

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



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

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

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



Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate
Deialu uniongyrchol / Direct line /: 01656 643148 / 643694 / 643513
Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:
Eich cyf / Your ref:

Dyddiad/Date: Tuesday, 10 December 2024

Dear Councillor,

CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

A meeting of the Corporate Overview and Scrutiny Committee will be held Hybrid in the Council Chamber - Civic Offices, Angel Street, Bridgend, CF31 4WB/remotely via Microsoft Teams on **Monday, 16 December 2024 at 10:00.**

AGENDA

1 Apologies for Absence

To receive apologies for absence from Members.

2 Declarations of Interest

To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members Code of Conduct adopted by Council from 1 September 2008 (including whipping declarations)

3 Approval of Minutes

To receive for approval the minutes of 24/10/2024

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By receiving this Agenda Pack electronically you will save the Authority approx. £2.08 in printing costs

4 Quarter 2 Performance 2024/2025

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Invitees:

Councillor John Spanswick - Leader

Councillor Jane Gebbie - Deputy Leader / Cabinet Member for Social Services, Health and Wellbeing

Councillor Hywel Williams - Cabinet Member for Finance and Performance

Councillor Martyn Jones - Cabinet Member for Education and Youth Services

Councillor Paul Davies - Cabinet Member for Climate Change and the Environment

Councillor Eugene Caparros - Cabinet Member for Resources (Job Share)

Councillor Melanie Evans - Cabinet Member for Resources (Job Share)

Councillor Neelo Farr - Cabinet Member for Regeneration, Economic Development and Housing

Mark Shephard - Chief Executive

Carys Lord - Chief Officer - Finance, Housing and Change

Lindsay Harvey - Corporate Director - Education, Early Years & Young People

Claire Marchant - Corporate Director - Social Services and Wellbeing

Janine Nightingale - Corporate Director - Communities

Kelly Watson - Chief Officer Legal and Regulatory Services, HR & Corporate Policy

Alex Rawlin - Corporate Policy and Performance Manager

Kate Pask - Corporate Performance Manager

Martin Morgans - Head of Partnership Services

Paul Miles - Group Manager – Human Resources and Organisational Development

5 Conclusions and Recommendations

6 Forward Work Programme Update

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7 Urgent Items

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

Note: This will be a Hybrid meeting and Members and Officers will be attending in the Council Chamber, Civic Offices, Angel Street Bridgend / Remotely via Microsoft Teams. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you would like to view this meeting live, please contact cabinet_committee@bridgend.gov.uk or tel. 01656 643148 / 643694 / 643513 / 643159.

Yours faithfully

K Watson

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

Distribution:

Councillors:

F D Bletsoe

JPD Blundell

HJ David

RM Granville

S J Griffiths

GH Haines

M L Hughes

RL Penhale-Thomas

T Thomas

A W Ulberini-Williams

AJ Williams

E D Winstanley

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MINUTES OF A MEETING OF THE CORPORATE OVERVIEW AND SCRUTINY COMMITTEE HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON THURSDAY, 24 OCTOBER 2024 AT 10:00

Present

Councillor JPD Blundell – Chairperson for the Meeting

HJ David

GH Haines

Present Virtually

RM Granville
A Williams

S J Griffiths
AJ Williams

M L Hughes

T Thomas

Apologies for Absence

F D Bletsoe, RL Penhale-Thomas and E D Winstanley

Invitees

Councillor John Spanswick
Councillor Jane Gebbie
Councillor Hywel Williams
Councillor Martyn Jones
Councillor Neelo Farr
Councillor Melanie Jayne Evans
Councillor Paul Davies

Leader
Deputy Leader/ Cabinet Member Social Services, Health and Wellbeing
Cabinet Member for Finance and Performance
Cabinet Member for Education and Youth Services
Cabinet Member for Regeneration, Economic Development and Housing
Cabinet Member for Resources (Job Share)
Cabinet Member for Climate Change and the Environment

Mark Shephard
Carys Lord
Lindsay Harvey
Claire Marchant
Janine Nightingale
Kelly Watson

Chief Executive
Chief Officer - Finance, Housing & Change
Corporate Director - Education, Early Years & Young People
Corporate Director - Social Services and Wellbeing
Corporate Director - Communities
Chief Officer - Legal and Regulatory Services, HR & Corporate Policy

Kirsty Williams
Helen Hammond
Stephanie Davies

Partnership & CSP Manager
Public Services Board Officer
Partnership Support and Data Assistant

Officers:

Meryl Lawrence
Lucy Beard
Stephen Griffiths

Senior Democratic Services Officer - Scrutiny
Scrutiny Officer
Interim Scrutiny Officer/ Democratic Services Officer - Committees

Declarations of Interest

Cllr Timothy Thomas – item 5 – Personal - Works in a policy and campaigns capacity for property agents and responded to the Welsh Government's White Paper on homelessness.

131. Approval of Minutes

Decision Made	<u>RESOLVED:</u> That the minutes of meetings of the Corporate Overview and Scrutiny Committee dated 25 July 2024 and 9 September 2024 be approved as a true and accurate record.
Date Decision Made	24 October 2024

132. Cwm Taf Morgannwg Public Services Board (PSB) and Joint Overview and Scrutiny Committee (JOSC)

Decision Made	<u>RESOLVED:</u> That the Committee nominated the following Members to the Cwm Taf Morgannwg PSB JOSC: <ul style="list-style-type: none">• Councillor Huw David, Councillor Simon Griffiths, and Councillor Martin Hughes (nominations from the Labour Group).• Councillor Tim Thomas (nomination from the Bridgend County Independents Group).• Councillor Alex Williams (nomination from the Democratic Alliance Group); and• Councillor Freya Bletsoe (Substitute Member nominated from the Bridgend County Independents
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	Group to attend the PSB JOSC when one of the five Members are not available).
Date Decision Made	24 October 2024

133. Budget Monitoring 2024-25 - Quarter 2 Revenue Forecast

Decision Made	<p><u>RESOLVED:</u></p> <p>Following consideration of the report and detailed discussion with a Cabinet Member and Senior Officers, the Committee made the following recommendations and requests for additional information:</p> <p><u>Recommendations</u></p> <ol style="list-style-type: none"> 1. In addition to the usual winter challenges, the Committee expressed concern regarding the potential impact on social services, arising from the disruption at Princess of Wales Hospital while essential maintenance takes place. In particular, concern was expressed regarding pressures on the workforce including additional travelling time required and pressures relating to the decision making and payment of top up fees. The Committee therefore recommended that the situation needed to be carefully monitored and that a report be provided, as appropriate, to Corporate Overview and Scrutiny Committee or Subject Overview and Scrutiny Committee 2. 2. The Committee expressed concern regarding the risk that next year, many schools could have deficit budgets of over 5% which require a deficit recovery plan, as schools' budgets are being based on this year's figures and not taking account of further indicative budget reduction proposals for 2025-26. The Committee therefore recommended that future reports relating to the budget include projected deficit figures for schools accordingly. 3. The Committee recommended that the next quarterly report include details of the actions taken by Cabinet and the Corporate Management Board, to find the full required savings in respect of non-essential recruitment and expenditure. <p><u>Additional Information</u></p> <ol style="list-style-type: none"> 4. The Committee requested additional information on how the Council compared with other local
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	<p>authorities in Wales in the delivery of services, including temporary accommodation, for the homeless.</p> <p>5. The Committee requested additional information on how many individuals and households are being housed in temporary accommodation by the Council.</p> <p>6. The Committee requested additional information on the funding arrangements with, and the steps being undertaken to ensure fair contributions from, partner organisations, including the Health Board, for the provision of residential placements and the delivery of social care.</p>
Date Decision Made	24 October 2024

134. Forward Work Programme Update

Decision Made	<p><u>RESOLVED:</u></p> <p>Following consideration of the report the Committee approved its Forward Work Programme (FWP) in Appendix A subject to the inclusion of the recommendations below, noted the FWPs for the Subject Overview and Scrutiny Committees in Appendix C, D and E, and noted the Recommendations Monitoring Action Sheet to track responses to the Committee’s Recommendations made at previous meetings in Appendix B:</p> <ol style="list-style-type: none"> 1. The Committee expressed concern regarding the significant projected overspend in learner support and additional learning needs and the costs of providing the related statutory home to school transport. The Committee recommended that the Subject Overview and Scrutiny Committee 1 request a report to explore whether alternative models of delivering these services could contribute to cost savings. 2. The Committee recommended when considering the Housing and Homelessness Update report scheduled for 2 December 2024, Subject Overview and Scrutiny Committee 3 Members explore the models of support offered by other local authorities across Wales, consider whether Bridgend’s level of homelessness and approach is comparable, and how more emphasis could be placed on the prevention of homelessness.
Date Decision Made	24 October 2024

5. Urgent Items

Decision Made	None.
Date Decision Made	24 October 2024

To observe further debate that took place on the above items, please click this [link](#).

The meeting closed at 12:24.

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Meeting of:	CORPORATE OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	16 DECEMBER 2024
Report Title:	QUARTER 2 PERFORMANCE 2024-25
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 performance against the 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 at quarter 2 2024-25. • analysis of performance on the commitments and performance indicators in the Corporate Plan Delivery Plan (CPDP) 2024-25. • An update on the performance against our current regulator recommendations (Regulatory Tracker).

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 2 (Q2) of 2024-25. This is the second year of the 5-year Corporate Plan 2023-28 and the first performance report on the 2024-25 Corporate Plan Delivery Plan (CPDP). For the first time this report also contains analysis of performance against current regulator recommendations.

2. Background

- 2.1 On 1 March 2023 Council agreed the Corporate Plan 2023-28. In April 2024 Council agreed the Corporate Plan Delivery Plan 2024-25 which set out aims, commitments, and performance indicators to help measure the Council’s progress on priorities.
- 2.2 Each Directorate produced a business plan, which includes milestones against each commitment, targets against each Performance Indicator (PI) and a rationale for targets. The directorate business plans can be viewed via the staff intranet. Data quality and accuracy templates have been completed for each PI to clearly define what the PI is measuring, scope of data, calculation / verification methods, and responsible officers. In summer 2024 the Corporate Plan PI targets and rationales were approved by Corporate Management Board (CMB) and provided to Corporate Overview Scrutiny Committee (COSC) in September 2024 along with minor amendments to the CPDP.
- 2.3 As part of the Performance Management Framework, monitoring of the CPDP is carried out quarterly through 4 directorate performance dashboards scrutinised by

Directorate Management Teams. A single performance dashboard is reported quarterly to Cabinet and Corporate Management Board (CCMB) following the decision by CCMB to discontinue Corporate Performance Assessment (CPA) after quarter 3 2023-24. The same dashboard is presented to Corporate Overview and Scrutiny Committee (COSC) at quarters 2, 3 and 4 to help them scrutinise progress.

- 2.4 The performance team has worked with Corporate Overview and Scrutiny Committee to make improvements to the performance reporting process, including the development of the single performance dashboard, use of summary presentations and improvements to the commentary in the dashboards, to give Members a clearer understanding of how the Council is performing.
- 2.5 In a report to Governance and Audit Committee (GAC) in November 2022, Audit Wales highlighted the requirement for the Council to improve arrangements dealing with recommendations from regulator reports. A 'regulatory tracker' was developed as a response which is considered at GAC twice yearly. In July 2023, GAC recommended that the regulator tracker be included on all Subject Overview and Scrutiny forward work programmes in order for the Committees to be aware of progress. To date this has not been achieved, so we have included it at **Appendix 2**.

3. Current situation / proposal

3.1 The Q2 performance dashboard provided at **Appendix 1** provides judgements on progress on our commitments and comments, key activities and achievements in quarter 1 (Q1) and Q2 and next steps where appropriate. It also provides Q2 values and supporting comments for the performance indicators. The simple scale for how we score the Council's performance is set out in our Performance Management Framework and summarised in the Table 1 below.

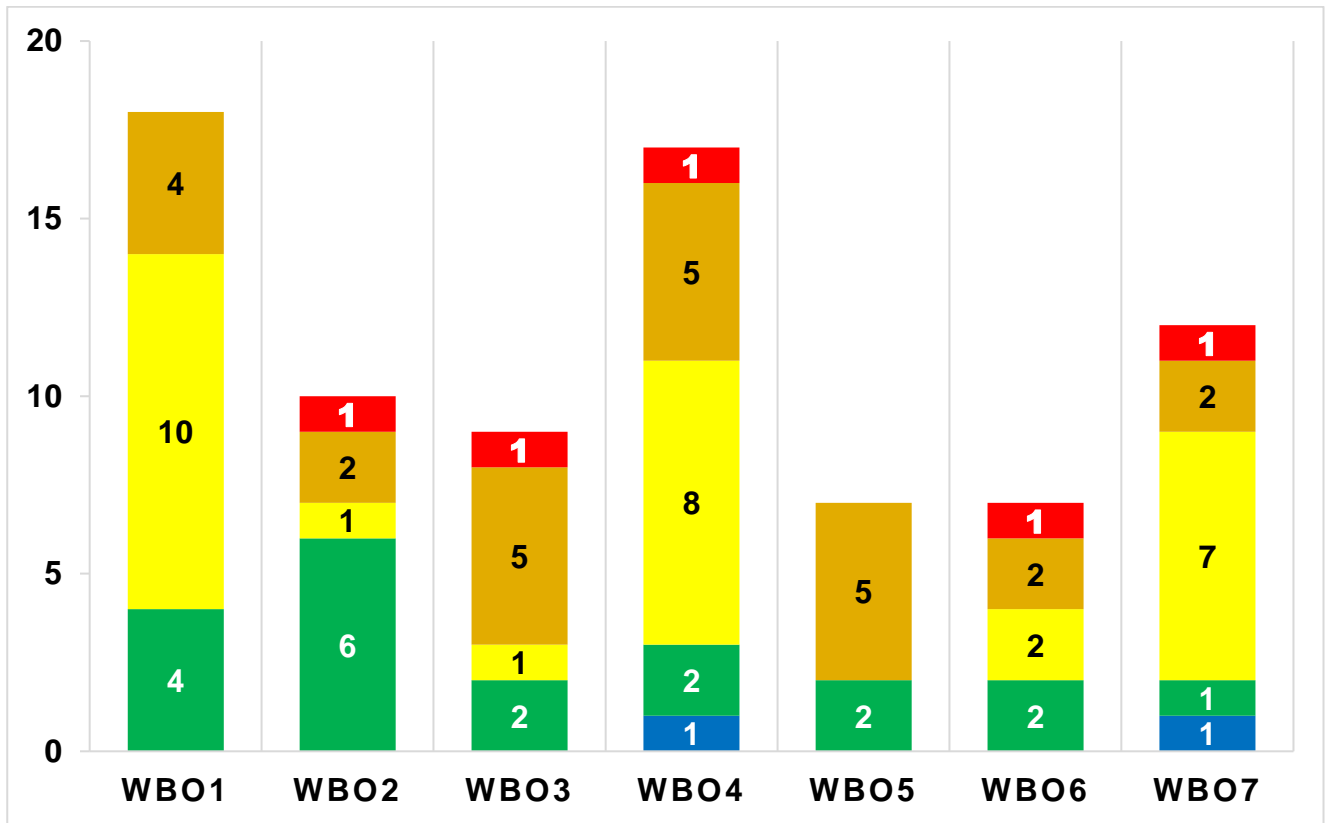
3.2 Summary of progress on Corporate Commitments

The CPDP 2024-25 contains 80 Commitments to measure performance against the Corporate Plan. Table 1 shows the performance judgements for these commitments at Q2 2024-25, with Chart 1 on the next page breaking this down further to show performance for each of the wellbeing objectives.

Table 1

Status	Meaning of this status	Performance at Q2	
		Number	%
COMPLETE (BLUE)	Project is completed	2	2.5%
EXCELLENT (GREEN)	As planned (within timescales, on budget, achieving outcomes)	19	23.75%
GOOD (YELLOW)	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	29	36.25%
ADEQUATE (AMBER)	Issues. More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	25	31.25%
UNSATISFACTORY (RED)	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	5	6.25%
	Total	80	100%

Chart 1 - Overall Performance on Commitments by Wellbeing Objective



3.3 Summary of Performance Indicators

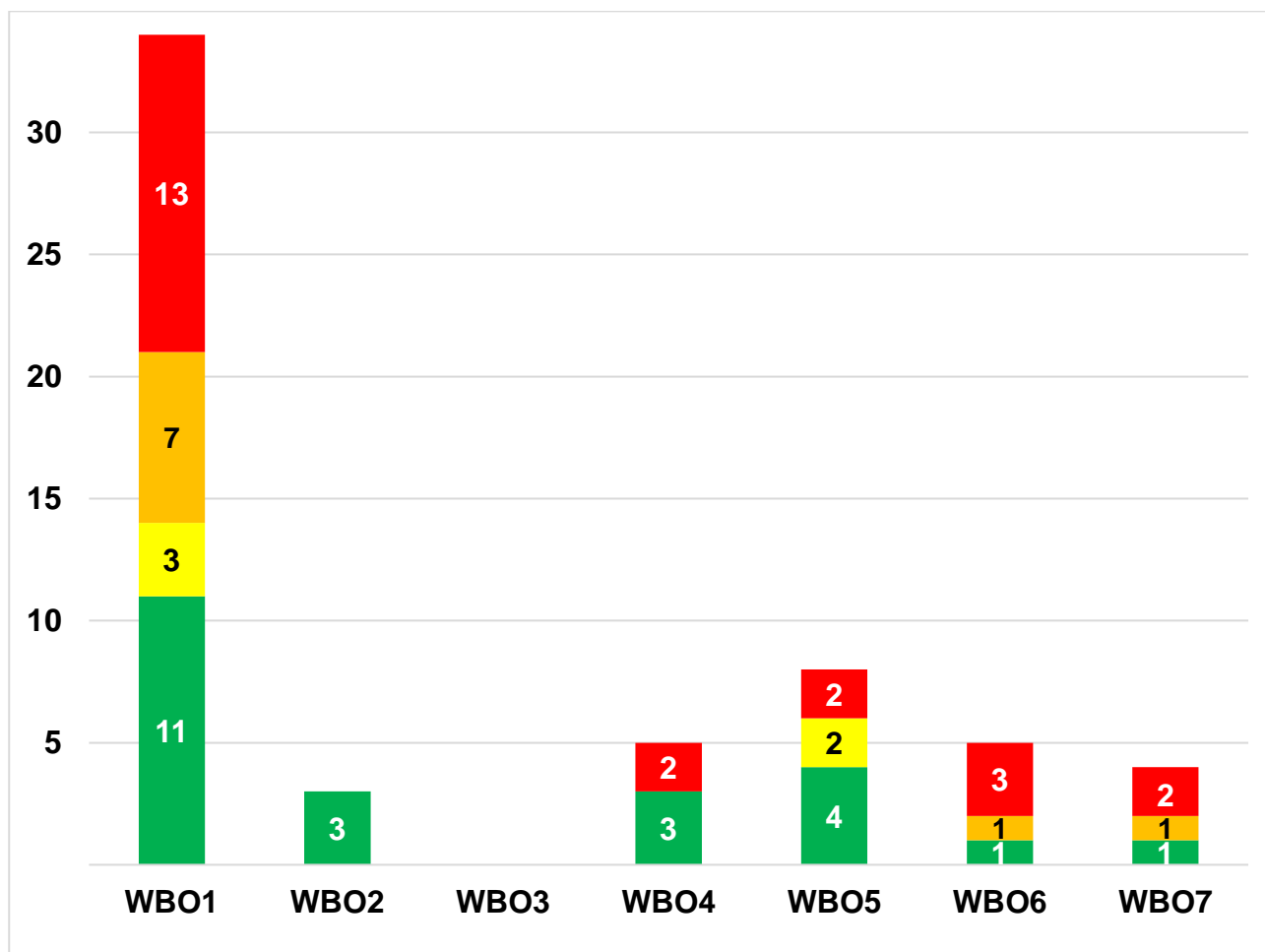
The CPDP 2024-25 contains 108 Performance Indicators to measure performance against the Corporate Plan. At Q2 we are able to evaluate performance on the quarterly PIs contained in the 2024-25 delivery plan, which is 60, the remaining 48 are annual and will be reported for the first time at Q4.

3.4 All 60 PIs have verified Q2 values. 59 could be compared against their target and awarded a RAYG status, with 1 of the indicators using 2024-25 to establish a baseline value to set a target going forward. Chart 2 shows overall performance for PIs at Q2, and Table 2 on the next page, performance for each wellbeing objective.

Table 2

Status	Meaning of this status	Performance at Q2	
		Number	%
EXCELLENT (GREEN)	On target <u>and</u> improved or is at maximum	23	38.98%
GOOD (YELLOW)	On target	5	8.47%
ADEQUATE (AMBER)	Off target (within 10% of target)	9	15.25%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	22	37.3%
	Total	59	100%

Chart 2 - Overall Performance on Performance Indicators by Wellbeing Objective

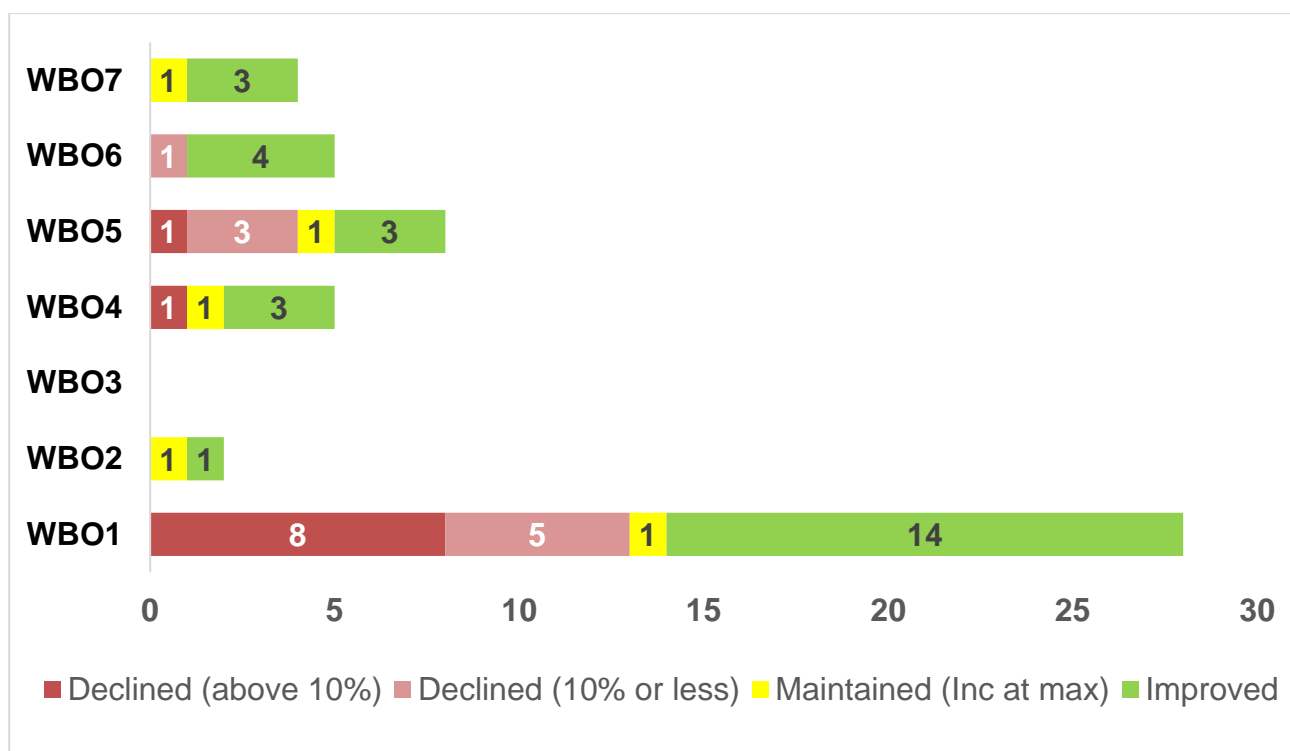


3.5 Trend data allows us to compare our Q2 values with the same period last year (Q2 2023-24). Comparable data for Q2 is available for 52 of the 60 quarterly PIs. Of the remaining 8, 6 indicators do not have comparable verified data for last year because they are new (4) or data was not collected at Q2 last year (2), and 2 PIs are “trend not applicable” due the way the targets are profiled. Trend analysis for Q2 performance is set out in Table 3, and Chart 3 on the next page, the trend analysis for each wellbeing objective.

Table 3

Performance Indicators Trend Definition		Trend at Q2	
		Number	%
↑	Performance has improved	28	53.85%
↔	Performance maintained (includes those at maximum)	5	9.61%
↙	Declined performance (by less than 10%)	9	17.31%
↓	Declined performance (by 10% or more)	10	19.23%
	Total	52	100%

Chart 3 – Performance Indicator Trend by Wellbeing Objective



Measuring Performance against our Ways of Working





3.6 This is the second year of developing indicators / commitments to demonstrate how the Council is performing against the five ways of working in the new Corporate Plan. This remains a work in progress with more work needed. In the 2024-25 CPDP there are 9 ways of working PIs which are not included within the wellbeing objectives. 7 of these indicators have verified values at Q2, with 1 indicator marked “n/a” as it has no target, and 1 annual indicator which will be reported at Q4. Of the 7, 6 could be compared against a target and awarded a RAYG status. This is shown in Table 4 below.

Table 4

Status	Meaning of this status	Performance at Q2	
		Number	%
EXCELLENT (GREEN)	On target <u>and</u> improved or is at maximum	2	33.33%
GOOD (YELLOW)	On target	-	-
ADEQUATE (AMBER)	Off target (within 10% of target)	2	33.33%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	2	33.33%
	Total	6	100%

3.7 Trend data is available for 6 of 9 indicators, comparing Q2 performance with the same period last year. 2 of the indicators are “trend not applicable” due the way the targets are profiled, and 1 annual indicator. Trend analysis is set out in Table 5.

Table 5

Performance Indicators Trend Definition		Trend at Q2	
		Number	%
	Performance has improved	1	16.67%
	Performance maintained (includes those at maximum)	2	33.33%
	Declined performance (by less than 10%)	2	33.33%
	Declined performance (by 10% or more)	1	16.67%
Total		6	100%

Summary of Sickness Absence

3.8 There is no target for sickness absence, though the focus continues to be on trying to reduce sickness across the organisation. Staff wellbeing measures are in place and sickness continues to be closely monitored.

3.9 At Q2 cumulative days lost per full time equivalent (FTE) employee is 6.22, worse than the 5.35 days for Q2 2023-24, and a 16.26% increase in absence levels. This worsening trend is mirrored within the directorate data for all directorates and schools, with the exception of the Chief Executives Directorate which has seen a slight improvement. The proportion of absences that are classified at short-term has decreased slightly from 23% in Q2 2023-24 to 22% in Q2 2024-25.

Summary of Performance against Regulator Recommendations

3.10 Updates on current open Regulator Reports/Audits is collected as part of the corporate quarterly performance data collection. The Regulatory Tracker updated for Q2 2024-25 is included as **Appendix 2**. Summary of current reports and their BRAYG status judgements is provided in Table 6. A more detailed analysis will be provided in a report to Governance and Audit Committee in January 2025.

Table 6

Audit/Inspection	Recommendations					
	Total	Blue	Green	Yellow	Amber	Red
Audit Wales, Review of Arrangements to Become a ‘Digital Council’	3	1	-	-	2	-
Care Inspectorate Wales (CIW) Performance Evaluation Inspection of Children’s Services	21	16	-	-	4	1
Transformational Leadership Programme Board, Baseline Governance Review Cwm Taf Morgannwg Regional Partnership Board	7	2	1	-	4	-

Audit/Inspection	Recommendations					
	Total	Blue	Green	Yellow	Amber	Red
Audit Wales, Springing Forward, Strategic Workforce Management	3	1	1	-	1	-
CIW Improvement Check Visit to Children's Social Care Services	10	3	2	1	4	-
CIW Inspection Report on Foster Wales Bridgend	20	8	4	-	8	-
Audit Wales, Use of Service User Perspective and Outcomes	3	-	3	-	-	-
Audit Wales, Financial Sustainability Review	2	-	-	-	2	-

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 2024-25 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 2 for the 2024-25 financial year.

Background documents

None

Corporate Performance Dashboard

Quarter 2 2024-25



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

	Directorate Responsible
ALL	All Directorates
CEX	Chief Executives Directorate
COMM	Communities Directorate
EEYYP	Education, Early Years, and Young People Directorate
SSWB	Social Services and Wellbeing Directorate

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, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CH/026 CP WBO1.1	Safe reduction in the number of children on the child protection register (SSWB) Lower Preferred	189	175	175	125	214	↑	Quarterly Indicator Target Setting: Target set to see continued reduction following significant increase in 22-23. Performance: On target.
DEFS29 CP WBO1.1	Percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome. (SSWB) Higher Preferred	83%	87%	87%	81%	85%	↙	Quarterly Indicator Target Setting: To continue to improve performance. Performance: Restructure of Early Help took place in July 2024. This coincided with some changes linked to management oversight and case allocation. This has been reviewed and we should see an improvement in outcomes in the next quarter.
SSWB38a (AD/011a) CP WBO1.1	Percentage of reablement packages completed that: a) reduced the need for support Higher Preferred	14.32%	18%	18%	17.62%	13.89%	↑	Quarterly Indicator Target Setting: The resetting of the reablement programme will increase the number of individuals going through reablement and maintain / reduce the need for support. Performance: This is off target due to the level of dependency of individuals and therefore the services ability to achieving this target has become more challenging as we see individuals affected by Frailty referred into the service.
SSWB38b (AD/011b) CP WBO1.1	b) maintained the same level of support Higher Preferred	13.79%	14%	14%	15.86%	16.11%	↙	Quarterly Indicator Target Setting: The resetting of the reablement programme will increase the number of individuals going through reablement and maintain / reduce the need for support. Performance: On target currently.
SSWB38c (AD/011c) CP WBO1.1	c) mitigated need for support (SSWB) Higher Preferred	66.58%	68%	68%	55.95%	59.67%	↙	Quarterly Indicator Target Setting: The resetting of the reablement programme will increase the number of individuals going through reablement and maintain / reduce the need for support. Performance: This target is challenging as we see more individuals living with frailty and co morbidities which impacts people's potential for total independent living. Request review of target in 2025/26
SSWB76 CP WBO1.1	Number of packages of reablement completed. (SSWB) Higher Preferred	377	400	200	227	181	↑	Quarterly Indicator Target Setting: The resetting of reablement programme will increase demand. Performance: Increasing numbers of referrals for the short-term services.
SSWB39 (CH/039) CP WBO1.1	Safe Reduction in the number of Care Experienced Children. (SSWB) Lower Preferred	370	350	350	359	384	↑	Quarterly Indicator Target Setting: Target set to see continued reduction in numbers reflective of pre-pandemic levels. Performance: On target to achieve by year end. We have confidence this will be achieved by year end due children turning 18 and care order discharges.
SSWB55a CP WBO1.1	Percentage of carers who were offered a carer's assessment within: a) children's social care. Higher Preferred	100%	100%	100%	100%	100%	↔	Quarterly Indicator Target Setting: Target set to see all eligible carers offered an assessment Performance: On target (61 out of 61 offered)
SSWB55b CP WBO1.1	b) Adult's social care. (SSWB) Higher Preferred	No Data	100%	100%	94.21%	No Data	Trend not available	Quarterly Indicator Target Setting: Target set to see all eligible carers offered an assessment Performance: 716 out of 760 carers that were offered a carers assessment that was recorded on the system. A carers plan is being developed that seeks to improve this performance target.
SSWB57 CP WBO1.1	Percentage of enquiries to the Adult Social Care front door which result in information and advice	74.88%	75%	75%	85.17%	74.74%	↑	Quarterly Indicator Target Setting: A new Early, Intervention and Prevention operating model has been implemented at the front door to manage adult social care.

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
	only. (SSWB) Higher Preferred							Performance: Shows improved performance in this area, this could be seen as indicative of the strengths-based practice model in action.
SSWB61a CP WBO1.1	Number of people who access independent advocacy to support their rights within: a) children's social care Higher Preferred	64	130	66	24	20	↑	Quarterly Indicator Target Setting: To reflect predicted demand. Performance: Children and young people are eligible for the Active Offer when they become Care Experienced or when they become subject to an Initial Child Protection Conference. Therefore, there has been a reduction in this figure due to the reduced activity in both areas, where there has been a 25.6% reduction in those eligible for the active offer during this period when compared to the same period last year. There has been focused work to increase the provision of the active offer for eligible children and young people and consequently there has been an increase in the percentage of eligible children referred for the active offer- where 27% were referred in 23/24 and 34.5% during Q1-Q2 this year. (Cumulative Q1 & Q2)
SSWB61b CP WBO1.1	b) Adult's social care. (SSWB) Higher Preferred	87	180	90	30	77	↓	Quarterly Indicator Target Setting: To improve performance. Performance: The advocacy groups are operating at capacity, largely with ongoing casework, this is restricting their ability to pick up new referrals. The service will undertake a review of the delivery of this contract to reflect current demands and the service specification contained in the contract. (Cumulative Q1 & Q2)
SSWB78a CP WBO1.1	Timeliness of visits to: a) children who are care experienced Higher Preferred	85.31%	87%	87%	87.86%	80.99%	↑	Quarterly Indicator Target Setting: To continue to improve performance and reflect the challenges there have been linked to recruitment and retention. Performance: On target
SSWB78b CP WBO1.1	b) children on the child protection register. (SSWB) Higher Preferred	86.77%	87%	87%	87.8%	84.24%	↑	Quarterly Indicator Target Setting: To continue to improve performance and reflect the challenges there have been linked to recruitment and retention. Performance: On target

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 (SSWB)	YELLOW (Good)	Quarter 2: Early Help was fully restructured into SSWB on 1 July 2024. The Family Support Services Manager was appointed in July and started in post in October. Ongoing review of Early Help via Institute of Public Care continues to be undertaken. Performance management continues to be reviewed. This will inform any future decisions around the operating model of Early Help.	Continue to review performance and consider any changes to operating models.
WBO1.1.2	Help communities become more resilient, so more people will find help / support they need in their community. (SSWB)	YELLOW (Good)	Quarter 2: The implementation of the new social work operating model continues to embed. This model includes an early intervention and prevention hub (EIPH) which aims to strengthen information, advice and assistance to people outside of statutory services. EIPH is, strengthening links with BAVO, third sector Brokerage and Local Community Coordinators (LCCs) to support strengths-based conversations with the public and facilitate individuals accessing the support they need in their own communities. LCCs have supported 402 people to have their needs met. Community Navigators initiative has supported 135 people.	Evaluate effectiveness of EIPH, implement improvements and continue to build on the current skills of staff and continue to consolidate working relationships with Third sector and LCCs.
WBO1.1.3	Support the wellbeing of unpaid carers, including young carers, to have a life beyond caring (SSWB)	AMBER (Adequate)	Quarter 2: We are currently supporting 762 young carers along with their households and offering access to free HALO Leisure membership to promote physical health and wellbeing. There is work taking place with young carers beyond this initiative via Prevention and Wellbeing service, with 405 young carers engaged through the young carers network group lead by 13 young carers ambassadors. Bridgend Carers Wellbeing service which was co-produced with	Young Carers Network Group to increase the number of young carer ambassadors. To create a series of short advocacy films for schools aimed at staff. Develop the relationships with young carers and adult and parent carers groups. Understand impact in reduction of Shared Prosperity Funding for future

Code	Commitment	Status	Progress this period	Next Steps
			unpaid carers had received 256 referrals, 1074 requests for information, advice and assistance and 57 requests for full carers assessments. The service continues to meet needs based on volume of engagement. Engagement planning to make use of lived experience has been progressed with unpaid carers and people living with cognitive impairment in partnership with Cwmpas. A social innovation project working with unpaid carers to review how access to information can be improved and also how a range of short breaks could improve their resilience to care. HALO community-based activity offer for carers has supported 24 carers receiving wellbeing sessions, dietary and relaxation advice. Q1 & Q2 saw 288 attendances.	years which will impact on the work stream. Continue to grow the use of co-productive approaches to inform community opportunities. Any learning developed from the social innovation approach being progressed could be beneficial for other service review processes.
WBO1.1.4	Improve Children's Services by delivering the actions in our three-year strategic plan (SSWB)	YELLOW (Good)	Quarter 2: The action plan for 2024/2025 is routinely reviewed by the senior management team. To date the majority of the actions are either completed or in the good/excellent RAYG status categories. Those that are red relate to placements and improved intelligence and information systems.	Continued close monitoring and oversight of implementation by Social Services Improvement Board, Overview and Scrutiny Committee and Cabinet Corporate Parenting Committee. The 6 monthly progress report will be considered by cabinet corporate parenting committee in January 2025.
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)	YELLOW (Good)	Quarter 2: The draft 3-year strategic plan was considered by scrutiny in the summer of 2024. Engagement occurred over the summer period and Report presented to scrutiny in July. Engagement with the workforce in the summer.	Consideration of the 3-year strategic plan by Cabinet in November 2024.
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)	YELLOW (Good)	Quarter 2: The Signs of Safety model is being implemented in Bridgend for children and family services with positive feedback being noted by staff, partners and families. Similarly, a strength-based outcomes focussed model of practice is being implemented in adult social care. The service will now move to explore the quality-of-service delivery via QA arrangements. A comprehensive update will be incorporated in the 6 monthly progress report which will be considered by cabinet corporate parenting committee in January 2025.	Review learning being developed from QA work including file audits, reflective sessions, and strengthen how we hear and act on people's voice.
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)	AMBER (Adequate)	Quarter 2: The main gaps in social care services – as highlighted in the Population Needs Assessments and Market Stability Reports – have been identified in the commissioning strategies approved in March 2024, which are now in the process of being implemented. We have undertaken an accommodation mapping exercise across Adults, the findings of which will form part of the members briefing session in January 2025. Our Children and Families Placement Commissioning strategy has been submitted to Welsh Government and is due to be presented to CCMB.	More detailed planning and development work beneath the commissioning strategy priority areas are being implemented, which includes the accommodation-based service review and day opportunities review in Adult Social Care. A business justification case has been endorsed which includes the development of 4 homes, the acquisition of one home is underway and the next stage will be carrying out the refurbishment works, identifying children to transition and working through the lease arrangements. A fostering programme board is in the process of being developed with the view to support recruitment and retention of foster carers.
WBO1.1.8	We will ensure that children and families access support from the right service at the right time with the aim of preventing their needs from escalating (SSWB)	YELLOW (Good)	Quarter 2: Early Help was fully restructured into SSWB on 1 July. The Family Support Services Manager was appointed in July and started in post in October. Ongoing review of Early Help via Institute of Public Care continues to be undertaken. Performance management continues to be reviewed. This will inform the operating model of Early Help. See WBO1.1.1	Conclude review of performance and consider any changes to operating models.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
Page 25 CED43 CP WBO1.2	Percentage of people supported through FASS (Financial Assistance and Support Service) where support has resulted in increased income through claims for additional/increased benefits and allowances. (CEX) Higher Preferred	92%	85%	85%	97%	88%	↑	Quarterly Indicator Target Setting: Target set to maintain good performance. The 'drop in' and 'outreach' approach is proving positive in people coming forward for support early and therefore improving outcomes. Performance: Target achieved. Citizens Advice Bureau (CAB) have seen a consistent number of referrals compared to the same period last year. The majority of people seen in the first two quarters of this year have not been claiming the correct benefits and allowances, therefore the support provided by CAB has ensured the maximum amount of income is available to clients.
CED44 CP WBO1.2	Percentage of people supported through FASS who have received advice and support in managing or reducing household debt. (CEX) Higher Preferred	93%	85%	85%	90%	92%	↓	Quarterly Indicator Target Setting: Target set to maintain good performance. The 'drop in' and 'outreach' approach is proving positive in people coming forward for support early and therefore improving outcomes. Performance: Target achieved. Debt remains a priority service in general. CAB have seen a rise in both council tax arrears and credit card debt in the last six months, with 90% of individuals supported to reduce their debt or put plans in place to manage the debt. Performance is slightly down compared to the same period last year; however, the target has been exceeded, and due to the nature of this indicator this doesn't reflect a decline in the performance of the service. CAB can only support and advise those who actually want help, and not all individuals who engage in their support will follow the process through to be recorded as a positive exit outcome.

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. (CEX)	GREEN (Excellent)	Quarter 2: Council Tax Reduction (CTR) is promoted via the Council's website and in the notes of every Council Tax demand notice. The Service offers numerous ways of applying for CTR, including via Universal Credit claims, digital and paper claims, and supports the most vulnerable through home visits. The average time taken to process a new claim for CTR is currently 20 days.	
WBO1.2.2	Raise awareness of financial support available to residents (CEX)	GREEN (Excellent)	Quarter 2: FASS (Financial Assistance and Support Service) was re-tendered during Q2, with current provider CAB (Citizens Advice Bureau) winning the contract. Contract will commence 1 st November 2024, with a seamless transition of service.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DOPS39 CP WBO1.3	Percentage of people presenting as homeless or potentially homeless, for whom the Local Authority has a final legal duty to secure suitable accommodation. (CEX) Lower Preferred	29%	10%	10%	22%	23%	↑	Quarterly Indicator Target Setting: Target set to see reduction in the number who fall into the final legal duty category. This is where initial measures to relieve their homelessness within 56 days have failed. Performance: We are still working under a duty to accommodate everyone that presents as homeless and in need of emergency accommodation due to legislative changes to the Housing Wales Act. This has considerably increased the service demand and numbers presenting homeless. Due to the housing crisis, housing need outweighs stock in the social housing sector, together with the private housing sector no longer a viable solution due to rising market rental costs, homelessness prevention and relief is severely hindered. During Q1&Q2 the housing department issued 534 homeless decisions compared to 438 in the same period last year, which demonstrates the increase in numbers presenting to the housing authority for assistance.

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
PAM/012 (DOPS15) CP WBO1.3	Percentage of households threatened with homelessness successfully prevented from becoming homeless. (CEX) Higher Preferred	11%	20%	20%	22%	9%	↑	Quarterly Indicator Target Setting: Target set at realistic level considering the Welsh Government legislative changes in terms of priority need which has a significant impact on number of households included in this measure. Performance: Whilst prevention activity has improved, the demand on the service has not reduced and the complexities of individual presenting are increasing. Due to the housing crisis where housing need outweighs stock in the social housing sector together with the private housing sector no longer a viable solution due to rising market rental costs, homelessness prevention and relief is severely hindered. During Q1&Q2 the housing department issued 534 homeless decisions compared to 438 in the same period last year, which demonstrates the increase in numbers presenting to the housing authority for assistance. The increase in positive homeless prevention could be attributed to the effect of the Renting Homes Act which has changed the legal requirements regarding when a notice can be served to contract holders and also, the increase to 6 months for a no fault notice which enables to Authority to have a longer period to work with an applicant to prevent their homelessness.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.3.1	Continue to improve our housing and homelessness service to reduce homelessness across the borough through implementation of the agreed action plan (CEX)	AMBER (Adequate)	Quarter 2: We are 2 years into a 4-year plan. Many actions have already been completed, and a review now needs to be undertaken to create a plan of works for the remaining actions over the next 2 years. During Q1 and Q2, 2 HMO's have been purchased, with cabinet approval in place to purchase an additional 3. The leasing scheme is in operation with 6 homes already having been allocated to homeless households; there are more homes in the pipeline to add to the scheme. The development programme is a three-year rolling programme that is fluid and changes frequently. Year 1 currently has £13,927,338 allocated with current projected spend for year 2 already at £11,564,802 and a minimum of £7 million in pipeline schemes.	Undertake review to plan works to complete the remaining actions over the next 2 years.

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

Performance Indicators

PI Ref, Type and Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 and RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DEFS170 CP WBO1.4	Percentage of new local authority individual development plans (IDPs) delivered using the online IDP system. (EEYYP) Higher Preferred	New 24-25	100%	100%	0%	New 24-25	New 24-25	Quarterly Indicator Target Setting: All IDPs should be transferred to the new IDP system at the earliest opportunity to ensure adherence to the Additional Learning Needs (ALN) and Education Tribunal (Wales) Act. Performance: A delay in the availability of the new IDP system means we have been unable to launch the online IDP system to schools this school year. Data will be available in the system for trial with the ALN Team at the start of the autumn term. Training will be completed for all officers and some schools before half-term and the first IDPs will be going online in November 2024.
DEFS171 CP WBO1.4	Number of pupils on the waiting lists for specialist provision. (EEYYP) Lower Preferred	23	10	20	13	10	↓	Quarterly Indicator Target Setting: Placing pupils in specialist provision at the earliest opportunity ensures that all of their educational needs are met. Throughout the year the waiting lists may fluctuate as pupils can be added at any time. We aim to see a trend of decreasing numbers on the waiting list over time. This target is the end-of-year target. Performance: Waiting lists have reduced significantly from Q1 (50 pupils) as pupils were allocated places at The Bridge for September 2024 and most pupils on the waiting list for Ysgol Bryn Castell had placements provided. There were 38 pupils referred for discussion at the first Access to Education Panel for this school year. This is an exceptionally high number. Officers looked to find solutions of support to maintain current placements wherever possible.

PI Ref, Type and Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 and RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DEFS172 CP WBO1.4	Percentage of Year 9 pupils with Additional Learning Needs (ALN) with a transition plan in place, that have had an annual review by 31 March of each current school year. (EEYYP) Higher Preferred	New 24-25	100%					Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.4.1	Implement the online IDP (Individual Development Plan) system for local authority and school-based IDPs (EEYYP)	AMBER (Adequate)	Quarter 2: The data sharing agreement has now been finalised and the new online IDP system is now ready to launch. Key officers have been given access to the test system, and ALN staff and school representatives have attended an introduction session for roll-out to begin. A delay in the availability of the system means we were unable to launch it to schools in the 2023-2024 school year and additional time is required for the transfer of all IDPs to the system.	Once Learner Support Service teams have started using the system, all schools will be provided with log-in details and further training will be provided. The first IDPs will be going online in November 2024.
WBO1.4.2	Develop a five-year plan to meet increasing demand on support services, specialist provision and schools (EEYYP)	YELLOW (Good)	Quarter 2: Currently there are a significant number of support packages funded for pupils with ALN to remain in mainstream placements when specialist provisions are full. Based on emerging needs evidence and current demand on services, the Learner Support Service will undertake strategic review of the ALN provision available. Referrals for specialist support have recently closed and placement panels are planned in November and December 2024. These will determine the needs of the children and whether specialist provision is required.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CORPB1 CP WBO1.5	Percentage of safeguarding e-learning (including workbook) completions (BCBC Overall) (ALL) Higher Preferred	82.73%	100%	100%	81.51%	78.78%	↑	Quarterly Indicator Target Setting: All staff to complete mandatory training Performance: This module is mandatory for all staff. Quarterly reports on non-completions are sent to L&D Representative within each Directorate who send out to service managers. Responsibility for completion is down to the individual and their manager. This module is promoted for new starters via the Corporate Induction Framework so all new starters should be aware of it along with their managers. This module is not linked to level or role.
CH/003 CP WBO1.5	Children's safeguarding referrals – decision making in 24 hours. (SSWB) Higher Preferred	99.69%	100%	100%	99.93%	99.64%	↑	Quarterly Indicator Target Setting: To continue to improve performance and ensure children are protected from harm. Performance: Whilst we are off target, this equates to only 5 contacts out of 6822 which were screened outside of the statutory 24-hour timescale. Performance has improved when compared to last year.
SSWB63 CP WBO1.5	Average waiting time (in days) on the Deprivation of Liberty Safeguards (DoLS) waiting list (SSWB) Lower Preferred	16 days	16 days	16 days	30 days	14 days	↓	Quarterly Indicator Target Setting: To maintain good performance within existing resources. Performance: 1 of the 2 DoLS assessors has been on long term sick and then left the authority in Q2. We have recruited successfully to the post and are awaiting the vetting and start date. The increase in waiting is also down to the time of year, as this time last year the back log was completed by an agency company using Welsh Government grant funding. The figures are monitored weekly.
SSWB77 CP WBO1.5	Percentage of Adult safeguarding inquiries which receive initial response within 7 working days (SSWB) Higher Preferred	81.85%	85%	85%	76.47%	83.18%	↙	Quarterly Indicator Target Setting: To continue to improve performance and ensure adults are protected from harm. Performance: This reflects 143 out of 187 inquiries responded to within the 7 days target during Q1 and Q2. Performance has fluctuated month to month, but we have been working with the team to improve the timescales in this area. In Q2 there is a general improvement, an area we are continuing to monitor for further development, as well as monitoring what specific actions are being taken.

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
SSWB62 CP WBO1.5	Percentage of child protection investigations completed within required timescales (SSWB) Higher Preferred	77.78%	75%					Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.5.1	Work as One Council to effectively safeguard children and adults at risk (SSWB)	GREEN (Excellent)	Quarter 2: (SSWB) Data and feedback demonstrates that children and adults are protected from harm. Ongoing monitoring and review of this area i.e. undertaken via fortnightly meetings in adults and children and family services, and any performance issues will be addressed at the earliest point. (EYYP) We have a variety of forums in place to monitor and share best practice regarding safeguarding in schools. The Education, Early Years and Young People Directorate Safeguarding Board is in place and takes place once a term. The 'signs of safety' model of practice is now fully embedded across Bridgend schools. Initial child protection conferences and review conferences now take place in person with the children also being invited to attend, pending Gillick competence. School safeguarding audits will be completed in the autumn term and designated safeguarding persons training is scheduled for April 2025. Regular safeguarding training is provided to school staff and governors both online and on a face-to-face basis. A draft Early Years and Childcare Safeguarding Policy has been completed. This will be taken to the Safeguarding Board for comments and feedback before the final policy is agreed.	(SSWB) Internal audit of Safeguarding to be undertaken during Q4. Ongoing monitoring through the Corporate Safeguarding Board and development of corporate safeguarding risk register so the safeguarding risks are fully understood across the Council.
WBO1.5.2	Safeguard children, young people and adults at risk of exploitation (SSWB)	Yellow (Good)	Quarter 2: The exploitation panel is ongoing and has good attendance from our multi-agency partners. Consideration of the exploitation panel alongside Prevention panel and how we respond to exploitation is ongoing. This will be progressed now the Principal Officer for family support services is in post. There is also a regional exploitation strategy and action plan under development.	Prevention panel progression with Deputy Head of Service. Strategy and action plan to be finalised. A pan Wales exploitation exchange and best practice forum is also being developed to support the work around exploitation.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CP WBO1.6 CED45(a)	The average number of calendar days taken to deliver a Disabled Facilities Grant (DFG) for: a) low level access showers Lower Preferred	668 days	210 days	210 days	781 days	646 days	↓	Quarterly Indicator Target Setting: Backlog of works due to the impact of CV19 is still significantly affecting our ability to improve performance or record a meaningful baseline for each category. Therefore, we will continue to use our original aspiration of 210 days as an initial baseline. Performance: Target has not been met due to the backlog of referrals that are currently being addressed within available budget. In both Q1 and Q2, referrals dated between 2019 and 2022 have been implemented along with those referrals that are deemed a priority.
CP WBO1.6 CED45(b)	b) Stair lifts Lower Preferred	346 days	210 days	210 days	541 days	300 days	↓	Quarterly Indicator Target Setting: See CED45a) Performance: Target has not been met due to the backlog of referrals that are currently being addressed within available budget. In both Q1 and Q2, referrals dated between 2019 and 2022 have been implemented along with those referrals that are deemed a priority
CP WBO1.6 CED45(c)	c) ramps Lower Preferred	694 days	210 days	210 days	1,138 days	592 days	↓	Quarterly Indicator Target Setting: See CED45a) Performance: Target has not been met due to the backlog of referrals that are currently being addressed within available budget. In both Q1 and Q2, referrals dated between 2019 and 2020 have been implemented along with those referrals that are deemed a priority (1 referral from 2023)

CED45(d) CP WBO1.6	d) extensions (CEX) Lower Preferred	917 days	210 days	210 days	1,221 days	744 days	↓	Quarterly Indicator Target Setting: See CED45a) Performance: Target has not been met due to the backlog of referrals that are currently being addressed within available budget. In both Q1 and Q2, referrals dated between 2019 and 2022 have been implemented along with those referrals that are deemed a priority. 9 extensions were implemented and 7 of the 9 relate to 2019/20.
DOPS41 CP WBO1.6	Percentage of people who feel they are able to live more independently as a result of receiving a DFG in their home.(CEX) Higher Preferred	98%	98%	98%	100%	No data	No trend data available	Quarterly Indicator Target Setting: Target retained. To continue to achieve a positive outcome for grant recipients in living more independently. Performance: Target achieved, all those residents who returned their satisfaction surveys, following implementation of their DFG, were satisfied with the adaptations.

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)	YELLOW (Good)	Quarter 2: The Disabled Facilities Grant (DFG) Procurement Framework has been completed and is currently in a standstill period which will end on the 18 th November. We are also on target to spend the full budget allocated this year, with approval given to bring forward £500k from 2025/26 allowing further adaptations to be prioritised before the end of March 2025. We are currently undertaking a review of the staffing structure following the completion of the Framework procurement.	Framework will be mobilised in November which will allow us to progress with the Housing Renewal staffing structure.

WBO1.7: Support partners to keep communities safe

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CED46 CP WBO1.7	Number of instances where CCTV supports South Wales Police in monitoring incidents (CEX) Higher Preferred	944	944	472	449	516	↓	Quarterly Indicator Target Setting: To continue supporting South Wales Police in actively monitoring CCTV incidents across Bridgend County Borough Performance: The number of CCTV incidents have reduced in Q2. This doesn't mean that the team are providing a lesser service as the number of incidences they are asked to support the Police is not something they can control.
CED62 CP WBO1.7	Percentage of Assia service users reporting increased feelings of safety at their exit evaluation. (CEX) Higher Preferred	New 24-25	100%	100%	98.61%	New 24-25	New 24-25	Quarterly Indicator Target Setting: New PI – 100% target. Safety planning, targeting hardening and safety measures carried out with all service users throughout support and before exiting the service Performance: In Q1 107 of 109 adults assessed reporting increased feelings of safety (2 people did not answer the question), in Q2 136 of 142 adults assessed reporting increased feelings of safety (6 people did not answer the question).
CED63 CP WBO1.7	Percentage of high risk domestic abuse victims / public protection notices received by the service contacted within 48 hours. (CEX) Higher Preferred	New 24-25	100%	100%	100%	New 24-25	New 24-25	Quarterly Indicator Target Setting: New PI – 100% target. Contact within 48 hours is identified best practice (in line with Leading Lights accreditation) Performance: Target achieved
CED64 CP WBO1.7	Percentage of medium risk domestic abuse victims / public protection notices received by the service contacted within 72 hours. (CEX) Higher Preferred	New 24-25	100%	100%	100%	New 24-25	New 24-25	Quarterly Indicator Target Setting: New PI – 100% target. Contact within 72 hours is identified best practice (in line with Leading Lights accreditation) Performance: Target achieved
CORPB2 CP WBO1.7	Percentage of council staff completing Violence Against Women, Domestic Abuse and Sexual Violence	75.54%	100%	100%	75.27%	74.30%	↑	Quarterly Indicator Target Setting: All staff to complete mandatory training Performance: This module is mandatory for all staff. Quarterly reports on non-completions are sent to the L&D Representative within each Directorate who then

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
	(VAWDASV) training (Level 1) (ALL) Higher Preferred							send out to service managers. Responsibility for completion is down to the individual and their manager. This module is promoted for new starters via the Corporate Induction Framework so all new starters should be aware of it along with their managers. This module is not linked to level or role.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.7.1	Regionalise the Community Safety Partnership (CSP), creating a single CSP covering the three respective local authority areas, providing strategic oversight for VAWDASV, Contest & Serious Violence (CEX)	GREEN (Excellent)	Quarter 2: Cwm Taf Morgannwg Community Safety Partnership (CTMCSP) is now established. The Shadowboard met ahead of CTMCSP launch to develop draft Terms of Reference, suggest structure and membership. The Draft ToR is now in place and will be finalised following confirmation of priorities, linked to publication of Police and Crime Commissioner Plan and Serious Violence Duty work. The inaugural meeting of CTMCSP has taken place. The regional objectives and priorities have not yet been confirmed as the final arrangements and priorities depend on the other areas of work e.g. Police and Crime Commissioner Plan and Serious Violence Duty.	
WBO1.7.2	Identify children who are more likely to offend and provide them with support to reduce offending behaviour (EEYYP)	YELLOW (Good)	Quarter 2: The Bridgend Youth Justice Service (BYJS) has recently carried out presentations to early help teams and pupil support services to raise awareness of the BYJS prevention offer. Managers are working with local schools to raise awareness of anti-social behaviour in children. From September 2024, delivery began of the Weapon Awareness Programme to the Year 7 intake for each comprehensive school across Bridgend. BYJS are now linking in with professionals from the Community Safety Partnership and Youth Support Services to raise awareness of the support available and offer wider prevention provision.	

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

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DEFS82 CP WBO2.1	The number of participants in the Employability Bridgend programme going into employment. (COMM) Higher Preferred	366	233	116	203	201	Trend not applicable	Quarterly Indicator Target Setting: Target set to maximise use of funding secured for that year. Funding arrangements can vary from year to year therefore targets are not comparable Performance: On target

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 2: Excellent progress on allocation of spend against targets and projects, 100% of general fund now committed, some underspend on Multiply Projects, which reflects the position across the region. Q2 progress reported back to RCT as part of regular monitoring through the Economic Development Programme Board, Chaired by the Cabinet Member.	
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 2: Programme has signed up 1,353 participants as of end of Q2 against a target of 1,469 and is supporting with training, volunteering and employment. We signpost as appropriate to or collaborate with other services and projects as appropriate. Bridgend Employability Network continues to hold monthly meetings with approximately 100 members representing organisations from across the spectrum that operate in Bridgend to inform and develop referral pathways and collaborative opportunities. The Marketing and Engagement team is well established and successful with promoting employability.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DEFS80 CP WBO2.2	Number of participants in the Employability Bridgend programme supported into education or training (COMM) Higher Preferred	76	409	204	524	33	Trend not applicable	Quarterly Indicator Target Setting: Target set to maximise use of funding secured for that year. Funding arrangements can vary from year to year therefore targets are not comparable Performance: We are over target overall, but staff vacancies have affected performance in second quarter. We have claimed 270 training and education related outputs as of end of September. 69 booked courses left to claim but this cannot be done until participant has completed journey with us and the file is closed.
PAM/046 CP WBO2.2	The percentage of Year 11 leavers from schools in the authority identified as not being in education, employment or training (NEET) in the Careers Wales Annual Destination Survey Statistics. (EEYYP) Lower Preferred	1.4%	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)	RED (Unsatisfactory)	Quarter 2: We do not have Youth Guarantee monies anymore, so no specific Youth focussed work takes place.	No further action as the funding has been removed so the scheme has ceased. Youth focused work will now be undertaken via the Youth Services.
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)	AMBER (Adequate)	Quarter 2: Positive progress has been made in reducing agency social workers overall. Some progress has been made in reducing agency workforce in care roles. We have seen a gradual improvement across social work teams in respect of a reduction in use of agency staff and permanent recruitment with international, qualified and newly qualified staff joining the service. Our Grow our Own model continues to receive extensive applications and we are now at a point where we are shaping a workforce strategy to ensure we have effective workforce planning to meet future needs for social care and social work workforce in Bridgend.	New Workforce Board established to provide strategic leadership of workforce planning and oversight of workforce performance across the Directorate. Review of social care workforce charter to understand impact on workforce wellbeing and refresh/renew as necessary.
WBO2.2.3	Bridgend Music Service will further develop links with partners to explore income generation opportunities and broaden the learning offer where appropriate. (EEYYP)	YELLOW (Good)	Quarter 2: Youth ensemble membership has grown since the reorganisation and expanded offer. These differentiated ensemble groups range from beginner to post-Grade 8 standard, as Primary Orchestra, Secondary Orchestra and Senior Orchestra. A new pupil registration system built into the local authority's website is now live, allowing us to collect data and formal instrument loan agreements from parents/guardians. This will also feed into our management information system. We have faced challenge around hosting events due to the availability of suitable large-scale performance venues in Bridgend County. However, with the reopening of Maesteg Town Hall, we hope this pressure will be slightly eased. A selection of members from BBC National Orchestra of Wales have confirmed that they will visit Bridgend Music Service in May 2025 to deliver two concerts to pupils.	

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 £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)	GREEN (Excellent)	Quarter 2: Transforming Towns funding continues to be available for commercial and residential enhancements within our town centres. Significant consultation has been undertaken on the new placemaking strategies and marketing continues on availability of funding. The current programme for investment will run until March 2025. The team are working with Welsh Government colleagues to support and promote additional finance for 2025-26.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DCO23.03 CP WBO2.4	Number of businesses receiving support through Shared Prosperity Funding Higher Preferred	25	21	10	24	0	↑	Quarterly Indicator Target Setting: This is the final year of the funding so will attempt to maximise the benefits locally where possible. Performance: On target
DCO23.04 CP WBO2.4	Number of business start-ups assisted Higher Preferred	219	53	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 2: 30 start-up grants have been awarded by the end of Q2 with more applications in the pipeline. This grant is popular with new enterprises requiring capital investment to enhance their business in its early years to give a better chance of future success and sustainability. Support has been provided from UK Steel Enterprises to enhance the start-up grant and it is expected that the grant will be of interest to former TATA, and TATA supply chain, employees. The grant panel meetings are held regularly to ensure the best support is offered to applicants and maximise the number of grants awarded within 24/25 timescales. The pop up and social enterprise commissions are well underway expected to exceed targets. The flagship Adare Street Pop Up Space has been well utilised since opening in March holding events, workshops, business launches and art exhibitions which were all well attended. The Social Enterprise contract has delivered workshops and tailored 1:1 business support with enterprises across the borough, including a Social Enterprise Marketplace event in September. The event showcased what the sector offers and had buyers and procurement teams in conversation with social enterprises about how they can work together.	
WBO2.4.2	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)	GREEN (Excellent)	Quarter 2: Work commenced on the draft Delivery Agreement for Cardiff Capital Region (CCR) in mid 2024 and was completed by September 2024. Monthly meetings of the Economic Directors Forum monitors this work and communicates with the Corporate Joint Committee (CJC) on its strategic vision. The CJC is now formed so the engagement exercises are complete	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CE50 CP WBO2.5	Number of sign up of new subscribers to the staff extranet (CEX) Higher Preferred	0	Baseline setting	Baseline setting	0	0	↔	Quarterly Indicator Target Setting: The staff extranet site is in its final test phase with the initial pilot being initiated in July 2024 prior to all staff roll out, where baseline data can be captured. Performance: Unfortunately we are unable to progress with this project due to the proof of concept not meeting the necessary threshold, therefore, we need to consider an alternative solution.
CE29(a) CP WBO2.5	The proportion of staff reporting through survey that they agree or strongly agree with the statement: a) I feel every department is working towards the same common goal. Higher Preferred	35%	42%	Annual Indicator - To be reported at Q4				

CED29(b) CP WBO2.5	b) I am satisfied with BCBC as an employer Higher Preferred	66%	74%	Annual Indicator - To be reported at Q4
CED29(c) CP WBO2.5	c) Working here makes me want to perform to the best of my ability Higher Preferred	73%	79%	Annual Indicator - To be reported at Q4
CED29(d) CP WBO2.5	d) I feel that BCBC values its employees ideas and opinions Higher Preferred	39%	48%	Annual Indicator - To be reported at Q4
CED29(e) CP WBO2.5	e) Do you think there are opportunities for two-way communication to discuss and raise ideas and issues? (CEX) Higher Preferred	85%	86%	Annual Indicator - To be reported at Q4
CED49(a) CP WBO2.5	Percentage of staff reporting through survey that they agree or strongly agree with the statement: a) I feel supported to manage my personal wellbeing whilst in work Higher Preferred	67%	71%	Annual Indicator - To be reported at Q4
CED49(b) CP WBO2.5	b) The council is dedicated to taking positive action to support employees achieve a positive sense of wellbeing in their working lives. (CEX) Higher Preferred	50%	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)	AMBER (Adequate)	Quarter 2: Work is progressing on improving key aspects of internal communication regarding visible leadership e.g. introduction of Chief Executive's quarterly message to all staff. Full structured programme of internal communication will be dependent on restructure of Communications Service and capacity. Improving the HR pages on the staff intranet is a continuous piece of work to ensure staff and managers have access to as much information as possible. Focus groups were held in July this year regarding the 2024 staff survey feedback. The subsequent report will be considered by CMB in October. Positive progress continues in creating new Apprenticeships. The corporate investment in apprenticeships continues to make a positive impact and a further 1 apprentice was appointed in Q2 within ICT Apprentice Unified Services (which was funded by the service). The Workforce Planning E-Learning Module has been developed and is currently under review. A video to introduce Workforce Planning to managers is also currently under development.	Complete the workforce planning E-Learning Module and role this out to employees. Continue to work on the internal communication between staff by sending regular communications about e-learning, health and wellbeing, further education, various HR workshops etc.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CED54 CP WBO2.6	Number of real living wage employers identified. (CEX) Higher Preferred	250	255					Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.6.1	Encourage employers to offer growth/training options to employees (CEX)	GREEN (Excellent)	Quarter 2: We are continuing to ask our bidders if their staff are trained and kept up to date with relevant training in order to fulfil their roles within the organisation. We believe this is very important to ensure the contracted work is carried out safely, professionally and to a high standard. It is now a standard practice in Procurement to ask if bidders offer apprenticeships via our contracts if appropriate to do so.	

WBO3: A County Borough with thriving valleys communities

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DCO23.01 CP WBO3.1	Number of commercial properties assisted through the enhancement grant scheme (COMM) Higher Preferred	4	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)	RED (Unsatisfactory)	Quarter 2: Final Draft is complete and waiting to present to informal cabinet for endorsement. The Placemaking Plan will be formally approved prior to March 2025.	Approval of Placemaking Plan before actions can be implemented
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)	GREEN (Excellent)	Quarter 2: Commercial property grant is launched and is supported by the Shared Prosperity Funding (SPF) and will run until March 2025. We are currently working with applicants to overcome the barriers to applying for property grants.	

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)	AMBER (Adequate)	Quarter 2: Project development across the valleys areas will need to be supported by external funding, some of which is being supported through SPF projects. Applications for project delivery will utilise the Valleys Strategy to support their submission.	Identify appropriate external funding streams, to enable bids to be developed.
WBO3.2.2	Increase the amount of land and premises available for businesses, including industrial starter units, in the Valleys (COMM)	AMBER (Adequate)	Quarter 2: A grant application was made to Cardiff Capital Region (CCR) for the Northern Valleys Gateway Initiative but was unsuccessful. We are now working with colleagues at CCR to understand which proposals could be suitable to take forward as a new application in spring 2025. The land at Ewenny Road, Maesteg, will become available for use for starter units as part of the regeneration project for this area. The availability of additional units on the Penllwyngwent Industrial Estate will be dependent in the successful outcome of the new grant application.	Continue to work with CCR for the Northern Valleys Gateway Initiative to understand which proposals could be suitable to take forward as a new application in spring 2025.

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, Ogmore Vale and Pontycymmer (EEYYP)	GREEN (Excellent)	Quarter 2: Flying Start provisions at Nantymoel, Ogmore Vale and Pontycymmer are in place. A further five new providers have been recruited and are operational in the Porthcawl and Pyle areas. Three new posts have been appointed: Childcare Sufficiency Officer, Flying Start Expansion Officer and temporary Flying Start Officer. Plans are being produced for phase three of the roll-out of Flying Start Childcare (almost 800 children), which must be submitted to Welsh Government by December 2024.	
WBO3.4.2	Open Welsh-medium childcare in the Ogmore Valley and Bettws, with 32 full-time-equivalent childcare places (EEYYP)	AMBER (Adequate)	Quarter 2: The tender process for the opportunity to open a Welsh-medium provision at the Bettws site has concluded and a preferred provider has been identified. The preferred provider has accepted the opportunity and handover of the building is due. Some issues with the lease has resulted in the handover of the building being delayed by at least two months. This risks the provider deciding to withdraw. There is currently no interest in the opportunity at Blackmill, in spite of a generous incentive package. The empty buildings continue to represent a material and reputational risk.	Once the Bettws building is handed over, the local authority will offer support to the provider to register and promote the setting. Wider promotion of the opportunity at Blackmill is required. Discussions with colleagues from Mudiad Meithrin are being considered, although indications are that the organisation is not prepared to go through the official tender process.

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

Commitments

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Code	Commitment	Status	Progress this period	Next Steps
WBO3.5.1	Develop a regeneration strategy for the valleys (including Ogmore and Garw Valleys) (COMM)	AMBER (Adequate)	Quarter 2: A Draft of the Valleys Strategy is being produced and will be circulated for final consultations shortly. A report was taken to Scrutiny in July to consider the stakeholder consultation completed in the development of the strategy.	Cabinet approval for the Strategy will be sought in the new year.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CED55 CP WBO3.6	Number of additional affordable homes provided by Registered Social Landlords (RSLs) in the Valleys (CEX) Higher Preferred	2	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)	YELLOW (Good)	Quarter 2: Valley development is discussed in monthly meetings with Registered Social Landlords (RSLs). There are schemes currently committed in the development programme for valley areas and schemes in reserve in the event of committed schemes being delayed or not progressing. (Also refer to update under WBO7.6.1)	
WBO3.6.2	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)	AMBER (Adequate)	Quarter 2: The development of 180 new homes at the former Ewenny Road Industrial Estate is continuing. With the site having been marketed and a sale to a housing development close to being completed. A Final Draft of the Strategy is currently being produced. The Valleys Regeneration Strategy will be approved via Cabinet prior to March 2025.	Progress the tender for a developer for the Ewenny Road site to enable the milestones for the project to be met.

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

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

Performance Indicators

PI Ref, Type and Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 and RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DEFS156 CP WBO4.1	Number of schools judged by Estyn to be in 'significant improvement' or 'special measures'. (EEYYP) Lower Preferred	1	0	0	1	1	↔	Quarterly Indicator Target Setting: School support is in place with improvement partners so there should be early support provided to avoid the outcome of any school requiring 'significant improvement' or in 'special measures'. Performance: One school remains in Estyn 'special measures' category. In the latest progress review with Estyn, it was noted that good progress is being made in line with the post-inspection action plan. The areas of concern that were raised in the inspection have been a focus for development. Bespoke support has been provided by Central South Consortium and will continue. The school has engaged effectively with the regional professional learning programme and monitoring continues.
DEFS155 CP WBO4.1	Percentage of schools that have self-evaluated themselves as 'green' as part	95%	100%					Annual Indicator - To be reported at Q4

PI Ref, Type and Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 and RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
	of their annual safeguarding audit. (EEYYP) Higher Preferred							
EDU010a CP WBO4.1	The percentage of school days lost due to fixed-term exclusions during the academic year, in primary schools. (EEYYP) Lower Preferred	0.024%	0.030%					Annual Indicator - To be reported at Q4
EDU010b CP WBO4.1	The percentage of school days lost due to fixed-term exclusions during the academic year, in secondary schools. (EEYYP) Lower Preferred	0.165%	0.150%					Annual Indicator - To be reported at Q4
EDU016a (PAM/007) CP WBO4.1	Percentage of pupil attendance in primary schools. (EEYYP) Higher Preferred	91.5%	93.0%					Annual Indicator - To be reported at Q4
EDU016b (PAM/008) CP WBO4.1	Percentage of pupil attendance in secondary schools. (EEYYP) Higher Preferred	87.9%	90.0%					Annual Indicator - To be reported at Q4
PAM032 CP WBO4.1	Average Capped 9 Score for pupils in Year 11. (EEYYP) Higher Preferred	361.50	363.00					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' (EEYYP)	GREEN (Excellent)	Quarter 2: Schools Group networks are well established and help schools to develop as learning organisations. There is effective sharing of good practice across the schools during network meetings, these include how schools are improving standards by sharing strategic approaches used within their schools. The development of the Performance and Financial Monitoring Board summary allows the local authority to gain a better insight of performance across service areas. The Post-16 Improvement Plan has been embedded across secondary networks to align local authority priorities with school development plans. Following support provided by the local authority and improvement partners, two primary schools have recently been removed from Estyn's list of schools requiring Estyn review.	
WBO4.1.2	Ensure all local schools are rated as green following their safeguarding audit and provide support they need to improve (EEYYP)	YELLOW (Good)	Quarter 2: School safeguarding audits will be completed in the autumn term. This will help to identify any areas for improvement regarding safeguarding provision across Bridgend so that adequate support can be put in place. The Education, Early Years and Young People Directorate Safeguarding Board takes place once a term and the Designated Safeguarding Lead Forum is in place where child practice review findings are shared and recommendations made.	
WBO4.1.3	Make additional digital learning training available to all school staff to improve teaching and learning in our schools (EEYYP)	GREEN (Excellent)	Quarter 2: The Lead Officer for Digital Learning co-chaired the Welsh Government Artificial intelligence (AI) subgroup and presented feedback on policy direction in schools with AI at Digital Learning Cymru (Welsh Government). These meetings focused on developing further guidance for schools centred around governance, policy, and the use of AI. An interim policy direction with AI for Bridgend schools has now been established and communicated to all local authority schools. The professional learning session at Blaengarw Primary School successfully concluded, equipping teachers with the necessary skills to develop Areas of Learning Experience using Adobe Express through Hwb. As a result, teachers are now well-prepared to integrate these digital tools and frameworks into their curriculum. All schools have endorsed the resubmission of the written commitment to champion Hwb and written statements of recommitment have been submitted to Welsh Government.	
WBO4.1.4	Improve the digital offer to young people, including youth led interactive website (EEYYP)	YELLOW (Good)	Quarter 2: The youth support social media presence is growing weekly with posts now reaching over 1300 people through Facebook and Instagram (data as of 14/09/2024). Website pages have been remodelled, alongside support from our Young Editors group who will also be creating walk-through videos of our centres to display on the website. Youth Support Services are currently awaiting the outcome of a business proposal regarding a trial for a corporate TikTok account, as this has been identified as young people's preferred platform. Your Voice digital forum is now live and promoted in schools, across social media and with delivery staff. These forums are complimented with face-to-face sessions, facilitated by our Children's Rights and Participation Team.	

WBO4.3: Expanding Welsh medium education opportunities

Performance Indicators

PI Ref, Type and Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 and RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DEFS138 CP WBO4.3	Percentage of Year 1 learners taught through the medium of Welsh. (EEYYP) Higher Preferred	8.56%	8.7%					Annual Indicator - To be reported at Q4
DEFS157 CP WBO4.3	Percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4. (EEYYP) Higher Preferred	6.62%	7.16%					Annual Indicator - To be reported at Q4
DEFS158 CP WBO4.3	Number of learners studying for Welsh as a second language. (EEYYP) Higher Preferred	11	20					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 in Education Strategic Plan (WESP) (EEYYP)	YELLOW (Good)	Quarter 2: There are 'Cymraeg for Kids' sessions - 'Sing and Sign' and 'Baby Massage' running weekly in Bridgend in different locations. Cymraeg i Blant is now holding sessions in the Tabernacl, Porthcawl to support the growth in Welsh-medium education in readiness for the childcare hub and seedling school. Late immersion provision is open and available to all pupils from Year 1 to Year 9 that are new or returning to Welsh-medium education. Since September 2024, four pupils have received 'after-care' support, and two pupils in Year 3 and Year 9 are receiving support to return to Welsh-medium education. At the end of the school term in 2024, 98% (59/60) of schools were engaged with Siarter Iaith and Siarter Iaith Cymraeg Campus. One English-medium primary school has received a bronze award since September 2024.	

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 school. (EEYYP)	RED (Unsatisfactory)	Quarter 2: The Ysgol Gymraeg Bro Ogwr scheme is at Royal Institute of British Architects (RIBA) Stage 2, and a revised Outline Business Case has been submitted to Welsh Government, which details the updated projected project costs. However, the pre-application consultation (PAC) process has been delayed due to establishing the extent of active travel associated with the scheme. Ecology issues on site are impacting on the timing of undertaking further site investigation works.	The extent of active travel provided by BCBC and the adjacent developer needs to be determined so that the pre-consultation application process can commence. The local authority's Major Projects Team is in dialogue with the ecologist to seek a way forward regarding the site and a meeting has been held with the adjacent developer. A joint site visit is planned. Welsh Government will determine the outcome of the revised Outline Business Case.
WBO4.4.2	Provide a new-build for Mynydd Cynffig Primary School (EEYYP)	AMBER (Adequate)	Quarter 2: A revised Outline Business Case has been submitted to Welsh Government, detailing the projected increased cost of the scheme. The planning application submission has been delayed due to highway/site matters.	The planning application will be submitted for the replacement school shortly. Feasibility will commence for the active travel improvements identified for the area. Additional ground investigation works will be carried out on the former allotment site.
WBO4.4.3	Enlarge Ysgol Ferch o'r Sgêr to a two form-entry new-build school. (EEYYP)	AMBER (Adequate)	Quarter 2: Welsh Government has undertaken a review of the scheme and the scheme was on hold during that period. The design team has since been reassembled and the scheme is progressing through RIBA stages 3 and 4. Consequently, the planning application submission date has been impacted.	The planning application will be submitted for the replacement Ysgol y Ferch o'r Sgêr in November 2024. Subject to council approval, the scheme will be tendered.
WBO4.4.4	Provide a new two-form entry English-medium school to replace the existing Afon Y Felin and Corneli Primary Schools. (EEYYP)	AMBER (Adequate)	Quarter 2: Welsh Government has undertaken a review of the scheme and the scheme was on hold during that period. The design team has since been reassembled and the scheme is progressing through RIBA stages 3 and 4. Consequently, the planning application submission date has been impacted.	The planning application will be submitted in November 2024. The Capital Board will consider the funding required to deliver the scheme. Subject to council approval, the scheme will be tendered.

Code	Commitment	Status	Progress this period	Next Steps
WBO4.4.5	Relocate Heronsbridge School to a new-build 300-place school (EEYYP)	AMBER (Adequate)	Quarter 2: Following Cabinet/Corporate Management Board's approval, a revised Outline Business Case has been submitted to Welsh Government, detailing the increased cost of the scheme. The Cabinet Secretary for Education has given approval to move to Full Business Case on the preferred revised option, which includes the provision of a swimming pool.	The additional funding required to deliver the scheme will be considered by the Capital Board (29/10/2024).

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CED56 CP WBO4.5	Percentage of those concluding apprenticeships and obtaining a non-apprentice role. (CEX) Higher Preferred	90%	90%					Annual Indicator - To be reported at Q4
DOPS36 CP WBO4.5	Number of apprentices employed across the organisation. (CEX) Higher Preferred	46	20					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)	YELLOW (Good)	Quarter 2: Learning and Development (L&D) continue regular engagement with schools to promote apprenticeships and the Council as an employer via the termly Directors Report, and to offer their services in attending options days/evenings, run presentation/talks and workshops to schools via the monthly Monday News Shot from the Director. During Q1 and Q2 we have visited schools to deliver talks on apprenticeships and conducted workshops with pupils on skills i.e. where to look for apprenticeship roles, completing application forms and interviewing skills (Maesteg Comprehensive School in July, CCYD in September, and ACT Training in September). We participated in a Dragon's Den Activity at Porthcawl Comprehensive School in June, and 4 Mock Interview panels at Porthcawl Comprehensive School and Pencoed Comprehensive School during July. We also attended option days/open evenings such as the Speed Networking Event with the 6 th form at Brynteg Comprehensive School in June, as well as Bridgend Jobs Fair, 2 Careers Fairs at Ysgol Cynwyd Sant, and ACT Cardiff during September.	

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

Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
SSWB66 CP WBO4.6	Participation in targeted activities for people with additional or diverse needs (SSWB) Higher Preferred	357	400	200	210	177	↑	Quarterly Indicator Target Setting: Increased external funding available Performance: Currently establishing baseline in order to assess the effectiveness of this service and what it includes. This will help set a benchmark going forward.
SSWB67 CP WBO4.6	Participation in the national free swimming initiative for 16 and under. (SSWB) Higher Preferred	19,659	16,000					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 to children with additional needs (SSWB)	YELLOW (GOOD)	Quarter 2: The Prevention & Wellbeing service “Step Up and Step Down” programme involving preventative referrals has now been integrated into the Local Community Coordinator role with a focus on low level, social care referrals. 39 families have been referred plus 69 new individuals. 70 ongoing referrals have been supported. Total number of individuals who have transitioned from referrals into a community setting is 38 and made up of 18 families (29 children 1 young adult and 8 adults) Targeted inclusion programmes are being delivered in partnership with HALO and other community groups with particular emphasis on youth activities for more vulnerable young people with 1299 membership and group access arrangements supported. Discovery Programmes have continued to support young people with higher levels of additional needs as well as their families, supporting 52 individuals. As part of our Wellbeing Days 63 individuals have been supported, with activities for the young people creating respite for the families also. During the year additional work has taken place with young adults with disabilities which included gaining relevant accredited qualifications.	Fully integrate young people and families to liaise and engage with the LCC roles to strengthen how we work with early help and BCBC front door. Strengthen our links with community organisations and charities to ensure we are covering all aspects of wellbeing to include both creative and physical. Reshape how we engage and work with young people with additional needs and focus on opportunities that are most beneficial in supporting wellbeing. Understand impact in reduction of Shared Prosperity Fund for future years
WBO4.6.2	Enlarge the Food and Fun Programme for summer 2024 (EEYYP)	BLUE (Completed)	Quarter 2: Six Food and Fun programmes operated in the first three weeks of the summer holidays 2024. The six programmes included a wide geographical spread across the county borough and include a Welsh-medium school. In total, 213 children benefitted from attending. An evaluation of this year's programme is underway in order to report back to the Welsh Local Government Association.	Promotion of the scheme for next year will start in the autumn term, along with efforts to try and remove the barriers to participation that schools have reported.

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

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.7.1	Work co-productively with people to develop their own solutions (SSWB)	YELLOW (Good)	Quarter 2: Co-production approaches being applied when community-based support services are being designed or developed through Community network building approaches. There has been positive network development including opportunities for people with disabilities and additional needs through the BING network. 20 organisations supported, 35 community opportunities created and over 200 people living with a disability in Bridgend supported. Through the Young Carers network “We are Valued Days” took place over 4 days with a total of 184 young people attending (101 Young Carers and 83 buddies/friends). 6 Comprehensive schools participated out of a total of 9 within Bridgend County Borough. “We are Valued” days are great as it means I can have a day to relax from school pressures and my caring role for a whole day.”	Continue to engage with both people with lived experience and stakeholders to shape services and improve effectiveness. Continue to support & strengthen the BING network and grow the reach and membership. Look to identify young ambassadors who can take workstreams forward linked to lived experience. Build relationships with the schools which do not engage with the young carers network. Understand impact in reduction of Shared Prosperity Fund for future years

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CH/052 CP WBO4.9	Percentage of care leavers who have experienced Homelessness during the year. (SSWB) Lower Preferred	7.17%	10%	10%	4%	4.15%	↑	Quarterly Indicator Target Setting: To maintain performance. Performance: On target
SSWB48a CP WBO4.9	Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the: a) 12 months since leaving care Higher Preferred	68.97%	70%	70%	56.25%	69.23%	↓	Quarterly Indicator Target Setting: To continue to improve performance. Performance: There are steps being taken to improve the figures. There are now closer links to the Inspire to Work Team and they should be routinely invited to Pathway Reviews for young people who are approaching adulthood. If they can see that the young person is not engaged, they will take an interest in this and offer support. A Web Resource is currently in development through ‘Children in Wales Getting Ready Project’ which will be Bridgend Specific. The resource will be available for care experienced young people between the ages of 15 and 26 and will include support in relation to education, training and employment. The web page will help young

								people access support across a range of subject matter and when it is launched consideration will be given as to how we promote this across the young people open to the team. Care Leavers now have protected characteristics and discussions are taking place around a workshop being completed by our HR Team in relation to applying for jobs, how they search for jobs, what platforms they use and what kind of support they may need, as this will inform how the new Protected Characteristic is promoted and applied in our processes.
SSWB48b CP WBO4.9	b) 13-24 months since leaving care (SSWB) Higher Preferred	57.69%	65%	65%	71.43%	54.55%	↑	Quarterly Indicator Target Setting: To continue to improve performance Performance: On target

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 2: The delivery of Bridgend" Corporate Parenting Strategy continues to be overseen by a multi-agency corporate parenting board. Member agencies have signed up to the Welsh Government Corporate Parenting Pledge. Young people forum established and meets regularly. Care Experienced Children (CEC) have opportunity to have their voices heard and express wishes and feelings and to be involved in shaping service delivery. Education and training continue to be a fundamental part of Pathway planning. Young person's advisors support young people with regards to accessing opportunities.	Work in regard to our Fostering Service will be undertaken in coming Quarters. There have been identified issues in respect of compliance and support for carers. The newly appointed Group Manager will be leading on a review of our general fostering service to ensure it is inspection ready.
WBO4.9.2	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)	YELLOW (Good)	Quarter 2: The action plan is monitored by the Corporate Parenting board which is ongoing. The Corporate parenting officer is collating action plans for other partner agencies and as part of this work will ensure the voice of the child is included in the plans.	Further discussion to take place at board in relation to action plans and data sets to inform the Annual report. Voice of child to be consistently captured as part of ongoing engagement.
WBO4.9.3	Support the implementation of the Corporate Parenting Strategy in schools. (EFEYYP)	AMBER (Adequate)	Quarter 2: There have been three Corporate Parenting Board meetings since April 2024. The Education Engagement Team Manager (or representative) attends each board meeting and provides updates on any actions and feedback for the Corporate Parenting Annual Report. As listed as a Corporate Parenting action, teams within the directorate are expected to completed the Bridgend Corporate Parenting Report Proforma to document how they are supporting care-experienced children. There has been a poor response from teams for the last yearly report so this remains a focus for this year. A drop-in session is planned between the Education Engagement Team and the Care-Experienced Children Team to ensure that we become aware of care-experienced children at the earliest opportunity to ensure smooth transitions into education and appropriate support is given.	Regular attendance will continue at the Corporate Parenting Board. Teams will be encouraged to complete the proforma and completions will be monitored. We will link in with Care Experienced Children Team to ensure we provide support at the earliest opportunity.

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

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DCO20.01 CP WBO5.1	Annual Gas Consumption across the Authority – kWh (COMM) Lower Preferred	21,966,783	20,868,443					Annual Indicator - To be reported at Q4
DCO20.02 CP WBO5.1	Annual Electricity Consumption across the Authority – kWh (COMM) Lower Preferred	15,210,536	14,450,009					Annual Indicator - To be reported at Q4
DCO20.03 CP WBO5.1	Annual CO2 related to gas consumption across the Authority – tonnes (COMM) Lower Preferred	4,018	3,817					Annual Indicator - To be reported at Q4

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DCO20.04 CP WBO5.1	Annual CO2 related to electricity consumption across the Authority – tonnes (COMM) Lower Preferred	3,150	2,925					Annual Indicator - To be reported at Q4
DCO23.05 CP WBO5.1	Reduction in emissions (across our buildings, fleet & equipment, streetlighting, business travel, commuting, homeworking, waste, procured goods and services) (COMM) Higher Preferred	4.3%	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)	AMBER (Adequate)	Quarter 2: This work is progressing with six additional electric vehicles procured for delivery in Autumn 2024, for use across Council services including in Highways and ICT. Work is ongoing with the waste fleet with options being explored including electric Recycling Centre Vehicles (RCVs) with trials taking place on local routes in the County.	Complete the Annual Carbon Report for Welsh Government and submit by 31st October. The 2030 Priorities of the Council will be reviewed in Spring 2025 in line with the Welsh Governments change of the timeline of the Net Zero targets in the public sector from 2030 to 2035.
WBO5.1.2	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)	AMBER (Adequate)	Quarter 2: The final Air Quality Action Plan (AQAP) was approved by cabinet in April, the main action to continue to monitor air quality on Park Street, as decision was made to retain measure 18, St Leonards Road turning restrictions. The Annual Progress Report detailing ratified 2023 monitoring results has been prepared and will be reported to Cabinet in November. There has been ongoing review of current data which will continue throughout the year. This data and identified trends are being assessed, and will be reviewed in early 2025, to assess full years data for 2024.	Report the Annual Progress Report to Cabinet in Q3.
WBO5.1.3	Ensure all new build schools meet the requirement for net zero carbon (EEYYP)	AMBER (Adequate)	Quarter 2: Each of the five schemes are in stages of design development. However, due to a variety of issues (including, ecology issues, delays in planning approval and funding), the timescales for the five schemes have been impacted. This target will only be achieved following construction of the schools.	Ysgol Gymraeg Bro Ogwr School - The Major Projects Team is in dialogue with the ecologist to seek a way forward regarding the site and a meeting has been held with the adjacent developer. Awaiting an outcome on the revised business case from Welsh Government. Mynydd Cynffig Primary School - The planning application will be submitted for the replacement school shortly and feasibility will commence for the active travel improvements identified for the area. Ysgol Ferch o'r Sgêr - The planning application will be submitted in November 2024. Subject to council approval, the scheme will be tendered. New two-form entry English-medium school - The planning application will be submitted in November 2024. The Capital Board will consider the funding required to deliver the scheme. Heronsbridge School - The additional funding required to deliver the scheme will be considered by the Capital Board on 29 October 2024.
WBO5.1.4	Invest in energy efficiency improvements to Council buildings including schools (COMM)	AMBER (Adequate)	Quarter 2: Officers are working with schools to improve the energy efficiency of the schools estate including the use of insulation, new lighting and new heating system. This is being supported by grant application to the Welsh Energy Service to help subsidise the works.	Commence the REFIT2 scheme in Spring 2025 in line with the MTFS.


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

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DCO23.06 CP WBO5.2	Number of blue flag beaches (COMM) Higher Preferred	3	3					Annual Indicator - To be reported at Q4
DCO23.07 CP WBO5.2	Number of green flag parks and green spaces (COMM) Higher Preferred	2	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 2: The Bridgend Local Nature Partnership (LNP) is actively supported by the Climate Change Response Team, with a dedicated Local Nature Partnership Biodiversity Officer in place to co-ordinate the Partnership. This role includes engaging and working closely with a range of stakeholders and communities to ensure they are involved in protecting our natural environment. The quarterly meetings and mailing list are open to all, and training, equipment and events are offered through Local Places for Nature (LPfN) funding. Nature focussed online resources have also been collated to a central location on the LNP social media, and a dedicated LNP website resource is soon to be developed. A Communication Plan for the LNP is also in the works, to ensure communities and the public are aware and engaged in nature recovery in Bridgend.	

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

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
PAM/018 CP WBO5.3	Percentage of all planning applications determined within 8 weeks or within an agreed period. (COMM) Higher Preferred	68%	80%	80%	60%	65%		Quarterly Indicator Target Setting: Target set in line with national target for good performance Performance: A Principal Planning Officer left the authority at the end of July. This caused an increase in workloads for other staff whilst we looked to fill that post.
PAM/019 CP WBO5.3	Percentage of planning appeals dismissed. (COMM) Higher Preferred	87%	80%					Annual Indicator - To be reported at Q4

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

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
PAM/010 CP WBO5.4	Percentage of highways land inspected found to be of a high / acceptable standard of cleanliness. (COMM) Higher Preferred	99.8%	99%	99%	99.19%	99.21%		Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: Trend only slightly down on previous year and the streets selected for inspections are generated randomly. The section continues to experience budget and staffing pressures however, will continue monitor the service for improvements.

PAM/030 CP WBO5.4	Percentage of municipal waste collected and prepared for reuse, and/or recycled, including source segregated biowastes that are composted or treated biologically (COMM) Higher Preferred	72.78%	70%	70%	74.14%	74.7%	↙	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: (Q1 validated data. Q2 provisional data) Marginal change in performance but still above the target set.
PAM/030 a) CP WBO5.4	Percentage of municipal waste collected: a) prepared for reuse Higher Preferred	1.43%	1%	1%	0.49%	3.33%	↓	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: Performance down from last year. In last year's figures materials from Highways Waterton were included. We are no longer confident that this material is reused so weights have not been included in this PI for this quarter. (Q1 validated data. Q2 provisional data).
PAM/030 b) CP WBO5.4	b) prepared for being recycled Higher Preferred	50.42%	49%	49%	50.03%	49.48%	↑	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: On target (Q1 validated data. Q2 is provisional)
PAM/030 c) CP WBO5.4	c) as source segregated biowastes that are composted or treated biologically. (COMM) Higher Preferred	20.14%	20%	20%	23.62%	21.9%	↑	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: On target (Q1 validated data. Q2 is provisional)
PAM/043 CP WBO5.4	Kilograms of residual waste generated per person (COMM) Lower Preferred	119.8 kg	125 kg	62 kg	59.04 kg	60.40 kg	↑	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: On target
DCO20.05 CP WBO5.4	Percentage of Street cleansing waste prepared for recycling. (COMM) Higher Preferred	41.18%	40%	Annual Indicator - To be reported at Q4				

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.4.1	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)	AMBER (Adequate)	Quarter 2: Feasibility options for in-house, procured and Local Authority Trading Company (LATCo) models of delivery have been commissioned and received. A report will now go to Cabinet in November for a decision to be made. Tender prepared to commission modelling options for the future recycling rates, due to go out but reports will be delivered and consulted on in 2025 not 2024.	Cabinet report to decide on future delivery model to go to Cabinet in November.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DCO23.08 CP WBO5.5	Percentage of statutory sustainable drainage systems (SuDS) applications processed within 7 weeks from receipt of appropriate scheme drawings. (COMM) Higher Preferred	100%	95%	95%	100%	100%	↔	Quarterly Indicator Target Setting: To maintain existing performance Performance: On target

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.5.1	Invest in and improve flood mitigation measures throughout our communities to reduce flood risk (COMM)	GREEN (Excellent)	Quarter 2: Small scale grant schemes being implemented in Adare Street, Ogmole Vale and Dinam Street, Nantymoel to repair damage culvert and mitigate flood risk. Schemes have been identified for small scale grant Welsh government funding for 25/26. We are also seeking capital funding for schemes in Bryntirion.	

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

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CORPB3 CP WBO6.1	Percentage of council staff completing Introduction to Equality and Diversity training (E-Learning or workbook).(ALL) Higher Preferred	47.61%	100%	100%	55.09%	28.91%	↑	Quarterly Indicator Target Setting: All staff to complete mandatory training Performance: This module is mandatory for all staff. Quarterly reports on non-completions are sent to the L&D Representative within each Directorate who then send out to service managers. Responsibility for completion is down to the individual and their manager. This module is promoted for new starters via the Corporate Induction Framework so all new starters should be aware of it along with their managers. This module is not linked to level or role.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.1.1	Implement the agreed action plan supporting Welsh Government on race equality and LGBTQ+ (CEX)	AMBER (Adequate)	Quarter 2: The commitments from these action plans have been incorporated into our Strategic Equality Plan 2024-2028 (SEP) which was approved in July 2024 and has now been published on our website. Work towards achieving these actions will continue over the next 4-year lifespan of the SEP. The SEP Action Plan has now been completed, pending sign off from Cabinet Committee Equalities in November 2024.	The completed SEP to be presented to Cabinet Committee Equalities for sign off in Q3.
WBO6.1.2	Establish new BCBC staff groups for people with protected characteristic (CEX)	AMBER (Adequate)	Quarter 2: There are now two staff network groups established: Menopause and Disability at this time. Staff meet for an hour every month during the working day. Terms of reference have been completed and shared with all staff members within the groups. Information on staff networks is promoted regularly via Bridgenders. Details and promotion of staff networks has also been added to the Staff communication and engagement pages of the intranet. A Welsh Language Forum for staff of all proficiency levels has been established. Attendance levels are growing monthly.	Ongoing promotion of staff network groups to try and represent more of the protected characteristics within the authority

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, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CE58 CP WBO6.2	Percentage of consultation participants who answered positively: How effective do you think we have been in meeting our aim of being citizen-focused over the last 12 months? (CEX) Higher Preferred	49.4%	50%					Annual Indicator - To be reported at Q4
CE59(a) CP WBO6.2	Level of engagement (Welsh / English): a) across consultations Higher Preferred	7,946	8,300					Annual Indicator - To be reported at Q4
CE59(b) CP WBO6.2	b) with corporate communications to residents, using the digital communications platform Higher Preferred	972,384	972,500					Annual Indicator - To be reported at Q4
CE59(c) CP WBO6.2	c) across all corporate social media accounts (CEX) Higher Preferred	1,715,802	1,715,900					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 2: Easy-read and youth versions are available upon request for all consultations, and key consultations are promoted to various youth network groups: Bridgend Youth Council, schools, Bridgend College. Improvements have been made to the online forms for planning consultations to streamline the consultation process. The Participation and Engagement Strategy has been implemented and published. Several engagement sessions were carried out in schools across the Borough to capture the views of learners and how the consultation would impact them and their families. Work is progressing on the production of an action plan to achieve the objectives published in the Participation and Engagement Strategy. The National Residents Survey for Bridgend County Borough went live on 9 th September and will be promoted regularly throughout the consultation period which ends in November.	
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 2: Multiple engagement and consultation Sessions have taken place on all of our regeneration plans. Consultation exercises have taken a variety of forms including online and in person. Formal public engagement sessions have taken place on all strategies. Consultation reports produced in addition to specific stakeholder sessions with local relevant groups, Town Councils, schools and businesses.	

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, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CED5 CP WBO6.3	Percentage of first call resolutions. (CEX) Higher Preferred	69.17%	75.92%	75.92%	67.29%	67.28%	↑	Quarterly Indicator Target Setting: To increase the number of calls resolved at the first point of contact Performance: The number of calls resolved at first point of contact has reduced for both Q1 and Q2. The customer service team continue to review this with the relevant service areas to identify areas where the Advisors could be upskilled to allow them to deal with the call without having to transfer it into the service area.
CED51 CP WBO6.3	Number of online transactions using the digital platform. (CEX) Higher Preferred	72,500	72,500	36,250	42,392	37,422	↑	Quarterly Indicator Target Setting: To increase online transactions by customers to promote channel shift Performance: On target.
CED52 CP WBO6.3	Number of hits/views on the corporate website. (CEX) Higher Preferred	3,415,000	3,415,000	1,707,500	1,654,830	1,715,802	↙	Quarterly Indicator Target Setting: To provide a digital option for people wishing to contact and transact with the Council Performance: Visits to the council's website can vary month to month depending on local and UK wide news and events that may affect services.
CORPB4 CP WBO6.3	Percentage of council staff completing Welsh Language Awareness E-Learning. (ALL) Higher Preferred	47.61%	100%	100%	55.04%	28.38%	↑	Quarterly Indicator Target Setting: All staff to complete mandatory training Performance: This module is mandatory for all staff. Quarterly reports on non-completions are sent to the L&D Representative within each Directorate who then send out to service managers. Responsibility for completion is down to the individual and their manager. This module is promoted for new starters via the Corporate Induction Framework so all new starters should be aware of it along with their managers. This module is not linked to level or role.
CED53 CP WBO6.3	Percentage of staff with Welsh language speaking skills (including schools) Higher Preferred	26.82%	28%	Annual Indicator - To be reported at Q4				

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.3.1	Continue to evaluate and review the communication options available to ensure information is available to all residents across the borough (CEX)	GREEN (Excellent)	Quarter 2: Whilst work is ongoing in partnership with Awen to develop how we help support residents within their local communities, a decision has been made to focus on how we improve performance across all the customer channels to improve the way we deal with customer demand, as a result of the low demand recorded during pilots in both the Garw and Ogmore Valleys. Work continues to be undertaken to identify ways of integrating our three platforms to improve communication and engagement with residents. We have recently made improvements to My Account so residents can easily see any active consultations when they log into their account, in the hope this will encourage more residents to participate in our consultations. We are also exploring ways of how we can embed links to our digital communication platform when people access our online services to report issues. All communication and consultations produced by the team are regularly monitored by the Welsh Language Manager to ensure adherence to the Welsh Language Standards. All consultations and supporting documents are available in alternative formats including braille, paper copies, large print and easy read.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DCO16.8 CP WBO6.4	Number of council owned assets transferred to the community for running (CATs) across the County Borough (COMM) Higher Preferred	7	10					Annual Indicator - To be reported at Q4
SSWB69 CP 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	395	450					Annual Indicator - To be reported at Q4

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.4.1	Invest in Community Asset Transfers and support clubs and Community Groups with equipment grants to improve and safeguard the facilities. (COMM)	RED (Unsatisfactory)	Quarter 2: Llangeinor pavilion significant investment made in year via Cabinet report. There has been a slowdown in progress with transfers due to long term sickness.	Interim CAT officer now in place and subject to council approval 500k top up of CAT fund will enable continuation of schemes.

WBO6.5: Becoming an age friendly council

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO6.5.1	To work towards becoming an accredited Age Friendly Council (SSWB)	YELLOW (Good)	Quarter 2: We continue to work closely with CTM partners and 3 rd sector organisations, including the CTM WISE project, working on streamlining health services and the social prescribing pathways, including National Exercise Referral Scheme and the 60+ Active Leisure Scheme. Support has been made to increase community resilience within dementia services. Over 10 voluntary organisations have been supported through grant applications for community projects active in dementia prevention. We celebrated older persons week with cultural and artistic opportunities. These free activities including art workshops, cinema screenings and a silent disco run by our cultural trust Awen.	Continue to be a part of the Welsh Government and Older Persons Commissioners Network to inform local planning and development.

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

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

Commitments

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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)	AMBER (Adequate)	Quarter 2: The Metrolink bus facility was substantially completed by September 2024 and is due to be handed over by November 1 st 2024 with an operational start date of November 18 th 2024. Work is also progressing on active travel improvements across the County Borough including the installation of drop kerbs to ease walking and cycle routes.	Project will be completed and opened on the 18 th November 2024.

WBO7.2: Offering attractive leisure and cultural activities

Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
SSWB70 CP WBO7.2	Number of visits by older adults to physical activity opportunities supported (SSWB) Higher Preferred	23,308	23,500					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)	RED (Unsatisfactory)	Quarter 2: The Grand Pavilion Project is continuing to be progressed. We are about to go to tender for a main contractor for the second time, following an unsuccessful exercise with a view to be on site early in 2025.	Following the procurement tender exercise, the project can begin.
WBO7.2.2	Develop an active leisure offer for older adults to improve physical and mental wellbeing (SSWB)	YELLOW (Good)	Quarter 2: Activities have included the Super Agers activity programmes in community settings supporting 107 older adults including 717 attendances across 48 wellbeing sessions, free swimming for the 60 plus has seen 6183 attendances across the 5 swimming pools in Bridgend. The National Exercise Referral programme (NERS) is operating beyond capacity and has waiting lists in place for those who require support. Referrals are in place from all GP surgeries. There were 206 individuals with chronic conditions supported. 93 pulmonary rehab, 84 joint care, 29 NERS and 54 cancer rehab.	Joining up all older adult's initiatives and expanding the Older Adult Network to ensure it is representative of relevant people across Bridgend. Move to low-cost offer to ensure sustainability of the programme and ensure long term participation for the 60 plus reducing the risk if funding is curtailed.
WBO7.2.3	Maintain performance against Welsh public library standards (SSWB)	YELLOW (Good)	Quarter 2: There have been 73,068 library attendances (supporting 33,727 junior issues and 3,704 ICT sessions) Bridgend has met all of the 13 core entitlements in full, of the 7 quality indicators which have targets, Bridgend has achieved 5 in full and 1 in part and 1 not met. Work has begun to progress a long-term strategy for libraries within Bridgend	Engagement and consultation to take place in January 2025 to co-design and shape the long-term library offer for Bridgend
WBO7.2.4	Develop a long-term Active Bridgend plan and leisure strategy (SSWB)	YELLOW (Good)	Quarter 2: External support has been commissioned and engagement has taken place in regard to leisure facility operators, schools, national governing bodies of sport, community groups and key Council personnel as well as external stakeholders. The draft will explore the alignment of key policy areas including community focused schools, community asset transfer, active travel, play sufficiency and the population needs assessment.	Feedback evidence provided within the draft (to be reviewed Nov) to shape consultation objectives /priorities identified within the first phase.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DCO23.09 CP WBO7.3	Value of investment in play areas (COMM) Higher Preferred	£54,443	£1,600,000					Annual Indicator - To be reported at Q4
DCO23.10 CP WBO7.3	Number of play areas that have been refurbished (COMM) Higher Preferred	0	22					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 children’s play areas throughout the Borough and make sure inclusive play equipment is provided to allow opportunities for all (SSWB/COMM)	YELLOW (Good)	Quarter 2: (SSWB) The need for a Play Sufficiency Network group was approved by cabinet and corporate management board. Informal engagement with underrepresented groups has taken place to understand diverse needs across Bridgend in relation to Play Sufficiency Assessment. 168 children & young adults and their households supported with free HALO Leisure membership to access health and wellbeing opportunities. 75 children and young adults accessed BCBC Wellbeing Days and participated in physical activities opportunities. 110 attended BING family day, with 160 attending our Insport event - supported by 22 community partners. (COMM) In Q1 we successfully completed tender and appointed the contractor for phase 4 of the children playground scheme. 18/22 playgrounds have been completed with the remaining 4 sites progressing. By Q2 we have also completed our analysis for phase 5 and have identified 19 playgrounds for investment in 25/26.	(SSWB) Ensure wider consultation is carried out with people with lived experience to shape play opportunities at a local level. Feedback to be included within the action plan of Play Sufficiency Assessment and to shape key themes.

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

Performance Indicators

PI Ref, Type and Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 and RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
DEFS160 CP WBO7.4	Number of two-year-olds accessing childcare through the Flying Start programme. (EEYYP) Higher Preferred	530	570	550	536	460	↑	Quarterly Indicator Target Setting: The target reflects the positive investment made in the Phase 2A and 2B expansions of the programme. Performance: The service has achieved the targets set by Welsh Government for the latest phase of expansion. The number of children enrolled in childcare settings through the Flying Start programme has shown further increase with current figures accurate as of 30 September 2024.
DEFS162 CP WBO7.4	Percentage of non-maintained settings that are judged by Care Inspectorate Wales as at least ‘good’. (EEYYP) Higher Preferred	76.5%	100%	100%	75%	71%	↑	Quarterly Indicator Target Setting: Target in line with Welsh Government expectations. Performance: One setting received a joint inspection during Q2 and achieved a 'good' outcome. However, changes in the number of settings registered to provide education places has resulted in a slight overall decrease in the number of registered settings judged by Estyn and Care Inspectorate Wales to be 'good'. Recent performance remains strong as since 2022, 89% of settings that have received a joint inspection have been judged as 'good'.
DEFS163 CP WBO7.4	Percentage of eligible learners offered a free school meal. (EEYYP) Higher Preferred	100%	100%	100%	100% Annual Actual	100% Annual Actual	↔	Quarterly Indicator Target Setting: Target in line with Welsh Government expectations Performance: UPFSM for Nursery, Reception and Year 1 to Year 5 was implemented prior to the end of the 2023-2024 school year. Year 6 pupils became eligible for UPFSM from September 2024. This completes the roll-out of UPFSM within Bridgend.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO7.4.1	Provide free school meals to all primary school learners by September 2024 (EEYYP)	BLUE (Completed)	Quarter 2: The UPFSM offer was implemented for Nursery, Reception and Year 1 to Year 5 prior to the end of the 2023-2024 school year. Year 6 pupils became eligible for Universal Primary Free School Meals (UPFSM) from September 2024. This completes the roll-out of UPFSM within Bridgend.	
WBO7.4.2	Work with childminders, nurseries and others to roll-out universal childcare for all two-year-olds (EEYYP)	YELLOW (Good)	Quarter 2: A further five new Flying Start providers have been recruited and are operational in the Porthcawl and Pyle areas. Three new posts have been appointed to support the expansion. Plans are being produced for phase three of the roll-out of Flying Start childcare, which must be submitted to Welsh Government by December 2024. As of 30 September 2024, 536 children are enrolled in childcare settings through the Flying Start programme.	

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

Performance Indicators

PI Ref, PI Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
SSWB75 CP WBO7.5	Number of people recorded as delayed on the national pathway of care. (SSWB) Lower Preferred	104	71	71	86	93	↑	Quarterly Indicator Target Setting: To continue to improve performance Performance: Slightly improved performance in Q2. Some changed systems of working and oversight of assessments is improving this performance. A detailed report of all the actions and issues went to scrutiny in October 2024.

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)	YELLOW (Good)	Quarter 2: We have widened the Multi-Disciplinary Team (MDT) focus to include Welsh Ambulance Service Trust concerns regarding pressure damage incidents and track people recently discharged from hospital. A Detailed report of all the actions and issues went to scrutiny in October 2024.	Develop measurement and analysis of learning through widening the MDT remit. A Member seminar is due to be held in January on further integration with the NHS.

WBO7.6: Improving the supply of affordable housing

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CED60 CP WBO7.6	Number of additional affordable homes provided by Registered Social Landlords (RSLs) across the County Borough (CEX) Higher Preferred	64	110					Annual Indicator - To be reported at Q4
CED61 CP WBO7.6	Total number of empty properties returned to use with local authority intervention (CEX) Higher Preferred	6	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)	YELLOW (Good)	Quarter 2: Monthly development meetings take place with RSLs operational development leads and quarterly strategic meetings with RSL leads. Quarterly meetings take place with Welsh Government to ensure full utilisation of development grants. BCBC have recently introduced additional RSL's to development in Bridgend to maximise opportunities. The development programme is a three-year rolling programme that is fluid and changes frequently. Year 1 currently has £13,927,338 allocated with current projected spend for year 2 already at £11,564,802 and a minimum of £7 million in pipeline schemes.	

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)	AMBER (Adequate)	Quarter 2: A statement of need was undertaken as part of the Housing Support Programme Strategy, Registered Social Landlords (RSLs) were consultees in developing this strategy. RSLs will have had sight of the Local Housing Market Assessment and Regional Local Development Plan. Housing needs are discussed monthly with operational teams and strategically through the quarterly Bridgend Housing Partnership meeting. We are 2 years into a 4-year plan. Many actions within the plan have already been completed, a review needs to be undertaken to formulate a plan of works to complete the remaining actions over the next 2 years	Undertake review to plan works to complete the remaining actions
WBO7.6.3	Continue to target those long-term empty properties that have the most detrimental impact on the community, focusing on the Top 20. (CEX)	GREEN (Excellent)	Quarter 2: We are continuing to target long term empty properties, focusing on the top 20. Of the top 20 properties, 5 properties have sold; 5 are under renovation (Homes in Town Grant approved for 1 of these properties); 2 are up for sale. 2 properties have been served with an enforcement notice and both of these properties have had work in default completed. The remaining properties are subject to informal action. Work also continues on properties outside the top 20 utilising the 5-stage escalation letter process and enforcement provisions. The Houses into Homes Empty Property Loan Scheme is now live and 4 application packs have been sent out to property owners. Cabinet has approved the use of the Welsh Government's Empty Property Enforcement Fund and three funding applications have been approved. A further report will be submitted to Cabinet Nov 2024 to seek approval to compulsory purchase a problematic empty property. Work is also progressing to pursue the enforced sale of a long-term empty property.	

Ways of Working

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CHR002 (PAM/001) WOW	The number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence (CEX/ALL) Lower Preferred	12.37 days	No target	No target	6.22 days	5.35 days	↓	Quarterly Indicator Target Setting: To reduce sickness levels across the organisation Performance: Overall absence levels have increased, on-going work with HR&OD to support directorates.
DOPS34 (a) WOW	Percentage availability of a) voice and data network Higher Preferred	100%	99.99%	99.99%	100%	100%	↔	Quarterly Indicator Target Setting: Target set to maintain good performance Performance: On target
DOPS34 (b) WOW	b) storage area network (core computing) Higher Preferred	100%	99.99%	99.99%	100%	100%	↔	Quarterly Indicator Target Setting: Target set to maintain good performance Performance: On target
DOPS34 (c) WOW	c) core applications (as defined in the ICT Strategy), central printers and multi-functional devices and network connected devices (CEX) Higher Preferred	99.96%	99.90%	99.9%	99.85%	99.94%	↙	Quarterly Indicator Target Setting: Target set to maintain good performance Performance: The reason performance is slightly off target in Q2 is because the supplier of the corporate finance system, Advanced, took three days to resolve an issue with their COA Financials database.
DCO16.9 WOW	Realisation of capital receipts targets (COMM) Higher Preferred	n/a	n/a	n/a	n/a	n/a	Trend not applicable	Quarterly Indicator Target Setting: The corporate property disposal strategy is currently in development for Spring 2025 Performance: A number of transactions are in progress that will result in in-year capital receipts exceeding targets.
DCO19.02 WOW	Percentage of full statutory compliance across BCBC operational buildings (COMM) Higher Preferred	84.9%	100%	100%	75.2%	82%	↙	Quarterly Indicator Target Setting: To ensure full statutory compliance Performance: Target will always remain 100%. We are pleased to report that baseline figures are stabilising and that a number of compliance related contracts have been relet and once mobilised performance will improve further.
DCO23.14 WOW	Percentage of statutory compliance across BCBC operational buildings (big 5) (COMM) Higher Preferred	93.5%	100%	100%	93.6%	92%	↑	Quarterly Indicator Target Setting: To ensure full statutory compliance Performance: Target will always remain 100%. We are pleased to report that baseline figures are stabilising and that a number of compliance related contracts have been relet and once mobilised performance will improve further.

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Target 24-25	Q2 Target 24-25	Q2 position 24-25 & RYAG	Q2 23-24 (same period last year)	Direction vs same period last year	Performance this period
CORPB5 WOW	Percentage of staff that have completed a Personal Review/Appraisal (excluding school staff) (CEX/ALL) Higher Preferred	60.89%	80%					Annual Indicator - To be reported at Q4

PI Ref, Type & Aim	PI Description	Annual target 24-25 £'000	Q2 position				Performance this period			
			Achieved Q2		Likely to be achieved by year end		Variance year end		Target Setting: To achieve all reductions outlined in the MTFS Performance: The current position is that of the 2024-25 savings target of £13.045 million, £8.864 million has been achieved to date (68%) and £11.590 million (89%) is expected to be achieved by year end. The most significant reduction proposals unlikely to be achieved in full are:- <ul style="list-style-type: none"> • EDF59 – Cessation of Adult Community Learning provision (£149,000). The shortfall is due to the timing of the required restructure which is now underway. • SCH1 – Efficiency saving against School Delegated Budgets – 3% in 2024-25 (£3.441 million). Whilst the saving is referenced as having been achieved due to the overall reduction in Individual Schools Budgets (ISB), the reduced budgets have resulted in total projected deficit balances for schools at year end in excess of £4.709 million. Officers are working with schools to bring this overall deficit down. • SSW13 – Council to reduce its investment into cultural services (£360,000). Current projections indicate a shortfall of £265,000. On 14th May 2024 Cabinet approved a £50,000 reduction to the book fund and removal of the £15,000 subsidy for the Youth Theatre. Cabinet also approved public engagement over how future savings can be achieved. Maximisation of the Shared Prosperity Fund in 2024-25 has mitigated this shortfall in the short term. • SSW23 – reduction to the contribution towards the regional Western Bay adoption service (£250,000). There is currently a projected shortfall of £119,000. Further work is planned over the coming months with the regional service to identify further savings. • CEX2 – Chief Executive's Directorate vacancy management factor (£510,000). The projected shortfall of £182,000 is based on known vacancies to date. Unplanned vacancies will be added to the projection as the financial year progresses which should further reduce the shortfall. • CEX22 – Review of ICT Services (£398,000). There is currently a projected shortfall of £234,000 against this proposal, Further work is needed to be undertaken to review the telephony budgets across the Council, with updates to be provided to Cabinet in future revenue monitoring reports. Directors continue to work with their staff to deliver their proposals or alternatives and this is reflected in the forecast year end spend. 	
			£'000	%	£'000	%	£'000	%		
DRE6.1.1 WOW	Percentage budget reductions achieved (Overall BCBC budget) Higher Preferred	£13,045	£8,864	68%	£11,590	89%	£1,455	11%		

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Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
Audit Wales, Financial Sustainability Review (Aug 2024)	COSC TBC	R1 To strengthen the Council's approach to financial sustainability, the Council should develop a savings plan across the timescale of the MTFP, to clearly show how the funding gap will be addressed or clearly communicate the challenge where this is not possible	Carys Lord	Feb-25	The level of savings that the Council will have to make in the coming 3 years are significant. The MTFP presented to Council in February 2025 for approval will be developed following completion of the following: <ul style="list-style-type: none"> • A detailed review of current year spend across all service areas • A more detailed review of some areas of spend to identify further efficiencies or a change in the operating model for that service. • A profile of anticipated savings over the life of the MTFP • Identification of areas requiring further review 	AMBER
		R2 The Council should strengthen its arrangements to ensure the impact of its financial position and MTFP on communities and on the delivery of its well-being objectives is reported to members to enable them to monitor and address any impacts.	Carys Lord	Mar-25	Budget briefings are now in place for elected members on a quarterly basis. Details on the budget proposals will be shared with all elected members to enable them to comment on issues and identify the implications.	AMBER
CIW Inspection Report on Foster Wales Bridgend (Jan 2024)	SOSC2 TBC	R1 Childrens views to be actively sought following placement endings.	n/a	n/a	Complete	BLUE
		R2 Some children are not accessing statutory education, impacting on outcomes and increasing pressure on foster carers.	GM Placement and Provider Services	Quarterly	Placement stability meeting report run for May –September – 2/30 meetings had education issues as a factor but need to consider this is school holiday period. Discussed with Fostering Team who felt anecdotally that education remains an issue, however we would need evidence in order to discuss with our corporate parenting partners. New delivery date 31/03/2025	GREEN
		R3 Safeguarding procedures are not consistently followed. Information sharing between teams, consideration of risks and decision making is not robust.	GM Placement and Provider Services	Mar-24	Workshops have not taken place across the service as yet. Relationships have improved and observations are that the process is being followed supported by the introduction of a significant events form on WCCIS and mandatory training completed in the fostering team. The QA officer is currently completing an audit in relation to this process and will provide recommendations. New delivery date - 31/03/2025	AMBER
		R4 Foster care agreements and safer caring agreements are in place, but these are not completed thoroughly.	n/a	n/a	Complete	BLUE
		R5 There are shortfalls in the service considering the needs of all household members and carers capacity (matching)	GM Placement and Provider Services	Mar-24	Matching forms are live and monthly reports being run to check compliance. There have been some incidences of the form not being completed and signed off prior to placement that have been addressed with the individuals. Therefore, whilst the process and systems are in place to support this, adherence by the team remains inconsistent and requires manager oversight and enforcement to fully embed. The QA officer is currently completing an audit in relation to this process and will provide recommendations. New delivery date - 31/03/2025	AMBER
		R6 When foster carers have been subject to safeguarding concerns, delays have occurred in completing annual reviews and presenting these to foster panel.	n/a	n/a	Complete	BLUE

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
		R7 Some children have experienced high numbers of moves, which impacts their stability and outcomes	GM Placement and Provider Services	Mar-25	There was a 47% reduction in children experiencing 3+ moves compared to the previous year. Whilst there has been a slight increase during this quarter it does not appear statistically significant.	GREEN
		R8 Demand on the service is high and many foster carers are often asked to care for more children than they are approved for. Additional resources are provided to try to support these arrangements. However, these are routinely used with carers who look after children with complex needs, without robust consideration of the impact and risks involved.	n/a	n/a	Complete	BLUE
		R9 As part of the matching process key information is shared during planning meetings, however, these meetings are not completed consistently.	GM Placement and Provider Services	Quarterly	As with the Matching forms practice is inconsistent and requires management oversight and enforcement from children's and fostering managers as well as the Independent Reviewing Officer service to embed. Consideration could be given to putting in place reflective sessions with teams to consider placement breakdowns and what could be done differently to embed this in the way that reflective sessions are being led by the locality teams Principal Officer. The Quality Assurance officer is currently completing an audit in relation to this process and will provide recommendations. New delivery date - 31/03/2025	AMBER
		R10 Children who need long term care, are matched with carers, without a thorough assessment of their long-term needs, how these change over time, carers commitment and understanding of these needs.	GM Placement and Provider Services	Mar-24	A process has been drafted but requires consultation to take forward and subsequently put into practice - awaiting feedback from the policy officer. New delivery date - 31/03/2025	AMBER
		R11 The service is reviewing how they can improve monitoring of children's personal outcomes.	n/a	n/a	Complete	BLUE
		R12 Feedback from foster carers has been mixed regarding the foster carer charter implementation, information sharing and decision-making needing to be improved.	GM Placement and Provider Services	Jun-24	Feedback from foster carers continues to indicate that this has not been achieved. The absence of the recruitment and retention officer and absence within the service has delayed attendance at Team Meetings. The Charter being part of all children's services inductions and meetings with liaison carers as part of this process remains outstanding. Whole service engagement with the charter is required to achieve this aim. New delivery date - 31/03/2025	AMBER
		R13 Several policies and procedures have been updated prior to inspection, to reflect the changes needed. The service is not currently operating in line with these policies and procedures which is impacting children's outcomes	n/a	n/a	Complete	BLUE

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
		R14 The current recording systems do not support effective oversight and smooth operation of the service. Some key information, including the DBS checks for foster carers support networks are not monitored effectively.	GM Placement and Provider Services	Sep-24	There has been significant improvement in this area over the period, forms have been developed to enable oversight, however there are still some bugs in the system being worked through to enable the development of effective dashboards. New delivery date - 31/03/2025	GREEN
		R15 The service has experienced a high turnover of staff in all areas.	GM Placement and Provider Services	Jun-24	There continues to be turnover within the service, however, there have been significant positive achievements in this area with exit plans for current agency staff. The main challenge relates to recruiting the Kinship and Permanence Senior role. New delivery date - 31/03/2025	AMBER
		R16 Evidence of updated DBS checks for staff needs strengthening.	n/a	n/a	Complete	BLUE
		R17 Quality assurance and learning framework has not been implemented consistently.	GM Placement and Provider Services	Apr-24	Meetings have taken place with the QA officer to improve the process going forward, but this has not been achieved as yet. New delivery date - 31/03/2025	AMBER
		R18 Not all prospective foster carers have received the information and training they require prior to their assessment	n/a	n/a	Complete	BLUE
		R19 Some foster carers report training does not meet their needs fully as they care for children with more complex needs.	Group Manager Placement and Provider Services	Mar-24	We continue to experience challenges with compliance with training. Data has now been made available from SCDWP to assist in planning how we meet these needs on an ongoing basis. Achieving improvement in this area is reliant on regular data being provided by training to enable the team to support carers. Equally consideration needs to be given to amending the approach to carer training as there are high numbers of events that are being cancelled as a result of low attendance. Now there is a dedicated training officer in place it is hoped that this will improve. New delivery date - 31/03/2025	AMBER
		R20 Additional guides for children reflecting different ages and needs to be developed.	GM Placement and Provider Services	Nov-24	Foster Wales are developing a landing page for care experienced children which will include animations following feedback from the forum regarding our current guides. Consultation is taking place with Voices from Care to finalise this piece of work. New delivery date - 31/03/2025	GREEN
Audit Wales, Use of Service User Perspective and Outcomes (Jan 2024)	COSC March 2024	R1 Information on the perspective of the service user • The Council should strengthen the information it provides to its senior leaders to enable them to understand how well services and policies are meeting the needs of service users.	Alex Rawlin	Apr-25	Performance Team are researching the four areas priorities by Corporate Overview and Scrutiny Committee - schools, waste, homelessness and customer services. This will be reported to the committee in January. The National Resident Survey (WLGA/Data Cymru) is open and findings will be available in late 2024	GREEN

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
		R2 Information on progress towards outcomes • The Council should strengthen the information provided to senior leaders to help them evaluate whether the Council is delivering its objectives and its intended outcomes.	Alex Rawlin	Apr-25	The information COSC consider in January 2025 will be translated into performance indicators for the 2025/26 Corporate Plan Delivery Plan (to be presented to Cabinet / Council in Spring 2025)	GREEN
		R3 Quality and accuracy of data • The Council needs to assure itself that it has robust arrangements to check the quality and accuracy of the service user perspective and outcomes data it provides to senior leaders.	Alex Rawlin	Sep-24	The Council has piloted a series of PI audits of 2023/24 Q4 outturn. These will be evaluated and reported to CMB / CCMB in December 2024/January 2025.	GREEN
CIW Improvement Check Children's Social Care Services (Nov 2022)	SOSC2 27 March 2023	Pe9 - Continue to work towards ensuring a sufficient and sustainable workforce, with the capacity and capability to consistently meet statutory responsibilities	Director and Workforce Board	Continuous	We have seen gradual improvement across teams in reducing use of agency staff and permanent recruitment with international, qualified and newly qualified staff joining the service. Our Grow our Own model continues to receive extensive applications and we are now at a point where we are shaping a workforce strategy to ensure we have enough vacancies across teams for the future recruits. A Directorate wide workforce board has been established and will meet monthly to monitor and oversee workforce performance data and analysis - understanding trends and themes with a focus on what is working well and areas for improvement in key areas including: o Retention and recruitment, o Agency usage, o Workforce wellbeing including sickness rates, o Disciplinary and resolutions, o Workforce morale and wellbeing. This will in turn enable the Board to oversee workforce planning for the social care and social worker workforce in Bridgend, through the development of comprehensive workforce plans which plan for future requirements through analysis of workforce data and evidence including age profile of the workforce, workforce turnover, workforce requirements, and career pathways. New delivery date 31/03/2025	GREEN
		Pe10 - Continue to monitor the quality of social care records ensuring recording in relation to siblings, ethnicity, language, religion is strengthened, and a consistent approach taken	PO Training	Apr-23	Quarterly Quality Assurance case file auditing is now undertaken by group managers for oversight of monthly Quality Assurance random sampling by teams. Process and procedure is also in place to monitor and review audit activity that is requested and/or taking place. New delivery date - 31/03/2025	GREEN
		Pe11 - Ensure people consistently feel listened to and treated with dignity and respect	HoS	Sep-23	A draft charter has been produced and feedback from SMT will be considered and further work will be undertaken in partnership with Tros Gynnal Plant Cymru to develop a final version. New delivery date 30/09/2025	YELLOW

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
		Pr6 - Continue to closely monitor the position of children's social services and early help services to ensure any indicators of risks to achieving and sustaining improvement and compliance with statutory responsibilities, and pressure/ gaps in service provision are quickly identified and the required action is taken	Director/HoS/ Deputy HoS	Jun-23	Bronze and silver meetings continue to take place as indicated where comprehensive data/dashboards are presented by every part of the service. Performance reports are also presented to the Improvement Board and Group Managers present performance for their specific service areas at quarterly performance meetings with the Statutory Director and Heads of Service/Deputies. New delivery date 31/03/2025	AMBER
		PR7 - The local authority should ensure systems are in place to provide all staff, with up-to-date information regarding availability and accessibility of early help services and records relating to intervention of early help services	n/a	n/a	Complete	BLUE
		PR8 - Ensure children are not placed in unregistered services and must continue its efforts to identify suitable, registered placements	GM Commissioning	Continuous	In addition, monitoring and analysis of cross directorate activity and performance is monitored by the shared dataset that is presented at every Early Help and Safeguarding Board meeting. With the change of directorates, the Social Services Improvement Board will monitor early help performance from Q1 of 2024/25 onwards. New delivery date 31/03/2025	AMBER
		Pi4 - Ensure clarity and consistency of thresholds for access to early help and statutory services. The local authority must prioritise this work to ensure children and families access the right support at the right time and ensure smooth access to services, and where required smooth transition between early help / preventative and statutory services	Director/Head of Service	Jun-23	Ongoing review continues to be undertaken of Early Help following restructure and new referral pathways being developed and agreed with partners. - see PR 1 above. New delivery date 31/03/2025	AMBER
		W6 - Performance indicators in relation to timeliness of meeting statutory requirements - maintain focus and scrutiny on ensuring compliance with all its statutory responsibilities	Director/GM Business	Continuous	Performance framework and associated monitoring mechanisms are embedded across the Directorate. Dashboards have been developed to monitor compliance and provide management oversight on a weekly basis. A Performance framework is in place and ensures that monitoring takes place through quarterly quality and performance meetings with the Director and Heads of Service and scrutiny by the Social Services Improvement Board.	BLUE
		W7 - Implement and embed consistent practice regarding identifying and responding to child exploitation, progress work as a matter of urgency	GM Practice improvement	Jun-23	Complete	BLUE
		W8 - Closely monitor contact arrangements for children and their families	GM Case management and transition	Jun-23	A manager for a central contact service has been appointed to ensure a model that is fit for purpose is developed and delivered in the future. New delivery date - 31/03/2025	AMBER

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
Audit Wales, Springing Forward – Strategic Workforce Management (Oct 2022)	COSC	R1 The Council needs to urgently develop its strategic workforce approach, embedding the sustainable development principle at its core, to enable it to address the significant workforce issues it faces.	n/a	n/a	Complete	BLUE
		R2 The Council should develop a suite of strategic quantitative and qualitative measures to enhance its ability to understand the impacts and affordability of its workforce plans and actions.	Kelly Watson	Sep-23	The current budget position has meant that all services have had to review how they deliver in the future, it is envisaged that this will be the immediate workforce priority. Whilst we have developed some revised data, we are continuing to grow this to support directorate requirements. Revised delivery date March 2025.	AMBER
		R3 The Council should also explore opportunities to benchmark its own performance over time and its arrangements with other bodies to provide a different dimension to its performance management data. Whilst also offering an insight to how other bodies are performing and discovering notable practice elsewhere.	Kelly Watson	Jun-23	Work is underway developing our own performance measures. Benchmarking with others is a challenge, however improvements have been seen with the timing of certain data collected by the data unit. Revised delivery date March 2025.	GREEN
Transformational Leadership Programme Board – Baseline governance Review – Cwm Taf Morgannwg Regional Partnership Board (Aug 2022)	SOSC2	R1 Strategic planning and applying the sustainable development principle Our work found opportunities for the TPLB to strengthen its planning arrangements and demonstrate how it is acting in accordance with the sustainable development principle (as set out in the Well-being of Future Generations (Wales) Act). The principle should be integral to the TPLB's thinking and genuinely shaping what it does by: A) taking a longer-term approach to its planning beyond five years, b)ensuring greater integration between the long-term plans of the four statutory bodies of the TPLB, and c)improving involvement of all members of the TPLB to ensure an increased voice for non-statutory partners and a better understanding of the purpose of the RPB more generally.	Head of Regional Commissioning Unit	2023-24	Complete	BLUE

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
		<p>R2 Governance ArrangementsThe Cross-Cutting Programme Board is yet to be established. It is intended to oversee the development and delivery of regional cross-cutting services and could have a role ensuring a more coherent and impactful integrated community model. The TPLB should establish the programme board to ensure that decision making arrangements are in place to help resolve cross-cutting issues and risks brought to the attention of the RPB</p>	Head of Regional Commissioning Unit	2023-24	Partnership development is focusing on a regional Memorandum of Understanding and Section 33 Agreement between statutory organisations. Pathway Development Project Brief and PID being developed to re-set Integrated Hospital Discharge Teams that work with community teams at the front and back doors. Aiming to have new footprint in place ahead of Winter 2024/25. Joint work with the Six Goals program. Agreement secured on initial steps to align Councils' Single Point of Access with Clinical Navigation Hub. Social Care Services staff members attended Nav Hub on 9 August. 'Rightsizing' demand and capacity model for intermediate care being developed to inform joint commissioning decisions. Early version of model reviewed by Regional Commissioning Group. Funding awarded from Health Foundation 'Q' quality improvement program. Population Health Management Pathway development on hold pending further engagement with CTMUHB officers. Senior officers met on 30 April to progress development of a regional Memorandum of Understanding with a view to a regional Section 33/ Part 9 Agreement to support new community pathways. Discussion centred on scope, aims and objectives, metrics, culture and timetable. New delivery date 31/03/2025	GREEN
		<p>R3 Performance Management The outcomes and performance framework was still being finalised at the time of our review. The TPLB needs to finalise and implement the framework, ensuring it contains quantitative and qualitative measures that will enable the RPB to demonstrate outcomes and impact</p>	Head of Regional Commissioning Unit	n/a	Complete	BLUE
		<p>R4 Risk Management Our work found areas of risk management that need to be improved, particularly in relation to regional workforce planning. The TPLB should strengthen regional risk management arrangements by improving the identification and prioritisation of shared risks and ensuring mitigating actions are robust and clearly articulated.</p>	Head of Regional Commissioning Unit	ongoing	Risk registers maintained for funding programmes. The Housing with Care Funding (HCF) forms a 4-year programme, having begun in 2022/23 with an annual budget for the first three year of £8,729,000 per annum. This means the fourth year is yet to be confirmed by Welsh Government. New delivery date 31/03/2025	AMBER
		<p>R5 Regional Commissioning Unit Our work found that the lack of capacity within the RCU was leading to some delays in progressing actions. The work of the RCU is crucial to the continuing success of the TPLB. The TPLB needs to consider how it can build capacity and maximise resources to support the TPLB and minimise overreliance on a small team.</p>	Head of Regional Commissioning Unit	2023-24	Number of new Regional Posts established within the Regional Commissioning Unit. Two additional Capital Programme Managers commenced during October 2024. NEST Co-ordinator in April 2024. Two programme manager posts commenced during September 2024 to support Integrated Pathways programme. New delivery date 31/12/2024	AMBER

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
		R6 Use of Resources Improving the health and social care outcomes of the region will require efficient and effective use of combined resources. Our work found that there had been some limited examples of pooled budgets and other arrangements for sharing resources. The TPLB needs to explore more innovative ways of sharing and pooling core resources across the region to maximise its impact and outcomes for the Cwm Taf Morgannwg population	Head of Regional Commissioning Unit	2023-24	Memorandum of Understanding being progressed through Sovereign Body Governance October/November 2024 with a view to having Section 33 Agreement in Place during 2025. New delivery date 31/03/2025	AMBER
		R7 Regional Workforce Planning Like many parts of the public sector, the region is experiencing significant workforce challenges. The TLPB needs to consider how it can facilitate a regional and strategic approach to addressing these challenges and to help it deliver its priorities.	Head of Regional Commissioning Unit	ongoing	Clarity over development of further integrated teams across the region will require greater alignment of workforce planning and development. This a key feature of programme management plans going forward to implement Pathways. New delivery date 31/03/2025	AMBER
CIW, Performance Evaluation Inspection of Children's Services (May 2022)	SOSC2 3 Nov 2022	PE1 - Opportunities for children's views to be consistently sought and appropriately recorded need to be strengthened	n/a	n/a	Complete	BLUE
		PE2 - Limited Evidence of Direct Work	n/a	n/a	Complete	BLUE
		PE3 - Inconsistent use of chronologies and genograms	n/a	n/a	Completed	BLUE
		PE4 - Strengthen business support for practitioners	n/a	n/a	Completed	BLUE
		PE5 - Variable evidence of management oversight/Quality of supervision	n/a	n/a	Complete	BLUE
		PE6 - Practice model – implementation of Signs of Safety	n/a	n/a	Complete	BLUE
		PE7 - Review of direct payments scheme	n/a	n/a	Complete	BLUE
		PE8 - Consistent offer of a carers assessment	Dep HoS/ GM Case Management and Transition/Carers Development Officer	Mar-23	A carers strategy will be finalised by March 2025. New delivery date 31/03/2025	AMBER
		PR1 - Opportunities to prevent escalation of need continues to be a challenge for the local authority given the persistently high volume of referrals together with the complexity of needs of children and families, and workforce challenges	Director/ Workforce Board, Head of Children's Social Care/ Head of	Jun-23	Early Help was fully restructured into SSWB on 1 July 2024. The Family Support Services Manager was appointed in July and started in post in October. Ongoing review of Early Help via Institute of Public Care continues to be undertaken and the outcome will inform our commissioning strategy. Performance management continues to be	AMBER

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
			Education & Family Support/		reviewed. This will inform any future decisions around the operating model of Early Help. New delivery date 31/03/2025	
		PR2 - Missed opportunities to thoroughly explore and mitigate risk and a lack of professional curiosity	n/a	n/a	Complete	BLUE
		PR3 - Placement sufficiency and support	HoS/GM Placements and Provider Services	Mar-23	<p>A business justification case has been developed and approved by the relevant boards in respect of increasing capacity of provision in this area. Property has been identified for a multi-occupancy residential service and offer accepted pending minister approval and planning. Search continues for the second property. Revenue funding to be secured to continue to run our existing provision to full capacity and open new services. The regional children's board have also agreed an ambition to develop a regional residential accommodation facility for children and young people with complex emotional wellbeing needs. To support this, three Project Managers will work with partners to develop facilities across CTM; one will focus on children's residential accommodation, and the other two will be available to support the findings in the 10-year Regional Capital Strategy. In relation to fostering dedicated recruitment officer is in place to coordinate recruitment activities that are scheduled throughout the year with support from Foster Wales. Whilst there are increases in the numbers of assessments, we are not recruiting sufficient carers to achieve a net gain of placements.</p> <p>A Fostering Board is being established to enhance recruitment and retention of foster carers within BCBC alongside the ongoing work of foster Wales.</p> <p>A Regional Approach to the recruitment and support of parent and child carers has been drafted alongside 'Support Care,' which aims to provide fostering support to children in the care of their family in order to prevent them from becoming care experienced. Both drafts will be subject to foster carer consultation prior to presentation to Cabinet for consideration. Additionally, we are seeking to enhance peer support to foster carers by adopting the Pioneer Carer scheme. This will increase the support available to carers by having a more targeted approach that utilises the skill sets of specific carers. New delivery date 31/03/2025</p>	RED
		PR4 - Accessibility of information, advice and assistance	n/a	n/a	Complete	BLUE
		PR5 - Strengthening of Quality Assurance (QA) framework and alignment of performance and quality assurance systems	Director/HoS/ Principal Officer Training	Mar-23	An internal audit of our Quality Assurance Framework and its effectiveness was undertaken in July 2024. The auditors were reasonably assured, identifying some key strengths and areas for improvement. An action plan will be implemented; a wider review of the QA framework will commence and particularly focus on wider activity that is needed other than case file audits. New delivery date - 31/03/2025	AMBER
		PI1 - Inconsistent thresholds and standards of practice	n/a	n/a	Complete	BLUE

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2
		PI2 - The local authority will need to ensure its communication strategy is sufficiently robust to effectively communicate to staff and partners the vision for children's services and the many developments taking place/planned to take place	n/a	n/a	Complete	BLUE
		PI3 - Share learning from audits and reviews with staff and partners	n/a	n/a	Complete	BLUE
		W1 – Further work is required to improve the timeliness of meeting statutory responsibilities	n/a	n/a	Complete	BLUE
		W2 - Facilitation of supervised contact	GM Case Management & Transition/GM Locality Hubs/Contract Monitoring Officer	Mar-23	A manager for a central contact service has been appointed to ensure a model that is fit for purpose is developed and delivered in the future. New delivery date - 31/03/2025	AMBER
		W3 - Consistent high quality written records	n/a	n/a	Complete	BLUE
		W4 - CSE and CCE – strengthen interventions and mapping	n/a	n/a	Complete	BLUE
		W5 - First year of practice – ensure competence and confidence of staff and provide consistent supervision and oversight	n/a	n/a	Complete	BLUE
Audit Wales, Review of Arrangements to Become a 'Digital Council' (June 2021)	COSC	P1 The Council could improve its digital strategy	Martin Morgans	Dec-23	The new digital strategy is currently being developed and will be completed by December 2024. Audit Wales have recently conducted a separate Digital Strategy Review which was published in April 2024, and these findings and recommendations will be used to support the development of the new strategy.	AMBER
		P2 The Council should strengthen some governance arrangements to deliver the strategy	n/a	n/a	Complete	BLUE
		P3 - The Council should consider improving communication with staff / members to evoke the culture necessary to change	Martin Morgans	Dec-23	A proof of concept was developed and tested; the results are currently being evaluated with regards next steps. This work will be complete by March 2025.	AMBER

Agenda Item 6

Meeting of:	CORPORATE OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	16 DECEMBER 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 and the Forward Work Programmes 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 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 whether there are presently any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 3.6 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 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.

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 15 May 2024, the standing statutory reports to this Scrutiny Committee of: the Corporate Plan, the Medium Term Financial Strategy (MTFS) and Budget, Performance and Budget Monitoring, etc. have been mapped to the appropriate timely meeting dates into a draft Forward Work Programme.
- 3.2 The draft outline Forward Work Programme for each Scrutiny Committee have been prepared using a number of difference sources, including:
- Corporate Risk Assessment;
 - Directorate Business Plans;
 - Previous Scrutiny Committee Forward Work Programme report topics / Minutes;
 - Committee / Member proposed topics;
 - Policy Framework;
 - Cabinet Work Programme;
 - Discussions with Corporate Directors;
 - Performance Team regarding the timing of performance information.
- 3.3 There are items where there is a statutory duty for Policy Framework documents to be considered by Scrutiny, e.g., the MTFS including draft budget proposals scheduled for consideration in January 2025, following which the Committee will coordinate the conclusions and recommendations from each of the Subject Overview and Scrutiny Committees in a report on the overall strategic overview of Cabinet's draft Budget proposals to the meeting of Cabinet in February 2025.
- 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 Subject Overview and Scrutiny Committee Draft Forward Work Programmes will be reported to the next meeting of COSC, with the comments from each respective Subject Overview and Scrutiny Committee for coordination and oversight of the overall Forward Work Programme. The SOSC Forward Work Programmes will be included in the standing Forward Work Programme Update report from then on with any feedback from each SOSC meeting included.

Identification of Further Items

- 3.6 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

- 3.7 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.

- 3.8 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.
- 3.9 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.
- 3.10 The Forward Work Programme for COSC is attached as **Appendix A** for the Committee's consideration.
- 3.11 The Recommendations Monitoring Action Sheet to track outstanding responses to the Committee's recommendations made at previous meetings is attached as **Appendix B**.
- 3.12 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.

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 Committee in **Appendix A.**
- b) Identify any specific information the Committee wishes to be included in the items for the next two meetings, including invitees they wish to attend.

- c) Identify whether there are presently any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 3.6 of this report.
- d) Note the Recommendations Monitoring Action Sheet in **Appendix B** to track outstanding responses to the Committee's recommendations made at 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.

Background documents

None.

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Corporate Overview and Scrutiny Committee
2024-25 Forward Work Programme

Monday 25 July 2024 at 10.00am

Report Topics	Any Specific Information Requested	Invitees
Revenue Budget Outturn 2023-24		<u>All Cabinet Members</u> <u>Officers</u> Chief Executive; Chief Officer - Finance, Housing and Change; Corporate Director – Education, Early Years and Young People; Corporate Director - Social Services and Wellbeing; Corporate Director – Communities; and Chief Officer Legal and Regulatory Services, HR & Corporate Policy
Budget Monitoring 2024-25 – Quarter 1 Revenue Forecast		As above
Quarter 4 Performance 2023-24		As above plus: Head of Partnership Services Corporate Policy and Public Affairs Manager; Corporate Performance Manager;
Corporate Self-Assessment 2023-24		As above plus: Corporate Policy and Public Affairs Manager; Corporate Performance Manager.
Corporate Parenting Champion Nomination		N/A
Nominations to the Joint Overview and Scrutiny Arrangements following Transition to a Single Public Services Board (PSB) for Cwm Taf Morgannwg		N/A

Monday 9 September 2024 at 10.00am

Report Topics	Any Specific Information Requested	Invitees
Verbal Presentation by Cabinet Members of an Overview of their Strategic Direction and Priorities for the Coming Year		<u>All Cabinet Members</u>
Information Report - Corporate Plan Targets 2024/25		N/A
Director of Social Services Annual Report 2023/24		<u>Cabinet Member</u> Deputy Leader of the Council and Cabinet Member for Social Services, Health and Wellbeing.

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		<p>Officers Corporate Director - Social Services and Wellbeing. Head of Adult Social Care Head of Children and Family Services. Group Manager - Prevention and Wellbeing. Group Manager – Commissioning. Group Manager - Business Strategy, Performance & Improvement.</p>
Scrutiny Annual Report 2022/23 & 2023/24		N/A

Thursday 24 October 2024 at 10.00am

Report Topics	Any Specific Information Requested	Invitees
Cwm Taf Morgannwg Public Services Board (PSB) and Joint Overview and Scrutiny Committee (JOSC)	Update from PSB Officers in response to COSC comments form 24 July 2024	PSB Officers
Budget Monitoring 2024-25 – Quarter 2 Revenue Forecast		<p>All Cabinet Members</p> <p>Chief Executive; Chief Officer - Finance, Housing and Change; Corporate Director – Education, Early Years and Young People; Corporate Director - Social Services and Wellbeing; Corporate Director – Communities; and Chief Officer Legal and Regulatory Services, HR & Corporate Policy</p>

Monday 16 December 2024 at 10.00am

Report Topics	Any Specific Information Requested	Invitees
Quarter 2 Performance Report 2024-25		<p>All Cabinet Members</p> <p>Officers Chief Executive; Chief Officer - Finance, Housing and Change; Corporate Director – Education, Early Years and Young People; 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; Head of Partnership Services; and Group Manager – Human Resources and Organisational Development.</p>

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Wednesday 15 January 2025 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
<p>Draft Medium Term Financial Strategy 2025-26 to 2028-29 and Budget Proposals</p>		<p><u>Cabinet Members</u> Leader of the Council; Deputy Leader of the Council and Cabinet Member for Social Services, Health and Wellbeing; Cabinet Member for Finance and Performance;</p> <p><u>Officers</u> Chief Executive; Chief Officer Finance, Housing 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 28 January 2025 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
<p>Scrutiny Recommendations on Medium Term Financial Strategy 2025-26 to 2028-29 and Draft Budget Consultation Process</p>		<p><u>Cabinet Member</u> Cabinet Member for Finance and Performance</p> <p><u>Officer</u> Chief Officer - Finance, Housing and Change</p>
<p>Capital Strategy 2025-26 onwards</p>		<p><u>Cabinet Members</u> Leader of the Council; Cabinet Member for Finance and Performance;</p> <p><u>Officers</u> Chief Officer Finance, Housing and Change; and Group Manager – Chief Accountant</p>
<p>Budget Monitoring 2024-25 – Quarter 3 Revenue Forecast</p>		<p><u>All Cabinet Members</u></p> <p><u>Officers</u> Chief Executive; Chief Officer – Finance, Housing and Change; Corporate Director – Education, Early Years and Young People; Corporate Director - Social Services and Wellbeing; Corporate Director – Communities; and Chief Officer Legal and Regulatory Services, HR & Corporate Policy</p>

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Monday 17 March 2025 at 10.00am		
Report Topics	Any Specific Information Requested	Invitees
Corporate Plan Delivery Plan Refresh 2024-25		<p><u>Cabinet Members</u> Leader of the Council; Cabinet Member for Finance and Performance;</p> <p><u>Officers</u> Chief Executive; Chief Officer Finance, Housing and Change; Corporate Policy and Public Affairs Manager.</p>
Quarter 3 Performance Report 2024-25		<p><u>All Cabinet Members</u></p> <p><u>Officers</u> Chief Executive; Chief Officer - Finance, Housing and Change; Corporate Director - Education and Early Years and Young People; 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; Head of Partnership Services; and Group Manager – Human Resources and Organisational Development.</p>

Reports to be Scheduled		
Report Topics	Any Specific Information Requested	Invitees
Five Point Action Plan	Update on implementation and actions to date	TBC
Digital Strategy Review		TBC
Review Progress of Disabled Facilities Grants – <i>To be reviewed following receipt of Briefing report</i>	Updated Briefing Paper to be provided in first Instance and then to be scheduled for COSC or a SOSOC if required.	TBC
Engagement and Participation Strategy Action Plan	Update to be provided within 12 months	TBC
Workforce Strategy Monitoring Action Plans	To monitor progress / implementation of Action Plans	<p><u>Cabinet Members</u> Leader of the Council; Deputy Leader of Council and Cabinet Member for Social Services, Health and Wellbeing; Cabinet Member for Finance and Performance;</p> <p><u>Officers</u> Chief Executive; Chief Officer Legal and Regulatory Services, HR & Corporate Policy; Group Manager – Human Resources Organisational Development</p>
Cessation of Ukrainian Refugee Host Sponsorship	Information report	N/A

CORPORATE OVERVIEW AND SCRUTINY COMMITTEE - RECOMMENDATIONS MONITORING ACTION SHEET 2024-25

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
25 July 2024	Revenue Budget Outturn 2023-24	The Committee recommended that in addition to achieving substantial savings in revenue spending, consideration needed to be given to new controls on, and reprioritisation of, capital spending and whilst there might be value in introducing a moratorium on new capital projects, it was important not to lose opportunities for grant funding, the opportunity to invest in school projects, or funding necessary works.	Chief Officer - Finance, Housing and Change/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Revenue Budget Outturn 2023-24	The Committee recommended that given the sizeable deficit for Homelessness, consideration be given to a need for a different approach, including a counterintuitive injection of capital, to bring the budget back on track.	Chief Officer - Finance, Housing and Change/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Revenue Budget Outturn 2023-24	Members expressed concern regarding whether the Five Point Action Plan was an adequate response to the current situation and recommended that an update on the actions for the five points to	Chief Officer - Finance, Housing and Change/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		date be reported for scrutiny at a future meeting of COSC.			
25 July 2024	Revenue Budget Outturn 2023-24	<p>Members discussed that the budgetary situation required a careful evaluation of the reserves available to the Council and that whilst the Council had been prudent in building up reserves in the past, they are a finite resource in the current circumstances, and it was imperative to minimise the extent to which the Council is dependent on reserves to achieve a balanced budget this year.</p> <p>The Committee requested a breakdown of the current situation with the reserves from the Chief Officer - Finance, Housing and Change.</p>	Chief Officer - Finance, Housing and Change.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Revenue Budget Outturn 2023-24	<p>Members discussed that it was becoming more and more difficult to separate the revenue and capital budgets because there are pressures in both and a decision in one impacts the other.</p> <p>The Committee requested details of the current situation with capital</p>	Chief Officer - Finance, Housing and Change.	ACTIONED – response and information circulated 22 November 2024.	Follow link here

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		projects from the Chief Officer - Finance, Housing and Change, including those that are contractually committed and therefore not available to be reprioritised.			
25 July 2024	Budget Monitoring 2024-25 - Quarter 1 Revenue Forecast	Given the budget outturn for 2023-24 and the emerging revenue forecast for 2024-25 the Committee recommended that there needed to be an urgent evaluation of the robustness of the current budget-setting process.	Chief Officer - Finance, Housing and Change/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	
25 July 2024	Budget Monitoring 2024-25 - Quarter 1 Revenue Forecast	Given the imperative to avoid having to issue a Section 114 notice in the future, the Committee recommended that consideration be given to the appointment of ‘internal commissioners’ to manage budgets in particular directorates.	Chief Officer - Finance, Housing and Change/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Budget Monitoring 2024-25 - Quarter 1 Revenue Forecast	The budget deficits in schools - 75% are in deficit and the total amount is just over £5 million – are a corporate risk for the Council. As school governors are volunteers, and given their substantial responsibilities, there needed an enhancement of the support	Cabinet Member for Education and Youth Services/ Corporate Director - Education, Early	ACTIONED – response and information circulated 22 November 2024.	Follow link here

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		<p>offered to them. As such, Members recommended the following:</p> <ul style="list-style-type: none"> a. There was an urgent need to explore the required skill set and training needs of school governors. b. Whether ways could be found to enhance the support provided to school governors by utilising individuals who have had professional leadership roles in schools and therefore understand what can and cannot be done. c. That consideration should be given to extending an invitation to school governors to observe and on occasion contribute to meetings of SOSC 1. d. That the Corporate Director - Education, Early Years & Young People should provide a briefing to school governors (like that provided to head teachers) to help them understand the wider 	<p>Years & Young People</p>		

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		context of their role in a difficult budgetary situation.			
25 July 2024	Budget Monitoring 2024-25 - Quarter 1 Revenue Forecast	Given the corporate risk associated with the budgetary situation in schools, the Committee recommended that there was an urgent need to consider the status of this issue as part of the Risk Register and whether the Regional Internal Audit Service (RIAS) should be requested to investigate it.	Cabinet Member for Education and Youth Services/ Chief Officer - Finance, Housing and Change/ Corporate Director – Education, Early Years and Young People	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Budget Monitoring 2024-25 - Quarter 1 Revenue Forecast	Given the Council will receive at most a cash flat settlement (representing a 3% reduction in the revenue budget) from the Welsh Government this year, Members recommended that the Chair write to the Welsh Government to express their concerns about this and to request more information on their future approach to local government finance.	Chair/ Scrutiny	Being actioned	
25 July 2024	Budget Monitoring 2024-25 -	The Committee requested that case studies of the value of early intervention in adult and children’s	Deputy Leader and Cabinet Member for	ACTIONED – response and information	Follow link here

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	Quarter 1 Revenue Forecast	care be circulated to members of the Committee.	Social Services, Health and Wellbeing/ Corporate Director - Social Services and Wellbeing	circulated 22 November 2024.	
25 July 2024	Budget Monitoring 2024-25 - Quarter 1 Revenue Forecast	The Committee requested an all-member briefing on Part 9 of the Social Services and Well-being (Wales) Act 2014 that requires local authorities to make arrangements to promote co-operation with their relevant partners and others, in relation to adults with needs for care and support, carers and children	Corporate Director - Social Services and Wellbeing	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Quarter 4 Year-End Performance 2023-24	The Committee recommended that in light of the serious budget situation, there was a need to consider as a matter of urgency the appropriate balance between achieving sustainable cost savings and performance.	Chief Officer - Finance, Housing and Change/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Quarter 4 Year-End Performance 2023-24	The Committee expressed that staff sickness, issues with recruitment and early retirement remained a risk for the Council,	Chief Executive/ CCMB.	ACTIONED – response and information	Follow link here

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		especially where lean staffing and sickness absence combine, and recommended that consideration be given to the combined impact of these in order to avoid leading to potentially serious service shortcomings.		circulated 22 November 2024.	
25 July 2024	Quarter 4 Year-End Performance 2023-24	The Committee recommended that there was a need to produce a positive narrative about performance where there is good news.	Chief Officer Legal and Regulatory Services, HR & Corporate Policy/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Quarter 4 Year-End Performance 2023-24	The Committee recommended that there was an urgent need for the Cabinet and Senior Officers to carry out a deliberate, ruthless and strategic exercise to identify the most important priorities – while eliminating or postponing less important ones.	Chief Officer - Finance, Housing and Change/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Quarter 4 Year-End Performance 2023-24	The Committee recommended that the number of well-being objectives, and the associated performance indicators, needed to be revised and that there was a need for a very limited list of priorities to guide decision-making.	Chief Officer Legal and Regulatory Services, HR & Corporate Policy/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
25 July 2024	Self-Assessment 2023/24	Given that there were a number of performance indicators within the first well-being objective, Protecting our Most Vulnerable, for which performance is unsatisfactory or not very good, the Committee recommended that they needed to be addressed as a key priority.	Chief Officer Legal and Regulatory Services, HR & Corporate Policy/ CCMB.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Self-Assessment 2023/24	The Committee recommended that given some of the PIs – in respect of homelessness, for example - came from the Welsh Government and were no longer fit for purpose due to legislative changes, that it would be appropriate for officers to approach the Welsh Government to consider if they could be revised, and the outcome should be shared with Members at a future meeting.	Chief Officer - Finance, Housing and Change.	ACTIONED – response and information circulated 22 November 2024.	Follow link here
25 July 2024	Self-Assessment 2023/24	The Committee recommended that Cabinet Members be invited to the next meeting of the Committee on 9 September 2024, to provide an overview of their strategic approach and priorities for the coming year.	Scrutiny/ Cabinet.	Cabinet members attended COSC on 9 September 2024.	Actioned

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
9 September 2024	Information Report - Corporate Plan Targets 2024/25	<p>The Committee recommended that any changes to the Corporate Plan, Targets or Priorities after the draft Plan had been scrutinised, should be reported to the Committee for consideration.</p> <p>In addition, Members agreed to send any queries about the report to the Scrutiny team to take forward with Officers.</p>	<p>Chief Officer Legal and Regulatory Services, HR & Corporate Policy</p> <p>Scrutiny</p>	ACTIONED – response and information circulated 9 December 2024.	Follow link here
9 September 2024	Director of Social Services Annual Report 2023/24	<p>The Committee recommended that all reports submitted to the Committee should include a strengthened and enhanced focus on the financial implications of service proposals and developments.</p>	CCMB	ACTIONED – response and information circulated 9 December 2024.	Follow link here
9 September 2024	Director of Social Services Annual Report 2023/24	<p>A number of projects had been funded by the Shared Prosperity Fund and the Committee requested more detailed information, including the amount of funding that had been received and the potential impact on those areas within the social services part of the budget for pathways towards employment, education and training.</p>	Deputy Leader and Cabinet Member for Social Services, Health and Wellbeing/ Corporate Director - Social Services and Wellbeing/ Corporate	ACTIONED – response and information circulated 9 December 2024.	Follow link here

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
			Director - Communities		
9 September 2024	Director of Social Services Annual Report 2023/24	The Committee requested that the Community Resource Team Package of Care Delays (PoCD) report, to be considered by Subject Overview and Scrutiny Committee 2 on 23 September 2024, be circulated to Members of the Committee.	Corporate Director - Social Services and Wellbeing/ Scrutiny.	ACTIONED – response and information circulated 9 December 2024.	Follow link here
9 September 2024	Director of Social Services Annual Report 2023/24	The Committee requested that the Recovery Plan considered by the Social Services Improvement Board be circulated to Members of the Committee.	Corporate Director - Social Services and Wellbeing/ Scrutiny.	Circulating for response.	
9 September 2024	Director of Social Services Annual Report 2023/24	Members discussed daytime opportunities for residents with learning disabilities and the prospect for using grants to support a new model for their delivery and the committee requested that the Review of Daytime Opportunities be reported to a future meeting of Subject Overview and Scrutiny Committee 2.	Corporate Director - Social Services and Wellbeing/ Scrutiny.	ACTIONED – response and information circulated 9 December 2024.	Follow link here

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
9 September 2024	Scrutiny Annual Report 2022/23 & 2023/24	The Committee recommended that where reports cover issues that cross service boundaries, consideration is given to communicating with all Scrutiny Members regarding this so that they have the opportunity to engage via their fellow members sitting on the Committee and/or observe the meeting.	Scrutiny	To be actioned by Scrutiny, in conjunction with Scrutiny Chairs.	Ongoing
9 September 2024	Scrutiny Annual Report 2022/23 & 2023/24	The Committee recommended that the Annual Report should include comparative data on the number of call ins in previous years.	Scrutiny	Included in the Scrutiny Annual Report. Agreed at Council on 25 September 2024.	Actioned
9 September 2024	Scrutiny Annual Report 2022/23 & 2023/24	The Committee recommended that consideration be given to ensuring that more external representatives are invited to attend scrutiny meetings.	Chairs/ Scrutiny	The Scrutiny Annual Report was strengthened to include as a priority Scrutiny Committees will continue to strive to increase the number of external Invitees to Scrutiny Committees for related reports as part of their forward work programmes.	Ongoing

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
9 September 2024	Forward Work Programme Update	The Committee recommended that consideration be given to the arrangements for the Scrutiny Committee meetings in January 2025 to consider the Medium-Term Financial Strategy 2025-26 - 2028-29, to ensure that Members are able to direct their questions to the appropriate Committee to contribute fully and avoid duplication.	Chairs / Scrutiny	To be actioned by Scrutiny, in conjunction with Scrutiny Chairs.	Ongoing
24 October 2024	Budget Monitoring 2024-25 - Quarter 2 Revenue Forecast	In addition to the usual winter challenges, the Committee expressed concern regarding the potential impact on social services, arising from the disruption at Princess of Wales Hospital while essential maintenance takes place. In particular, concern was expressed regarding pressures on the workforce including additional travelling time required and pressures relating to the decision making and payment of top up fees. The Committee therefore recommended that the situation needed to be carefully monitored and that a report be provided, as appropriate, to Corporate Overview	Chair / Officers / Scrutiny	Scrutiny to action with relevant Officers and Scrutiny Chair in work planning meetings.	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		and Scrutiny Committee or Subject Overview and Scrutiny Committee 2.			
24 October 2024	Budget Monitoring 2024-25 - Quarter 2 Revenue Forecast	The Committee expressed concern regarding the risk that next year, many schools could have deficit budgets of over 5% which require a deficit recovery plan, as schools' budgets are being based on this year's figures and not taking account of further indicative budget reduction proposals for 2025-26. The Committee therefore recommended that future reports relating to the budget include projected deficit figures for schools accordingly.	Chief Officer – Finance, Performance and Change / Corporate Director - Education, Early Years and Young People	Circulating for response.	
24 October 2024	Budget Monitoring 2024-25 - Quarter 2 Revenue Forecast	The Committee recommended that the next quarterly report include details of the actions taken by Cabinet and the Corporate Management Board, to find the full required savings in respect of non-essential recruitment and expenditure.	Corporate Management Board	Circulating for response.	
24 October 2024	Budget Monitoring 2024-25 - Quarter 2	The Committee requested additional information on how the Council compared with other local authorities in Wales in the delivery	Chief Officer – Finance, Performance and Change /	Circulating for response.	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	Revenue Forecast	of services, including temporary accommodation, for the homeless.	Head of Partnerships and Housing		
24 October 2024	Budget Monitoring 2024-25 - Quarter 2 Revenue Forecast	The Committee requested additional information on how many individuals and households are being housed in temporary accommodation by the Council.	Chief Officer – Finance, Performance and Change / Head of Partnerships and Housing	Circulating for response.	
24 October 2024	Budget Monitoring 2024-25 - Quarter 2 Revenue Forecast	The Committee requested additional information on the funding arrangements with, and the steps being undertaken to ensure fair contributions from, partner organisations, including the Health Board, for the provision of residential placements and the delivery of social care.	Corporate Director – Social Services and Wellbeing	Circulating for response.	
24 October 2024	Forward Work Programme Update	The Committee expressed concern regarding the significant projected overspend in learner support and additional learning needs and the costs of providing the related statutory home to school transport. The Committee recommended that the Subject Overview and Scrutiny Committee 1 request a report to explore whether	Chair / Officers / Scrutiny	Scrutiny to action with relevant Officers and Scrutiny Chair in work planning meeting.	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		alternative models of delivering these services could contribute to cost savings.			
24 October 2024	Forward Work Programme Update	The Committee recommended when considering the Housing and Homelessness Update report scheduled for 2 December 2024, Subject Overview and Scrutiny Committee 3 Members explore the models of support offered by other local authorities across Wales, consider whether Bridgend’s level of homelessness and approach is comparable, and how more emphasis could be placed on the prevention of homelessness.	Scrutiny / SOSC 3	Scrutiny actioned in briefings to Scrutiny Chair and Committee.	Actioned

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

18 July 2024 at 11.00am		
Report Topic	Information Required / Committee's Role	Invitees
Home-to-School/College Transport Policy	<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 and Youth Services.</p> <p><u>Officers</u> Corporate Director for Education, Early Years and Young People. Head of Education and Family Support Group Manager (Strategy, Performance and Support)</p> <p><u>Headteacher Nominees</u> Headteacher Maesteg Comprehensive Headteacher Nottage Primary</p>

Monday 16 th September 2024 at 11.00am –		
Report Topics	Information Required / Committee's Role	Invitees
Education, Early Years and Young People Directorate Strategic Plan 2023-26 Update	<p>To include update on ALN and Budget implications from 2024-25</p>	<p><u>Cabinet Members</u> Cabinet Member for Education and Youth Services.</p> <p><u>Officers</u> Corporate Director for Education, Early Years and Young People.</p> <p><u>Headteacher Nominees</u> Headteacher Brackla Primary School and Chair of Primary Federation Headteacher Pil Primary School Headteacher Brynteg Comprehensive</p>

APPENDIX C

Monday 18th November 2024 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
Pupil Attendance	To include the consistent themes / concerns regarding pupil non-attendance in schools and the support in place.	<p><u>Cabinet Members</u> Cabinet Member for Education and Youth Services.</p> <p><u>Officers</u> Corporate Director for Education, Early Years and Young People. Head of Education and Family Support Group Manager, Early Years and Young People Interim Manager of Education Engagement Team Group Manager, Learner Support</p> <p><u>Central South Consortium</u> Principal Improvement Manager</p> <p><u>Headteacher Nominees</u> Headteacher Coety Primary School Assistant Headteacher Ysgol Gyfun Llangynwyd</p>

Thursday 16th January 2025 at 11.00am		
Report Topics	Information Required / Committee's Role	Invitees
<p>Medium Term Financial Strategy 2025-26 to 2028-29</p> <p>And</p> <p>Draft Terms of Reference for School Improvement Research Evaluation Panel</p>	Pre Decision	<p><u>Cabinet Members</u> Leader of Council Deputy Leader of Council and Cabinet Member for Social Services, Health and Wellbeing Cabinet Member for Finance and Performance Cabinet Member for Education and Youth Services</p> <p><u>Officers</u> Chief Executive Chief Officer, Legal & Regulatory Services, HR & Corporate Policy Chief Officer, Finance, Housing & Change Corporate Director for Education, Early Years and Young People.</p> <p><u>Headteacher Nominees</u> Chair and Vice Chair of the Schools Budget Forum</p>

Monday 3rd March 2025 at 11.00am –		
Report Topics	Information Required / Committee’s Role	Invitees
Future School Improvement Arrangements	Pre-Decision	<p><u>Cabinet Members</u> Cabinet Member for Education and Youth Services.</p> <p><u>Officers</u> Corporate Director for Education, Early Years and Young People.</p> <p><u>Headteacher Nominees – TBA</u></p>

Thursday 8th May 2025 at 11.00am		
Report Topics	Information Required / Committee’s Role	Invitees
Behaviour, Exclusions and Attendance (update)	<p>Committee requested the following invitees be invited:</p> <ul style="list-style-type: none"> - Secondary school headteachers - Invitation be sent to Ysgol Bryn Castell <p>A member within the Additional Learning Needs (ALN) provision team that specifically deals with and supports children with behavioural difficulty.</p>	<p><u>Cabinet Members</u> Cabinet Member for Education and Youth Services.</p> <p><u>Officers</u> Corporate Director for Education, Early Years and Young People.</p> <p><u>CSC</u></p> <p><u>Headteacher Nominees - TBA</u></p> <p><u>External</u> Health Board Youth Council</p>

Members briefing sessions.

- New Estyn Inspection Framework / Local Government Education Services (LGES)
- Reporting of learner and pupil attainment outcomes - Session to be held to update Members on recommencing of reporting exam results.
- School Safeguarding Audits – Summary
- Update on Effective School Governing Bodies – Support and funding. Invitation to be extended to Governors Association.

Information reports to be provided.

- English Language School's catchment areas / capacity
- Appointment of Local Education Authority (LEA) governors – Policy and rules - Criteria and procedure for the appointment and removal of local authority school governors'
- Corporate performance

Potential Items to be scheduled.

- ALN Provision and Implementation Update
- Review of school improvement services
- Review of post inspection plan
- School mergers
- School Modernisation update
- Nursery Provision
- Safeguarding

Proposed Panel

- School Improvement Research and Evaluation Panel (REP)

Subject Overview and Scrutiny Committee 2
2024-25 Forward Work Programme

Monday 8 July 2024 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Building on Strengths, Improving Lives – A Three-Year Plan for Sustainable Care and Support for Adults in Bridgend County Borough Council.	<p>Pre-decision.</p> <p>The purpose of the report is to provide Members of the Committee with an opportunity to scrutinise the three-year plan for sustainable care and support for adults in Bridgend County Borough Council.</p>	<p><u>Cabinet Member</u> Deputy Leader/ Cabinet Member for Social Services, Health and Wellbeing.</p> <p><u>Officers</u> Corporate Director – Social Services and Wellbeing; and the Head of Adult Social Care; and Head of Adult Social Care; Social Work Lead in Adult Social Care; Group Manager - Direct Care Provider Services; Group Manager - Integrated Cluster Network Service; Group Manager - Learning Disability, Mental Health, and Substance Misuse.</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.	N/A
Draft Outline Forward Work Programme		N/A

Monday 23 September 2024 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Community Resource Team Package of Care Delays (PoCD)	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 support at home including reablement care when discharged from hospital.	<p><u>Cabinet Member</u> Deputy Leader/ Cabinet Member for Social Services, Health and Wellbeing.</p> <p><u>Officers</u> Corporate Director – Social Services and Wellbeing.</p> <p>Head of Adult Social Care Social Work Lead in Adult Social Care Integrated Community Services Manager – Reablement</p> <p>Clinical Service Group Manager - Cwm Taf Morgannwg</p>

APPENDIX D

<p>Proposal to extend the Term of the Healthy Living Partnership with GLL / HALO Leisure</p>	<p>Pre-decision.</p> <p>The report offers Members the opportunity to scrutinise the benefits of an extension to the existing healthy living partnership agreement with GLL/Halo Leisure. The current agreement is due to end in March 2027 and the report will provide information on the legal and procurement considerations that the Council may need to make. The report will identify how the current partnership has delivered on outcomes for the Council and supported its wellbeing objectives whilst improving the leisure facilities and delivering financial savings. The report will identify the reasoning as to why an extended relationship may be a cost-effective way forward for the Council in comparison to alternatives.</p>	<p><u>Cabinet Member</u> Deputy Leader/ Cabinet Member for Social Services, Health and Wellbeing</p> <p><u>Officers</u> Corporate Director – Social Services and Wellbeing.</p> <p>Group Manager - Prevention and Wellbeing</p>
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Thursday 14 November 2024 at 10.00am

Report Topics	Information Required / Committee's Role	Invitees
<p>Community Resource Team Package of Care Delays (PoCD)</p>	<p>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 support at home including reablement care when discharged from hospital.</p>	<p><u>Cabinet Member</u> Deputy Leader/ Cabinet Member for Social Services, Health and Wellbeing.</p> <p><u>Officers</u> Corporate Director – Social Services and Wellbeing.</p> <p>Head of Adult Social Care Social Work Lead in Adult Social Care Integrated Community Services Manager – Reablement</p> <p>Clinical Service Group Manager - Cwm Taf Morgannwg</p>
<p>Proposal to extend the Term of the Healthy Living Partnership with GLL / HALO Leisure</p>	<p>Pre-decision.</p> <p>The report offers Members the opportunity to scrutinise the benefits of an extension to the existing healthy living partnership agreement with GLL/Halo Leisure. The current agreement</p>	<p><u>Cabinet Member</u> Deputy Leader/ Cabinet Member for Social Services, Health and Wellbeing</p> <p><u>Officers</u> Corporate Director – Social Services and Wellbeing.</p>

APPENDIX D

	<p>is due to end in March 2027 and the report will provide information on the legal and procurement considerations that the Council may need to make. The report will identify how the current partnership has delivered on outcomes for the Council and supported its wellbeing objectives whilst improving the leisure facilities and delivering financial savings. The report will identify the reasoning as to why an extended relationship may be a cost-effective way forward for the Council in comparison to alternatives.</p>	<p>Group Manager - Prevention and Wellbeing</p>
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Friday 17 January 2025 at 10.00am

Report Topics	Information Required / Committee's Role	Invitees
<p>Draft Medium Term Financial Strategy 2025-26 to 2028-29 and Budget Proposals</p>		<p><u>Cabinet Members</u> Leader of Council; Deputy Leader / Cabinet Member for Social Services, Health and Wellbeing; Cabinet Member for Finance and Performance; Cabinet Member for Resources (Job Share).</p> <p><u>Officers</u> Chief Executive; Corporate Director – Social Services and Wellbeing; Chief Officer - Finance, Housing and Change; 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>
<p>Assisted Transport Policy Consultation (TBC)</p>	<p>Pre-decision.</p>	<p><u>Cabinet Member</u> Deputy Leader / Cabinet Member for Social Services, Health and Wellbeing.</p> <p><u>Officers</u> Corporate Director – Social Services and Wellbeing.</p>

APPENDIX D

Thursday, 13 March 2025 at 10.00am

Report Topics	Information Required / Committee's Role	Invitees
Library and Cultural Services	Pre-decision.	<p>Cabinet Members Leader of Council; Deputy Leader/ Cabinet Member for Social Services, Health and Wellbeing; Cabinet Member for Finance and Performance; Cabinet Member for Resources (Job Share).</p> <p>Officers Chief Executive; Corporate Director – Social Services and Wellbeing.</p>

Thursday, 1 May 2025 at 10.00am

Report Topic	Information Required / Committee's Role	Invitees
TBD		

Briefings and Workshops:

Topic	Information Required / Committee's Role	Invitees
Member Briefing - SS - Part 9 of the Social Services and Wellbeing (Wales) Act 2014	Part 9 of the Act requires local authorities to make arrangements to promote co-operation with their relevant partners and others, in relation to adults with needs for care and support, carers and children.	Members and officers for the Briefing 7 January 2025 at 3pm.
Day Opportunities Review	<ul style="list-style-type: none"> To advise Members of the proposals and the consultation Allow Members the opportunity of asking any questions for clarification or queries raised with them over these subjects by their own constituents. The report can then be scheduled for detailed pre-decision scrutiny near the end of the consultation or following the consultation to enable the Committee to provide their own views and recommendations towards the final decision of Cabinet. 	Members and officers for the Briefing 29 January 2025 at 1pm.

<p>Accommodation Based Service Review</p>	<ul style="list-style-type: none"> • To advise Members of the proposals and the consultation • Allow Members the opportunity of asking any questions for clarification or queries raised with them over these subjects by their own constituents. • The reports can then be scheduled for detailed pre-decision scrutiny near the end of the consultation or following the consultation to enable the Committee to provide their own views and recommendations towards the final decision of Cabinet. 	<p>Members and officers for the Briefing 29 January 2025 at 1pm.</p>
<p>The Elimination of Private Profit from the Care of Looked After Children</p>	<p>The Welsh Government introduced legislation, The Health and Social Care (Wales) Bill, on 20 May 2024. Amongst a number of aims, the Bill contains provisions to:</p> <ul style="list-style-type: none"> • restrict the making of profit by providers of children’s homes services, secure accommodation services and fostering services for looked after children. • require local authorities to submit a sufficiency plan to Welsh Ministers in respect of accommodation for looked after children, and to take all reasonable steps to secure sufficient accommodation provided by not-for-profit entities, either within or near to its areas to meet their needs. <p>The aim is to ensure that public money invested in accommodation for care experienced children is not extracted as profit, but instead is reinvested back into the system to support sustainable and better</p>	<p>Members and officers for the Briefing and Workshop – 31 January 2025 at 9.30am.</p>

	<p>outcomes, services and professional development.</p> <p>The initial briefing for all Members, and the subsequent Workshop for Members of SOSC 2, will explore what this could mean for the future care of children in the Borough.</p>	
<p>The Replacement System for CareDirector (WCCIS)</p>	<p>The Committee requested a briefing on COR-2024-01 on the Corporate Risk Assessment: The threat to business continuity if the Council is unable to procure and implement major ICT systems which support critical services such as a replacement system for CareDirector (WCCIS). <i>CareDirector</i> is a Cloud-based case management solution for social care organisations that supports integrated working across health and social care.</p>	<p>Members and officers for the Briefing and Workshop – TBD.</p>

Other Items:

Reports to be scheduled for pre-decision scrutiny near the end of the consultation:

- Day Opportunities Review
- Accommodation Based Service Review

15 April postponed report:

- A 3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend: Year 1 Report on Progress – 2023/24 - updated version to be provided as an Information Report during 2024-25.

Reports requested by the Committee:

- Progress on the Learning Disability Transformation Programme – 6 monthly updates to be provided during 2024-25.
- Direct Payments – TBD.

Other Potential Items:

- Social Services Transport Policy.
- The Social Partnership.

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

Monday 16 July 2024 4.00pm		
Report Topic	Information Required / Committee's Role	Invitees
Valleys Regeneration Strategy	<p>The development of a commercial property enhancement grant for the Valley high streets to make them look better and bring properties back into commercial use.</p> <p>The development of funding bids for Valleys to enhance the economy and stimulate new job opportunities.</p> <p>The increase in the amount of land and premises available for businesses including industrial starter units, in the Valleys.</p> <p>Accessibility for people from the Valleys to wider public transport.</p>	<p><u>Cabinet Members</u> Cabinet Member for Regeneration, Economic Development and Housing</p> <p><u>Officers</u> Corporate Director Communities</p> <p><u>External</u></p>

Monday 30 September 2024 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
Future Waste	<p>Setting out of future direction. What is going to be done. How the future service will look. Outcome of consultation.</p>	<p><u>Cabinet Members</u> Cabinet Member for Housing, Planning and Regeneration</p> <p><u>Officers</u> Chief Officer – Finance, Housing and Change Head of Partnerships</p> <p><u>External</u></p>

APPENDIX E

Monday 2 December 2024 4.00pm		
Report Topics	Information Required / Committee's Role	Invitees
<p>Housing and Homelessness Update</p> <p>And</p> <p>Information Report: Update on the Shared Prosperity Funding</p>	<p>Affordable; Accessible; Social; Energy efficiency housing; Registered Social Landlords</p> <p>Progress on Empty homes in the County Borough, including the number, the Empty Homes Policy and Grants available – as requested by Members of SOSC 3 at 22 April meeting.</p> <p>The Committee requested the above to also include churches and chapels – asked for by Members of SOSC 3 at 16 July meeting.</p> <p>How grants are progressing in terms of spend, who the recipients are, feedback on the process.</p>	<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
<p>Medium Term Financial Strategy 2025-26 to 2028-29</p>		<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
<p>Maesteg Town Hall Review</p> <p>Or</p> <p>Valley to Coast</p>	<p>Lessons Learned - COSC delegated the Lessons Learned report to SOSC 3 to consider, when the project has been completed. (Possible information report or member briefing)</p>	<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
<p>Climate Change Decarbonisation</p>	<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>

Member Briefing sessions

- Infrastructure Delivery - including specifically condition of the highways in include; repairs and maintenance, road resurfacing and potholes, network management of utilities, and the development of internal metrics for repairs and closing referrals – all Members Briefing
- Corporate Joint Committees Regional Responsibilities – all Members Briefing
- Communities Directorate Target Operating Model (TOM)
- Community Transfers (CAT) - Position Update
- Development of Sunnyside (all Member)

Information reports

- Audit Wales 'Springing Forward Asset Management Inspection Report' – including associated Action Plan

Potential Items

- United Kingdom Shared Prosperity Fund Grant
- Scrutinise the regeneration of Bridgend Town Centre
- Sickness levels in the Authority and its effect on decision-making in the Directorate
- Members have requested that the Porthcawl Regeneration and Pavilion Update, be scheduled for the February meeting alongside the Maesteg Town Hall report.
- Major parks in the Borough

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