to Q2 due to resources available however suitable sites have been identified.	Feasibility work required to cost the proposals, including design and build options.
WBO3.2.3	Provide new facilities for supported training for people with learning disabilities at Wood B and B-Leaf in Bryngarw (SSWB)	GREEN (Excellent)	Quarter 3: The focus is a feasibility study on what might be achievable, indicative costs and sources of funding. During Q3 the feasibility tender has been issued on Sell2wales by Awen and tenders have been received.	Work in partnership with Awen to progress feasibility study to RIBA 3 and identify options for investment

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO23.11 WBO3.3	Value of investment with Community Asset Transfers (CATs) in Valleys (COMM) Higher Preferred	New 2023-24	£200,000		Annual Indicator - To be reported at Q4				
SSWB65 WBO3.3	Number of visits to venues for all purposes (SSWB) Higher Preferred	New 2023-24	Establish Baseline	172,394	Establish Baseline	249,352	New 2023-24	N/A	Performance: Establishing baseline

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.3.1	Progress with Community Asset Transfers in the valleys, including Llangynwyd Playing Fields, to protect these valuable community assets for future generations (COMM)	AMBER (Adequate)	Quarter 3: Two transfers have been finalised with ongoing delays due to property issues and staff shortages which has impacted upon the number of self-management agreements being agreed which need be resolved by the end of 2023-24. Cymru Football Foundation have allocated funding of £296,662 to develop the pavilion at Llangynwyd Playing Fields with additional funding also to be provided under Community Facilities Programme.	Continue working with communities to transfer assets and complete as many CATs by the end of 2023-24.
WBO3.3.2	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)	YELLOW (Good)	Quarter 3: Good progress in Q3 with outline Planning Consent for a mixed-use development being granted by Development Control Committee in January 2024. Discussion with funders CCR on timescales and work commencing on tendering for decontamination and remediation of the site.	
WBO3.3.3	Deliver additional activities in community venues in the Valleys, including digital activities (SSWB)	AMBER (Adequate)	Quarter 3: We continue to work with key partners and stakeholders to improve and increase access to leisure, cultural and community place-based opportunities and continue to increase connections to communities. During Q3 we have secured funding from the Resilient Communities Fund to engage and support work with Community Groups to develop digital activities. A tender has been issued to help create and stream content of interest to a number of community venues to test potential for digital activities closer to home. Other activities in valleys-based libraries have attracted 3462 visits at Bettws and Maesteg via AWEN plus 3544 at Ogmere and Garw Valley via Halo Leisure during Q3.	This is a planning phase and project delivery is intended to take place in 2024-25 using external funding support via shared prosperity fund. A development plan has been created. Community venues are facing a challenging time.
WBO3.3.4	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)	GREEN (Excellent)	Quarter 3: The focus remains on developing opportunities that build social connections and mental wellbeing. Total visits at halo operated facilities are 76.4k visits in Q3, and over 253k visits for the year to date, with growth in 3 of 4 locations. Sport Wales have agreed the completion of investment at Maesteg Sports Centre (£200k) and new investment secured for Ogmere Valley Centre (£108k). Planning and tender development progressing regarding YBC at Bryncethin for outdoor space. HALO Leisure have installed new fitness equipment at Ogmere and Garw in quarter 3.	Plan for programming and increasing usage at identified centres. BCBC is proposing reduced hours if unproductive at some venues going forward.

WBO3.4: Improving education and skills in the Valleys

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.4.1	Establish three new Flying Start provisions, offering free childcare for two-year-olds in Nantymoel, Ogmere Vale and Pontycymmer (EFS)	BLUE (Completed)	Quarter 3: Flying Start Nurseries at Pontycymmer, Nantymoel and Ogmere Vale are now fully registered with Care Inspectorate Wales (CIW) and all are operating morning and afternoon sessions of 2.5 hours. A total of 51 children are currently in attendance across the three settings.	
WBO3.4.2	Open Welsh-medium childcare in the Ogmere Valley and Bettws, with 32 full-time-equivalent childcare places (EFS)	RED (Unsatisfactory)	Quarter 3: The documentation needed to tender the opportunity at Bettws has not been completed and no timeframe has been provided for completion. A paper is being prepared to consider using Blackmill setting as a late-immersion centre.	Continue to liaise with Corporate Landlord / Legal around completion of the tender documents. Complete the required documents for consideration of the use of the Blackmill setting as a late-immersion centre.

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

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.5.1	Develop a regeneration strategy for the valleys (including Ogmere and Garw Valleys) (COMM)	YELLOW (Good)	Quarter 3: Good progress in Q3 with engagement sessions held with local communities across all valleys to assess local needs. This will inform the regeneration strategy moving forward.	
WBO3.5.2	Work with the Cwm Taf Nature Network Project to improve access to high quality green spaces (COMM)	YELLOW (Good)	Quarter 3: Good progress in Q3. Project Manager now in place for the new Green Space Enhancement Project (Shared Prosperity Fund) and now working with partners to deliver the activities.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED55 WBO3.6	Number of additional affordable homes provided by Registered Social Landlords (RSLs) in the Valleys (CEX) Higher Preferred	New 2023-24	20		Annual Indicator - To be reported at Q4				

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.6.1	Promote and encourage the development of new social housing in the valleys (CEX)	GREEN (Excellent)	Quarter 3: We are currently continuing to attend monthly meetings with Registered Social Landlords (RSLs) and also meeting quarterly with Welsh Government to identify opportunities within the Valley and across Bridgend County Borough.	
WBO3.6.2	Encourage the development of self-build homes on infill plots, to increase the range of housing available (COMM)	RED (Unsatisfactory)	Quarter 3: No change to Q2, in that no resource allocated to start this work.	Seek an appropriate resource to allow this work to continue.

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

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

Performance Indicators

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PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DEFS155 WBO4.1	Percentage of schools that have self-evaluated themselves as 'green' as part of their annual safeguarding audit (EFS) Higher Preferred	90%	100%						Annual Indicator - To be reported at Q4
DEFS156 WBO4.1	Number of schools judged by Estyn to be in 'significant improvement' or 'special measures' (EFS) Lower Preferred	0	0	1	0	1	0	↓	Performance: As concluded in the May 2023 Estyn inspection, Caerau Primary School is currently in need of 'special measures'. Caerau Primary School's post-inspection action plan (PIAP) and the local authority statement of action have both been approved by Estyn. Central South Consortium (CSC) and the local authority continue to work closely with Caerau Primary School to support them with their PIAP.
EDU010a WBO4.1	The percentage of school days lost due to fixed-term exclusions during the academic year, in primary schools. (EFS) Lower Preferred	0.02%	0.02%						Annual Indicator - To be reported at Q4
EDU010b WBO4.1	The percentage of school days lost due to fixed-term exclusions during the academic year, in secondary schools (EFS). Lower Preferred	0.164%	0.12%						Annual Indicator - To be reported at Q4
EDU016a (PAM/007) WBO4.1	Percentage of pupil attendance in primary schools (EFS) Higher Preferred	N/A	90%						Annual Indicator - To be reported at Q4
EDU016b (PAM/008) WBO4.1	Percentage of pupil attendance in secondary schools(EFS) Higher Preferred	N/A	90%						Annual Indicator - To be reported at Q4
PAM032 WBO4.1	Average Capped 9 Score for pupils in Year 11 (EFS) Higher Preferred	N/A	Baseline setting						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.1.1	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)	GREEN (Excellent)	Quarter 3: Improvement Partners have collated and analysed all school priorities from schools not taking 'Action Short of Strike Action' (ASOS) to ensure that the professional learning is appropriate. An extensive professional learning programme has been devised and has been promoted to schools to support strategic priorities. There have been many bespoke support requests received from Bridgend Schools this financial year to support the delivery of their strategic priorities.	
WBO4.1.2	Ensure all local schools are rated as green following their safeguarding audit and provide support they need to improve (EFS)	GREEN (Excellent)	Quarter 3: All school safeguarding audits are complete and have been quality assured by the Education Engagement Team (EET) coordinators. No school or significant areas of concern have been identified. The data is currently being analysed and the outcomes will be available from February 2024.	
WBO4.1.3	Make additional digital learning training available to all school staff to improve teaching and learning in our schools (EFS)	GREEN (Excellent)	Quarter 3: The Digital Lead Officer for Bridgend has offered schools bespoke professional learning including digital competency training, google classroom and digital platform training, Curriculum for Wales skills mapping and online safety training (also provided to governors). Professional learning and digital update and information presentations have been provided to Bridgend Governors Association 2023-2024, Team Bridgend, and schools, through the Digital Leaders Network. Further	

			bespoke packages relating to technology support for Hwb tools and resources have been provided to specific schools/clusters.	
WBO4.1.4	Improve the digital offer to young people, including youth led interactive website (EFS)	AMBER (Adequate)	Quarter 3: There has been some delay in progress of the website throughout the year, however, work is ongoing to create content for a draft website to be created by the end of January 2024. This will be taken to the 'young editors' group for discussion and critic, with a view for launch by the end of March 2024. The 'young editors' group is established and meet weekly, and work continues to try to increase membership with links being formed with local college and school settings.	Workers to connect with school social media / marketing reps at local schools for support with advertising and meet third sector youth organisations. The team to attend all open access provision to engage with young people in taster sessions

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

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.2.1	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)	GREEN (Excellent)	Quarter 3: This work is being progressed as part of the review of day opportunities. Relationships with employability need to be strengthened. Learning Disability transformation programme has been established. One of the key workstreams is the transformation of day time occupation for people. This work involves key partners such as Cwmpas, Awen Cultural Trust and Bridgend College.	Working group to meet and implement the working plan

WBO4.3: Expanding Welsh medium education opportunities

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DEFS138 WBO4.3	Percentage of Year 1 learners taught through the medium of Welsh (EFS) Higher Preferred	8.04%	8.7%						Annual Indicator - To be reported at Q4
DEFS157 WBO4.3	Percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4 (EFS) Higher Preferred	New 2023-24	7.16%						Annual Indicator - To be reported at Q4
DEFS158 WBO4.3	Number of learners studying for Welsh as a second language (EFS) Higher Preferred	New 2023-24	1,437						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.3.1	Deliver the actions in the Welsh Language Promotion Strategy and WESP (EFS)	GREEN (Excellent)	Quarter 3: The Welsh Language Promotion Strategy remains on target. Actions within the strategy align with targets set within the Welsh in Education Strategic Plan (WESP). We are currently awaiting confirmation of Welsh Government grants for 2024-2025 to ensure staffing can be maintained for progress to continue. Progress has been made establishing a late immersion programme as well as the recruitment of a teacher and additional support staff.	

WBO4.4: Modernising our school buildings

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.4.1	Enlarge Ysgol Gymraeg Bro Ogwr to a 2.5 form-entry new build off Ffordd Cadfan in Brackla (EFS)	AMBER (Adequate)	Quarter 3: School transport parking areas have now been agreed by the School Transport Advisory Group. Although the decision has been received, the delay has impacted on progressing the design development as per the programme.	Conclude the pre-application consultation ahead of submitting a planning application.
WBO4.4.2	Provide a new build for Mynydd Cynffig Primary School at the junior site in Kenfig Hill (EFS)	AMBER (Adequate)	Quarter 3: The pre-application consultation for planning concluded in quarter 3. However, there is a delay in submitting the planning application. This will also delay the tender process, which can only commence following planning approval.	Submit a planning application.

WBO4.4.3	Enlarge Ysgol Ferch o'r Sger to a two form-entry new build on the existing school site (EFS)	AMBER (Adequate)	Quarter 3: The pre-application consultation for planning concluded in quarter 3. However, the planning application submission has been delayed in order to allow time for a review of the elemental cost plan (supplied by the contractor) to take place.	Conclude a review of the elemental cost plan.
WBO4.4.4	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)	AMBER (Adequate)	Quarter 3: The pre-application consultation for planning concluded in quarter 3. However, there has been a delay in submitting the planning application, so that a review of the elemental cost plan (supplied by the contractor) is undertaken.	Conclude a review of the elemental cost plan.
WBO4.4.5	Relocate Heronsbridge School to a new build 300 place school at Island Farm (EFS)	RED (Unsatisfactory)	Quarter 3: The outcome of RIBA Stage 2 (that is, concept design and cost plan) was reported to Cabinet and Corporate Management Board (CCMB) in quarter 3. CCMB requested further information regarding capital projects to inform decision making, which has also been undertaken during this period. Commencement of the tender process and RIBA stage 3 can only commence following approval of the Outline Business Case (OBC).	Once the Outline Business Case (OBC) has been approved, the tender process can commence to appoint a design and build contractor.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED56 WBO4.5	Percentage of those concluding apprenticeships and obtaining a non-apprentice role (CEX) Higher Preferred	70.8%	75%						Annual Indicator - To be reported at Q4
DOPS36 WBO4.5	The number of apprentices employed across the organisation (CEX) Higher Preferred	36	39						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.5.1	Work with local schools to promote the Council as an employer and promote apprenticeships (CEX)	GREEN (Excellent)	Quarter 3: Learning and Development (L&D) continue to engage regularly with schools via the termly Directors Report to schools. During quarter 3 the team have attended options and careers events at Pencoed Comprehensive and Bridgend College (Pencoed Campus) promoting the apprenticeship offer including specific roles in engineering. Plans are in place to attend the Porthcawl Jobs Fair and an options event at Coleg Cymunedol Y Dderwen (CCYD) during quarter 4.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
SSWB66 WBO4.6	Participation in targeted activities for people with additional or diverse needs (SSWB) Higher Preferred	New 2023-24	Establish Baseline	177	Establish Baseline	282	New 2023-24	N/A	Performance: Establishing baseline
SSWB67 WBO4.6	Participation in the national free swimming initiative for 16 and under (SSWB) Higher Preferred	New 2023-24	Establish Baseline						Annual Indicator - To be reported at Q4
SSWB68 WBO4.6	Participation in active for life and holiday playworks programmes (SSWB) Higher Preferred	New 2023-24	Establish Baseline						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.6.1	Make our leisure and culture programmes more accessible	GREEN (Excellent)	Quarter 3: All schemes have been completed as planned. Active 4 Life schemes operated at 8 locations in partnership with town and community councils with demand significantly exceeding previous years. Junior free swimming supported 3340 additional visits in quarter 3 with a year to date total of 15725. Discovery programmes continue to support young people with additional needs and families. 22 young people with complex needs were	Review performance and implications for planning for 2024 particularly regarding funding. Review future use of free swimming subsidy based on

	to children with additional needs (SSWB)		supported by discovery programmes in Q3 with 100 attendances recorded and including vocational training. As part of the prevention and wellbeing “step up and step down” approach for low level social care referrals 41 families have been referred and 83 individuals have been supported. Targeted inclusion programmes being delivered in partnership with halo and community groups. Membership and group access support arrangements have remained in place and supporting leisure usage. Partnership working with 3rd sector groups is developing.	increasing costs. Continue to work with young people and the third sector to better understand and respond to needs and offer opportunities that support wellbeing.
WBO4.6.2	Extend the food and fun programme in Summer 2023 to at least 80 pupils (EFS)	BLUE (Completed)	Quarter 3: This activity was completed at quarter 2. Four schools took part in the Food and Fun programme during summer 2023, with a total of 130 children accessing the events.	

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

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.7.1	Support communities to develop their own services (SSWB)	GREEN (Excellent)	Quarter 3: 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. Dementia support mapping has commenced with CTM regional dementia services and social care commissioning team, however survey response has been poor to support mapping/gap identification which is a barrier to further progress. The Bridgend Carer Wellbeing Service has been fully mobilised and also a Young Carers Network developed. At Q3 378 carers wellbeing service supported with 117 referrals and 390 instances of signposting to support. 20 referrals for full carers assessment.	Continue to engage with people with lived experience and stakeholders to shape services and improve effectiveness. Work in partnership with Bridgend Carers Wellbeing Service to expand reach of information and support for unpaid carers.
WBO4.7.2	Develop our future wellbeing programmes with people who are going to use them (SSWB)	AMBER (Adequate)	Quarter 3: Engagement planning to make use of lived experience has been progressing with unpaid carers and people living with cognitive impairment. We are working with Cwmpas to establish carers panels to inform more innovative responses to information / advice issues and awareness and short breaks impact on carer resilience. This work has progressed during quarter 3 including building a partners network to support innovative practice. Halo have delivered 4 co-production sessions in Q3 (8 in total this year) including carers and people with a cognitive impairment.	Continue to grow the use of co-productive approaches to inform community opportunities. This will include autism friendly swimming and exercise referral linked to dementia.

WBO4.8: Supporting and encouraging lifelong learning

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DEFS159 WBO4.8	Percentage of learners enrolled in local authority community learning per 1,000 adult population (EFS) Higher Preferred	New 2023-24	1.0%	0.33%	0.75%	0.49%	New 2023-24	N/A	Performance: Enrolments throughout quarter 3 have continued to increase as a result of additional engagement and promotion of the service, however, the target percentage of 0.75% has not been reached. With the aim to achieve quarter 4 targets, additional taster sessions and workshops are planned for the spring term. The service has recently recruited 3 additional staff, which may help to increase enrolments further. Recruitment challenges will likely impact on attaining the year-end target as the courses/sessions offered, and the corresponding enrolments, are limited to the availability of teaching staff.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.8.1	Run more sessions that communities have expressed an interest in – provide 20 more in-person training sessions (EFS)	BLUE (Completed)	Quarter 3: Throughout this school term, Adult Learning Community (ACL) enrolment numbers have increased compared to previous years. Engagement and promotion of the service has continued, and more face-to-face courses/sessions have been offered, including accredited courses, one-off taster sessions and regular digital drop-ins. A total of 40 face-to-face sessions have been delivered to communities so far. A successful partnership is developing with a number of primary schools with opportunities to further increase the number of face-to-face sessions available. Recruitment campaigns are ongoing to recruit additional teaching staff to support the delivery of these training sessions.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CH/052 WBO4.9	Percentage of care leavers who have experienced Homelessness during the year (SSWB) Lower Preferred	10.20%	10%	4.15%	10%	4.48%	7.79%	↑	Performance: 16+ accommodation is full to capacity currently due to unable to move on via Housing. We are continuing to develop options for care leavers and additionally the supported lodgings scheme.
SSWB48a 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 (SSWB) Higher Preferred	54.17%	60%	69.23%	60%	71.43%	61.11%	↑	Performance: On Target
SSWB48b 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 (SSWB) Higher Preferred	62.07%	65%	54.55%	65%	60%	69.57%	↓	Performance: It has been recognised that the introduction of the Basic Income Pilot has correlated with the reduction in care leavers accessing education, employment and training for young people in the 12 and 24 months post leaving care. The 16+ Team have a new multiply worker within the team and are working to further develop links with Youth Development Team and Employability.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.9.1	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)	YELLOW (Good)	Quarter 3: The delivery of Bridgend Corporate Parenting Strategy is overseen by a multi-agency corporate parenting board. In the last quarter member agencies have been tasked with signing up to the Welsh Government Corporate Parenting Pledge. Each agency has also been developing single agency action plans.	The Children Services action plan will be presented to Board meeting in March alongside other agency plans to form a master action plan for the Corporate Parenting Strategy. Data will be agreed for regular reporting in the new financial year. All agencies have been asked to sign up to the 'Corporate Parent Charter – a promise for Wales'. This is going through Cabinet Committee Corporate Parenting for BCBC's signup.
WBO4.9.2	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)	BLUE (Completed)	Quarter 3: Completed at Q2. 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. The November 2023 Corporate Parenting Board meeting agreed that all Board agencies produce their own action plans for Corporate Parenting from workshops facilitated by the Corporate Parenting and Participation Officer.	The final consolidated action plan encompassing all agency actions will be complete.
WBO4.9.2	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)	GREEN (Excellent)	Quarter 3: The Education Engagement Team (EET) continues to work closely with Social Services and Wellbeing Directorate as part of The Corporate Parenting Strategy. A trial of the new Personal Education Plan (PEP) form has been established so that any required improvements can be made. All PEP forms can now be attached to pupil records in the Capita One system, 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

Performance Indicators

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PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED57 WBO5.1	Levels of nitrogen dioxide (NO ₂) pollution in the air (micrograms per m ³) (CEX SRS) Lower Preferred	47	40						Annual Indicator - To be reported at Q4
DCO20.01 WBO5.1	Annual Gas Consumption across the Authority – kWh (COMM) Lower Preferred	24,032,495	23,144,515						Annual Indicator - To be reported at Q4
DCO20.02 WBO5.1	Annual Electricity Consumption across the Authority – kWh (COMM) Lower Preferred	16,542,375	15,130,803						Annual Indicator - To be reported at Q4
DCO20.03 WBO5.1	Annual CO ₂ related to gas consumption across the Authority – kWh (COMM) Lower Preferred	4,398	4,235						Annual Indicator - To be reported at Q4
DCO20.04 WBO5.1	Annual CO ₂ related to electricity consumption across the Authority – kWh (COMM) Lower Preferred	3,199	2,925						Annual Indicator - To be reported at Q4
DCO23.05 WBO5.1	Reduction in emissions (across our buildings, fleet & equipment, streetlighting, business travel, commuting, homeworking, waste, procured goods and services) (COMM) Higher Preferred	New 2023-24	5%						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.1.1	Keep reducing our carbon footprint by changing our Council vehicles to electric and further energy efficiency schemes (COMM)	GREEN (Excellent)	Quarter 3: Good progress in Q3. The charging facilities that were installed across the corporate estate were energised by Western Power Distribution (WPD) and are now in use. A corporate review of the Ultra Low Emissions Vehicle (ULEV) strategy will now be undertaken to reflect the Council's current budget position and the pace at which this ambitious commitment can be delivered.	
WBO5.1.2	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 (CEX)	GREEN (Excellent)	Quarter 3: Shared Regulatory Services (SRS) are working with Cabinet member to agree date to bring forward report and whether further consultation is required with local members and town Councillors. It is hoped that the final report will be agreed by end of Q4.	Agree date with Cabinet member and present report to Cabinet
WBO5.1.3	Build five new net zero carbon schools (EFS)	RED (Unsatisfactory)	Quarter 3: Each of the five schemes are in design development and due to delays on each scheme, the timescales for the five schemes will be impacted. This target will only be achieved following construction of the schools.	<ul style="list-style-type: none"> Ysgol Gymraeg Bro Ogwr - conclude the pre-application consultation ahead of submitting a planning application. Heronbridge School - gain Cabinet and Corporate Management Board approval to submit a revised Outline Business Case to Welsh Government. English-medium primary school - conclude a review of the elemental cost plan. Ysgol y Ferch o'r Sgêr - conclude a review of the elemental cost plan. Mynydd Cynffig Primary School - submit a planning application.
WBO5.1.4	Deliver more frontline social care services with workers using the Council's electric vehicles (SSWB)	GREEN (Excellent)	Quarter 3: 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	Evaluation of the EV pilot will take place in the next quarter
WBO5.1.5	Invest in energy efficiency improvements to Council buildings including schools (COMM)	AMBER (Adequate)	Quarter 3: Awaiting decision on funding in order to be able to continue the project on an invest to save basis.	Monitor the funding position or look for external grant opportunities.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO23.06 WBO5.2	Number of blue flag beaches (COMM) Higher Preferred	New 2023-24	3						Annual Indicator - To be reported at Q4
DCO23.07 WBO5.2	Number of green flag parks and green spaces (COMM) Higher Preferred	New 2023-24	2						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.2.1	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)	GREEN (Excellent)	Quarter 3: Good progress in Q3 with 2 out of 3 activities now completed and the Local Place for Nature Project is now underway and updates on its progress will be available at Q4.	
WBO5.2.2	Work with the Cwm Taf Nature Network Project to enhance and improve access to high quality green spaces in our County Borough (COMM)	GREEN (Excellent)	Quarter 3: Good progress in Q3. Project Manager now in place for the new Green Space Enhancement Project (Shared Prosperity Fund) and now working with partners to deliver the activities. Linked to commitment WB03.5.2 above.	
WBO5.2.3	Plant a further 10,000 trees a year and provide a Community Planting Scheme to green our County Borough (COMM)	AMBER (Adequate)	Quarter 3: Awaiting budget decisions and further information regarding the community woodland identified as the preferred site option in order to complete tree planting scheme and landscape designs.	Implementation of scheme is pending budget decisions.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
PAM/018 WBO5.3	Percentage of all planning applications determined within 8 weeks (COMM) Higher Preferred	64%	80%	65%	80%	68%	66%	↑	Performance: There has been a marginal increase in performance compared to last quarter. We have been implementing the restructure and have employed new members of staff with another due to start in February. We are therefore expecting an increase in performance.
PAM/019 WBO5.3	Percentage of planning appeals dismissed (COMM) Higher Preferred	64%	66%	100%	66%	80%	69%	↑	Performance: On target.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.3.1	Adoption of the Replacement Local Development Plan (COMM)	GREEN (Excellent)	Quarter 3: Excellent Progress with all further examination sessions conducted and Welsh Government due to signal their acceptance of our Replacement Local Development Plan. It is expected to come before full Council in March for formal adoption.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO20.05 WBO5.4	Percentage of Street cleansing waste prepared for recycling (COMM) Higher Preferred	40.47%	40%						Annual Indicator - To be reported at Q4

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
PAM/010 WBO5.4	Percentage of highways land inspected by the Local Authority to be found to be of a high / acceptable standard of cleanliness (COMM) Higher Preferred	98.05%	98%	99.9%	98%	100%	97.7%	↑	Performance: On target
PAM/030 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 (COMM) Higher Preferred	71.38%	70%	74.7%	70%	70.45%	70.72%	↙	Performance: Whilst a very slight 0.3% decline in the % rate we are still above 70% which is our target. Tonnages presented by residents overall has fallen potentially due to less purchasing taking place due to economic climate. This has resulted in a slightly lower performance compared to same period last year but is still above target. Less tonnage seen at CRCs potentially contributed to by poor weather also.
PAM/030a) WBO5.4	a) prepared for reuse Higher Preferred	0.68%	1%	3.33%	1%	0.59%	0.37%	↑	Performance: Some long-term sickness in enforcement and cleansing team has meant an increased time to investigate and remove waste.
PAM/030b) WBO5.4	b) prepared for being recycled Higher Preferred	51.01%	49%	49.5%	49%	50.44%	52.35%	↙	Performance: Whilst a very slight 0.3% decline in the % rate we are still above 70% which is our target. Tonnages presented by residents overall has fallen potentially due to less purchasing taking place due to economic climate. This has resulted in a slightly lower performance compared to same period last year but is still above target. Less tonnage seen at CRCs potentially contributed to by poor weather also.
PAM/030c) WBO5.4	c) as source segregated biowastes that are composted or treated biologically in another way Higher Preferred	19.69%	20%	21.9%	20%	19.42%	18.01%	↑	Performance: Some long-term sickness in enforcement and cleansing team has meant an increased time to investigate and remove waste.
PAM/043 WBO5.4	Residual waste generated per person (COMM) Lower Preferred	120.20 Kg	131 Kg	60.40 Kg	98.25 Kg	89.86 Kg	90.41 Kg	↑	Performance: On target

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.4.1	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)	YELLOW (Good)	Quarter 3: Specialist advice has been sought on the delivery options for the future waste services and will be presented to Scrutiny SOC3 in March before an expected Cabinet decision in April 24.	Feedback awaited from Scrutiny session.
WBO5.4.2	Ensure that the new Community Recycling Centre at Pyle is opened (COMM)	GREEN (Excellent)	Quarter 3: Excellent progress as the Waste Operators Licence has now been granted to Kier by Natural Resources Wales and they are preparing to open the new CRC to the public shortly.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO23.08 WBO5.5	Percentage of statutory sustainable drainage systems (SuDS) applications processed within 7 weeks from receipt of appropriate scheme drawings. (COMM) Higher Preferred	New 2023-24	95%	100%	95%	100%	New 2023-24	N/A	Performance: On target

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.5.1	Invest in and improve flood mitigation measures in our valleys communities to reduce the flood risk (COMM)	GREEN (Excellent)	Quarter 3: New flood prevention and culvert schemes completed in valleys and now monitoring for effectiveness over the winter period and inclement weather. Also identifying what will be the next set of priority schemes for implementation with the Welsh Government Flood Prevention grant monies.	

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

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PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CORPB3 WBO6.1	Percentage of council staff completing Introduction to Equality and Diversity training (E-Learning or workbook) Higher Preferred	New 2023-24	100%	28.91%	100%	40.63%	New 2023-24	N/A	Performance: Although we are behind target, we are in an improved position compared to last quarter. We continue to flag awareness to managers and staff.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.1.1	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 (CEX)	GREEN (Excellent)	Quarter 3: Work continues on the existing Strategic Equalities Plan (SEP) and with the corporate equalities group now established, focus will be on developing the action plan for the next 4 years, incorporating the All Race Wales Action Plan (ARWAP) and a LGBTQIA+ action plan within the main priorities.	
WBO6.1.2	Establish new BCBC staff groups for people with protected characteristic (CEX)	YELLOW (Good)	Quarter 3: Following an analysis of the responses, a number of potential groups have been identified by staff, including those that cover menopause, LGBTQ+, autism/social anxiety, Welsh, mental health, lifestyle, ethnic minority, new managers, and walking outdoors. Human Resources (HR) have looked at what e-learning training we have against each of the groups and work is now underway to move these initiatives forward.	HR to determine how best to progress.

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 & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED58 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? (CEX) Higher Preferred	46%	50%						Annual Indicator - To be reported at Q4
CED59(a) WBO6.2	Level of engagement (Welsh / English) (CEX) a) across consultations Higher Preferred	8,267	8,268						Annual Indicator - To be reported at Q4
CED59(b) WBO6.2	b) with corporate communications to residents, using the digital communications platform Higher Preferred	795,335	795,336						Annual Indicator - To be reported at Q4
CED59(c) WBO6.2	c) across all corporate social media accounts Higher Preferred	1,230,698	1,230,699						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.2.1	Review how we communicate and engage with residents, including children and young people to help us become more customer focused and responsive (CEX)	YELLOW (Good)	Quarter 3: Content on the corporate website has constantly been updated and created. Work is continuing with Youth Services to improve their online presence and the information available to young people. The digital communication platform and the engagement platform continues to be utilised to provide updates to residents, as well as support the various corporate consultations that are being carried out.	
WBO6.2.2	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)	GREEN (Excellent)	Quarter 3: Continuing consultation and engagement sessions, including the addition LDP examination in public sessions, Porthcawl Regeneration Open Space Plans, Maesteg Town Centre Placemaking engagement and for the proposed Valleys Regeneration Strategy.	

Code	Commitment	Status	Progress this period	Next Steps
WBO6.2.3	Develop the Bridgend County Borough Council Climate Citizens Assembly to allow communities to shape our 2030 Net Zero Carbon Agenda (COMM)	RED (Unsatisfactory)	Quarter 3: This work is on hold pending budget confirmation.	Implementation of Climate Citizens Assembly is pending budget decisions.

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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 & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED5 WBO6.3	Percentage of first call resolutions (CEX) Higher Preferred	75.91%	75.92%	67.3%	75.92%	77.9%	69.3%	↑	Performance: 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.
CED51 WBO6.3	Number of online transactions using the digital platform (CEX) Higher Preferred	103,347	103,348	37,422	77,512	53,834	83,593	↓	Performance: Whilst the online channel is the most popular for customers to access council services, the number of online transactions vary. Previous year's stats were inflated due to the number of online initiatives at the time, for example applications in relation to winter fuel payments etc.
CED52 WBO6.3	Number of hits on the corporate website (CEX) Higher Preferred	New 2023-24	1,398,560	1,715,802	1,048,920	2,467,219	New 2023-24	N/A	Performance: On target
CED53 WBO6.3	Percentage of staff with Welsh language speaking skills (including schools) (CEX) Higher Preferred	51%	52%	Annual Indicator - To be reported at Q4					
CORPB4 WBO6.3	Percentage of council staff completing Welsh Language Awareness E-Learning. Higher Preferred	New 2023-24	100%	28.38%	100%	40.32%	New 2023-24	N/A	Performance: Although we are behind target, we are in an improved position compared to last quarter. We continue to flag awareness to managers and staff.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.3.1	Develop more community hubs in libraries and other Council buildings so that residents can get more information and help without travelling to Civic Offices (CEX)	AMBER (Adequate)	Quarter 3: We continue working with Awen to support residents to access council services within their local communities, with regular meetings being held with Awen to review. Following the 12 week pilot that was undertaken in partnership with Halo in May 2023 to provide a weekly drop-in session in both the Garw and Ogmore Valleys to understand demand, no decision has been made on whether this service should continue longer term. Since the pilot has stopped though, there have been no further issues raised around the lack of support to residents within those two valleys.	Whilst Cabinet need to decide on whether the drop-in sessions should continue longer term, a wider review is likely needed to explore how best we can continue supporting residents within their communities across the County Borough.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO16.8 WBO6.4	Number of council owned assets transferred to the community for running (CATs) across the County Borough (COMM) Higher Preferred	10	15	Annual Indicator - To be reported at Q4					

DCO23.12 WBO6.4	Value of investment with CATs across Bridgend County Borough (COMM) Higher Preferred	New 2023-24	£400,000	Annual Indicator - To be reported at Q4
SSWB69 WBO6.4	Number of people supported to have their needs met in their communities by local community co-ordinators and community navigators (SSWB) Higher Preferred	New 2023-24	200	Annual Indicator - To be reported at Q4

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Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.4.1	Invest a further £400k in Community Asset Transfers and support clubs and Community Groups with equipment grants to improve and safeguard the facilities (COMM)	AMBER (Adequate)	Quarter 3: We currently have £604,423 of inward external investment already attributed to CAT related projects. Only completed 5 out of 15 transfers at Q3. Although behind on milestones, we are on target with investments.	Continue to progress transfers as expediently as possible during Q4 within available staff resource constraints.
WBO6.4.2	Develop a more coordinated approach with partners to helping people find activities and groups in their communities (SSWB)	AMBER (Adequate)	Quarter 3: We are establishing 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. In partnership with Bavo, a number of community networks are operating on a thematic basis to bring partners and stakeholders together. 9 current networks operating including Mental Health, Health, Social Care and Wellbeing, Food Security, Children and Families, Military Veterans, and Carers. There were 18 network meetings held in Q3. The Resilient Communities approach has been reviewed following learning and insight gained during the pandemic. A pathway approach based on differing levels of need and complexity and who is best placed to support is developing. This involves cross sector working.	Continue to build networks and grow network meetings that are more cross cutting as part of an overarching prevention and wellbeing network in partnership with BAVO and third sector.

WBO6.5: Becoming an age friendly council

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.5.1	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)	AMBER (Adequate)	Quarter 3: 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 of focus including transport, housing, community support and health services, social participation, respect and social inclusion, civic participation and employment, communication and information. The Aging Well in Bridgend survey has been conducted to establish metrics on Age Friendly Bridgend and areas for focus. The survey attracted 227 responses with 67% being aged 60 or above.	Continue to be a part of the Welsh Government and older persons commissioners network to inform local planning and development. Progress the Age Friendly Communities assessment and raise internal and external awareness. Produce draft documents to support stakeholder engagement.

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 & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO23.17 WBO7.1	New active travel routes (length in KM) (COMM) Higher Preferred	New 2023-24	4						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO7.1.1	Improve sustainable and active travel choices, including the Metrolink bus facility in Porthcawl, to increase connectivity and greener travel choices (COMM)	GREEN (Excellent)	Quarter 3: The Metrolink Project is progressing well and its construction will be complete in April 2024. Welsh Government have also confirmed subsidy for bus services in 24/25 to enable two routes to Porthcawl to operate. The Ynysawdre Active Travel link is nearing completion, with its final coat of tarmac and signage being installed.	

WBO7.2: Offering attractive leisure and cultural activities

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
SSWB70 WBO7.2	Number of visits by older adults to physical activity opportunities supported (SSWB) Higher Preferred	New 2023-24	Establish Baseline						Annual Indicator - To be reported at Q4
SSWB71 WBO7.2	Number of individuals who commence programmes and complete 16 weeks of activity (SSWB) Higher Preferred	350	370						Annual Indicator - To be reported at Q4
SSWB72 WBO7.2	Percentage of pupils who participate in three or more occasions of activity per week (SSWB) Higher Preferred	44.6%	46%						Annual Indicator - To be reported at Q4
SSWB73 WBO7.2	Participation in the summer reading challenge in libraries (SSWB) Higher Preferred	New 2023-24	2,378						Annual Indicator - To be reported at Q4
SSWB74 WBO7.2	Participation in Childrens events in libraries (SSWB) Higher Preferred	61,855	48,176						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO7.2.1	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)	GREEN (Excellent)	Quarter 3: Good progress with the Grand Pavilion design and planning application submitted for determination in April 2024. Procurement advice currently being finalised. The Project Board is meeting regularly and AWEN to establish stakeholder reference group in the coming months.	
WBO7.2.2	Develop an active leisure offer for older adults to improve physical and mental wellbeing (SSWB)	GREEN (Excellent)	Quarter 3: Welsh Government and Sport Wales are supporting this initiative during 23/24 and have confirmed it can be continued into 24/25. The focus has been on growing usage of leisure facilities or ancillary programmes that benefit older adults. The 60 plus active leisure programme is supporting weekly opportunities for people with dementia, cognitive impairment, and loneliness with additional support programmes for unpaid carer wellbeing. The Super-Agers programme is supporting community-based opportunities to become sustainable at 4 locations.	Expand the range of opportunities within the available budget and capture impact required by funders. Identify opportunities to attract more resources and engage older adults.

Code	Commitment	Status	Progress this period	Next Steps
WBO7.2.3	Increase the use of the exercise referral programme by people who may have found it hard to participate in the past (SSWB)	AMBER (Adequate)	Quarter 3: The National Exercise Referral Scheme (NERS) programme is operating beyond capacity and with waiting lists in place for support. Referrals are in place from all GP surgeries. There were 453 new referrals in Q3 with 476 sessions attended. 128 participants had a mid-programme review. Programmes include cardiac, back care, falls, stroke, mental health and the generic pathway. Separate pathways, funded via CTM health board are operating regionally alongside the NERS programmes with referrals via CTM. Pathways include pulmonary rehabilitation, joint care and cancer pre-habilitation for surgery.	Public Health Wales are changing the model of scheme operation which may influence the range of conditions supported and the types of intervention. The 16 week completions build as the year progresses.
WBO7.2.4	Complete the refurbishment of Pencoed library and provide investment into library services (SSWB)	BLUE (Completed)	Quarter 3: This has been completed by Awen utilising external investment via Welsh Government and Awen resources during Q1. Library related usage is monitored on a quarterly basis as part of the cultural partnership and includes a diverse range of areas including events, borrowing, and digital resources. At Q3 there have been 7723 visits (supporting 4405 adult issues, 4736 junior issues, 229 ICT sessions, 88 new borrowers).	
WBO7.2.5	Develop a long-term Active Bridgend plan and leisure strategy (SSWB)	AMBER (Adequate)	Quarter 3: The Council is responding to the Wales Audit Office (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. A report has been presented to CCMB to consider an extension of the Healthy Living partnership with Halo, with legal and procurement advice sought on considerations and implications, and proposed benefits externally assessed and validated. A procurement exercise has been conducted and completed to identify a development partner to support the long term Active Bridgend strategy development process.	Report to Cabinet in April on potential healthy living partnership extension. Engage support to help take this project forward and involve stakeholders.

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DCO23.09 WBO7.3	Value of investment in play areas (COMM) Lower Preferred	New 2023-24	£1,000,000						Annual Indicator - To be reported at Q4
DCO23.10 WBO7.3	Number of play areas that have been refurbished (COMM) Higher Preferred	New 2023-24	20						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO7.3.1	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)	GREEN (Excellent)	Quarter 3: 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. An initial meeting has taken place in Dec 23. We continue to develop the skills of and confidence of our workforce with new coaches and activity leaders attending a range of training to support inclusive practice including family thrive programme, 1 regulating behaviour, 5 therapeutic activities, 5 safeguarding, 4 wellbeing mentoring and 10 rebound therapy. At the end of Q3 there have been 59 training sessions (including 25 new participants).	Next full play sufficiency assessment is due for June 2025. The network group will need to support the assessment and action planning process.
WBO7.3.1	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)	GREEN (Excellent)	Quarter 3: Excellent progress with tender now awarded for the refurbishment of the next set of 19 Children's Play Areas across the County.	
WBO7.3.2	Roll-out the Dare2Explore project in at least 1 more school (EFS)	BLUE (Completed)	Quarter 3: The "Dare2Explore" project was initially rolled out to Coleg Cymunedol Y Dderwen and Cynffig Comprehensive School. Following the pilot, all secondary schools in Bridgend have engaged with the project leader.	
WBO7.3.3	We will increase the range of after school music ensembles and activities to ensure more pupils benefit from this provision (EFS)	BLUE (Completed)	Quarter 3: A new training string ensemble has been established for beginner string players of all school ages, increasing the number of ensembles further, as part of the recovery after COVID-19. The Bridgend Music Service will continue to recruit more members to return to pre-COVID19 membership levels.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
DEFS160 WBO7.4	Number of two-year-olds accessing childcare through the Flying Start programme (EFS) Higher Preferred	321	500	460	470	472	332	↑	Performance: The expansion of the Flying Start programme has so far created significant additional capacity. At the end of December 2023, there were 472 children registered at Flying Start settings in Bridgend. This is an increase of 151 on the 2022-202 year-end position. An additional intake in January 2024 should realise the target of 500 children.
DEFS162 WBO7.4	Percentage of non-maintained settings that are judged by Care Inspectorate Wales as at least 'good' (EFS) Higher Preferred	New 2023-24	100%	71%	100%	76.5%	New 2023-24	N/A	Performance: The quarter 3 percentage represents 13 of 17 funded non-maintained settings that have so far received a joint inspection. This is an improvement from the end of the last quarter. 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 officially be recognised when settings are inspected / re-inspected as part of Estyn / Care Inspectorate Wales's joint inspection cycle.
DEFS163 WBO7.4	Percentage of eligible learners offered a free school meal (EFS) Higher Preferred	New 2023-24	100%	100%	100%	100%	New 2023-24	N/A	Performance: All eligible pupils are currently offered a universal primary free school meal.

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 3: There has been no change on the quarter 2 position. The local authority has successfully implemented Universal Primary Free School Meals (UPFSM) for Reception and Year 1-3. Nursery implementation is due by the end of January 2024 and Year 4 at the start of the 2023-2024 summer term. Years 5 and 6 will follow from September 2024.	
WBO7.4.2	Work with childminders, nurseries and others to roll-out universal childcare for all two-year-olds (EFS)	GREEN (Excellent)	Quarter 3: There has been a further increase in the children accessing Flying Start funded childcare through the expansion programme. There have been 183 additional children accessing childcare up to the end of quarter 3. A further intake will take place in January 2024.	

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

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
SSWB75 WBO7.5	Number of people recorded as delayed on the national pathway of care (SSWB) Lower Preferred	New 2023-24	71	93	71	50	New 2023-24	N/A	Performance: On target

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO7.5.1	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 3: Complete recruitment activity for integrated Regional Integrated Fund (RIF) posts. Embed new model following the Social Work Review. The integrated community services continue to work closely with NHS colleagues to support their objectives and pressures. Work to implement the new model of social work continues.	Work collaboratively to develop new pathways to support the new model, which is in place as the result of the Social Work Review. Implement new model of social work in Q4

WBO7.6: Improving the supply of affordable housing

Performance Indicators

PI Ref & Aim	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
CED60 WBO7.6	Number of additional affordable homes provided by Registered Social Landlords (RSLs) across the County Borough (CEX) Higher Preferred	110	110						Annual Indicator - To be reported at Q4
CED61 WBO7.6	Total number of empty properties returned to use with local authority intervention (CEX) Higher Preferred	5	5						Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO7.6.1	Increase the number of affordable homes in Bridgend County Borough in partnership with Welsh Government and social landlords (CEX)	GREEN (Excellent)	Quarter 3: Monthly meetings continue to take place with the development teams of all Registered Social Landlords in the area to ensure Social Housing Grant is fully utilised and development maximised. We have also worked with the same teams to acquire homes through the Transitional Capital Programme Grant. Quarterly Bridgend Housing Partnership meetings continue to take place as does meetings with Welsh Government. Monthly meetings take place with Planning colleagues. Work with the private sector is progressing to introduce affordable homes through the Welsh Government Leasing Scheme.	
WBO7.6.2	Get a better understanding of housing and support needs and work with social landlords to provide homes to suit those needs (CEX)	YELLOW (Good)	Quarter 3: Housing and support needs assessment was undertaken during the development of the Housing Strategy. Housing needs are discussed with Registered Social Landlords in monthly development meetings where general needs housing, temporary accommodation and supported housing schemes are discussed.	
WBO7.6.3	Improve the way we deal with empty homes (CEX)	YELLOW (Good)	Quarter 3: Work has continued on the Empty Properties Loan Scheme which is nearing completion. The Empty Properties Working Group continues to target the Top 20 empty properties in the Borough. We are working with the Welsh Government Industry Expert and in addition to the working group that property specific meetings have been arranged with representation across the Council to generate a coordinated approach to remedying their defective condition which has included partnership working with an RSL. We also intend to make use of our further powers for Enforced Sale and Compulsory Purchase	

Ways of Working Performance Indicators not linked to a Wellbeing Objective

Performance Indicators

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PI Ref	PI Description and Preferred Outcome	Year End 22-23	Target 23-24	Q2 position 23-24 & RYAG	Q3 23-24 RYAG vs Target		Q3 22-23 (same period last year)	Direction vs same period last year	Performance this period
					Target	Actual			
PAM/001	The number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence Lower Preferred	13.20 days	No target	5.35 days	No target	8.77 days	9.77 days	↑	Performance: Sickness has improved compared to this time last year. Sickness continues to be monitored.
CORPB5	Percentage of staff that have completed a Personal Review/Appraisal (excluding schools) Higher Preferred	58.05%	80%	Annual Indicator - To be reported at Q4					
DCO16.9	Realisation of capital receipts targets (COMM) Higher Preferred	£3.71 million	£0	£0	£0	£0	£3.5 million	Trend not applicable	Performance: A disposals programme for the next five years is being developed but there are no disposals planned for Q3/Q4.
DCO19.02	Percentage of full statutory compliance across BCBC operational buildings (COMM) Higher Preferred	78.6%	100%	82%	100%	85%	73.5%	↑	Performance: Small improvement in compliance compared to Q2, and overall improvement in statutory compliance across the estate since Q3 last year.
DCO23.14	Percentage of statutory compliance across BCBC operational buildings - Big 5 (COMM) Higher Preferred	New 2023-24	100%	92%	100%	94%	New 2023-24	N/A	Performance: Small improvement in compliance compared to Q2 and significantly improved compliance picture overall.
DOPS34a	Availability of voice and data network (CEX) Higher Preferred	100%	99.99%	100%	99.99%	100%	100%	↔	Performance: On target
DOPS34b	Availability of storage area network (CEX) Higher Preferred	100%	99.99%	100%	99.99%	100%	100%	↔	Performance: On target
DOPS34c	Availability of core applications, central printers and multi-functional devices and network connected devices (CEX) Higher Preferred	99.99%	99.90%	99.94%	99.9%	99.98%	99.99%	↙	Performance: This indicator remains on target. Performance is down very slightly at Q3 due to a "Canon printing failure" which was resolved by the supplier.
DRE6.1.1	Percentage budget reductions achieved (Overall) Higher Preferred	72.1%	100%	90.4%	100%	90.4%	72.1%	Trend not applicable	Performance: Position at Q3 remains the same, of the £2.608 million savings target, £2.358 million has been achieved to date. The most significant reduction proposals unlikely to be achieved in full are:- <ul style="list-style-type: none"> • EDFS1 Delegation of school transport responsibilities to The Bridge Pupil Referral Unit (£40k). Officers are continuing to investigate the practicalities and implications of this bespoke transport arrangement. • COM1 Closure of each of the Community Recycling Centre sites for one weekday per week (£50k). Public Consultation has been undertaken with the outcome reported back to Cabinet on 21 November 2023, where the proposal was approved. A marginal saving will be made in 2023-24, with the full saving being realised in 2024-25. • COM 2 Charging Blue Badge Holders for parking (£40k). 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 processes required to introduce any change. • COM5 Commercially let a wing of Ravens Court to a partner organisation or business (£120k) 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.

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Agenda Item 5

Meeting of:	CORPORATE OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	21 MARCH 2024
Report Title:	CORPORATE PLAN / DELIVERY PLAN REVIEW FOR 2024 / 25
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY
Responsible Officer:	ALEX RAWLIN POLICY AND PUBLIC AFFAIRS MANAGER
Policy Framework and Procedure Rules:	Council’s priorities in the Corporate Plan / Delivery Plan inform Service Plans which form part of the Policy Framework. The Performance Framework forms part of the Policy Framework.
Executive Summary:	This report sets out a draft Corporate Plan Delivery Plan for 2024-25 to reflect agreed budgets. It asks that Corporate Overview and Scrutiny Committee (COSC) consider – <ul style="list-style-type: none">• The proposed 1-year draft delivery plan• COSC’s previous list of proposed additional performance indicators• Additional areas of focus on service user perspectives.

1. Purpose of Report

- 1.1 The purpose of this report is to outline to the Committee a draft 1-year Corporate Plan Delivery Plan for 2024-25.

2. Background

- 2.1 Bridgend County Borough Council (BCBC) currently has a high level, five-year Corporate Plan 2023-28. The Council took a new approach for 2023-24 and did not include commitments or performance indicators in the Corporate Plan. Instead, the Council developed a one-year delivery plan so it could be more agile and flexible to the changing operating environment.

3. Current situation / proposal

- 3.1 Council approved the Medium Term Financial Strategy 2024-25 to 2027-28 at its meeting on 28 February 2024 including a detailed budget for 2024-25. Council officers have used the budget information to review the Corporate Plan Delivery Plan for 2023/24 and propose the draft Corporate Plan Delivery Plan for 2024-25 in **Appendix 1**.

- 3.2 Directorate Management Teams (DMTs) have reviewed the 2023-24 Corporate Plan Delivery Plan (CPDP) to identify –
- Unfunded commitments for removal
 - Partly funded commitments for updating
 - Unfunded / unstaffed areas of business as usual where performance indicators should be removed
 - Unfunded / unstaffed areas of business as usual where performance indicators' targets will need to be changed
 - New priority areas of work to be added (from within the directorate or from previous COSC feedback)
- 3.3 DMTs' findings have been discussed and moderated at a meeting of Heads of Service / Corporate Management Board on 31 January 2024. Further changes were made and incorporated into the draft Corporate Plan Delivery Plan (CPDP) for 2024-25 at **Appendix 1**.
- 3.4 In addition to the review of priorities, in light of financial pressures, there are two further areas for review -
- COSC proposals for additional indicators
 - Service User perspectives
- 3.5 During the target setting process and the review of performance at quarter 2 of 2023-24, members raised a number of areas they would like to see better represented by performance indicators in the future. These are included at **Appendix 2**. These were considered by Directorate Management Teams in the development of the updated CPDP, and the following were added –
- A new performance indicator added for schools in a deficit position of more than 5% of their budget allocation
 - A new performance indicator for pupils with additional learning needs
- 3.6 Corporate Overview and Scrutiny members are asked to consider whether any further changes are still required, and a priority for action for inclusion in the CPDP for 2024-25.
- 3.7 The performance team has received feedback from Audit Wales that states, *'The Council's performance information does not enable senior leaders to understand the service user perspective and progress towards intended outcomes, restricting their ability to understand the impact of the Council's services and policies.'* It also said this performance information should be:-
- relevant to the objectives the Council has set itself.
 - sufficient to enable an understanding of the service user perspective.
 - sufficient to provide an understanding of progress towards the outcomes the Council is planning to achieve.

- drawn from the diversity of service users including groups who share protected characteristics; and
- used to inform comparisons with the performance of similar bodies.
- demonstrate that the Council has involved service users in determining which information to collect.

3.8 The performance team has undertaken a review of service user perspectives data currently collected in the Council (though not necessarily as part of the Corporate Plan), and split this into categories looking at different ways we can capture service user perspective data in order to get a full picture of how services are perceived by the public, which services are they using most, how responsive we are to service demand, and has there been a genuine outcome for the service user. A similar exercise was completed looking at service user perspectives performance indicators reported by other local authorities, and through the national survey. The indicators have been categorised as –

- Service user feedback/satisfaction
- Service user outcome
- Responsiveness to service user need
- Service usage/participation levels

This has been mapped against our wellbeing objectives in **Appendix 3**.

3.9 These additional service user perspectives indicators were considered by Directorate Management Teams in the development of the updated CPDP, but none were added.

3.10 Corporate Overview and Scrutiny members are asked to consider whether any further changes are still required, and a priority for action for inclusion in the CPDP for 2024-25.

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. Wellbeing of Future Generations implications and connection to Corporate Wellbeing Objectives

5.1 This report proposes an approach to reviewing 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 proposed draft Corporate Plan Delivery Plan.

6. Climate Change Implications

6.1 There are no specific implications of this report on climate change. However, the proposed draft Corporate Plan Delivery Plan proposes measures and targets 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 of this report on safeguarding or corporate parenting. However, the proposed draft Corporate Plan Delivery Plan proposes measures and targets to help us assess the Council's performance on areas including safeguarding and corporate parenting.

8. Financial Implications

8.1 Review of the Corporate Priorities has been undertaken in line with the Medium Term Financial Strategy 2024-25 to 2027-28 including detailed budgets for 2024/25.

9. Recommendations

9.1 It is recommended that Corporate Overview and Scrutiny Committee:-

- Considers the proposed draft Corporate Plan Delivery Plan for 2024-25 as set out in **Appendix 1**.
- Considers the list of additional performance indicators Committee members proposed throughout 2023-24 as set out in **Appendix 2**.
- Considers how best to measure service user perspectives as part of the Council's performance management framework, as set out in **Appendix 3**.

Background documents

None

Appendix 1 – Draft Corporate Plan Delivery Plan 2024/25

How we will measure our 7 Wellbeing Objectives (Key - **REWORD**, **NEW**)**WBO1 - A County Borough where we protect our most vulnerable**

Aim	Performance indicators	Commitments / projects
1.1 Providing high-quality children's and adults social services and early help services to people who need them	<p>Carers</p> <ul style="list-style-type: none"> SSWB55 - Percentage of eligible carers who were offered a carer's assessment (SSWB) <p>Children's social care</p> <ul style="list-style-type: none"> SSWB78 - Timeliness of visits to <ol style="list-style-type: none"> children who are care experienced children on the child protection register (SSWB) SSWB39 - Safe reduction in the number of care experienced children (SSWB) CH/026 - Safe reduction in the number of children on the child protection register (SSWB) <p>Adult social care</p> <ul style="list-style-type: none"> SSWB57 - Percentage of enquiries to the Adult Social Care front door which result in information and advice only SSWB76 - Number of packages of reablement completed during the year (SSWB) SSWB38 - Percentage of reablement packages completed that <ol style="list-style-type: none"> reduced the need for support maintained the same level of support mitigated need for support (SSWB) SSWB61 - Number of people who access independent advocacy to support their rights with 	<p>1.1.1 Continue to improve early help services by increasing the number of team around the family (TAF) interventions that close with a positive outcome (SSWB)</p> <p>1.1.2 Help communities become more resilient, so more people will find help / support they need in their community. (SSWB)</p> <p>1.1.3 Support the wellbeing of unpaid carers, including young carers, to have a life beyond caring. (SSWB)</p> <p>1.1.4 Improve Children's Services by delivering the actions in our three-year strategic plan. (SSWB)</p> <p>1.1.5 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)</p> <p>1.1.6 Change the way our social workers work to build on people's strengths and reflect what matters to our most vulnerable citizens, the relationships they have and help them achieve their potential. (SSWB)</p> <p>1.1.7 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)</p>

	<ul style="list-style-type: none"> a) Children's Social Care b) Adult Social Care (SSWB) <p>Early help</p> <ul style="list-style-type: none"> • DEFS29 Percentage of completed Team Around the Family (TAF) plans closed with a successful outcome (SSWB) 	
1.2 Supporting people in poverty to get the support they need / help they are entitled to	<ul style="list-style-type: none"> • 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 (CEX) • Percentage of people supported through FASS who have received advice and support in managing or reducing household debt (CEX) 	<p>1.2.1 Support eligible residents to receive financial help through the Council Tax Reduction Scheme. (CEX)</p> <p>1.2.2 Raise awareness of financial support available to residents. (CEX)</p>
1.3 Supporting people facing homelessness to find a place to live	<ul style="list-style-type: none"> • PAM/012- Percentage of households threatened with homelessness successfully prevented from becoming homeless (CEX) • DOPS39 - Percentage of people presenting as homeless or potentially homeless for whom the Local Authority has a final legal duty to secure suitable accommodation (CEX) 	<p>1.3.1 Continue to improve our housing and homelessness service to reduce homelessness across the borough through implementation of the agreed action plan (CEX)</p>
1.4 Supporting children with additional learning needs to get the best from their education	<ul style="list-style-type: none"> • NEW - Percentage of new local authority Individual Development Plans (IDPs) delivered via the online IDP system 	<p>1.4.1 Implement the online IDP (Individual Development Plan) system for local authority and school-based IDPs.(EFS)</p>
1.5 Safeguarding and protecting	<ul style="list-style-type: none"> • CORPB1 - Percentage of council staff completing safeguarding awareness training (CEX/All) 	<p>1.5.1 Work as One Council to effectively safeguard children and adults at risk</p>

people who are at risk of harm	<ul style="list-style-type: none"> SSWB77 - Percentage of Adult safeguarding inquiries which receive initial response within 7 working days (SSWB) CH/003 - Percentage of Childrens referrals where decision is made within 24 hours (SSWB) SSWB62 - Percentage of child protection investigations completed within required-timescales (SSWB) SSWB63 Average waiting time on the Deprivation of Liberty Safeguards (DoLS) waiting list (SSWB) 	1.5.2 Safeguard children, young people and adults at risk of exploitation. (SSWB)
1.6 Help people to live safely at home through changes to their homes	<ul style="list-style-type: none"> CED45 - Average number of days taken to deliver a Disabled Facilities Grant for: <ul style="list-style-type: none"> a) low level access showers b) stair lifts c) ramps d) extensions (CEX) DOPS41 - Percentage of people who feel they can live more independently as a result of receiving a DFG in their home (CEX) 	1.6.1 Improve the process and access to grants for older and disabled people who need to make changes to their home (CEX)
1.7 Support partners to keep communities safe	<ul style="list-style-type: none"> CORPB2 - Percentage of council staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) (CEX/All) CED46 - Number of instances where CCTV supports South Wales Police in monitoring incidents (CEX) New – (PI wording being developed) Community Safety / VAWDASV measure (CEX) 	<p>1.7.1 Regionalise the Community Safety Partnership (CSP), creating a single CSP covering three local authority areas, providing strategic oversight for VAWDASV, Contest & Serious Violence. (CEX)</p> <p>1.7.2 Identify children who are more likely to offend and provide them with support to reduce offending behaviour. (EFS)</p>

WBO 2 - A County Borough with fair work, skilled, high-quality jobs and thriving towns

Aim	Performance indicators	Commitments / projects
2.1 Helping our residents get the skills they need for work	<ul style="list-style-type: none"> DEFS82 - Number of participants in the Employability Bridgend programme going into employment (COMM) 	<p>2.1.1 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)</p> <p>2.1.2 Employability Bridgend will work with funders and partners, including the Inspire to Work Project to deliver a comprehensive employability and skills programme (COMM)</p>
2.2 Making sure our young people find jobs, or are in education or training	<ul style="list-style-type: none"> DEFS80 - The number of participants in the Employability Bridgend programme supported into education or training (COMM) PAM046 - Percentage of Year 11 leavers not in education, training, or employment (NEET) in the careers Wales annual destination statistics (EFS) 	<p>2.2.1 Increase employment and training opportunities in the County Borough for young people aged 16 to 24 years old. (COMM)</p> <p>2.2.2 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)</p> <p>2.2.3 Bridgend Music Service will further develop links with partners to explore income generation opportunities and broaden the learning offer where appropriate. (EFS)</p>
2.3 Improving our town centres, making them safer and more attractive		<p>2.3.1 Deliver a further £1.3m of Transforming Towns investment across our town centres in partnership with Welsh Government over the next two years to improve the economic sustainability of our town centres.(COMM)</p> <p>2.3.3 Redevelop Bridgend Central Station including improving the front public area and consider the feasibility of developing a transport interchange at the rear, providing links between bus services and trains, in partnership with Welsh Government and Network Rail. (COMM)</p>

<p>2.4 Attracting investment and supporting new and existing local businesses</p>	<ul style="list-style-type: none"> • DCO23.03 - Number of businesses receiving support through Shared Prosperity Funding (COMM) • DCO23.04 - Number of business start-ups assisted (COMM) 	<p>2.4.1 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)</p> <p>2.4.3 Work with the Cardiff City Region (CCR) and its 10 local authorities to transition to the Corporate Joint Committee (CJC) and to continue to work regionally on strategic planning, transport and economic development (COMM)</p>
<p>2.5 Making the council an attractive place to work</p>	<ul style="list-style-type: none"> • CED29 - Percentage of staff reporting through survey that they agree or strongly agree with the statement: <ul style="list-style-type: none"> a) I feel every department is working towards the same common goal b) I am satisfied with BCBC as an employer c) Working here makes me want to perform to the best of my ability d) I feel that BCBC values its employees' ideas and opinions e) Do you think there are opportunities for two-way communication to discuss and raise ideas and issues? (CEX) • CED49 - Percentage of staff reporting through survey that they agree or strongly agree with the statement: <ul style="list-style-type: none"> a) I feel supported to manage my personal wellbeing whilst in work b) The council is dedicated to taking positive action to support employees achieve a positive sense of wellbeing in their working lives. (CEX) • CED50 - Number of sign up of new subscribers to the staff extranet (CEX) 	<p>2.5.1 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. (CEX)</p>

2.6 Ensuring employment is fair, equitable and pays at least the real living wage

- CED54 - Number of real living wage employers identified (CEX)

2.6.2 Encourage employers to offer growth/ training options to employees (CEX)

WBO3 - A County Borough with thriving valleys communities

Aim	Performance indicators	Commitments / projects
3.1 Investing in town centres, including Maesteg town centre	<ul style="list-style-type: none"> DCO23.01 - Number of commercial properties assisted through the enhancement grant scheme (COMM) 	<p>3.1.1 Complete a Placemaking Strategy for Maesteg town centre to improve the environment and support future investment bids. (COMM)</p> <p>3.1.2 Develop a commercial property enhancement grant for all valley high streets, to make them look better and bring properties back into commercial use. (COMM)</p>
3.2 Creating more jobs in the Valleys		<p>3.2.1 Develop funding bids for our valleys, to enhance the economy and stimulate new job opportunities. (COMM)</p> <p>3.2.2 Increase the amount of land and premises available for businesses, including industrial starter units, in the Valleys. (COMM)</p>
3.4 Improving education and skills in the Valleys		<p>3.4.1 Establish three new Flying Start provisions, offering free childcare for two-year-olds in Nantymoel, Ogmere Vale and Pontycymmer. (EFS)</p> <p>3.4.2 Open Welsh-medium childcare in the Ogmere Valley and Bettws, with 32 full-time-equivalent childcare places. (EFS)</p>
3.5 Investing in our parks and green spaces and supporting tourism to the valleys		<p>3.5.1 Develop a regeneration strategy for the valleys (including Ogmere and Garw Valleys).(COMM)</p> <p>3.5.2 Work with the Cwm Taf Nature Network Project to improve access to high quality green spaces (COMM)</p>
3.6 Encourage the development of new affordable	<ul style="list-style-type: none"> CED55 - Number of additional affordable homes provided by Registered Social Landlords (RSLs) in the Valleys (CEX) 	<p>3.6.1 Promote and encourage the development of new social housing in the valleys. (CEX)</p>

homes in the valleys

3.3.2 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)

WBO4 - A County Borough where we help people meet their potential

Aim	Performance indicators	Commitments / projects
4.1 Providing safe, supportive schools with high quality teaching	<ul style="list-style-type: none"> • DEFS156 – Number of schools judged by Estyn to be in ‘significant improvement’ / ‘special measures’ (EFS) • PAM032 - Average ‘Capped 9’ score for pupils in Year 11 (EFS) • EDU016a/PAM007 - Percentage of pupil attendance in primary schools • EDU016b/PAM008 - Percentage of Pupil attendance in secondary schools (EFS) • EDU010a Percentage of school days lost due to fixed-term exclusions during the school year in primary schools • EDU010b Percentage of school days lost due to fixed-term exclusions during the school year in secondary schools (EFS) • DEFS155 percentage of schools that have self-evaluated themselves as ‘green’ as part of their annual safeguarding audit (EFS) • NEW PI - Percentage of schools in a deficit position of greater than 5% of their budget allocation 	<p>4.1.1 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)</p> <p>4.1.2 Ensure all local schools are rated as green following their safeguarding audit and provide support they need to improve (EFS)</p> <p>4.1.3 Make additional digital learning training available to all school staff to improve teaching and learning in our schools (EFS)</p> <p>4.1.4 Improve the digital offer to young people, including youth led interactive website (EFS)</p>
4.2 Improving employment opportunities for people with learning disabilities		4.2.1 Improve the offer to adults with Learning Disabilities to enable them to develop new skills and deliver their potential (SSWB)

4.3 Expanding Welsh medium education opportunities	<ul style="list-style-type: none"> • DEFS138 Percentage of Year 1 pupils taught through the medium of Welsh (EFS) • DEFS157 Percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4 (EFS) • DEFS158 Number of learners studying for Welsh as a second language (EFS) 	4.3.1 Deliver the actions in the Welsh in Education Strategic Plan (WESP) (EFS)
4.4 Modernising our school buildings		<p>4.4.1 Enlarge Ysgol Gymraeg Bro Ogwr to a 2.5 form-entry new-build school. (EFS)</p> <p>4.4.2 Provide a new-build for Mynydd Cynffig Primary School. (EFS)</p> <p>4.4.3 Enlarge Ysgol Ferch o'r Sgêr to a two form-entry new-build school. (EFS)</p> <p>4.4.4 Provide a new two-form entry English-medium school to replace the existing Afon Y Felin and Corneli Primary Schools. (EFS)</p> <p>4.4.5 Relocate Heronsbridge School to a new-build 300-place school. (EFS)</p>
4.5 Attract and retain young people into BCBC employment	<ul style="list-style-type: none"> • DOPS36 - Number of apprentices employed across the organisation (CEX) • CED56 - Percentage of those concluding apprenticeships and obtaining a non-apprentice role (CEX) 	4.5.1 Work with local schools to promote the Council as an employer and promote apprenticeships (CEX)
4.6 Offering youth services and school holiday programmes for our young people	<ul style="list-style-type: none"> • SSWB66 - Participation in targeted activities for people with additional or diverse needs (SSWB) • SSWB67 - Participation in the national free swimming initiative for 16 and under (SSWB) 	<p>4.6.1 Make our leisure and culture programmes more accessible to children with additional needs (SSWB)</p> <p>4.6.2 Enlarge the Food and Fun Programme for summer 2024. (EFS)</p>

4.7 Work with people to design and develop services		4.7.1 Work co-productively with people to develop their own solutions (SSWB)
4.9 Being the best parents we can to our care experienced children	<ul style="list-style-type: none"> • SSWB48 Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the <ul style="list-style-type: none"> a)12 months since leaving care b)13- 24 months since leaving care (SSWB) • CH/052 - Percentage care leavers who have experienced homelessness during the year (SSWB) 	<p>4.9.1 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)</p> <p>4.9.2 Work with partners to deliver improved outcomes for care experienced children through the delivery of actions in the corporate parenting action plan and informed by the views of our children and young people (SSWB)</p> <p>New - Support the implementation of the Corporate Parenting Strategy in schools.(EFS)</p>

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

Aim	Performance indicators	Commitments / projects
5.1 Moving towards net zero carbon, and improving our energy efficiency	<ul style="list-style-type: none"> • DCO23.05 - Reduction in emissions (across our buildings, fleet & equipment, streetlighting, business travel, commuting, homeworking, waste, procured goods and services) (COMM) • DCO20.01 Annual Gas Consumption across the Authority (kWh) (COMM) • DCO20.02 Annual Electricity Consumption across the Authority (kWh) (COMM) • DCO20.03 Annual CO2 related to gas consumption across the Authority (tonnes) (COMM) • DCO20.04 Annual CO2 related to electricity consumption across the Authority (tonnes) (COMM) • CED57 - Levels of nitrogen dioxide (NO2) pollution in the air (micrograms per m3) (CEX SRS) 	<p>5.1.1 Keep reducing our carbon footprint by changing our Council vehicles to electric and further energy efficiency schemes. (COMM)</p> <p>5.1.2 Continue work to finalise and implement our Air Quality Action Plan, and start work on the measures to improve air quality along Park Street (CEX SRS)</p> <p>5.1.3 Ensure all new build schools meet the requirement for net zero carbon (EFS)</p> <p>5.1.5 Invest in energy efficiency improvements to Council buildings including schools. (COMM)</p>
5.2 Protecting our landscapes and open spaces and planting more trees	<ul style="list-style-type: none"> • DCO23.07 - The number of green flag parks and green spaces (COMM) • DCO23.06 - The number of blue flag beaches (COMM) 	<p>5.2.1 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)</p> <p>5.2.2 Work with the Cwm Taf Nature Network Project to enhance and improve access to high quality green spaces in our County Borough. (COMM)</p> <p>5.2.3 Plant a further 10,000 trees a year and provide a Community Planting Scheme to green our County Borough. (COMM)</p>

<p>5.3 Improve the quality of the public realm and built environment through good placemaking principles</p>	<ul style="list-style-type: none"> • PAM/018 Percentage of all planning applications determined within 8 weeks (COMM) • PAM/019 Percentage of planning appeals dismissed (COMM) 	<p>5.3.1 Adoption of the Replacement Local Development Plan (COMM)</p>
<p>5.4 Reducing, reusing or recycling as much of our waste as possible</p>	<ul style="list-style-type: none"> • DCO20.05 – Percentage of street cleansing waste prepared for recycling (COMM) • PAM/030 – Percentage of municipal waste collected by local authorities <ul style="list-style-type: none"> ○ prepared for reuse, and/or recycled, including source segregated biowastes that are composted or treated biologically in any other way ○ prepared for reuse ○ prepared for being recycled ○ as source segregated biowastes that are composted or treated biologically in another way (COMM) • PAM/043 - Kilograms of residual waste generated per person (COMM) • PAM/010 – Percentage of highways land inspected by the Local Authority to be found to be of a high / acceptable standard of cleanliness (COMM) 	<p>5.4.1 Develop our Future Waste Services Model and seek to improve our recycling rates further in line with Welsh Government targets. We will consult on the options with residents in 2024 (COMM).</p>

5.5 Improving flood defences and schemes to reduce flooding of our homes and businesses

- DCO23.08 - Percentage of statutory sustainable drainage systems (SuDS) applications processed within 7 weeks from receipt of appropriate scheme drawings (COMM)

5.5.1 Invest in and improve flood mitigation measures throughout our communities to reduce flood risk. (COMM)

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

Aim	Performance indicators	Commitments / projects
6.1 Celebrating and supporting diversity and inclusion and tackling discrimination	<ul style="list-style-type: none"> • CORPB3 - Percentage of council staff completing Introduction to Equality and Diversity E-Learning (CEX/All) 	<p>6.1.1 Implement the agreed action plan supporting Welsh Government on race equality and LGBTQ+ (CEX)</p> <p>6.1.2 Establish new BCBC staff groups for people with protected characteristic (CEX)</p>
6.2 Improving the way we engage with local people, including young people, listening to their views and acting on them.	<ul style="list-style-type: none"> • CED58 - 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? (CEX) • CED59 - Level of engagement (Welsh / English) <ul style="list-style-type: none"> a) across consultations b) with corporate communications to residents c) across all corporate social media accounts (CEX) 	<p>6.2.1 Review how we communicate and engage with residents, including children and young people to help us become more customer focused and responsive. (CEX)</p> <p>6.2.2 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)</p>
6.3 Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh	<ul style="list-style-type: none"> • CED5 - Percentage first call resolutions (via Customer Contact Centre) (CEX) • CED51 - Number of online transactions using the digital platform (CEX) • CED52 - Number of hits on the corporate website (CEX) • CED53 - Percentage of staff with Welsh language speaking skills (CEX) • CORPB4 - Percentage of council staff completing Welsh Language Awareness E-Learning (CEX/All) 	<p>6.3.1 Continue to evaluate and review the communication options available to ensure information is available to all residents across the borough (CEX)</p>

6.4 Helping clubs and community groups take control of and improve their facilities and protect them for the future.	<ul style="list-style-type: none">• DCO16.8 - Number of council owned assets transferred to the community for running (CATs) (COMM)• SSWB69 - Number of people supported to have their needs met in their communities by local community co-ordinators and community navigators (SSWB)	6.4.1 Invest in Community Asset Transfers and support clubs and Community Groups with equipment grants to improve and safeguard the facilities. (COMM)
6.5 Becoming an age friendly council		6.5.1 Work towards becoming an accredited Age Friendly Council. (SSWB)

WBO7 - A County Borough where we support people to be healthy and happy

Detail / aim	Performance indicators	Commitments / projects
7.1 Improving active travel routes and facilities so people can walk and cycle	<ul style="list-style-type: none"> DCO23.17 - New active travel routes (length in linear metres) (COMM) 	7.1.1 Improve sustainable and active travel choices, including the Metrolink bus facility in Porthcawl, to increase connectivity and greener travel choices. (COMM)
7.2 Offering attractive leisure and cultural activities	<ul style="list-style-type: none"> SSWB70 - Number of visits by older adults to physical activity opportunities supported (SSWB) New – (PI wording being developed) Performance against Welsh public library standards 	<p>7.2.1 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)</p> <p>7.2.2 Develop an active leisure offer for older adults to improve physical and mental wellbeing. (SSWB)</p> <p>7.2.4 Maintain performance against Welsh public library standards. (SSWB)</p> <p>7.2.5 Develop a long-term Active Bridgend plan and leisure strategy. (SSWB)</p>
7.3 Improving children's play facilities and opportunities	<ul style="list-style-type: none"> DCO23.09 - Value of investment in play areas (COMM) DCO23.10 - Number of play areas that have been refurbished (COMM) 	7.3.1 Improve the quantity and quality of play opportunities. We will invest in children's play areas throughout the Borough and make sure inclusive play equipment is provided to allow opportunities for all. (SSWB/COMM)
7.4 Providing free school meals and expanding free	<ul style="list-style-type: none"> DEFS163 - Percentage of nursery, reception, year 1 and year 2 learners offered a free school meal (EFS) DEFS162 - Percentage of non-maintained settings that are judged by Care Inspectorate Wales as at least 'good' (EFS) 	<p>7.4.1 Provide free school meals to all primary school learners by September 2024. (EFS)</p> <p>7.4.2 Work with childminders, nurseries and others to roll-out universal childcare for all two-year-olds. (EFS)</p>

childcare provision	<ul style="list-style-type: none"> • DEFS160 Number of two-year-olds accessing childcare through the Flying Start programme (EFS) 	
7.5 Integrating our social care services with health services so people are supported seamlessly	<ul style="list-style-type: none"> • SSWB75 - Number of people delayed in their transfer of care on the 'discharge to recover and assess' pathways (SSWB) 	7.5.1 Work even more closely with the NHS so all people receive the right health or care service at the right time. (SSWB)
7.6 Improving the supply of affordable housing	<ul style="list-style-type: none"> • CED60 - Number of completed affordable new build dwellings provided by RSLs (CEX) • CED61 - Total number of empty properties returned to use with local authority intervention (CEX) 	<p>7.6.1 Increase the number of affordable homes in Bridgend County Borough in partnership with Welsh Government and social landlords. (CEX)</p> <p>7.6.2 Get a better understanding of housing and support needs and work with social landlords to provide homes to suit those needs. (CEX)</p> <p>7.6.3 Continue to target those long-term empty properties that have the most detrimental impact on the community, focusing on the Top 20. (CEX)</p>

Demonstrating our 5 Ways of Working (WOWs)

WOW	Performance indicators	Commitments / projects
1) Better and more targeted use of resources	<p>Workforce Data</p> <ul style="list-style-type: none"> The percentage of staff that have completed a Personal Review/Appraisal (excluding school staff) The number of working days/shifts per full-time equivalent (FTE) Local Authority employee lost due to sickness absence, <p>Asset management data (capital receipts, building compliance, carbon etc)</p> <ul style="list-style-type: none"> DCO16.9 Realisation of annual capital receipts targets (COMM) New- Percentage of statutory compliance across BCBC operational buildings (big 5) (COMM) <p>Business continuity / resilience</p> <ul style="list-style-type: none"> DOPS34abc Network Availability (CEX) <p>Finance measures</p> <ul style="list-style-type: none"> CORP6.1.1 Budget reductions achieved 	<p>Develop clear and agreed actions to address recommendations from regulators, including</p> <ul style="list-style-type: none"> Workforce strategy (and specific social services recruitment) Asset management improvements Procurement review Audit Wales Performance management improvement plan Digital strategy MTFS / Capital Strategy
2) One council, working well together with partners		<ul style="list-style-type: none"> A collaborative approach to achieving aims through support of regional PSB Town and Community Council Review
3) Improving communication, engagement	<ul style="list-style-type: none"> Customer service measures (including resolution at first point of contact Customer satisfaction measures (measures to be added) 	<ul style="list-style-type: none"> Implement recommendations of communications peer review - including officer and member relations Implement Public participation strategy

and responsiveness		
4) Supporting and empowering communities	<ul style="list-style-type: none"> SSWB69 - Number of people supported to have their needs met in their communities by local community coordinators and community navigators (SSWB) 	
5) Protecting the services that matter to you the most	<ul style="list-style-type: none"> Budget and staff survey PIs 	<ul style="list-style-type: none"> Encourage people, communities, children and young people to talk to the Council about issues that are important to them, and influence the decisions that affect their lives

Appendix 2 – Member requests for additional Performance Indicators (PIs)

WBO1	Better homelessness PIs
WBO2	More measures relating to how we support businesses Better wording for employability PIs
WBO3	Addition of a flying start PI More measures relating to leisure / sports participation in Valleys
WBO4	Percentage of schools in a deficit position
WBO5	More planning PIs Addition of PIs for <ul style="list-style-type: none"> • Heat pumps • Electric charging points • Waste enforcement • Tree planting
WBO6	Addition of measures relating to culture (adults)
WBO7	None

Appendix 3 – Examples of Service User Perspectives data

Service User Perspectives data relating to Bridgend County Borough Council's (BCBC) 7 Wellbeing Objectives

Objective	Existing BCBC data	Other Council's PIs	National information
WBO 1 – Protect our most vulnerable	<p>Service User Outcome</p> <ul style="list-style-type: none"> • % of completed TAF support plans that close with a successful outcome • % of reablement packages completed that mitigated need for support • % of eligible carers who were offered a carer's assessment • Number of people who access independent advocacy to support their rights • % 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 <p>Service demand/participation levels</p> <ul style="list-style-type: none"> • Number of reablement packages completed. <p>Responsiveness to Service User Need</p> <ul style="list-style-type: none"> • % of Adult safeguarding inquiries which receive initial response within 7 working days • % of Childrens referrals where decision is made within 24 hours • Average waiting time on the Deprivation of Liberty Safeguards (DoLS) waiting list • Timeliness of visits to children who are care experienced or on the child protection register 	<ul style="list-style-type: none"> • % of service users who confirm that the support they have received has assisted them to maintain independence • % of children supported to remain living with their family • % of assessments completed for children within statutory timescales • % of child assessments completed in time • % of people who have received a Disabled Facilities Grant who feel the assistance has made them safer and more independent in their own home • % of domestic abuse victims that report they feel safer as a result of target hardening • % of clients accessing substance misuse services who reported an improvement in their quality of life • % of supporting people clients satisfied with the support received • % of people reporting that they can do what matters to them 	<ul style="list-style-type: none"> • % of people who feel safe • Number of dwellings improved with a Disabled Facilities Grant (DFG) per 10,000 households • Number of DFGs completed • % of completed DFGs where the full cost of the eligible works was covered

Objective	Existing BCBC data	Other Council's PIs	National information
	<p>Service User Feedback/satisfaction</p> <ul style="list-style-type: none"> • % of people who feel they can live more independently as a result of receiving a DFG in their home 	<ul style="list-style-type: none"> • % of children and young people reporting that they are happy with who they live with • % of carers reporting they feel supported to continue in their caring role • % of people reporting they felt involved in any decisions made about their care and support • % of people who have received a DFG who feel the assistance has made them safer and more independent in their own home 	
WBO 2 - fair work, skilled, high-quality jobs and thriving towns	<p>Service User Outcome</p> <ul style="list-style-type: none"> • Number of participants in the Employability Bridgend programme going into employment • Number of under-employed participants leaving Employability Bridgend with an improved labour market position • Number of participants in the Employability Bridgend programme supported into education or training • Number of businesses receiving support through Shared Prosperity Funding • Number of business start-ups assisted <p>Service demand/participation levels</p> <ul style="list-style-type: none"> • Number of referrals to the employment service in Assisting Recovery in the Community (ARC) 	<ul style="list-style-type: none"> • % of surveyed residents who consider our town centres to be attractive places to visit and shop 	<ul style="list-style-type: none"> • % of people moderately or very satisfied with their jobs • % of people in employment (Employment rate for 16-64 year olds) (FG21) • Jobs created or safeguarded with the help of the local authority

Objective	Existing BCBC data	Other Council's PIs	National information
WBO 3 – thriving valleys communities	<p>Service User Outcome</p> <ul style="list-style-type: none"> • Number of commercial properties assisted through the enhancement grant scheme <p>Service demand/participation levels</p> <ul style="list-style-type: none"> • Number of visits to venues for all purposes 	<ul style="list-style-type: none"> • % of residents satisfied with completed regeneration projects 	<ul style="list-style-type: none"> • % of people satisfied with their local area as a place to live • Life satisfaction rating • % of people satisfied with their ability to access the facilities and services they need
WBO 4 – help people meet their potential	<p>Service User Feedback/satisfaction</p> <ul style="list-style-type: none"> • Pupil / Adult Survey regarding Education and Family Support (EFS) Strategic Plan 2023-26 – questions aim to understand whether people understand the EFS Strategic Plan and if the themes in the plan are appropriate, what has been missed and whether self-assessment was accurate • Post Occupancy Evaluation – Pupils / Teachers – asks about whether wellbeing outcomes are being met, quality of learning environment, quality of leadership etc. • % of adults that think the library has helped them develop new skills (Awen) • % of children (7-16) that think the library helps them learn and find things out (Awen) <p>Service demand/participation levels</p> <ul style="list-style-type: none"> • Participation in targeted activities for people with additional or diverse needs (Social Services and Wellbeing (SSWB)) • Participation in the national free swimming initiative for 16 and under (SSWB) 	<ul style="list-style-type: none"> • % success rate on accredited courses for priority learners • % of supporting people service users who confirm that the support they received has assisted them to maintain their independence. 	<ul style="list-style-type: none"> • % of people living in households in material deprivation • % of people who are active global citizens

Objective	Existing BCBC data	Other Council's PIs	National information
	<ul style="list-style-type: none"> Participation in active for life and holiday playworks programmes % of learners enrolled in local authority community learning per 1,000 adult population 		
WBO 5 – responding to climate and nature emergency	<p>Responsiveness to Service User Need</p> <ul style="list-style-type: none"> % of all planning applications determined within 8 weeks % of statutory sustainable drainage systems (SuDS) applications processed within 7 weeks from receipt of appropriate scheme drawings <p>Service User Outcome</p> <ul style="list-style-type: none"> % of highways land inspected by the Local Authority to be found to be of a high / acceptable standard of cleanliness 	<ul style="list-style-type: none"> % of people satisfied with cleanliness standards % of people satisfied with waste collection services % of customers satisfied with country parks 	
WBO 6 – people feel valued, heard and part of their community	<p>Service User Outcome</p> <ul style="list-style-type: none"> Number of people supported to have their needs met in their communities by local community co-ordinators / community navigators <p>Service User Feedback/satisfaction</p> <ul style="list-style-type: none"> % of participants who answered positively: How effective do you think we have been in meeting our aim of being citizen-focused in the last year? <p>Service demand/participation levels</p>	<ul style="list-style-type: none"> Citizen's satisfaction with Council services % of people that agree their local council provides high quality services % of residents satisfied with regeneration projects % of customers who are satisfied with access to services across all channels Average speed of answer for calls on the Welsh language line (seconds) 	<ul style="list-style-type: none"> % who feel able to influence decisions affecting their local areas % of people who agree that there is good community cohesion in their local areas % of people who are lonely

Objective	Existing BCBC data	Other Council's PIs	National information
	<ul style="list-style-type: none"> • Level of engagement across consultations, with corporate communications to residents, across all corporate social media accounts <p>Responsiveness to Service User Need</p> <ul style="list-style-type: none"> • % first call resolutions (via Customer Contact Centre) 	<ul style="list-style-type: none"> • % of people reporting they feel satisfied with their social networks 	
WBO7 – healthy and happy	<p>Service demand/participation levels</p> <ul style="list-style-type: none"> • BCBC Young People Lifestyle Survey – participation in sport and related lifestyle and wellbeing factors. • Number of visits by older adults to physical activity opportunities supported • Number of individuals who commence programmes and complete 16 weeks of activity • % of pupils who participate in three or more occasions of activity per week (FG Indicator 38 Sport Wales School Sport Survey data) • Participation in the summer reading challenge in libraries • Participation in Childrens events in libraries • Number of two-year-olds accessing childcare through the Flying Start programme <p>Service User Outcome</p> <ul style="list-style-type: none"> • Awen Cultural Trust work with library users – range of quantitative / qualitative indicators • Rating of library on a scale of 0-100 • Strengths of Books on Wheels Service 		<ul style="list-style-type: none"> • Happiness/anxiety ratings • Mean mental wellbeing score • Life satisfaction rating • Sport and Active lifestyles report – asks about participation in sport/activity and demand for activity being met or not • Sport Wales school sport survey – asks about access to support etc (especially for those with Additional Learning Needs)

Objective	Existing BCBC data	Other Council's PIs	National information
	<ul style="list-style-type: none"> • Number of play areas that have been refurbished • % of nursery, reception, year 1 and year 2 learners offered a free school meal • % of non-maintained settings that are judged by Care Inspectorate Wales as at least 'good' • Number of people delayed in their transfer of care on the 'discharge to recover and assess' pathways • Number of completed affordable new build dwellings provided by Registered Social Landlord (RSLs) <p>Service User Feedback/satisfaction</p> <ul style="list-style-type: none"> • % of adults that think the library has made a (positive) difference to their lives (Awen) • % of adults that have found helpful information on health and wellbeing at the library (Awen) • What difference does using the library make to your life? • % of adults that think choice of books is 'very good' or 'good' • % of adults that think the standard of customer care is 'very good' or 'good' • % of adults that think the IT facilities are 'very good' or 'good' <li style="padding-left: 20px;">% of adults that think the library is 'very good' or 'good' overall 		

Service User Perspectives data relating to BCBC's 5 Ways of Working (WoW)

Way of Working	Existing BCBC Performance Indicators or data already collected	Other Council's PIs	National Survey Measures/Self-assessment Data Tool
WOW 1 – Better and more targeted use of resources	<ul style="list-style-type: none"> • Channel Shift data • Social media usage • Chatbot usage statistics • Website usage statistics 	<ul style="list-style-type: none"> • Demand reduction • Channel shift • Social media satisfaction • Chatbot satisfaction • Website satisfaction 	
WOW 2 – One Council, working well together and with partners	<ul style="list-style-type: none"> • Awen data 		
WOW 3 - Improving communication, engagement and responsiveness	<ul style="list-style-type: none"> • Bulletin statistics – engagement and open rates • Response to consultations • Use of different channels • Customer service measures (including resolution at first point of contact) 	<ul style="list-style-type: none"> • % Black and Minority Ethnic (BaME) respondents to corporate consultations and exercises • % people who have received support from the information, advice and assistance service and have not contacted the service again during the year • % people reporting they have received the right information or advice when they needed it • % people reporting they have received support in their language of choice • Satisfaction with engagement / bulletins 	<ul style="list-style-type: none"> • Complaints statistics (many examples – complaints received & per 1,000 residents, stages reached, closed by the council, % referred to ombudsman, upheld, closed by the ombudsman, early resolution by council etc) • Compliments statistics (compliments received, per 1,000 population, and by service)

Way of Working	Existing BCBC Performance Indicators or data already collected	Other Council's PIs	National Survey Measures/Self-assessment Data Tool
WOW 4 – Supporting and Empowering Communities	<ul style="list-style-type: none"> • Telephony statistics – queue waiting / handling times • Star ratings from customers completing online forms • Number of people supported to have their needs met in their communities by local community co-ordinators and community navigators 		
WOW 5 – Protecting the services that matter to you the most	<ul style="list-style-type: none"> • Budget consultation and staff survey • Schools' consultation data 	<ul style="list-style-type: none"> • Satisfaction with Council working to improve services offered • Has the council responded well to needs of residents 	

Meeting of:	CORPORATE OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	21 MARCH 2024
Report Title:	STRATEGIC WORKFORCE PLAN
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY
Responsible Officer:	PAUL MILES, GROUP MANAGER HR & OD
Policy Framework and Procedure Rules:	There is no effect upon the Policy Framework and Procedure Rules.
Executive Summary:	The purpose of this report is to provide feedback on the implementation of the Strategic Workforce Plan 2023-2028.

1. Purpose of Report

- 1.1 The purpose of this report is to provide feedback on the implementation of the Strategic Workforce Plan 2023-2028.

2. Background

- 2.1 The Council’s Workforce Plan expired in 2021 and work on the new strategic plan was paused as resources were targeted towards the response to the pandemic.
- 2.2 The Strategic Workforce Plan 2023-2028 was approved by Cabinet in September 2023 following feedback from Corporate Overview and Scrutiny Committee, Cabinet/Corporate Management Board, Heads of Service and the Trade Unions (TU’s).
- 2.3 The Council needs to focus on strategic workforce planning to assess workforce needs in the longer-term including pay, terms, and conditions. This will have to be balanced against budgetary demands and capacity challenges.
- 2.4 The strategic workforce plan sets out five priority workforce themes:
- Workforce Theme One – Supporting new ways of working and having a highly motivated and engaged workforce.
 - Workforce Theme Two – Attracting, recruiting, and retaining a workforce representing our communities.
 - Workforce Theme Three – Developing skills, abilities, and a high performing workforce.
 - Workforce Theme Four – Maximising attendance and supporting health and wellbeing of our workforce.

- Workforce Theme Five – Achieving leadership development, workforce, and succession planning.

2.5 Strategic Workforce Planning training for Corporate Management Board (CMB), Heads of Service, Group Managers and HR officers has been undertaken with the Local Government Association (LGA).

2.6 Workforce Planning training is being developed internally which will then be available to all managers.

3. Current situation / proposal

3.1 Current focus has been on supporting services who have to identify reductions in service budgets in order to balance the budget. This level of budget reductions is unprecedented and will have a wide-ranging impact on the level of services that the Council can deliver.

3.2 A number of key workforce planning activities have taken place, a sample of these are identified below:

- Support to children's services workforce planning to improve the recruitment of social workers (including international), continuing to grow our own social workers and reduce the reliance on agency social workers.
- Support recruitment and retention of staff in adult social care to meet current and future service demand.
- Dedicated recruitment plan for catering services, which includes an improved reach on of recruitment webpages, dedicated homepage, improved promotions through email to residents as well as improved social media presence. This has resulted in increased applications and offers of appointment to catering and assistant cook roles.
- School leadership age analysis to understand short and medium-term succession planning.
- Development of policies to support new ways of working, such as the full implementation of the Hybrid Working policy and further development of existing policies to ensure they are fit for future use.
- Introduction of a new Employee Assistance Programme available for all employees to access. The programme supports employees in developing positive mental health and wellbeing and enables them to access impartial, confidential advice from qualified counsellors for a range of different issues.

3.3 For 2023/24 directorate business planning included workforce planning priorities and information on their workforce and working planning. This has improved visibility on workforce issues in each directorate, as well as identifying some of the workforce planning priority areas and activities taking place to address them.

3.4 From 2024/25 directorate business planning will include workforce planning priorities aligned to the five priority workforce themes. To support this, CMB and directorates will receive workforce data dashboards as show in **Appendix 1**.

3.5 Monitoring of workforce actions will be through the quarterly workforce reports to CMB.

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

4.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal at this stage. This will be considered further as each delivery plan is developed.

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

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

6. Climate Change Implications

6.1 There are no climate change implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding or corporate parent implications arising from this report.

8. Financial Implications

8.1 There are no financial implications associated with this report.

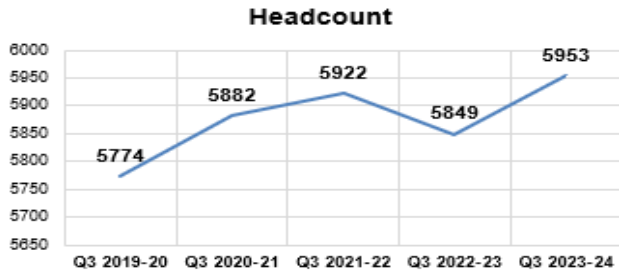
9. Recommendation

9.1 It is recommended that the Corporate Overview and Scrutiny Committee considers progress on the Strategic Workforce Plan and provides any comment.

Background Documents: None

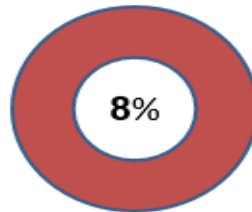
Q3 BCBC Workforce

Workforce detail based on headcount as at 31.12.2023

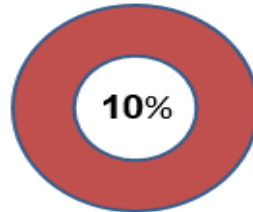


Age Profile (average 46)

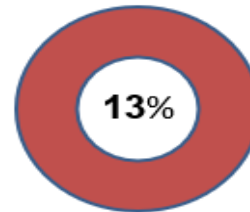
Age Grouping	No. of Employees	Percentage in Age Grouping
16-20	63	1%
21-25	257	4%
26-30	462	8%
31-35	619	10%
36-40	728	12%
41-45	748	13%
46-50	788	13%
51-55	898	15%
56-60	738	12%
61-65	490	8%
66+	162	3%



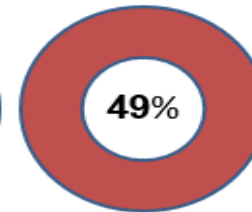
Work in Chief Executives



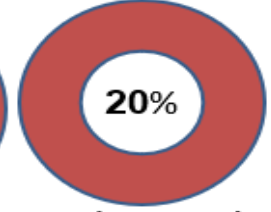
Work in Communities



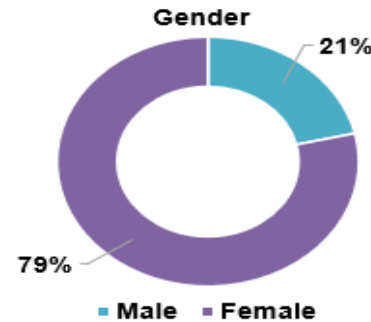
Work in Education and Family Support



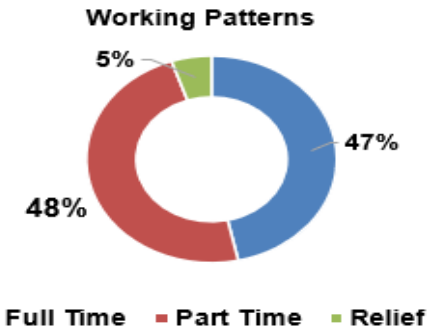
Work in Schools



Work in Social Services and Wellbeing

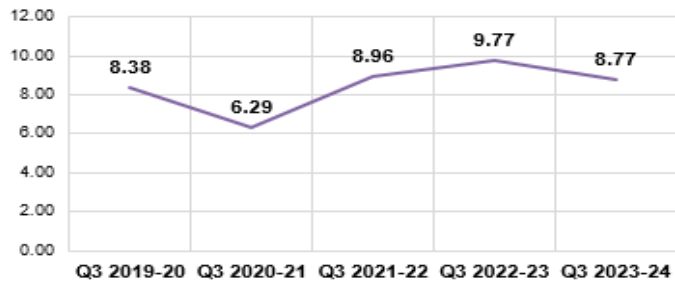


Gender

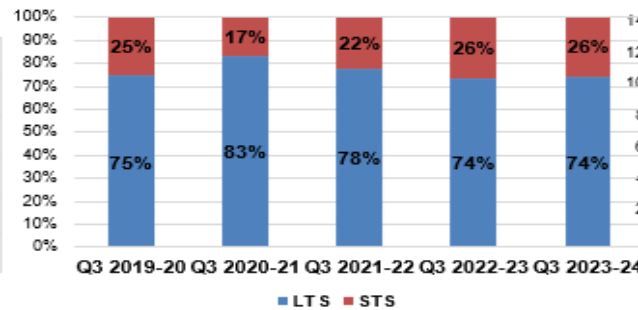


Working Patterns

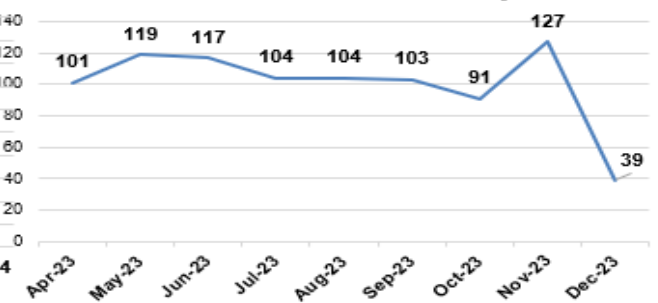
Q3 – Comparison Cumulative Days Lost Per FTE



Short Term vs Long Term Sickness



Recruitment Adverts Activity



Agenda Item 8

Meeting of:	CORPORATE OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	21 March 2024
Report Title:	FORWARD WORK PROGRAMME UPDATE
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY
Responsible Officer:	MERYL LAWRENCE SENIOR DEMOCRATIC SERVICES OFFICER – SCRUTINY
Policy Framework and Procedure Rules:	The work of the Overview & 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.
Executive Summary:	<p>The Council’s Constitution requires the Corporate Overview and Scrutiny Committee to develop and implement a Forward Work Programme for the Committee.</p> <p>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.</p> <p>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.</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. were 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 January 2024, following which the Committee coordinates the conclusions and recommendations from each of the Subject Overview and Scrutiny Committees in a report on the overall 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		<u>All Cabinet Members</u> <u>Officers</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
Draft Corporate Plan Delivery Plan 2023-24		<u>Cabinet Members</u> Leader of the Council; Cabinet Member for Finance, Resources and Legal; Cabinet Member for Community Safety and Wellbeing; <u>Officers</u> 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		<u>All Cabinet Members</u> <u>Officers</u> 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
Quarter 4 Performance 2022-23		As above and Corporate Policy and Public Affairs Manager.
Corporate Self-Assessment 2022-23		<u>Cabinet Members</u> Leader of the Council; Cabinet Member for Finance, Resources and Legal; <u>Officers</u> Chief Executive; and Corporate Policy and Public Affairs Manager
Proposals for the Joint Overview and Scrutiny Arrangements following Transition to a Single Public Services Board (PSB) for Cwm Taf Morgannwg		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>		<u>Cabinet Members</u> Deputy Leader of the Council and Cabinet Member for Social Services Health; Cabinet Member for Community Safety and Wellbeing; <u>Officers</u> 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
Strategic Workforce Plan		<u>Cabinet Members</u> Leader of the Council; Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Finance, Resources and Legal; <u>Officers</u> Chief Executive; Chief Officer Legal and Regulatory Services, HR & Corporate Policy; and Group Manager – Human Resources and Organisational Development.
Corporate Plan Targets		<u>Cabinet Members</u> Leader of the Council; Cabinet Member for Finance, Resources and Legal;

APPENDIX A

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

Monday 23 October 2023 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast		<p><u>All Cabinet Members</u></p> <p><u>Officers</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</p>
Performance Management Improvement Plan	<ul style="list-style-type: none"> • 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. • Post inspection actions, reports or re-visits 	<p><u>Cabinet Members</u> Cabinet Member for Finance, Resources and Legal;</p> <p><u>Officers</u> Chief Executive; and Corporate Policy and Public Affairs Manager.</p>

APPENDIX A

Thursday 14 December 2023 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
Quarter 2 Performance Report 2023-24		<p><u>All Cabinet Members</u></p> <p><u>Officers</u> 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 & 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><u>Cabinet Members</u> 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><u>Officers</u> Chief Executive; Chief Officer Finance, Performance and Change; Chief Officer Legal and Regulatory Services, HR & Corporate Policy;</p> <p>Deputy Head of Finance; Head of Partnership Services; and Finance Manager – Social Services & 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><u>Cabinet Member</u> Cabinet Member for Finance, Resources and Legal; and</p>

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

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

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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
Workforce Strategy Monitoring Action Plans	Data relating to gaps in the workforce and future need.	<p><u>Cabinet Members</u> 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><u>Officers</u> Chief Executive; Chief Officer Legal and Regulatory Services, HR & Corporate Policy; and Group Manager – Human Resources Organisational Development</p>

Reports to be Scheduled		
Report Topics	Any Specific Information Requested	Invitees
Scrutiny Annual Report (including Scrutiny Methodology and Key Performance Indicators)		NA
Cabinet Committee Corporate Parenting Update	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
Cessation of Ukrainian Refugee Host Sponsorship	Information report	NA
Digital Strategy Review		<p><u>Cabinet Members</u></p> <p><u>Officers</u> Chief Officer - Finance, Performance and Change</p> <p><u>External</u></p>
Review Progress of Disabled Facilities Grants – <i>To be reviewed following receipt of Briefing report</i>		<p><u>Cabinet Members</u></p> <p><u>Officers</u></p> <p><u>External</u></p>
Engagement and Participation Strategy Action Plan		<p><u>Cabinet Members</u></p> <p><u>Officers</u></p> <p><u>External</u></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	<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.	Scrutiny/ Cabinet	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31005/COSC3July2023ResponsestoRecommendations.pdf
3 July 2023	Revenue Budget Outturn 2022-23	<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.	Scrutiny/ Chief Officer – Finance, Performance and Change	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31005/COSC3July2023ResponsestoRecommendations.pdf
3 July 2023	Revenue Budget Outturn 2022-23	<u>Council Wide</u> The Committee recommended that consideration be given to how the information in Recommendation 2,	Scrutiny/ Chief Officer – Finance, Performance and Change	ACTIONED – response and information	https://democratic.bridgend.gov.uk/document/s/s31005/COSC3July2023ResponsestoRecommendations.pdf

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		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.		circulated 22 August 2023.	
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	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf
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 to address the</p>	Scrutiny/ Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		issue of recruitment in isolation/in silos and to holistically strengthen the HR functions and achieve the objectives of the overarching Corporate Plan.			
3 July 2023	Revenue Budget Outturn 2022-23	<p><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.</p>	Scrutiny/ Chief Officer – Legal & Regulatory Services, HR & Corporate Policy / Corporate Director – Education and Family Support	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31005/COSC3July2023ResponsestoRecommendations.pdf
3 July 2023	Revenue Budget Outturn 2022-23	<p><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</p>	Scrutiny/ Chief Officer – Legal & Regulatory Services, HR & Corporate Policy / Cabinet	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31005/COSC3July2023ResponsestoRecommendations.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		local authorities and the private sector.			
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	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf
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%	Scrutiny/ Chair of COSC	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		efficiency saving in 2023-24 and further annual 1% reductions predicted for forthcoming years.			
3 July 2023	Revenue Budget Outturn 2022-23	<u>EFS</u> The Committee acknowledged the difficulties of recruitment within catering 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.	Scrutiny/ Corporate Director – Education and Family Support	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31005/COSC3July2023ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31005/COSC3July2023ResponsestoRecommendations.pdf
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	Scrutiny/ Chief Officer – Finance, Performance and Change / Head of Partnership Services	ACTIONED – response and information circulated 22 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31005/COSC3July2023ResponsestoRecommendations.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		Member's Portal more effective and efficient in keeping Members updated with the status of referrals.			
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	ACTIONED – response and information circulated 31 July 2023.	https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 31 July 2023.	https://democratic.bridgend.gov.uk/documents/s31005/COSC3July2023ResponsestoRecommendations.pdf
24 July 2023	Budget Monitoring 2023-24 – Quarter 1	The Committee recommended that consideration be given to partnership working with local farmers to source fruit and	Scrutiny/ Corporate Director – Education and Family Support	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/documents/s31970/COSC24JulyResponsestoRecommendationsupdated050324.pdf

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	Revenue Forecast	vegetables for school catering potentially at a lower cost.			
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	ACTIONED – response and information circulated 29 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31970/COSC24JulyResponsestoRecommendationsupdated050324.pdf
24 July 2023	Budget Monitoring 2023-24 – Quarter 1 Revenue Forecast	The Committee requested copies of the case studies demonstrating the complexity being experienced in adult social care.	Scrutiny/ Corporate Director – Social Services and Wellbeing	ACTIONED – response and information circulated 29 August 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD797&ID=797&RPID=6246293&sch=doc&cat=13495&path=13490%2c13491%2c13495
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	ACTIONED – response and information circulated 6 October 2023.	https://democratic.bridgend.gov.uk/document/s/s31970/COSC24JulyResponsestoRecommendationsupdated050324.pdf
24 July 2023	Budget Monitoring	The Committee acknowledged that one of the most significant budget	Scrutiny/ Corporate	ACTIONED – response and	https://democratic.bridgend.gov.uk/document/s/s31970/COSC24July

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	2023-24 – Quarter 1 Revenue Forecast	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.	Director - Communities	information circulated 13 October 2023.	ResponsestoRecommendationsupdated050324.pdf
24 July 2023	Quarter 4 Performance 2022-23	The Committee requested a breakdown, by Directorate, of: a. the cost of agency staff; and b. the cost differential between an agency worker and an equivalent full-time Member of staff.	Scrutiny/ Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/document/s/s31970/COSC24JulyResponsestoRecommendationsupdated050324.pdf
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	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/document/s/s31970/COSC24JulyResponsestoRecommendationsupdated050324.pdf

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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	ACTIONED – response and information circulated 29 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31035/COSC24JulyResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 29 August 2023.	https://democratic.bridgend.gov.uk/document/s/s31035/COSC24JulyResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 6 October 2023.	https://democratic.bridgend.gov.uk/document/s/s31035/COSC24JulyResponsestoRecommendations.pdf
4 Sept 2023	Strategic Workforce Plan	The Committee recommended that the circular graphics at the top of page 13 of the <i>Delivering together</i> ,	Scrutiny/ Chief Officer – Legal & Regulatory	ACTIONED – response and information	https://democratic.bridgend.gov.uk/document/s/s31037/COSC4Sept2

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		<p><i>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 1st year (up to 31 March 2023).</p>	<p>Services, HR & Corporate Policy</p>	<p>circulated 13 October 2023.</p>	<p>3ResponsestoRecommendations.pdf</p>
<p>4 Sept 2023</p>	<p>Strategic Workforce Plan</p>	<p>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</p>	<p>Scrutiny/ Chief Executive / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy</p>	<p>ACTIONED – response and information circulated 13 October 2023.</p>	<p>https://democratic.bridgend.gov.uk/document/s/s31037/COSC4Sept23ResponsestoRecommendations.pdf</p>
<p>4 Sept 2023</p>	<p>Strategic Workforce Plan</p>	<p>The Committee expressed concern regarding the lack of citizen focus within the Plan and recommended</p>	<p>Scrutiny/ Chief Officer – Finance, Performance and</p>	<p>ACTIONED – response and information</p>	<p>https://democratic.bridgend.gov.uk/document/s/s31037/COSC4Sept23ResponsestoRecommendations.pdf</p>

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		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.	Change / Head of Partnership Services	circulated 13 October 2023.	3ResponsestoRecommendations.pdf
4 Sept 2023	Strategic Workforce Plan	The Committee requested information on how the workforce structure in Bridgend compares to other Welsh local authorities and whether its levels of management are typical of other local authorities in Wales.	Scrutiny/ Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/documents/s31037/COSC4Sept23ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 22 September 2023.	https://democratic.bridgend.gov.uk/documents/s31037/COSC4Sept23ResponsestoRecommendations.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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	ACTIONED – response and information circulated 22 September 2023.	https://democratic.bridgend.gov.uk/documents/s31037/COSC4Sept23ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 22 September 2023.	https://democratic.bridgend.gov.uk/documents/s31037/COSC4Sept23ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/documents/s31037/COSC4Sept23ResponsestoRecommendations.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD805&ID=805&RPID=6759159&sch=doc&cat=13495&path=13490%2c13491%2c13495
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	ACTIONED – response and information circulated 1 December 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD805&ID=805&RPID=6759159&sch=doc&cat=13495&path=13490%2c13491%2c13495
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	ACTIONED – response and information circulated 1 December 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD805&ID=805&RPID=6759159&sch=doc&cat=13495&path=13490%2c13491%2c13495

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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	ACTIONED – response and information circulated 1 December 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD805&ID=805&RPID=6759159&sch=doc&cat=13495&path=13490%2c13491%2c13495
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	ACTIONED – response and information circulated 1 December 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD805&ID=805&RPID=6759159&sch=doc&cat=13495&path=13490%2c13491%2c13495
23 Oct 23	Budget Monitoring 2023-24 – Quarter 2 Revenue Forecast	The Committee requested, in relation to school meals and catering services: a) An indication of figures and possible outcomes of the ongoing formal review of prices of school meals; and 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.	Scrutiny/ Corporate Director – Education and Family Support	ACTIONED – response and information circulated 1 December 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD805&ID=805&RPID=6759159&sch=doc&cat=13495&path=13490%2c13491%2c13495

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD805&ID=805&RPID=6759159&sch=doc&cat=13495&path=13490%2c13491%2c13495
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 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</p>	Scrutiny/ Chief Officer – Legal and Regulatory Services, HR and Corporate Policy/ Chief Executive	ACTIONED – response and information circulated 1 December 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD805&ID=805&RPID=6759159&sch=doc&cat=13495&path=13490%2c13491%2c13495

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		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.			
14 Dec 23	Quarter 2 Performance Report 2023-24	That Directorates complete the narrative section of their Performance Dashboards as completely as possible, to demonstrate where corrective actions are in place, what is being done in mitigation or to remove barriers.	(CMB)	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495
14 Dec 23	Quarter 2 Performance Report 2023-24	That following discussion of examples where the same narrative had been reported for more than one commitment, or for both Progress this Period and Next Steps for the same commitments, consideration be given to how the next steps and actions can be collated into an action plan for ongoing monitoring.	(CMB)	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
14 Dec 23	Quarter 2 Performance Report 2023-24	That Local Members be invited to a Briefing Session for those interested in Self Build Homes opportunities and be requested to identify any potential land for sites in their communities.	Scrutiny/ Corporate Director - Communities	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495
14 Dec 23	Quarter 2 Performance Report 2023-24	That better links and working together regarding tree planting with Town and Community Councils be referred to the Town and Community Council Forum as an item for discussion.	Scrutiny/ Corporate Director - Communities	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495
14 Dec 23	Quarter 2 Performance Report 2023-24	That the existing number of Blue Flag beaches and Green Flag parks be added to those PIs for the Quarter 3 Dashboard if they are within the correct period or clarified in the narrative if not, and that both these indicators be changed to Annual Indicators.	Scrutiny/ Corporate Director – Communities/ Corporate Performance Manager	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
14 Dec 23	Quarter 2 Performance Report 2023-24	That the Committee write a letter to the Welsh Minister for Finance expressing that national policy commitments be fully funded both in terms of capital funding and ongoing revenue funding and that core responsibilities should not be diluted by not fully funding national policy commitments, such as Active Travel, 20 miles per hour zone, Universal Primary Free School Meals and School Modernisation, etc.	Scrutiny/ Chair of COSC	ACTIONED – Letter sent to WG Minister for Finance and Local Government on 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495
14 Dec 23	Quarter 2 Performance Report 2023-24	Additional information: That previous Performance Information data for Disabled Facilities Grants be broken down to include trend analysis for the next Quarter's Performance onwards and a briefing paper on the progress to date be provided for circulation to COSC Members to provide assurance.	Chief Officer - Finance, Performance and Change/ Head of Partnerships and Housing/ Scrutiny.	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495
14 Dec 23	Quarter 2 Performance Report 2023-24	Additional information: The Heronsbridge Inspection Report.	Scrutiny/ Corporate Director - Education and Family	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
14 Dec 23	Quarter 2 Performance Report 2023-24	Additional information: An Update on the number of CATs progressing and the stages from the latest monthly spreadsheet report.	Scrutiny/ Corporate Director - Communities	ACTIONED – response and information circulated to Members on 14 March 2024.	N/A
14 Dec 23	Engagement and Participation Strategy	<p>The Committee acknowledged the aims and objectives of the draft strategy and highlighted that how to address the following issues should be included in an action plan for how the Strategy will be implemented and monitored:</p> <ul style="list-style-type: none"> - The website is not the easiest to navigate. - The number of clicks from the home page to the Agenda for meetings. - Who to follow via social media and how often social media is used. - What is planned to ensure effectiveness in engaging with the public through visual 	Chief Officer - Finance, Performance and Change/ Head of Partnerships and Housing/ Scrutiny.	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495

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		<p>content rather than just written content.</p> <ul style="list-style-type: none"> - The low number of E petitions being received since May 2022 - How to encourage public to observe meetings and engage. - How to measure levels of engagement and the impact of consultation. - How to engage with children and young people. 			
14 Dec 23	Engagement and Participation Strategy	That following the consultation an Action Plan developed for the strategy be added to the Forward Work Programme at the appropriate time, to monitor progress of the implementation.	Chief Officer - Finance, Performance and Change/ Head of Partnerships and Housing/ Scrutiny.	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495
14 Dec 23	Engagement and Participation Strategy	Additional information: The Peer Review report on Communications.	Chief Executive/ Chief Officer - Finance, Performance and Change/ Scrutiny.	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
14 Dec 23	Engagement and Participation Strategy	Additional information: Statistics for call rates and answering times and identification of the busy and less busy calling times.	Chief Officer - Finance, Performance and Change/ Head of Partnerships and Housing/ Scrutiny.	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD844&ID=844&RPID=6759483&sch=doc&cat=13495&path=13490%2c13491%2c13495
17 Jan 24	Medium Term Financial Strategy 2024-25 to 2027-28	The Committee made recommendations and requested additional information.	Scrutiny/ Chair of COSC	ACTIONED - Recommendations formally reported to Cabinet on 6 February 2024 for consideration and response. Response from Cabinet on 20 February 2024.	https://democratic.bridgend.gov.uk/ieListDocuments.aspx?Cid=141&Mid=4425&Ver=4 https://democratic.bridgend.gov.uk/ieListDocuments.aspx?Cid=141&Mid=4426&Ver=4
30 Jan 24	Medium Term Financial Strategy 2024-25 to 2027-28 and Draft Budget Consultation Process	The Committee made recommendations and requested additional information.	Scrutiny/ Chair of COSC	ACTIONED - Recommendations formally reported to Cabinet on 6 February 2024 for consideration and response.	https://democratic.bridgend.gov.uk/ieListDocuments.aspx?Cid=141&Mid=4425&Ver=4

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				Response from Cabinet on 20 February 2024.	https://democratic.bridgend.gov.uk/ieListDocuments.aspx?CId=141&MId=4426&Ver=4
30 Jan 24	Medium Term Financial Strategy 2024-25 to 2027-28 and Draft Budget Consultation Process	The Committee endorsed the MTFs Recommendations of Overview and Scrutiny Committees and agreed to write to the Welsh Minister for Finance and Local Government regarding the budget and funding concerns expressed.	Chair of Scrutiny/ Scrutiny	ACTIONED – Letter sent to WG Minister for Finance and Local Government on 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Medium Term Financial Strategy 2024-25 to 2027-28 and Draft Budget Consultation Process	Following discussion around the impact of budget reductions and reduced resources, including that available to Members, the Committee requested that the Democratic Services Committee consider the changes being proposed for support services to Members and Committees, such as more remote meetings, the number of meetings as well as general resources provided to Members, to potentially assist in making these efficiencies for the future and reducing pressure on staff, particularly in relation to the running of meetings.	Scrutiny/ Chief Officer - Legal & Regulatory Services, HR & Corporate Policy	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
30 Jan 24	Medium Term Financial Strategy 2024-25 to 2027-28 and Draft Budget Consultation Process	<p>Information Requested:</p> <p>The Committee requested that clarification be sought as to what the 500k identified under budget pressure EFS4 will cover as there were varying figures provided in relation to this.</p>	Scrutiny/ Chief Officer - Finance, Housing & Change/ Corporate Director - Education and Family Support	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Budget Monitoring 2023-24 - Quarter 3 Revenue Forecast	It was agreed that clarification on the figures for the number of care experienced children in out of county placements as well as those in other provision such as Heronsbridge would be provided in any future reporting to Scrutiny, including in budget reports.	Scrutiny/ Corporate Director - Social Services and Wellbeing/ Corporate Director - Education and Family Support	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Budget Monitoring 2023-24 - Quarter 3 Revenue Forecast	Members queried the underspend in the Council tax reduction scheme in that this underspend had risen since last year and expressed concern that the process and criteria had potentially become too rigid. Providing personal examples of where this might be the case from residents within the borough, Members recommended that the application process be reviewed to determine whether the process had	Scrutiny/ Chief Officer - Finance, Housing & Change	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495

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		in fact become too rigid, preventing some people, who should be eligible given their personal circumstances, from accessing this funding.			
30 Jan 24	Budget Monitoring 2023-24 - Quarter 3 Revenue Forecast	<p>Information Requested:</p> <p>The Committee requested the following information as a result of their discussions surrounding the 2023/24 budget:</p> <ul style="list-style-type: none"> a) The figure for the Council’s Contingency Reserve. b) Clarification on how many Out of Authority children are attending Heronsbridge and Ysgol Bryn Castell Schools and how much the Authority receives for these placements compared to the cost of sending our own children out of county where there are no spaces in county. c) Clarification over the overspend within Fleet services and reassurance that any costs relating to third 	Scrutiny/ Chief Officer - Finance, Housing & Change/ Corporate Director - Education and Family Support/ Corporate Director - Communities	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495

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		parties such as South Wales Police are fully recovered.			
30 Jan 24	Corporate Plan/ Delivery Plan Review for 2024/25	Members referred to the Councillor Portal for Member Referrals and requested that as Councillors are service users in this process, as they raise referrals from residents, a set of PIs to consider timely responses to these via the portal be incorporated. Members also urged the Chief Executive to look at the use of an analytical tool to provide this within the resources available.	Scrutiny/ Chief Officer - Finance, Housing & Change/ Head of Partnerships and Housing	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Corporate Plan/ Delivery Plan Review for 2024/25	The Committee agreed that there were definite priority PIs that needed to be retained in the delivery plan, such as those associated with Schools, Social Services and Wellbeing as well as any associated with Homelessness. However, Members proposed that the PIs and points previously suggested by Scrutiny Committees remain for now and be revisited in March 2024 to consider the full implications of the budget reductions and resulting resources available.	Scrutiny/ Chief Executive/ Chief Officer - Legal & Regulatory Services, HR & Corporate Policy/ Corporate Policy & Performance Manager	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495

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30 Jan 24	Corporate Plan/ Delivery Plan Review for 2024/25	<p>Information Requested:</p> <p>The Committee referred to the Communication Peer Review undertaken in 2023 and requested that they receive a copy of this report.</p>	Scrutiny/ Chief Executive	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Capital Strategy 2024-25	Members expressed concern regarding the unknown implications and risks associated with Bridgend Market including the potential financial implications for the Authority. The Committee asked that this be reflected somewhere in the Strategy to highlight the future potential schemes and costs this may result in.	Scrutiny/ Chief Officer - Finance, Housing & Change/Corporate Director - Communities	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Capital Strategy 2024-25	The Committee highlighted the need to be realistic in relation to what can be achieved by the Authority, expressing concern over the potential future revenue implications of the Capital Strategy. Whilst recognising that revenue implications form part of the decision-making process, the Committee supported the proposal by the Leader to strengthen this point within the Strategy.	Scrutiny/ Chief Executive/ Chief Officer - Finance, Housing & Change	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495

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30 Jan 24	Capital Strategy 2024-25	Following discussion around the Council's assets and the need to review and dispose of them where possible in order to release some income, the Committee recommended that consideration be given to whether Porthcawl Harbour could be such an asset that could be run just as well privately.	Scrutiny/ Chief Officer - Finance, Housing & Change/ Corporate Director - Communities	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Capital Strategy 2024-25	In relation to the Capital Programme Board, the Committee recommended that a review process of the Board be undertaken and included within the Strategy, to make sure that it is fulfilling its Terms of Reference and to consider aspects such as frequency of meetings, membership and whether there are areas that the Board should be considering given the challenges facing the Authority.	Scrutiny/ Chief Executive/ Chief Officer - Finance, Housing & Change	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Capital Strategy 2024-25	Whilst appreciating that there might be grant funding available to buy-in expertise required to manage Capital projects, Members expressed concern around the possibility that current staff resources could be moved to meet the needs of the numerous Capital projects, thereby taking away from	Scrutiny/ Chief Executive/ Chief Officer - Finance, Housing & Change	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495

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		<p>the day to day, business as usual, of the Council. There was further apprehension over this given the issues the Authority has already experienced in attracting qualified professionals into such project management positions. It was proposed that this be monitored closely including by Scrutiny during future consideration of the Capital Programme.</p>			
30 Jan 24	Capital Strategy 2024-25	<p>Information Requested:</p> <p>The Committee requested clarification on when the investment period for the Council’s Investment properties, quoted at a value of £5.845 million in the report, actually started and also whether there are any CIPFA returns relating to this investment.</p>	Scrutiny/ Chief Officer - Finance, Housing & Change/ Deputy Head of Finance/ Group Manager - Chief Accountant	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495
30 Jan 24	Capital Strategy 2024-25	<p>Information Requested:</p> <p>In relation to the Mutual Investment model for the development of schools, the Committee requested that clarification be provided, when available, as to the actual level of revenue costs the Authority will have to contribute on an annual</p>	Scrutiny/ Chief Officer - Finance, Housing & Change/ Deputy Head of Finance/ Group Manager - Chief Accountant	ACTIONED – response and information circulated 14 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD845&ID=845&RPID=6759451&sch=doc&cat=13495&path=13490%2c13491%2c13495

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		basis over the 25-year contract period.			

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APPENDIX C

2023-24 Forward Work Programme
Subject Overview and Scrutiny Committee 1

Friday 26 May 2023 at 11.00am		
Report Topic	Information Required / Committee's Role	Invitees
EFS Strategic Plan	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><u>Cabinet Members</u> Cabinet Member for Education</p> <p><u>Officers</u> 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><u>CSC</u> Managing Director Assistant Director for Curriculum and Professional Learning Principle Improvement Manager</p> <p><u>Headteacher Nominees</u> Headteacher, Nantyllyllon Primary School Headteacher, Pen-y-Fai Church in Wales Primary School Headteacher, Bryntirion Comprehensive School and Chair of BASH</p>

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

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

		<p>Corporate Director of Education and Family Support Operational Managers, Youth Justice Service</p> <p><u>CSC</u> N/A</p> <p><u>Headteacher Nominees</u> N/A</p>
Draft Outline Forward Work Programme		

Thursday 12 October 2024 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
Whole School Approach to emotional health and wellbeing		<p><u>Cabinet Members</u> Cabinet Member for Education Cabinet Member for Community Safety and Wellbeing Deputy Leader of Council and Cabinet Member for Social Services</p> <p><u>Officers</u> 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><u>CSC</u> NA</p> <p><u>Headteacher Nominees</u> Headteacher, Ysgol Maesteg Headteacher, Porthcawl Comprehensive School; Headteacher, Cefn Glas Infants School; Headteacher, St Robert's Primary School;</p> <p><u>External</u> Whole School Approach to Health and Well-being Coordinator; CAMHS Senior Nurse; and Head, The Bridge Alternative Provision</p>

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

Thursday 18 January 2024 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
Draft Medium Term Financial Strategy 2024-25 to 2027-28 and Budget Proposals		<p>Cabinet Members 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>Officers 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>CSC N/A</p> <p>Headteacher Nominees Chair of Schools Budget Form Chair of BASH</p>

Monday 11 April 2024 at 10am

Report Topics	Information Required / Committee's Role	Invitees
<p>Welsh in Education Strategic Plan (WESP)</p> <p>and</p> <p>Central South Consortium Annual report</p> <p>and</p> <p>Information report - Adult Community Learning update</p>	<p>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>	<p><u>Cabinet Members</u> Leader of the Council Cabinet Member for Education</p> <p><u>Officers</u> Corporate Director Education and Family Support</p> <p><u>CSC</u> Clara Seery Andrew Williams Darren Jones Natalie Gould</p> <p><u>Headteacher Nominees</u> Meurig Jones, Headteacher Ysgol Gyfun Llangynwyd Sarah Gwen Richards, Headteacher Ysgol Cynwyd Sant Neil Davies, Headteacher Mynydd Cynffig Primary School</p> <p><u>External</u></p>

2024-25 Draft Forward Work Programme
Subject Overview and Scrutiny Committee 1

18 July 2024 at 11.00am

Report Topic	Information Required / Committee's Role	Invitees
<p>Home-to-School/College Transport Policy</p>	<p>Outcome of the HTST policy public consultation. To include aspects relating to:</p> <ul style="list-style-type: none"> • Safe routes to schools • Implications of revised LDP • School catchment areas • Pupils' admission numbers • New school builds 	<p><u>Cabinet Members</u> Cabinet Member for Education</p> <p><u>Officers</u> Corporate Director for Education and Family Support</p> <p><u>CSC</u></p> <p><u>Headteacher Nominees - TBA</u></p> <p><u>External</u></p>

Monday 16 th September 2024 at 11.00am –		
Report Topics	Information Required / Committee's Role	Invitees
Annual review of Education and Family Support Strategic Plan	To include update on ALN and Budget implications from 2024-25	<p><u>Cabinet Members</u> Cabinet Member for Education</p> <p><u>Officers</u> Corporate Director for Education and Family Support</p> <p><u>CSC</u></p> <p><u>Headteacher Nominees - TBA</u></p> <p><u>External</u></p>

Monday 18 th November 2024 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
School Modernisation Update	Pre-decision Scrutiny	<p><u>Cabinet Members</u> Cabinet Member for Education</p> <p><u>Officers</u> Corporate Director for Education and Family Support</p> <p><u>CSC</u></p> <p><u>Headteacher Nominees - TBA</u></p> <p><u>External</u></p>

Thursday 16 th January 2025 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
Medium Term Financial Strategy 2025-26 to 2028-29		<p><u>Cabinet Members</u> Cabinet Member for Education</p> <p><u>Officers</u> Corporate Director for Education and Family Support</p> <p><u>CSC</u></p> <p><u>Headteacher Nominees - TBA</u></p> <p><u>External</u></p>

Monday 3 rd March 2025 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
Upgrading of Older School Facilities <u>or</u> School Mergers	Scope to include - an update on the Corporate Landlord report in order to consider the current situation with the whole school estate	<u>Cabinet Members</u> Cabinet Member for Education <u>Officers</u> Corporate Director for Education and Family Support <u>CSC</u> <u>Headteacher Nominees - TBA</u> <u>External</u>

Thursday 8 th May 2025 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
Reduction in Nursery Education Provision		<u>Cabinet Members</u> <u>Officers</u> <u>CSC</u> <u>Headteacher Nominees - TBA</u> <u>External</u>

Members briefing sessions.

- Reporting of exam results - Session to be held to update Members on recommencing of reporting exam results.
- Leadership and Safeguarding – How they are being audited. Secondary School meal Provision - Either an information report or a briefing session arranged as soon as possible to further explore issues raised by Members on this subject. Members have also requested more visits to schools, focusing on secondary school meal provision in this instance, and the capacity of the catering service to meet this need.
- New Estyn Inspection Framework
- Governing Bodies – Support and funding. Invitation to be extended to representatives and the Governors Association

Information reports to be provided.

- 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'

Potential Items to be scheduled.

- ALN Provision and Implementation Update
- Update on UPFSM Rollout (to include pupils' views and be invited to meeting)
– possibly taken up by BREP
- Delegated budgets, monitor the implications of any proposed reduction to school delegated budget – on school budgets, staffing structures, redundancies, and any resulting impact on pupils – possibly taken up by BREP
- Central South Consortium – How they have provided value for the schools in the County Borough

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Forward Work Programme
Subject Overview and Scrutiny Committee 2

Monday 10 July 2023 at 10.00am		
Report Topic	Information Required / Committee's Role	Invitees
Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and Further Integration with BAVO		<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Community Safety and Wellbeing;</p> <p><u>Officers</u> Corporate Director – SSWB; Group Manager - Sports and Physical Activity;</p> <p><u>External</u> Chief Executive, Halo Leisure; Partnership Manager, Halo Leisure; Chief Executive, Awen; and Operations and Partnership Manager, BAVO.</p>
3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend	Early Intervention to Reduce Care Experienced Children and Key Pressures including Information, Advice and Assistance (IAA), Early Help and Edge of Care	<p><u>Cabinet Member</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Children's Social Care; and Deputy Head of Children's Social Care.</p>
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 in addition to the Chairperson of SOSC 2 who is automatically appointed.	NA
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		
Draft Outline Forward Work Programme		NA

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

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		<p>Officers 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>
Adult Community Mental Health Services		<p><u>Cabinet Member</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; Group Manager – Learning Disability, Mental Health & Substance Misuse; Community Mental Health Services Manager;</p> <p><u>External</u> 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
Joint Inspection of Child Protection Arrangements (JICPA) in Bridgend 12-16 June 2023		<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Education;</p> <p><u>Officers</u> Corporate Director – SSWB; Corporate Director – Education and Family Support; Head of Children's Social Care;</p> <p><u>External</u> 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>

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Extraordinary Meeting – 6 December 2023 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Annual Corporate Safeguarding Report 2022/23	<ul style="list-style-type: none"> Update on child exploitation. Placement sufficiency and unregulated placements. 	<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; Head of Children's Social Care; Group Manager, IAA & Safeguarding; Team Manager – Older People - Mental Health; and</p> <p>Education colleagues.</p>
Learning Disability Transformation Programme	<ul style="list-style-type: none"> Outcome of external expert review. Practice. Service Provision. Transition Management. Day Opportunities. 	<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; Social Work Lead in Adult Social Care; Group Manager – Learning Disability, Mental Health and Substance Misuse; and</p>

Friday 19 January 2024 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Draft Medium Term Financial Strategy 2024-25 to 2027-28 and Budget Proposals		<p><u>Cabinet Members</u> Leader of Council; Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Finance, Resources and Legal; Cabinet Member for Community Safety and Wellbeing;</p> <p><u>Officers</u> 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 & Wellbeing / Chief Executive's Directorate.</p>

Monday 19 February 2024 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Social Services and Wellbeing Commissioning Strategies 2023-28	Placement Sufficiency.	<p>Cabinet Members Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p>Officers Corporate Director – SSWB; Head of Adult Social Care; Head of Children's Social Care; and Group Manager – Commissioning.</p>
Care Inspectorate Wales Inspection of Bridgend County Borough Council's Regulated Services in Adult Social Care		<p>Cabinet Members Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p>Officers Corporate Director – SSWB; Head of Adult Social Care; Social Work Lead in Adult Social Care; and Group Manager – Direct Care Provider Services.</p>

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

Reports to be Scheduled		
Report Topics	Information Required / Committee's Role	Invitees
Reablement Care	The Committee added this to their forward work programme to consider the current issues being experienced in the County Borough and specifically how the Authority is working with the Health Service to support individuals who require reablement care when discharged from hospital.	<u>Cabinet Members</u> <u>Officers</u> <u>External</u>
Update from the Learning Disability Transformation Programme	At the meeting on 6 December 2024 Members requested that an update on the Programme be added to the FWP for 2024/25 to include: <ul style="list-style-type: none"> • Performance monitoring data from the Programme Board • Results from the outcome surgeries demonstrating achievements for individuals 	<u>Cabinet Members</u> <u>Officers</u> <u>External</u>
Direct Payments		<u>Cabinet Members</u> <u>Officers</u> <u>External</u>
Post 18 Housing and Financial Support for Care Experienced Children (Post Basic Income Pilot)		<u>Cabinet Members</u> <u>Officers</u> <u>External</u>
Annual Report - Corporate Parenting		<u>Cabinet Members</u> <u>Officers</u> <u>External</u>

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2023-24 Forward Work Programme
Subject Overview and Scrutiny Committee 3

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

Tuesday 25 July 2023 at 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Update on Communities Directorate Position and Challenges	Extraordinary meeting Reviewing the challenges faced by the Communities Directorate.	<p><u>Cabinet Members</u> 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><u>Officers</u> Chief Executive Chief Officer Finance, Performance and Change Corporate Director, Communities</p> <p><u>External</u> - NA</p>

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

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

Monday 22 January 2024 at 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Draft Medium Term Financial Strategy 2024-25 to 2027-28 and Budget Proposals		<p><u>Cabinet Members</u> 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><u>Officers</u> Chief Executive Chief Officer Finance, Performance and Change Corporate Director Communities</p>

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Tuesday 19 March 2024 at 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Future Waste Services Work Stream post 2026 (Provisional)		<p><u>Cabinet Members</u> Leader of the Council Cabinet Member for Climate Change and Environment</p> <p><u>Officers</u> Corporate Director, Communities Head of Operations - Community Services Cleaner Streets & Waste Contract Manager</p> <p><u>External</u></p>

Monday 22 April 2024 at 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Caerau Minewater Project Review		<p><u>Cabinet Members</u> Cabinet Member for Community Safety and Wellbeing</p> <p><u>Officers</u> Corporate Director Communities Head of Operations - Community Services</p> <p>Group Manager - Economy, Natural Resources & Sustainability</p> <p><u>External</u></p>

**2024-25 Draft Forward Work Programme
Subject Overview and Scrutiny Committee 3**

Monday 15 July 2024 4.00pm		
Report Topic	Information Required / Committee's Role	Invitees
Valleys Regeneration Strategy		<p><u>Cabinet Members</u> Cabinet Member for Housing, Planning and Regeneration</p> <p><u>Officers</u> Corporate Director Communities</p> <p><u>External</u></p>

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Monday 30 September 2024 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Housing Update	Affordable; Accessible; Social; Energy efficiency housing; Registered Social Landlords	<p><u>Cabinet Members</u> Cabinet Member for Housing, Planning and Regeneration</p> <p><u>Officers</u> Corporate Director Communities</p> <p><u>External</u></p>

Monday 2 December 2024 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Future Waste		<p><u>Cabinet Members</u> Leader of the Council Cabinet Member for Climate Change and the Environment</p> <p><u>Officers</u> Corporate Director Communities Head of Operations - Community Services</p> <p><u>External</u></p>

Monday 20 January 2025 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Medium Term Financial Strategy 2025-26 to 2028-29		<p><u>Cabinet Members</u> Leader of the Council 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><u>Officers</u> Chief Executive Chief Officer Finance, Performance and Change Corporate Director Communities</p>

Monday 17 February 2025 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Maesteg Town Hall Review	Lessons Learned - COSC delegated the Lessons Learned report to SOSC 3 to consider, when the project has been completed.	<p><u>Cabinet Members</u> Cabinet Member for Housing, Planning and Regeneration Cabinet Member for Community Safety and Wellbeing</p> <p><u>Officers</u> Corporate Director Communities</p> <p><u>External</u></p>

Monday 7 April 2025 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Climate Change Decarbonisation	<p>Update on progress and future priorities given current and future budget implications</p> <p>Electric charging points update</p>	<p><u>Cabinet Members</u> Cabinet Member for Climate Change and the Environment</p> <p><u>Officers</u> Corporate Director Communities</p> <p><u>External</u></p>

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

- Audit Wales 'Springing Forward Asset Management Inspection Report' – including associated Action Plan
- Community Transfers (CAT) - Position Update

Potential Items

- Heat Network projects Update
- Porthcawl Regeneration Update
- Capital Programme

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Subject Overview and Scrutiny Committee 1

RECOMMENDATIONS MONITORING ACTION SHEET 2023-2024

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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 <i>T1 Pupil and staff wellbeing</i> be strengthened to reflect this.	Director of Education and Family Support	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
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	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
26 May 23	EFS Strategic Plan 2023-2026	Members considered the success indicators relating to <i>T2 Support for pupil behaviour, attendance, and exclusions</i> 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	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		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	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
26 May 2023	EFS Strategic Plan 2023-2026	Members noted the plan to increase the support for parents with vulnerable children under <i>T3 Support for vulnerable children and young people</i> 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	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
26 May 2023	EFS Strategic Plan 2023-2026	Members discussed how a video produced by Brynteg Comprehensive School in relation to <i>T5 Curriculum for Wales and assessment</i> gave a better understanding of the new curriculum and recommended that this be made available	Director of Education and Family Support	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf

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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	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
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	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
26 May 2023	EFS Strategic Plan 2023-2026	Members discussed <i>T14 Effective Welsh in Education Strategic Plan to promote the Welsh language and Welsh-medium education</i> 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	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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 T2 Support for pupil behaviour, attendance, and exclusions and 9 by August 2026 with the current rating of 6 in T5 Curriculum for Wales and assessment and other examples in the Plan.	Director of Education and Family Support	ACTIONED – response and information circulated 30 November 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
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	ACTIONED – response and information circulated 9 August 2023.	https://democratic.bridgend.gov.uk/documents/s31400/AppendixASchoolGrantAllocations20232411OfficeResponse.pdf

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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	ACTIONED – response and information circulated 9 August 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
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	ACTIONED – response and information circulated 9 August 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
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	ACTIONED – response and information circulated 9 August 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf https://democratic.bridgend.gov.uk/documents/s31399/Appendi

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		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			xBBridgendELSAregister202314Officersresponse.pdf
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	ACTIONED – response and information circulated 9 August 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
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	ACTIONED – response and information circulated 9 August 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
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	ACTIONED – response and information circulated 9 August 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf
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	ACTIONED – response and information circulated 9 August 2023.	https://democratic.bridgend.gov.uk/documents/s31403/SOSC126May2023ResponsesToRecommendations2.pdf

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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	ACTIONED – response and information circulated 17 October 2023.	https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf
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	ACTIONED – Letter sent.	https://democratic.bridgend.gov.uk/documents/s32052/SOSC1toProbationServiceemailsupport.pdf?LLL=-1
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	ACTIONED – response and information circulated 17 October 2023.	https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 17 October 2023.	https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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	ACTIONED – response and information circulated 17 October 2023.	https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf
11 September 2023	Bridgend Youth Justice Service Update	A link to the Joint Inspection responses made by Care Inspectorate Wales.	Scrutiny	ACTIONED – response and information circulated 5 October 2023.	https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 17 October 2023.	https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf
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	ACTIONED – response and information circulated 17 October 2023.	https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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	ACTIONED – response and information circulated 17 October 2023.	https://democratic.bridgend.gov.uk/documents/s31369/SOSC111September23ResponsestoRecommendations.pdf
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	That an audit of schools be undertaken to identify the significant level of School Governor vacancies along with an audit of School Governor skills to assist Members in understanding what can be done to attract more people with the right skills to becoming Community School Governors, and the outcome of the audits be made available to the Committee for information in the first instance.	Director of Education and Family Support / Group Manager, School Support	Recommendations circulated requesting response – to be provided.	
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	That the Bridgend Governors' Association be requested to clarify that all School Governing Bodies are included on distribution lists for their upcoming meetings and that all Local Authority and Community Governors are circulated with the promotion of their upcoming training sessions.	Director of Education and Family Support / Group Manager, School Support	Recommendations circulated requesting response – to be provided.	
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	That the Committee write a letter to Welsh Government requesting that more be done at a national level to raise the profile of / incentivise recruitment and retention of school support staff, as these	Scrutiny / Chair actioning	ACTIONED – Letter sent.	https://democratic.bridgend.gov.uk/documents/s32057/SOSC1toWGreSchoolSupportStaff.pdf?LLL=-1

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		important roles are significant in delivering requirements and ensuring well-being is at the forefront, however support staff are leaving to work in jobs outside the sector.			
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	That the invaluable practice of requesting appropriate Headteacher Invitees to attend for the reports being considered by this Committee, be continued.		Scrutiny actioning	
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	The document being constructed by Cwm Taf Morgannwg Public Health Team to analyse the Perform and Grow Programme linked to their self-evaluation tool, for Members to get an understanding of mental well-being across the county borough.	Whole School Approach to Health and Well-being Coordinator / Group Manager Learner Support	Recommendations circulated requesting response – to be provided.	
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	<p>A breakdown of the Welsh Government: Whole-School Approach to Emotional and Mental Wellbeing Grant received by the Local Authority referred to in the report, to include:</p> <ul style="list-style-type: none"> a. The reasons for the increase in Activity funding during 2022-23 and the decrease in 2023-24. b. What the funding provides, including how many sessions of counselling and if this is sufficient. 	Whole School Approach to Health and Well-being Coordinator / Group Manager Learner Support	Recommendations circulated requesting response – to be provided.	

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		c. Whether there are any alternative funding streams for the Activities listed in the tables and whether they are adequately funded. d. The Council's contribution towards the Activities listed in the tables.			
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	The outcomes and evaluation of the review of the framework referred to in the report which was planned to ensure it was fit for purpose during late 2022.	Whole School Approach to Health and Well-being Coordinator / Group Manager Learner Support	Recommendations circulated requesting response – to be provided.	
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	Information regarding support mechanisms and the sickness absence procedures for staff and headteachers and their role in supporting the recruitment and retention of staff.	Whole School Approach to Health and Well-being Coordinator / Group Manager Learner Support / Group Manager School Support	Recommendations circulated requesting response – to be provided.	
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	An update on those schools that did not have breakfast clubs and the plan going forward for their provision to ensure that all learners can receive breakfast,	Director of Education and Family Support	Recommendations circulated requesting response – to be provided.	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		particularly given the cost of living and the colder weather.			
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	The Committee requested an update on the timescale of the publication of the Welsh Government Home to School Transport review.	Director of Education and Family Support / Scrutiny	ACTIONED: A letter from the Chair of Corporate Overview and Scrutiny Committee to the Welsh Minsters and response	https://democratic.bridgend.gov.uk/documents/s31981/AppendixALettertoDeputyMinisterforClimateChange.pdf https://democratic.bridgend.gov.uk/documents/s31979/AppendixBResponsefromWGClimiteChange14December2023.pdf
12 October 2023	Whole-School Approach to Emotional and Mental Wellbeing	A copy of the recently published Welsh Government Guidance and summary relating to elective Home Education, that sets out the requirements and how the interface with local authorities and parents in this area works.	Director of Education and Family Support	Recommendations circulated requesting response – to be provided.	
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	The Committee expressed strong concerns around the financial situation for Universal Free School Meal Provision (UPFSM) given the fact that whilst Welsh Government has provided Capital investment for new kitchen equipment, facilities and upgrades, there are the ongoing Revenue cost implications	Chair / Scrutiny	ACTIONED – Letter sent.	https://democratic.bridgend.gov.uk/documents/s32058/SOSC1toWGrFullyFundingUPFSM.pdf?LLL=-1

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		<p>that the Local Authority and Schools will struggle to meet. These include the cost of subsidising school meals, food inflation rates, costs to meet new requirements for food waste as well as significant costs required for additional staff to deliver UPFSM, both in schools and in the Catering Service. ○ Express these concerns and highlight the continuing struggle of Local Authorities and Schools to respond to new legislation and requirements without suitable funding being provided to support it; and</p> <p>○ To call on WG to commit to fully funding the revenue and capital costs of implementing this national policy commitment.</p> <p>The Committee therefore agreed to write to the Minister for Education and Welsh Language to:</p> <ul style="list-style-type: none"> ● Express these concerns and highlight the continuing struggle of Local Authorities and Schools to respond to new legislation and requirements without suitable funding being provided to support it; and ● To call on WG to commit to fully funding the revenue and capital costs of 			

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		implementing this national policy commitment.			
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Furthermore, the Committee asked that the implications of UPFSM on time for learning be looked at as a matter of urgency given that Headteachers are already highlighting this as a concern which will only be exacerbated with the further rollout of UPFSM to Nursery years and Years 5 – 6. The Committee were of the view that this could have a significant negative affect on primary school pupil’s education.	Corporate Director of Education and Family Support / Group Manager Business Support	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LLL=0&LLLL=0
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Members expressed concern over school meal portion sizes provided for primary school pupils in that these are the same for those in nursery provision to those in year 6. It was agreed that portion sizes for this age range would likely differ significantly and either cause an issue of food waste from younger children due to the portion size being too big (as well as unnecessary associated costs), or the potential opposite in portion sizes not being big enough for the older children and them remaining hungry. The Committee were advised that Welsh Government were reviewing healthy eating in schools, however, it was unknown whether the review would include consideration of portion sizes, which was set, under the direction of WG, by the	Chair / Scrutiny	ACTIONED – Letter sent.	https://democratic.bridgend.gov.uk/documents/s32059/SOSC1toWGREportionsizeUPFSM.pdf?LLL=-1 https://democratic.bridgend.gov.uk/documents/s32060/SOSC1toWLGAreportionsizeUPFSM.pdf?LLL=-1

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		<p>Welsh Local Government Association (WLGA). It was therefore agreed that the Committee would write to both the Welsh Government and the WLGA and request that portion sizes be incorporated into the review and that this be based on clear evidence gathered from schools and pupils, the latter to ensure the voice of the child is heard.</p>			
<p>4 December 2023</p>	<p>Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service</p>	<p>Concerns were raised over the potential impact of UPFSM on those who could potentially be entitled to eFSM. Headteachers at the meeting reported that there had been a drop in eFSM recently which could possibly be attributed to the introduction of UPFSM. Whilst pupils would still receive a meal in both cases, pupils could be put at a disadvantage by losing out on the extra support they would be entitled to under eFSM. This includes a School Essentials Grant each year to help towards the cost of things like uniform and school supplies. It also had an impact on the amount of funding schools received to support eFSM pupils. The Committee therefore recommend that Primary schools and the Local Authority ensure parents are appropriately informed of the difference between the two and that the benefits of</p>	<p>Corporate Director of Education and Family Support / Group Manager Business Support</p>	<p>ACTIONED – response and information circulated 16 February 2024.</p>	<p>https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LLL=0&LLL=0</p>

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		eFSM over UPFSM be advertised as widely as possible to encourage take-up and ensure no child is invertedly disadvantaged.			
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Whilst appreciating that there is a priority to rollout UPFSM, the Committee expressed strong concerns around the value for money provided with free school meals, given the menu stipulated for all schools and how suited it was to their pupils. Information viewed in school visits and gathered from Headteachers suggest that at times, the menu choices result in a lot of food wastage and also, more worryingly, instances where children are not being appropriately fed as they do not like the choices available. Acknowledging that the menus have to take account of Healthy Eating in Schools regulations, Nutritional Food Standards and are devised using the Saffron system for nutritional analysis, the Committee support the view expressed by some Headteachers that the menu choices need tweaking to address these concerns and take more account of pupil's views in the choices available to them. Members recommend that this be looked at as soon as possible to reduce wastage, ensure pupils are being fed appropriately, and in	Corporate Director of Education and Family Support / Group Manager Business Support	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LLL=0&LLL=0

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		order that that the new UPFSM provision is effective and achieves its overall aim.			
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Concerns were expressed over the high number of vacancies reported relating to UPFSM provision and how the Authority would fill these. The Committee recommend that the Directorate look at what other Local Authorities may be doing to recruit to this service area to see if there are some innovative methods and ways of advertising that could be utilised in Bridgend, including any incentives that could be considered.	Corporate Director of Education and Family Support	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?N=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LLL=0&LLLL=0
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	The Committee also recommend that the Local Authority explore, along with Headteachers and the Catering Service, how schools in close proximity to one another could potentially work together to assist with the provision of UPFSM, particularly with meeting staffing requirements given the high number of vacancies reported. Members proposed that schools could consider how staff could be shared across schools, particularly where there are low hour contracts, thereby providing more working hours, with the aim of attracting people into these positions.	Corporate Director of Education and Family Support	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?N=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LLL=0&LLLL=0
4 December 2023	Universal Primary Free School		Corporate Director of	ACTIONED – response and	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?N

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	Meals (UPFSM) and Operational Issues within the Catering Service	It was further recommended that information be sought from HR as to whether staff contracts could be combined and strengthened for those staff who may hold multiple smaller roles in schools, such as support, catering, lunchtime cover etc, and thereby multiple contracts.	Corporate Director of Education and Family Support / Chief Officer, Legal, HR & Regulatory Services	information circulated 16 February 2024.	AME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LL=0&LLL=0
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Further information as to whether notification from parents at the beginning of the week whether children would be taking up their free school meal each day of that week would assist schools with planning and reducing waste. Members recall that this used to be the standard method for most schools and wondered whether reverting back to this would provide benefits, even in so much as planning for staff cover as well as dining hall space and the number of meal sittings required.	Corporate Director of Education and Family Support / Group Manager Business Support / Team Manager Catering Services	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?N&AME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LL=0&LLL=0
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Clarification on the current projected overspend for Catering Services for 2023-24 as well as a breakdown of this overspend.	Corporate Director of Education and Family Support.	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?N&AME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LL=0&LLL=0

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	The Committee welcomed the offer from Headteacher, Mr Chris Jones of Llangynwyd Primary School to receive a copy of the information gathered via a short survey sent to fellow colleagues in primary schools across the County Borough.	Corporate Director of Education and Family Support / Group Manager Business Support / Headteacher, Llangynwyd Primary School	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LLL=0&LLLL=0
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Clarification on whether there would be any potential legal or financial penalties levied on Local Authorities if they were unable to deliver UPFSM in full for whatever reasons, whether this be lack of staffing or kitchen facilities for example, given the fact that this is now a statutory service.	Corporate Director of Education and Family Support	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LLL=0&LLLL=0
4 December 2023	Universal Primary Free School Meals (UPFSM) and Operational Issues within the Catering Service	Either an information report or a briefing session be arranged as soon as possible on the subject of Secondary School meal provision, given reports by one school that they have not got the capacity to feed all the pupils that request it and are therefore being sent into the local town to buy lunch instead. To further explore this issue Members have requested more visits to schools, focusing on secondary school meal provision in this instance, and the	Corporate Director of Education and Family Support	ACTIONED – response and information circulated 16 February 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD837&ID=837&RPID=6733674&sch=doc&cat=13514&path=13490%2c13492%2c13497%2c13514&LLL=0&LLLL=0

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		capacity of the catering service to meet this need.			
18 January 2024	Medium Term Financial Strategy 2024-25 to 2027-28	The Committee made recommendations and requested additional information.	Scrutiny / Chair of COSC	<p>ACTIONED: Recommendations formally reported to COSC and onward to Cabinet on 6 February 2024 for consideration and response.</p> <p>Response from Cabinet on 20 February 2024.</p>	<p>https://democratic.bridgend.gov.uk/ieListDocuments.aspx?CId=141&MId=4425&Ver=4&LLL=0</p> <p>https://democratic.bridgend.gov.uk/ieListDocuments.aspx?CId=141&MId=4426&Ver=4</p>

Subject Overview and Scrutiny Committee 2

RECOMMENDATIONS MONITORING ACTION SHEET 2023-2024

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 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	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31760/SOSC2ResponsesandActions10July230902.pdf
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	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31760/SOSC2ResponsesandActions10July230902.pdf
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	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31760/SOSC2ResponsesandActions10July230902.pdf
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and	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	Scrutiny / Corporate Director of Social Services and Wellbeing	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31760/SOSC2ResponsesandActions10July230902.pdf

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	further integration with BAVO	Leisure was established for a 15-year period in 2012 and the partnership agreement with Awen runs until 2035.			
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	ACTIONED – response and information circulated 12 February 2024.	https://democratic.bridgend.gov.uk/documents/s31760/SOSC2ResponsesToRecommendationsandActions10July230902.pdf
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	ACTIONED – response and information circulated 12 February 2024.	https://democratic.bridgend.gov.uk/documents/s31760/SOSC2ResponsesToRecommendationsandActions10July230902.pdf
10 July 2023	3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend	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	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31760/SOSC2ResponsesToRecommendationsandActions10July230902.pdf
18 Sept 2023	Adult Community Mental Health Services	The Committee Recommended that they write to the Members of the Senedd for Bridgend and Ogmores to request an invitation to the round table meetings run by them, involving third sector and voluntary organisations and relating to	Scrutiny/Chair of SOSC 2	ACTIONED – response and information circulated 12 February 2024.	https://democratic.bridgend.gov.uk/documents/s31751/AppendixASarahMurphyMSandHuwIrrancaDaviesMS.pdf

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		mental health and the <i>Bridgend Mental Health Pathway</i> .			https://democratic.bridgend.gov.uk/documents/s31768/AppendixBemailfromtheOfficeoftheMemberoftheSeneddforBridgend28September2023.pdf
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	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/documents/s31770/SOSC2ResponsestoRecs18Sept23amended120224.pdf
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	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&ID=787&RPID=6256609&sch=doc&cat=13499&path=13490%2c13493%2c13499
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	ACTIONED – response and information circulated 16 October 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&ID=787&RPID=6256609&sch=doc&cat=13499&pa

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.			th=13490%2c13493%2c13499
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	ACTIONED – response and information circulated 12 February 2024	https://democratic.bridgend.gov.uk/documents/s31770/SOSC2Responses18Sept23amended120224.pdf
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	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=S787&ID=787&RPID=6256609&sch=doc&cat=13499&path=13490%2c13493%2c13499

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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	ACTIONED – response and information circulated 2 November 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&ID=787&RPID=6349871&sch=d&oc&cat=13499&path=13490%2c13493%2c13499
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	ACTIONED - Letter sent to the Invitees – No Response required.	https://democratic.bridgend.gov.uk/documents/s31788/30NovLetterfromChairofSOSC2.pdf
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	ACTIONED - response and information circulated 9 February 2024.	https://democratic.bridgend.gov.uk/documents/s31787/29Nov23LettertoMinisterforEducationandWL.pdf https://democratic.bridgend.gov.uk/documents/s31789/19December23ResponsefromMinisterforEducation.pdf

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
6 Dec 2023	Annual Corporate Safeguarding Report 2022/23	The Committee recommended that future presentations of this report also contain data from previous years to allow Members to draw comparisons.	Scrutiny / Corporate Director -Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	
6 Dec 23	Annual Corporate Safeguarding Report 2022/23	The Committee recommended that they write a letter to Welsh Government expressing their concern regarding the number of children and families in temporary accommodation and the need for uplift to the Local Housing Allowance to support the social sector via private rental.	Scrutiny/Chair of SOSC 2	ACTIONED – response and information circulated 9 February 2024.	https://democratic.bridgend.gov.uk/documents/s31776/14Dec2023LettertoMinisterforClimateChange.pdf https://democratic.bridgend.gov.uk/documents/s31777/JJ0335723ResponsefromWGJulieJames240110.pdf
6 Dec 23	Annual Corporate Safeguarding Report 2022/23	The Committee requested the number and percentage of staff who attended the recent 2-day Signs of Safety training and the number and percentage of staff who have subscribed to the next cohort of 5-day training in January 2024.	Scrutiny / Corporate Director -Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	
6 Dec 23	Learning Disability Transformation Programme	Members expressed concern that the £3.61m level of overspend is not sustainable and requested that the proposed efficiency savings to reduce spending in Learning Disability Services	Scrutiny / Corporate Director -Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		be made available to the Budget Research and Evaluation Panel.			
6 Dec 23	Learning Disability Transformation Programme	The Committee requested any examples of potential savings that could be explored where there is possible duplication of provision and resources, for example, the provision of transport to school for a disabled child in a family with a Motability car.	Scrutiny / Corporate Director -Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	
19 Jan 24	Medium Term Financial Strategy 2024-25 to 2027-28	The Committee made recommendations and requested additional information.	Scrutiny / Chair of COSC	ACTIONED - Recommendations formally reported to COSC and onward to Cabinet on 6 February 2024 for consideration and response.	https://democratic.bridgend.gov.uk/eListDocuments.aspx?CId=141&Mid=4425&Ver=4
19 Feb 24	Social Services and Wellbeing Commissioning Strategies 2023-28	Financial Resources and Achievability Whilst fully supporting the basis and argument behind the Commissioning Strategies, Members expressed concern regarding the potential funding available to take them forward given the difficult current, and predicted future, budget situation. The Committee appreciate that the exact financial requirements would not been known until full business cases had been developed, however, on face	Scrutiny / Corporate Director -Social Services and Wellbeing	Recommendations circulated requesting response - to be provided	

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		<p>value Members queried whether the strategies were entirely realistic and achievable even on work scheduled for year one, given the Authority’s resources, both financial and staff based. Members agreed to monitor this closely in any future related work the Committee considers, and also requested that this be referred to the Corporate Overview and Scrutiny Committee for examination under their regular budget monitoring item.</p>			
19 Feb 24	<p>Social Services and Wellbeing Commissioning Strategies 2023-28</p>	<p>Consistency of data provided The Committee commented on the data displayed in the strategies and that at times there were percentages provided whilst other times figures are quoted. Members proposed that there be a consistent approach throughout the document for ease of reference, particularly for the public.</p>	<p>(Scrutiny / Corporate Director -Social Services and Wellbeing</p>	<p>Recommendations circulated requesting response - to be provided</p>	
19 Feb 24	<p>Social Services and Wellbeing Commissioning Strategies 2023-28</p>	<p>Following a query as to how the Committee could assist the service area in any way in taking the Commissioning Strategies forward, it was proposed and agreed by the Committee that Members be encouraged to share the key messages with their fellow Councillors as well as their constituents in respect of managing expectations. Members were</p>	<p>(SOSC 2/ Scrutiny)</p>	<p>Recommendations circulated requesting response - to be provided</p>	

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		<p>asked to spread the word that services will be provided differently in future with more innovative practices, such as a series of short-term services for individuals, rather than possibly full long-term packages of care from the start. This was to try and reduce demand and pressure on services and also proved more successful at enabling people to regain their independence.</p>			
19 Feb 24	<p>Social Services and Wellbeing Commissioning Strategies 2023-28</p>	<p>Additional Information The Committee requested that they receive copies of the presentations referred to by the Deputy Leader and Cabinet Member – Social Services and Health that were presented to the recent Regional Partnership Board.</p>	<p>Scrutiny / Corporate Director -Social Services and Wellbeing</p>	<p>Recommendations circulated – information being circulated.</p>	
19 Feb 24	<p>Care Inspectorate Wales Inspection of Bridgend County Borough Council's Regulated Services in Adult Social Care</p>	<p>The Committee welcomed the positive report from the Care Inspectorate Wales and stated that it was indicative of the hard work that has gone on from care home and social services staff to address the areas highlighted and implement improvements. Members congratulated all involved on a glowing report.</p>	<p>Corporate Director -Social Services and Wellbeing</p>	<p>Recommendations circulated requesting response - to be provided</p>	

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
19 Feb 24	Forward Work Programme Update	The Committee also agreed to add the subject of 'Reablement Care' to their forward work programme to consider the current issues being experienced in the County Borough and specifically how the Authority is working with the Health Service to support individuals who require reablement care when discharged from hospital.	(Scrutiny)	Added to the FWP	

Subject Overview and Scrutiny Committee 3

RECOMMENDATIONS MONITORING ACTION SHEET 2023-2024

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
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	ACTIONED – response and information circulated 19 September 2023.	https://democratic.bridgend.gov.uk/documents/s31468/SOSC3RecommendationResponses19June23.pdf
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	Chief Officer - Finance, Performance & Change / Corporate Director of Communities	ACTIONED – response and information circulated 19 September 2023.	https://democratic.bridgend.gov.uk/documents/s31468/SOSC3RecommendationResponses19June23.pdf

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		commence where Grant Funding had been agreed in principle, but not yet formalised.			
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	ACTIONED – response and information circulated 19 September 2023.	https://democratic.bridgend.gov.uk/documents/s31468/SOSC3RecommendationResponses19June23.pdf
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	ACTIONED – response and information circulated 19 September 2023.	https://democratic.bridgend.gov.uk/documents/s31468/SOSC3RecommendationResponses19June23.pdf
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	ACTIONED – response and information circulated 19 September 2023.	https://democratic.bridgend.gov.uk/documents/s31469/SOSC3RecommendationResponses25July2023.pdf
25 July 2023	Update on Communities Directorate	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	Corporate Director for Communities / Scrutiny	ACTIONED – response and information	https://democratic.bridgend.gov.uk/documents/s31469/SOSC3RecommendationResponses25July2023.pdf

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	Position and Challenges	Communities, of what the Communities Directorate can deliver in alignment with their resources and budget. Looking at all the services they deliver, statutory 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.		circulated 19 September 2023.	endationResponses25July2023.pdf
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	ACTIONED – response and information circulated 19 September 2023.	https://democratic.bridgend.gov.uk/documents/s31469/SOSC3RecommendationResponses25July2023.pdf
25 July 2023	Update on Communities Directorate	The Committee discussed the Communities Directorate operating with a £31m budget allocation in the financial year 2023/2024 and it is representing 9%	Corporate Director for Communities	ACTIONED – response and information	https://democratic.bridgend.gov.uk/documents/s31469/SOSC3RecommendationResponses25July2023.pdf

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	Position and Challenges	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 (WLGA) which they intend to share in the next Budget Research and Evaluation Panel (BREP).		circulated 19 September 2023.	
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	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD854&ID=854&RPID=6757126&sch=doc&cat=13501&path=13490%2c13494%2c13501&LLL=0&LLL=0
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	Chief Officer – Finance, Performance and Change / Head of Partnerships	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD854&ID=854&RPID=6757126&sch=doc&cat=13501&path=13490%2c13494%2c13501&LLL=0&LLL=0

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		planned to be achieved, so that progress can be clearly measured.			
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	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD854&ID=854&RPID=6757126&sch=doc&cat=13501&path=13490%2c13494%2c13501&LLL=0&LLL=0
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	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD854&ID=854&RPID=6757126&sch=doc&cat=13501&path=13490%2c13494%2c13501&LLL=0&LLL=0
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	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	Corporate Director of Communities / Group Manager Planning & Development Services	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/documents/s32095/SOSC327Nov23RecommendationsandResponses.pdf?LLL=-1

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		<p>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 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</p>			

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		<p>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"> ➤ Whether projects are now out of date given how long they have been on the list; ➤ Whether there is clear evidence of the 'need' for the project – for example, the benefits for the community, any evidence from similar projects that clearly indicate success in a modal shift; ➤ How projects could be prioritised, even if just within their own strategy, such as Active Travel 			

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		<p>routes – could safety be used as a criterion for these projects? 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?</p>			
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>	Corporate Director of Communities / Group Manager Planning & Development Services	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/documents/s32095/SOSC327Nov23RecommendationsandResponses.pdf?LLL=-1
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 by the Authority when these projects were considered for</p>	Corporate Director of Communities / Group Manager Planning & Development Services	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/documents/s32095/SOSC327Nov23RecommendationsandResponses.pdf?LLL=-1

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		funding bids, and that this form part of the evidence provided to the Committee for any future report on this subject.			
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.	Corporate Director of Communities / Group Manager Planning & Development Services	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/documents/s32095/SOSC327Nov23RecommendationsandResponses.pdf?LLL=-1
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.	Corporate Director of Communities / Group Manager Planning & Development Services	ACTIONED – response and information circulated 13 March 2024.	https://democratic.bridgend.gov.uk/documents/s32095/SOSC327Nov23RecommendationsandResponses.pdf?LLL=-1
22 January 2024	Medium Term Financial Strategy 2024-25 – 2027-28	The Committee made recommendations and requested additional information.	Scrutiny / Chair of COSC	ACTIONED: Recommendations formally reported to COSC and onward to Cabinet on 6 February 2024 for consideration and response.	https://democratic.bridgend.gov.uk/ieListDocuments.aspx?Cid=141&Mid=4425&Ver=4&LLL=0 https://democratic.bridgend.gov.uk/ieListDocuments.aspx?Cid=141&Mid=4426&Ver=4

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				Response from Cabinet on 20 February 2024.	