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Bridgend County Borough Council

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



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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: Monday, 22 September 2025

Dear Councillor,

COMMUNITIES, ENVIRONMENT AND HOUSING OVERVIEW AND SCRUTINY COMMITTEE **(FORMERLY SUBJECT OVERVIEW & SCRUTINY COMMITTEE 3)**

A meeting of the Communities, Environment and Housing Overview and Scrutiny Committee (Formerly Subject Overview & Scrutiny Committee 3) will be held Hybrid in the Council Chamber - Civic Offices, Angel Street, Bridgend, CF31 4WB / Remotely via Microsoft Teams on **Monday, 29 September 2025 at 16:00**.

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**

5 - 10

To receive for approval the minutes of the meeting of the 14/07/25.

By receiving this Agenda Pack electronically you will save the Authority approx. £00.00 in printing costs

- 4 United Kingdom Shared Prosperity Fund 11 - 58
- Invitees:
- Councillor Neelo Farr - Cabinet Member for Regeneration, Economic Development and Housing.
- Janine Nightingale - Corporate Director – Communities.
- Martin Morgans - Interim Head of Operations - Community Services
 Ieuan Sherwood - Group Manager – Economy, Natural Resources & Sustainability.
- 5 Social Housing Allocation Policy 59 - 84
- Invitees:
- Councillor Neelo Farr - Cabinet Member for Regeneration, Economic Development and Housing.
- Carys Lord - Chief Officer – Finance, Housing and Change.
- Ryan Jones - Strategic Housing Commissioning Manager.
 Joanne Ginn - Housing Solutions Team Manager.
- 6 Conclusions and Recommendations
- 7 Information report - Quarter 4 / Year End Performance 2024-25 85 - 148
- 8 Forward Work Programme Update 149 - 174
- 9 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

Councillors:

H T Bennett
JPD Blundell
N Clarke
O Clatworthy
RJ Collins
C Davies
C L C Davies
GC Haines
W J Kendall
J E Pratt
G Walter
I Williams
MJ Williams
T Wood

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MINUTES OF A MEETING OF THE COMMUNITIES, ENVIRONMENT AND HOUSING OVERVIEW AND SCRUTINY COMMITTEE (FORMERLY SUBJECT OVERVIEW & SCRUTINY COMMITTEE 3) HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON MONDAY, 14 JULY 2025 AT 16:00

Present

Councillor JPD Blundell – Chairperson

O Clatworthy
T Wood

C Davies

GH Haines

I Williams

Present Virtually

H T Bennett
W J Kendall

N Clarke
J E Pratt

RJ Collins
G Walter

C L C Davies
MJ Williams

Apologies for Absence

Janine Nightingale - Corporate Director – Communities

Invitees:

Councillor Neelo Farr
Councillor Paul Davies

Cabinet Member for Regeneration, Economic Development and Housing
Cabinet Member for Climate Change and the Environment

Martin Morgans
Delyth Webb
Louise Connolly
Jacob Lawrence
Billy Stark

Interim Head of Operations - Community Services
Group Manager - Strategic Regeneration
Community Asset Transfer Officer
Principal Regeneration Officer
Principal Regeneration Officer

Officers:

Rachel Keepins

Democratic Services Manager

Stephen Griffiths

Interim Scrutiny Officer

Declarations of Interest:

P Davies – personal – Item 4 – in any matter relating to Caerau Development Trust and a Member of Maesteg Town Council

J Pratt – personal – Item 4 – Member of Porthcawl Town Council / prejudicial – Item 5 – Member of Development Control Committee (DCC)

M Williams – personal – Item 4 – Member of two Town and Community Councils (TCC)

I Williams – personal – Item 4 – Member of Bridgend Town Council and involved in Newbridge Fields/ Bridgend Athletic Rugby Club

T Wood – personal – Item 4 – Involved with Bridgend Athletic Rugby Club

H Bennett – personal – Item 4 – Employer – in receipt of Shared Prosperity Funding

R Collins – personal – Items 4&5 – Member of TCC and DCC

J-P Blundell – personal – Items 4&5 – Former Member of Cabinet

W Kendall – personal – Item 5 – Member of DCC

G Haines – personal – Item 5 – Member of DCC

104. Approval of Minutes

Decision Made	<u>RESOLVED:</u> That the minutes of the meeting of the Subject Overview and Scrutiny Committee 3 dated 17 February 2025 and 7 March 2025 be approved as a true and accurate record.
Date Decision Made	14 July 2025

105. Porthcawl Regeneration

Decision Made	<u>RESOLVED:</u> Following detailed consideration and discussions with a Cabinet Member and Senior Officers, the Committee made the following recommendations:
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	<p>Recommendations:</p> <ol style="list-style-type: none">1. Members expressed their appreciation for the interesting and informative site visit earlier that day where questions of Officers could be asked and answered and the Committee recommended that the engagement with Members continues as the project evolves in the future.2. The Committee recommended that resident concerns regarding the proposed height of apartment blocks, especially of those proposed for Salt Lake, be considered as part of the review into the height of buildings and that consideration be given to limiting the height to a maximum of two or three storeys.3. The Committee expressed concern regarding the impact that the proposed 1100 new homes in Porthcawl would have on the availability of already stretched GP, other health-related and dental services and recommended to support the lobbying efforts of the Deputy Leader and Cabinet Member for Social Services, Health and Wellbeing to the local health authority regarding service sufficiency in Porthcawl services as the regeneration project progresses.4. The Committee acknowledged that the proposed regeneration was impressive, however expressed that it was critical that Porthcawl remains a destination seaside town and recommended that there was a need to ensure ongoing engagement with residents, modelling of the short-term economic impact of the project on local businesses and the creation of a year-round offer (with permanent attractions) to ensure a prosperous future for the town.5. The Committee recommended that consideration be given to the support required for local businesses during the transformation, including minimising disruption during the critical summer months as the different phases of the project are implemented.6. Given the nature emergency declared by the Council, the Committee recommended that assurance be provided that there will be no negative impact on the biodiversity of Sandy Bay as a result of the regeneration and that it continues to be protected.
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	<p>Additional Information Requested:</p> <p>7. The Committee discussed the significant number of proposed new homes, a substantial number of which would be apartments and some of which would be social housing and requested a written response outlining the current Welsh Government housing target for Bridgend County Borough Council (and the related social housing target), and its relationship to the number of proposed new homes as part of the Porthcawl Regeneration project.</p> <p>8. The Committee requested that site visits be arranged prior to the future reports scheduled regarding Porthcawl Pavilion and Maesteg Town Hall.</p>
Date Decision Made	14 July 2025

106. Community Asset Transfer (CAT) Update

Decision Made	<p><u>RESOLVED:</u></p> <p>Following detailed consideration and discussions with a Cabinet Member and Senior Officers, the Committee made the following recommendations:</p> <p>Recommendations:</p> <p>9. The Committee discussed the previously proposed significant increase in charges for the use of Council-owned pitches and sporting facilities and recommended that Cabinet consider whether the policy is still accurate and fit for purpose in the current financial climate and that the Deep Dive Group for the Communities Directorate explore the charging policy.</p> <p>10. The Committee recommended that local Members and Town and Community Councils be advised of CATs that are initiated in their Ward to enable engagement and support.</p>
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	<p>Additional Information Requested:</p> <p>11. The Committee discussed the reasons, including financial considerations, that clubs and community groups opt into the CAT process or not, including that the CAT route enables external funding bids to be made by clubs and community groups and requested a list of external funding available to such organisations.</p> <p>12. The Committee requested that, in the interests of transparency, minutes of meetings of the CAT Steering Group be circulated to Members of the Committee.</p> <p>13. The Committee requested that they be advised when Cabinet are due to consider a report on the future of major parks in the County Borough.</p> <p>14. The Committee requested a written update regarding the current lease and financial status and condition of the two pavilions at Newbridge Fields.</p> <p>15. The Committee requested that a report on the CAT Programme be added to their Forward Work Programme in 12-18 months to evaluate progress, including an update on the recommendations of an internal audit which took place in April 2025, set out in paragraph 2.1.6 of the report.</p>
Date Decision Made	14 July 2025

107. Corporate Parenting Champion Nomination

Decision Made	<p><u>RESOLVED:</u></p> <p>That Councillor Gary Haines be nominated to represent the Communities, Environment and Housing Overview and Scrutiny Committee as an Invitee to meetings of the Cabinet Committee Corporate Parenting.</p>
Date Decision Made	14 July 2025

108. Forward Work Programme Update

Decision Made	<u>RESOLVED:</u> That the Committee approved the Forward Work Programme (FWP) in Appendix A subject to the inclusion of the requests above, noted the Recommendations Monitoring Action Sheet in Appendix B and noted that the FWP as approved by the Committee would be reported to the next meeting of the Corporate Overview and Scrutiny Committee.
Date Decision Made	14 July 2025

109. Urgent Items

Decision Made	None
Date Decision Made	14 July 2025

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

The meeting closed at 18:45.

Meeting of:	COMMUNITIES, ENVIRONMENT AND HOUSING OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	29 SEPTEMBER 2025
Report Title:	UNITED KINGDOM SHARED PROSPERITY FUND
Report Owner / Corporate Director:	CORPORATE DIRECTOR COMMUNITIES
Responsible Officer:	JANINE NIGHTINGALE CORPORATE DIRECTOR COMMUNITIES
Policy Framework and Procedure Rules:	This report has no effect on the Policy Framework and Procedure Rules
Executive Summary:	The purpose of this report is to update the Communities, Environment and Housing Overview and Scrutiny Committee on the United Kingdom Shared Prosperity Fund. The report presents an overview of spend and delivery for the period to April 2025. The report also sets out the current position in relation to the Transition Year for United Kingdom Shared Prosperity Funding, 2025/26.

1. Purpose of Report

- 1.1 The purpose of this report is to update the Communities, Environment and Housing Overview and Scrutiny Committee on the United Kingdom Shared Prosperity Fund.

2. Background

- 2.1 The United Kingdom Shared Prosperity Fund (UKSPF) was established as a key part of the then UK government's Levelling Up agenda, forming part of complementary funding, including the Levelling Up Fund and Community Ownership Fund.
- 2.2 The primary aim of the fund created was to build pride in place and increase life chances across the UK. Underpinning this aim are three investment Priorities: communities and place; supporting local business and people and skills.
- 2.3 In July 2022 Bridgend County Borough Council (BCBC) Cabinet delegated authority to the Corporate Director Communities to submit the Bridgend County Borough Local Investment Plan to Rhondda Cynon Taff County Borough Council (RTCBC) for inclusion in the overall submission of the South East Wales Local Investment Plan to the UK Government. It was also agreed by BCBC Cabinet that RCTCBC perform the role of regional lead.

- 2.4 An overview of the Bridgend County Borough Local Investment Plan proposals is set out below under a series of regional theme descriptions:

Communities and Place

Regional Theme Description*	Proposed Bridgend County delivery
Development and resilience of communities by improving facilities and access to services and supporting community-based organisations	Bridgend County Local Resilience Planning
Action to support individuals and community-based organisations to deal with the challenges of the current economic environment and cost of living crisis	
Supporting the improvement and redevelopment of town centres and community places to revitalise them.	Bridgend County Thriving Communities
Improving access to and facilities for local people and communities in sport, culture, arts and heritage.	
Supporting action to improve services and facilities for young people.	
Action to support decarbonisation, energy efficiency and green initiatives in communities and places.	Bridgend County Green Spaces Enhancement Scheme
Other activity such as feasibility studies	Bridgend County Community Future Scoping Programme

*Bridgend County Prosperity Co-Production Framework may offer an opportunity to deliver across all.

Supporting Local Business

Regional Theme Description*	Proposed Bridgend County delivery
Business premises development and improvement.	Bridgend County Centres of Enterprise
Small business support and development including finance for growth and resilience.	-Bridgend County Business Prosperity Programme -Bridgend County Local Enterprise Support Programme
Small business support for key growth sectors, research and development and innovation.	
Action to support decarbonisation, energy efficiency and green economy initiatives for businesses and social enterprises.	
Support for the growth and development of the visitor economy including businesses, facilities, and events.	- Bridgend County Tourism Events Support - Bridgend County Local Destination Management and Marketing
Other activity such as feasibility studies	Bridgend County Business Future Scoping Programme

*Bridgend County Prosperity Co-Production Framework may offer an opportunity to deliver across all.

People and Skills

Regional Theme Description*	Proposed Bridgend County delivery
Regional Employability and Skills Framework Package <ul style="list-style-type: none"> • People in employment and key sectors • Unemployed and economically inactive people • Young people to enter employment 	-CELT**+ <i>Bridgend Inspire 2 Work / Achieve</i> -CELT + <i>Employability - Bridgend County</i> -CELT+ <i>Regional Joint Commissioning</i>
Regional joint commissioning Jointly commission FE/HE/ training providers / specific organisations to provide the following type of support <ul style="list-style-type: none"> • Wrap-around support for those at risk of disengaging from FE • Upskilling at work • Upskilling to meet skill gaps in sectors i.e., green jobs, manufacturing, creative and digital. 	

*Bridgend County Prosperity Co-Production Framework may offer an opportunity to deliver across all.

- 2.5 In March 2023 BCBC entered into a regional funding agreement for UKSPF, under decision reference CMM-ED-23-046, and delivery commenced.
- 2.6 During the 2023-2025 delivery phase of UKSPF the programme of BCBC delivery was overseen by the Economic Programme Board, which is chaired by the Cabinet Member for Regeneration, Economic Development and Housing, with regular reports provide to Corporate Management Board (CMB) and Cabinet and Corporate Management Board (CCMB).
- 2.7 The overall spend of £20.072 million for the 2023-2025 period can be seen in **Table 1** - £15.184 million revenue and £4.889 million capital.

Table 1 – Total BCBC UKSPF spend for 2023-24 and 2024-25 financial years

Final spend position reported

	2023/24		2024/25		Programme Total Spend	
	Capital	Revenue	Capital	Revenue	Capital	Revenue
Core	393,934.16	2,958,435.99	4,494,573.55	8,613,344.96	4,888,507.71	11,571,780.95
Multiply		679,859.79		2,615,470.84	-	3,295,330.63
Admin		85,732.80		230,919.53	-	316,652.33
Total	393,934.16	3,724,028.58	4,494,573.55	11,459,735.33	4,888,507.71	15,183,763.91

Theme	2023/24		2024/25		Programme Total Spend	
	Capital	Revenue	Capital	Revenue	Capital	Revenue
Communities & Place	126,346.87	686,010.30	1,201,756.87	2,342,454.81	1,328,103.74	3,028,465.11
Local Business	267,587.29	284,219.01	3,292,816.68	1,015,538.77	3,560,403.97	1,299,757.78
People & Skills		1,988,206.68		5,255,351.38	-	7,243,558.06
Multiply		679,859.79		2,615,470.84	-	3,295,330.63
Admin		85,732.80		230,919.53	-	316,652.33
Total	393,934.16	3,724,028.58	4,494,573.55	11,459,735.33	4,888,507.71	15,183,763.91

- 2.8 The success of UKSPF and delivery of its outputs and outcomes for the 2023-2025 period is summarised in **Table 2** below and the full breakdown can be seen in **Appendix 1**.

Table 2 – Cumulative Outputs and Outcomes for 2023-24 and 2024-25 financial years

Total programme performance reported at completion

	Total Forecast Outputs & Outcomes	Total O&Os delivered and achieved by 31st March 25	% Achievement of Target
Communities & Place	38,541	278,687	723.09%
Local Business	540,473	1,494,684	276.55%
People & Skills	5,917	16,214	274.02%
Multiply	2,238	2,578	115.19%

2.9 A summary of UKSPF activity in relation to Wellbeing Objectives is set out below:

WBO	Information	Activity
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).	The delivery of UKSPF funding over the 2023-2025 period is set out in Table 1 above.
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).	The grant fund was launched and delivered during the period 2023-2025 with the specific awards set out in Appendix 2.
WBO3.2.1	Develop funding bids for our valleys, to enhance the economy and stimulate new job opportunities (COMM).	In addition to the overall delivery of UKSPF funding within the County Borough, including the Valleys, in 2023-2025, two funding proposals were developed for considered by the Northern Valleys Initiative, operated by the Cardiff Capital Region.

2.10 A summary of each of the grant funds delivered during the 2023-2025 period is set out below:

The Business Development Grant

2.11 The Business Development Grant was set up to support small and medium-sized enterprises (SMEs) in Bridgend County Borough to diversify, decarbonise and grow which contributes to creating a vibrant and strong local economy. The grant covers the whole County and provides 50% of eligible capital project costs. The minimum grant is £5,000 and the maximum grant available is £25,000 (excluding VAT).

The Business Feasibility Grant

2.12 The Business Feasibility Grant was set up to support businesses to explore feasibility of longer-term options to diversify, decarbonise and grow including:

- Preparation of plans and studies, e.g. Business Plans/Feasibility Studies
- Before purchasing a piece of machinery, the study could determine the market for increased production or new product is financially viable.
- Explore using space in retail, hospitality to introduce new service / product e.g. new hotel spa
- Cost benefit analysis to introduce Green procurement

The Tourism Events Grant

2.13 The Tourism Events Grant was set up to support tourism events which:

- have strong potential to attract visitors from outside the local area, whether that is from other regions or other countries.
- have a positive impact on the local economy, such as by generating revenue for local businesses, creating jobs, or promoting the region as a tourist destination.
- have cultural significance or highlight a unique aspect of the local area's history, culture, or identity.
- have the potential to raise the profile of the county borough in a positive way

The Bridgend Community Feasibility Fund

2.14 The Bridgend Community Feasibility Fund has been set up to test the feasibility of longer-term community-led ideas. It provides communities in the Borough the opportunity to gather evidence to support locally led community project ideas. Focusing on Health, Climate and Economy they will provide the required data, knowledge and understanding with the ambition to lead to future funding bids and continue community planning. The fund covers the whole County and can provide up to 100% of required funding via a grant.

The Bridgend Valleys Placemaking Property Improvement Grant

2.15 The Bridgend Valleys Placemaking Property Improvement Grant contains two elements:

- To enhance building frontages and bring vacant commercial floor space back into beneficial use, by supporting commercial property frontage improvements, along with other external and internal works.
- To convert vacant upper-floor space into new residential accommodation above commercial units, including internal and external works to bring vacant space back into use for residential purposes.

The grant was originally set up to support the District Centres and Local Service centres in the valleys of the Llynfi, Garw and Ogmere (excluding Maesteg Town Centre). However, due to a lack of applications the area of support was broadened to a wider geographical area. The grant supports a maximum of 80% of reasonable eligible costs, up to a maximum grant award of:

- o £30,000 for occupied properties
- o £50,000 for properties that have been vacant for more than 6 months

- 2.16 A report to Subject Overview and Scrutiny Committee 3 on 2 December 2024 summarised the awards made through the grant funds up to that date.
- 2.17 The grants awarded between that time and the end of 2024-2025 can be seen in **Appendix 2**.
- 2.18 A grant panel exists to oversee and make recommendations for approval for the grants outlined above. The panel includes relevant BCBC departments, e.g. finance, regeneration and enterprise.
- 2.19 Decisions relating to award of grants are made in line with the Scheme of Delegation.
- 2.20 Any required statutory consents (e.g. planning permission, SuDS Approving Body) remain the responsibility of any grant applicant for any of the grant funds.
- 2.21 Each grant has its own assessment criteria which is robust but proportionate, depending on the different level of financial assistance available. Details of these are available on the BCBC website.

3. Current situation/ proposal

- 3.1 In the Autumn Budget 2024 the United Kingdom Government announced a 'transition year' for UKSPF, to cover the 2025/26 financial year. The funding for the transition year was at a reduced level of £900 million across the UK – estimated to be a 40% reduction from the 2024-25 allocation. Ringfenced funding for adult numeracy, through the Multiply programme, was no longer available for the transition year.
- 3.2 On 20 December 2024 BCBC was notified of its UKSPF financial allocation for 2025/26 as set out below:

Wales	Total Allocation	Revenue	Capital
Bridgend	£7,750,265	£5,601,818	£2,148,447

- 3.3 The Economic Programme Board, CMB and CCMB were involved in a process to determine the use of resources in the transition year.
- 3.4 As part of the process to determine the activity to be supported all project leads were asked to complete project initiation documentation which, in outlining proposals for the transition year, enabled project leads to consider the main achievements achieved so far. Those are set out in **Table 3** below.

Table 3 – Achievements

Local Resilience Planning
1.Worked alongside partners developing relevant projects that respond directly to local community needs, with a community centre simultaneous streaming pilot project and a digital inclusion training project.
2.Developed local projects with 4 Town Councils, 7 Community Councils and 5 community groups with Action Plans, Business Plans and increased capacity for community consultation exercises.

<p>3.Co-ordinated, developed and delivered a successful Future Scoping Programme (BCP4), entitled Community Feasibility Fund.</p> <p>4.The area of programme engagement and support includes most Wards in Bridgend Borough.</p> <p>5.The number of local people engaged through various public consultation exercises: 1555</p>
Thriving Communities
<p>1.Placemaking Property Improvement Grant has received a number of applications.</p> <p>2.The Valleys strategy sets out a placemaking led approach for future regeneration to guide decision making around investment and policy with the aim of positively shaping the future of the area.</p> <p>3.A priority project identified through the Bridgend Town Centre Masterplan including the areas of Dunraven Place, the western part of Wyndham Street and Elder Street. The options appraisal aims to identify and test regeneration options in order to take forward the creation of a Café and Culture Quarter, with the objective of re-establishing the heart of Bridgend town centre.</p> <p>4.Following the completion of the Bridgend Town Centre Accessibility Options Appraisal 2023, consultants were then commissioned by BCBC to produce a Bridgend Town Centre Access Study in order to appraise the three options put forward for amending vehicular access to Bridgend town centre.</p> <p>5.The Maesteg Town Hall project has benefited from £225,000 of SPF capital monies, which contributed towards the cost of new fixtures and fittings at the recently refurbished building.</p> <p>In addition:</p> <p>1.405 young carers supported to create a network and have their voiced heard and acted upon, currently working with carer leavers, care experience children and young adults with a disability.</p> <p>2.Volunteers engaged within community opportunities and training</p> <p>3.10 large scale Community events held across Bridgend with a focus on supporting people with a lower socioeconomic status</p> <p>4.2 Community networks developed and strengthened working with 30 plus partners</p> <p>5.Community building blocks have been developed to ensure we are working towards an asset based community development approach with sustainability being at the heart of the programmes.</p>
Green Spaces Enhancement
<p>1. Significantly improved access for people in the community on Brackla Hill & Bedford Park.</p> <p>2. Reduction in anti-social behaviour due to community driven neighbourhood improvements</p> <p>3. Increasing visitor/tourist potential on local high value green spaces</p> <p>4. Increased collaboration with other departments and special groups of interest</p> <p>5. Increasing potential for future investment on heritage sites and BCBC Local Nature Reserves</p>
Future Scoping Programme
<p>1. A total of 61 Feasibility Studies have been commissioned since the Community Feasibility Fund launched in September 2023.</p> <p>2.The total number of community groups (including Town & Community Councils) supported through the Community Feasibility Fund is 60.</p> <p>3. The number of local people engaged through various public consultation exercises: 1151</p> <p>4. Since launching the Fund in September 2023, the full allocation plus an additional £114,000 was fully committed by February 2024. Total figure committed to date is £426,449</p> <p>5. The area of programme engagement includes most Wards in Bridgend Borough.</p>
Prosperity Framework
<p>1.Development, delivery and management of 12 commissioned contracts with a total value of over £1.5m, adding value to the suite of background projects across all three investment priorities.</p> <p>2.Successful mitigation of risk to the Council in relation to underspend from across the suite of backbone projects.</p> <p>3.Facilitation and oversight of 4 direct delivery projects that have enabled the Council to offset a total value of over £1.5m. This is made up of £900,993 capital and £ £643,000 revenue.</p> <p>4.Enabled the re-alignment of funds to meet additional demand within core suite of backbone projects, including Resilient Communities, Green Spaces and Centres of Enterprise.</p> <p>5.Provided a complaint and effective mechanism to enable the distribution of funds to a range of external partners.</p>
Prosperity Programme
<p>1. Maximised allocated spend</p> <p>2. Spent additional funds allocated to the project</p> <p>3. 51 individual grants have been allocated to businesses.</p> <p>4. £1,215,365 of additional private sector investment.</p> <p>5. 11 business development grants allocated to the valleys area.</p>

Business Future Scoping Programme
<ol style="list-style-type: none"> 1. Maximised allocated spend 2. Spent additional funds allocated to the project 3. 11 individual grants have been allocated to businesses. 4. 63 Predicted Jobs Created (Permanent Full Time) and 235 jobs safeguarded. 5. 4 Business Feasibility grants allocated to the valleys area.
Centres of Enterprise
<ol style="list-style-type: none"> 1. Delivered a refurbished space for traders displaced from Bridgend Market. 2. Spent additional funds allocated to the project. 3. Creation of a new container village in Porthcawl (Hillsboro South car park). 4. Procurement and appointment of consultant and contractor for the delivery of 8 new industrial units. 5. On site delivery of new industrial units in Pyle.
Local Enterprise Support Programme
<ol style="list-style-type: none"> 1. Maximised allocated spend 2. Business support provided to over 600 businesses across the County Borough and signposting to other key support organisations. 3. Over 100 enterprises engaged via the Social Enterprise Support Programme 4. First of its kind Social Enterprise Marketplace event hosted in Bridgend County. 5. Wellbeing Economy Strategy in development
Tourism Events Support
<ol style="list-style-type: none"> 1. Maximised allocated spend 2. 8 events space and heritage assets improved. 3. Newly created Beachfeast event delivered in Porthcawl attracting circa 10,000 visitors. 4. 5 Town & Community Councils supported with Christmas events. 5. 10 Tourism Events Grants awarded.
Local Destination Management and Marketing
<ol style="list-style-type: none"> 1. Maximised allocated spend 2. 19,923 social media followers 3. 4 European golf journalists accommodated resulting in articles published in Leading Courses magazine, Golfers Magazine and golf.nl as part of a wider golf PR campaign. 4. Visit Bridgend web site supported. 5. New Bridgend Town Centre Heritage Trail supported.
Inspire to Work/Achieve
<ol style="list-style-type: none"> 1. Number of people in employment, including self-employment, following support total achieved as of end of Q2 (September 2024) = 90 2. Number of people experiencing reduced structural barriers into employment and into skills provision, total achieved as of end of Q2 (September 2024) = 135 3. Number of people supported to access basic skills (Number of people), total achieved as of end of Q2 (September 2024) = 88 4. Number of people supported to engage in life skills (Number of people), total achieved as of end of Q2 (September 2024) = 301 5. Number of people supported to gain a qualification (Number of people), total achieved as of end of Q2 (September 2024) = 62
Employability & Multiply
<ol style="list-style-type: none"> 1. Commissioning and procurement, both internal and external of the Multiply project which has offset costs in other Directorates also many local companies have delivered training. 2. To date, 1,948 socially excluded people accessing the project and getting support to find jobs and undertake training and more to be supported by 31/03/25. 3. 94 people starting employment due to support from the project which alleviates poverty to date with more to be claimed by 31/03/25. 4. 764 people have already attended a course with more to be completed by 31/03/25. 5. Events such as Jobs Fairs, Creative Jobs Focus and Wellbeing Events and use of local venues.

3.5 On 14 January 2025 CCMB were presented with a report that set out options in relation to use of the transition year funding.

3.6 It was agreed that the funding would be utilised as set out in **Table 4**.

Table 4 – Transition year funding

Project	Revenue	Capital	Total
Local Resilience Planning	£343,292	£0.00	£343,292
Thriving Communities - Comms	£101,291	£337,058.00	£438,349
Thriving Communities - SSWB	£417,600	£0.00	£417,600
Green Spaces Enhancement	£101,044	£265,646.00	£366,690
Community Future Scoping Programme	£0	£133,292.00	£133,292
Co-Production Prosperity Framework C&P	£286,664	£25,200.00	£311,864
Business Prosperity Programme	£87,615	£310,527	£398,142
Business Future Scoping Programme	£111,165	£0	£111,165
Centres of Enterprise	£0	£1,000,000	£1,000,000
Enterprise Support Programme	£175,250	£0	£175,250
Tourism & Event Support	£119,739	£51,524	£171,263
Destination Management	£42,960	£0	£42,960
Co-Production Prosperity Framework LB	£81,615	£25,200	£106,815
Inspire+	£960,520	£0	£960,520
Employability	£1,606,866	£0	£1,606,866
Co-Production Prosperity Framework P&S	£1,029,915	£0	£1,029,915
Delivery Budget Total	£5,465,536	£2,148,447	£7,613,983
RCT ADMIN	£62,002		
BCBC ADMIN	£74,280		
Total SPF	£5,601,818	£2,148,447	£7,750,265

3.7 As a result of this the current forecast for delivery of outputs and outcomes is set out in **Appendix 3**.

3.8 A summary of activity aligned to each project is summarised in **Table 5**.

Table 5 – Transition Year summary activity

Local Resilience Planning
Activity in 2025/26 would see the continuation of the current community-led resilience planning programme. Working with key partners to gather relevant intelligence on local needs and maintaining flexibility of approach to respond to those needs. Should programme be continued at only 60% of the budget, delivery of community projects will be delivered in-house and less projects will be commissioned. The offer of financial support for the activities outlined above will be minimised, however the impact of the support offered by the team is expected to continue.
Thriving Communities
The planned activity for the year 2025/26 is to continue the Placemaking Property Improvement Grant, with the aim of continuing to improve commercial centres and high streets throughout the borough. (The funding will exclude the three town centres of Bridgend, Porthcawl and Maesteg due to funding being available to fund the same activity in the town centres via the Transforming Towns Programme). A small amount of Feasibility Funding is being requested to progress and develop projects identified in the Valley Strategy to RIBA Stage 2, in order to inform future funding bids. A request has also been made to support the Grand Pavilion Re-development. If this programme was to operate at 60% of the 24/25 budget, it is still proposed to run the Placemaking Property Improvement Grant as stated above but at a slightly reduced budget than requested. The feasibility pot request would need to be smaller in order to ensure the retention of a Grade 11 dedicated Regenerations Projects Officer which is critical. The request for funding towards the Grand Pavilion re-development would be significantly less than requested above and based on 60% of the funding received this year for 'other capital projects'. In addition to continue to develop more inclusive and resilient communities by engaging population groups that are more vulnerable, connecting them into community opportunities and developing approaches and resources to maintain or enhance physical and mental wellbeing. With a focus on young carers, carer leavers, care experience children and children and adults with a disability.

<p>To support doorstep community place-based opportunities by building capacity amongst local people and community anchor organisations with a specific focus on tackling inequalities and reducing imbalances. The scale of the SSWB proposal has already been reduced by over 50% to focus on key elements of supporting an already high level of demand across social services. If the already reduced proposal was reduced further this would add more challenge to the more vulnerable in terms of community engagement and wellbeing.</p>
<p>Green Spaces Enhancement</p> <p>The UKSPF Green Space Enhancement Project 2025/26 will deliver transformative improvements to the Aberfields site, located in Nant y Moel Ogmore Valley prioritising accessibility, ecological value, and impactful community engagement. Key aspects will include Access Enhancements; Habitat Restoration & Biodiversity Improvements; Community Spaces; Staffing and Community Engagement. If only 60% of the proposed £580,000 budget were available, significant elements of the project would be scaled back or omitted. The project lead also put forward alternative proposals for consideration, namely:</p> <ul style="list-style-type: none"> (a) Taking forward small scale capital schemes identified via feasibility studies (b) Taking forward future phases of work at Bedford Park
<p>Future Scoping Programme</p> <p>Proposed activity for 2025/26 includes elevating the level of support to the next phase with a small capital grant for community groups and the 3rd Sector. The progression for community project ideas that were tested under the Community Feasibility Fund, is to continue the projects with a small Community Capital Grant (up to £35,000). Should delivery of the continuation of the project be capped at just 60% of the original allocation, it is proposed to cease the Community Feasibility Fund. Therefore, the reduced allocation will be utilised in full for a small Community Capital Grant, as detailed above.</p>
<p>Prosperity Framework</p> <p>The framework was created to support delivery across all 3 investment priorities, adding value to the backbone suite of projects and offering the Council a mechanism to ensure that any emerging demand, need and opportunity could be considered, thereby supporting the Council to maximise the impact of the overall SPF programme. The following are options for prioritisation: Quickstart; Collaboration with 3rd Sector partners via commissioned delivery; Pathways into Employment (SSWB Directorate); Opportunities from within the Council Capital Programme for 25/26 and others. A 40% budget cut will significantly impact the value that the Council, and importantly its strategic delivery partners, will be able to gain from the SPF programme in 25/26, also impacting its ability to take momentum into the next new programme in April 2026.</p>
<p>Prosperity Programme</p> <p>The project will look to deliver Capital Grants to the business community continuing a highly successful business grant program (51 Business Development grants allocated). However, we would not look to secure the full allocation of, £748,379 (24/25) as this has the potential to be non-deliverable due to predicted demand. For the 25/26 program we would ask to secure £500,000 Capital (not the full £748,379 from 24/25) along with extra revenue to cover 100% of 2.5 members of staff to deliver the grants programme. 60% of the 24/25 capital cost would equate to £449,027 Capital with the potential of a loss of a member of staff.</p>
<p>Business Future Scoping Programme</p> <p>The project will look to continue the delivery of the revenue Feasibility Grants to the business community. We would not look to secure the full allocation of, £185,275 (24/25) as this has the potential to be non-deliverable given the expended demand. 60% of the 24/25 grant cost would equate to £111,165 Revenue which would equate to 4 grants at the full £25k.</p>
<p>Centres of Enterprise</p> <p>The project will fund capital schemes for the business community and the corporate estate, generating income for BCBC. Dependant on the level of funding available one or several of the options outlined below could be delivered.</p> <ol style="list-style-type: none"> 1. Village Farm East (continuation of plot B2) – The construction of 4 no. double (1,200 sq ft) Industrial Units. 2. Village Farm West (B1) – The construction of a further 8 no. (5 Single (600 sq ft) and 3 double (1,200 sq ft)) industrial units. 3. Porthcawl Seafront - We propose to take forward a number of sites for short to medium term meanwhile uses once they become available. 4. Refurbishment of a selection of units in the existing Industrial portfolio currently managed by Corporate Landlord to both extend the life of the portfolio and increase energy efficiency for tenants.

Bridgend Local Enterprise Support Programme
Building on what has been achieved the last 2 years, the focus for this year will be developing a Wellbeing Economy approach which will include local procurement and circular economy. Success will be local businesses and SME's and micro businesses in Bridgend will have procured more local public sector spend. The project will support Micro to Medium size businesses based in the Bridgend County to support their strategic, longer-term sustainability, growth, diversification, and decarbonisation aligning it to other programmes. A 60% reduction would mean some project elements are not explored in as great a detail or delivered. There would be less project outputs and outcomes achieved, less officer time available and less impact on the local businesses.
Tourism Events Support
The proposal will build on the current events programme and support infrastructure with a clear ambition and future direction for those events that attract, or have the potential to attract, visitors to the County, support the private and third sector to develop new events and add value to existing events through an event grants program (£100k) and look at opportunities to attract major events to the County. A 60% reduction would mean some elements and not explored in as great detail along with a reduction in monies available to event organisers through a reduced grant scheme.
Local Destination Management and Marketing
<p>The project will enable and support the following aims:</p> <ul style="list-style-type: none"> • To fulfil priority actions identified in the Destination Management plan and Economic development Plan. • To increase visitor spend and proportion of staying visitor. • The continued and increasing interest in leisure activities such as water sports and outdoor Targeted marketing campaigns based on research. • Support coordinated tourism PR activity (including social media) aligned with key opportunities and activities such as golf. <p>A 60% reduction would mean some elements may not be explored in as great detail and a reduction in BCBC Tourism and events social media content.</p>
Inspire to Work/Achieve
Both Inspire operations have been developed to align with the work already implemented within Bridgend County Borough Council under the Youth Engagement and Progression Framework, supporting the identification, tracking and mapping of services and outcomes for young people from education into employment. This alignment will ensure a consistent approach in supporting our young people and that Shared Prosperity Fund investment adds value to an integrated approach to achieving the aims of programme. In light of proposed cuts, delivery in the first instance would be safeguarded to ensure that those staff that engage directly with young people (Lead Workers and Youth Pathways Workers). Any cut in funding would result in ancillary support roles needing to be removed from the project.
Employability & Multiply
<p>Please note: As it is assumed the Multiply funding will not be ring-fenced going forward to 25/26 but some of the good practice and staffing from Multiply would be beneficial, especially in the absence in Bridgend of Adult Community Learning, then the 100% budget requested is only using the People and Skills amount hence the delivery model would be amended to accommodate that budget.</p> <p>Proposed Activity with a full* budget would include the following (*as caveated above)</p> <p>450 Engagements – enrolment and initial assessment to identify needs and create individualised action plan. Support provided on needs basis to remove barriers to employment and/or progression and ongoing monitoring</p> <p>325 Training – quality support offered from experienced professionals providing a varied approach to enable participants to become more sustainably employable and resilient within their community.</p> <p>150 Job Outcomes</p> <p>It is currently estimated that this would be delivered by a significantly changed delivery model across 3 hubs – Bridgend, Maesteg and Porthcawl.</p> <p>Proposed Activity with 60% budget would include the following</p> <p>270 Engagements – enrolment and initial assessment to identify needs and create individualised action plan. Support provided on needs basis to remove barriers to employment and/or progression and ongoing monitoring</p> <p>195 Training – quality support offered from experienced professionals providing a varied approach to enable participants to become more sustainably employable and resilient within their community.</p> <p>100 Job Outcomes</p> <p>It is currently estimated that this would be delivered by a substantially changed delivery model from Civic Offices, without hubs. Communities for Work Plus, which currently operates from the same location as Employability and Multiply, would also relocate to Civic.</p>

- 3.9 In pulling together their proposals for the transition year project leads also set out how activity would align with the BCBC Corporate Plan. That is summarised in **Appendix 4**.
- 3.10 To support delivery in the transition year the governance and oversight arrangements for the UKSPF 2025-26 have been improved and will now include the following:
- o Establishment of a monthly operational leads working group, chaired by Finance
 - o 6 weekly Economic Programme Board meetings, chaired by the Cabinet Member Economic Development, Regeneration and Housing
 - o Quarterly update reports to CMB
 - o Quarterly update reports to CCMB
- 3.11 Financial profiling will be undertaken with each project lead and the results will be monitored on a monthly basis. In addition, a decision gateway process will be created, with key criteria agreed on a project by project basis, to determine progress and if required re-distribution of funds to other areas if under-performance is forecast.
- 3.12 BCBC's UKSPF agreement for 2025-26 has been executed as a deed under seal. A Delegated Power form was signed by the Chief Executive, in consultation with the Chief Officer – Legal, and Regulatory Services, HR and Corporate Policy, Chief Officer – Finance, Housing and Change and the Corporate Director – Education, Early Years and Young People prior to sealing.
- 3.13 The evaluation of UKSPF, to determine overall lessons learnt, has been commissioned by the Ministry of Housing, Communities and Local Government (MHCLG). The evaluation takes a case-study approach to assess the programme impact on 34 places across the UK, including the South East Wales Region. Wavehill are leading the evaluation in South East Wales as part of an Ipsos-led UK-wide consortium. The purpose of this evaluation is to gain a deeper understanding of local delivery and impacts, to generate robust evidence on how effective combinations of UKSPF-supported interventions within a locality work together to enhance pride in place, life chances and the other levelling up missions.
- 3.14 In South East Wales, Wavehill have prioritized the following four impact themes as a focus to the evaluation:
- Revitalising town centres and community places - changes in the perception of the town centres and communities as places to live, including changes in community pride
 - Support for community organisations - impact on increasing capacity, community engagement and reducing social isolation
 - Business grant support - focus on impact of support on business growth
 - Employability support – impact on supporting people into employment or moving individuals closer to the labour market

- 3.15 When completed, the evaluation work report will focus on:
- o Process
 - o Expenditure
 - o Outputs
 - o Outcomes
 - o Impacts
- 3.16 It is currently considered that the evaluation will be completed by December 2025.
- 3.17 It is understood that the findings of the evaluation work will be considered by MHCLG as part of their wider considerations in relation to activity post-March 2026.
- 3.18 Based on information available as part of the UK government's Spending Review, published on 11 June 2025, it appears that four new funds may be established following the current transition year, namely:
- A New Local Growth Fund – potentially for specific mayoral regions, with a possible 10-year capital settlement.
 - Investment in deprived communities – potentially for approx. 350 areas across the UK, including the 75 towns already identified in the Plan for Communities.
 - A Growth Mission Fund – a potentially small fund intended to directly support local economic growth.
 - A recyclable Mayoral growth fund – potentially to be integrated with the settlement of mayors in the North and Midlands.
- 3.19 Specifically for Wales for the three financial years beginning in April 2026 the Spending Review suggests that funding for these schemes (i.e. the new local growth fund and the investment in deprived communities) will be at the same overall level in cash terms as under the UK Shared Prosperity Fund in 2025-26. In practice that means £630m for Wales (c.£210m a year).
- 3.20 However, it is important to note that at this time there are no finalised details at present on priorities or management and a lack of clarity in relation to timetables and decision making processes between now and April 2026, although it has been suggested that further information may become available at, or around, the time of the Autumn Budget, which is scheduled for 26 November 2025.

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 BCBC is committed to promoting sustainable development and to discharge its duties under the Well-being of Future Generations (Wales) Act 2015. A summary relating to the five ways of working and how they connect to the Corporate Well-being Objectives is below:

Long-term: The Bridgend Local Investment Plan was identified following discussion with key stakeholders and in relation to current understanding of the potential long-term challenges on the County Borough. Building on the process of developing and creating the Economic Strategy, the Local Development Plan (LDP) and the Wellbeing Plan for the County Borough it has been possible to set out a long-term response.

Prevention: BCBC has for many years worked closely with stakeholders and the local business community to support the local economy in a wide variety of proactive ways. As well as a continuation of BCBC's ability to react to local situations, the development of the UKSPF Local Investment Plan and the grant funds contained within it builds on strengths to plan for the future, take proactive action and support local businesses and local communities.

Integration: The work to develop and deliver the UKSPF Local Investment Plan is closely aligned with the BCBC Corporate Plan, the Local Development Plan and the Public Service Board's Well-being Plan and the Bridgend County Economic Strategy.

Collaboration: The development of the UKSPF Local Investment Plan has been steered by a BCBC officer group and will be delivered in partnership with key stakeholders.

Involvement: For the UKSPF Local Investment Plan to successfully operate it will require the involvement of senior members of local public sectors organisations, community leaders, business leaders, representatives of business sectors and trade bodies and other key stakeholders.

6. Climate Change and Nature Implications

- 6.1 The Bridgend County Local Investment Plan was developed and is being delivered to support where possible the delivery of the Bridgend Net Zero 2030 Strategy.

7. Safeguarding and Corporate Parent Implications

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

8. Financial Implications

- 8.1 There are currently no further financial implications other than those outlined in section 2 and section 3 above.

9. Recommendations

- 9.1 Members of the Overview and Scrutiny Committee are recommended to note the content of this report.

Background documents

None

Appendix 1 – United Kingdom Shared Prosperity Fund outputs and outcomes

Communities and Place – outputs and outcomes

Output	INITIAL TARGETS	Q4 Final	
	Forecast C&P Outputs (i.e., total expected Outputs across the life of the fund)	Total C&P Outputs achieved at programme end	
Number of commercial buildings completed or improved (Number of buildings)	5	8	160.00%
Amount of commercial space completed or improved (M2)	200	1631	815.50%
Number of rehabilitated premises (number of premises)	2	2	100.00%
Amount of rehabilitated land (M2)	0	0	0.00%
Amount of public realm created or improved (M2)	0	20	
Amount of land made wheelchair accessible/step free (M2)	16250	80450	495.08%
Number of organisations receiving grants (Number of organisations)	14	8	57.14%
Number of organisations receiving non-financial support (Number of organisations)	66	148	224.24%
Number of neighbourhood improvements undertaken (Number of improvements)	17	7	41.18%
Number of amenities/facilities created or improved (Number of amenities or facilities)	16	3	18.75%
Number of local events or activities supported (Number of events/activities)	127	72	56.69%
Amount of green or blue space created or improved (M2)	17500	180398	1030.85%
Number of new or improved cycleways or footpaths (Number of cycle ways or footpaths)	12	7	58.33%
Total Length of new or improved cycleways or footpaths (KM)	25	1	4.00%
Number of trees planted (Number of trees)	3500	3600	102.86%
Number of events/participatory programmes (Number of events/participatory programmes)	1	356	35600.00%
Number of volunteering opportunities supported (Number of opportunities)	47	608	1293.62%

Number of projects successfully completed (Number of projects)	3	78	2600.00%
Number of people reached (Number of people)	500	3122	624.40%
Number of people attending training sessions (Number of people)	50	142	284.00%
Number of feasibility studies developed as a result of support (Number of studies)	10	65	650.00%
Number of households receiving support (Number of households)	0	2	
Outcome	Forecast C&P Outcomes	Total C&P Outcomes achieved at programme end	
Jobs created as a result of support (Number of full time equivalent FTE)	3	0	0.00%
Jobs safeguarded as a result of support (Number of full time equivalent FTE)	4	4	100.00%
Increased footfall (Number of People)	49	974	1987.76%
Increased visitor numbers (Number of People)	4	4450	111250.00%
Reduced vacancy rates (Number of vacant units filled)	5	3	60.00%
Improved perceived/experienced accessibility (Number of people)	2	76	3800.00%
Improved perception of facilities/amenities (Number of people)	9	128	1422.22%
Increased users of facilities/amenities (Number of Users)	5	0	0.00%
Improved perception of facility/infrastructure project (Number of People)	7	10	142.86%
Increased use of cycleways or footpaths (Number of cyclists or pedestrians)	7	0	0.00%
Improved perception of safety (Number of people)	15	20	133.33%
Improved engagement numbers (Number of people)	41	1188	2897.56%
Number of community-led arts, cultural, heritage and creative programmes as a result of support (Number of programmes)	22	433	1968.18%

Number of volunteering opportunities created as a result of support (Number of volunteering roles created)	6	669	11150.00%
The number of projects arising from funded feasibility studies (Number of projects)	9	4	44.44%
Premises with improved digital connectivity as a result of support (Number of premises)	7	0	0.00%
Increased take up of energy efficiency measures (Number of households)	1	0	0.00%

Supporting Local Business – outputs and outcomes

Output	Forecast LB Outputs	Total LB Outputs at programme end	
Number of local markets created or supported (Number of markets)	25	8	32.00%
Number of enterprises receiving non-financial support (Number of enterprises)	168	903	537.50%
Number of enterprises receiving grants (Number of enterprises)	29	77	265.52%
Number of potential entrepreneurs assisted to be enterprise ready (Number of entrepreneurs)	40	91	227.50%
Number of Tourism, Culture or heritage assets created or improved (Number of assets)	5	10	200.00%
Number of commercial buildings completed or improved (Number of buildings)	9	19	211.11%
Amount of commercial space completed or improved (M2)	7000	1815	25.93%
Number of people reached (Number of people)	0	1339	
Number of local events or activities supported (Number of events/activities)	10	12	120.00%
Number of people attending training sessions (Number of people)	10	226	2260.00%
Number of rehabilitated premises (Number of premises)	1	0	0.00%
Number of events/participatory programmes (Number of events/participatory programmes)	0	1	
Number of low or zero carbon energy infrastructure installed (Number of units)	9	2	22.22%
Amount of low or zero carbon energy infrastructure completed (M2)	1125	2	0.18%
Number of decarbonisation plans developed as a result of support (Number of plans)	1	15	1500.00%

Number of feasibility studies developed as a result of support (Number of studies)	10	15	150.00%
Outcome	Forecast LB Outcomes	Total LB Outcomes achieved at programme end	
Jobs created as a result of support (Number of Full time equivalent (FTE))	31	50	159.68%
Jobs safeguarded as a result of support (Number of Full time equivalent (FTE))	39	373	956.41%
Number of new enterprises created as a result of support (Number of new enterprises)	8	21	262.50%
Increased footfall (Number of people)	100	0	0.00%
Increased visitor numbers (Number of people)	5100	0	0.00%
Number of vacant units filled	0	5	
Improved perception of markets (Number of people)	100	0	0.00%
Increased number of enterprises supported (Number of enterprises)	5	65	1300.00%
Increase in visitor spending (Amount of visitor spend in £)	501000	0	0.00%
Increased amount of investment (£)	25000	1486155	5944.62%
Improved perception of attractions (Number of people)	600	0	0.00%
Premises with improved digital connectivity as a result of support (Number of premises)	4	0	0.00%
Number of enterprises adopting new to the firm technologies or processes (Number of enterprises)	7	38	542.86%
Number of new to market products (Number of products)	2	17	850.00%
Estimated Carbon dioxide equivalent reductions as a result of support (Tonnes of CO2e)	0	3315	
Number of enterprises with improved productivity (Number of enterprises)	0	6	
Number of enterprises adopting new or improved products or services (Number of enterprises)	13	38	292.31%
Number of enterprises engaged in new markets (Number of enterprises)	14	26	185.71%
Number of early stage enterprises which increase their revenue following support (Number of enterprises)	5	30	600.00%
The number of projects arising from funded feasibility studies (Number of projects)	3	10	333.33%

People and Skills – outputs and outcomes

Output	Forecast P&S Outputs	Total P&S Outputs at programme end
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Number of economically inactive people engaging with keyworker support services (Number of people)	415	382	92.05%
Number of economically inactive people supported to engage with the benefits system (Number of people)	28	30	107.14%
Number of socially excluded people accessing support (Number of people)	90	1293	1436.67%
Number of people supported to access basic skills (Number of people)	163	283	173.62%
Number of people accessing mental and physical health support leading to employment (Number of people)	84	52	61.90%
Number of people supported to engage in job-searching (Number of people)	305	311	101.97%
Number of people receiving support to gain employment (Number of people)	108	427	395.37%
Number of people receiving support to sustain employment (Number of people)	49	208	424.49%
Number of effective engagements between keyworkers and additional services (Number of engagements)	167	197	117.96%
Number of people supported to engage in life skills (Number of people)	513	2167	422.42%
Number of people supported onto a course through provision of financial support (Number of people)	394	854	216.75%
Number of people supported to participate in education (Number of people)	47	91	193.62%
Number of volunteering opportunities supported (Number of opportunities)	56	110	196.43%
Number of people taking part in work experience programmes (Number of people)	67	59	88.06%
Number of people retraining (Number of people)	114	182	159.65%
Number of people in employment engaging with the skills system (Number of people)	100	59	59.00%
Number of people receiving support to gain a vocational licence (Number of people)	224	151	67.41%
Number of people attending training sessions (Number of people)	0	713	
Number of people supported to gain a qualification (Number of people)	1018	1151	113.06%
Outcome	Forecast P&S Outcomes	Total P&S Outcomes at programme end	

Number of economically inactive individuals engaged with benefits system following support (Number of people)	64	15	23.44%
Number of active or sustained participants in community groups as a result of support (Number of participants)	63	27	42.86%
Number of people reporting increased employability through development of interpersonal skills funded by UKSPF (Number of people)	149	789	529.53%
Number of people with basic skills following support (Number of people)	51	97	190.20%
Number of people in supported employment (Number of people)	10	117	1170.00%
Number of people engaging with mainstream healthcare services (Number of people)	14	25	178.57%
Number of people sustaining engagement with keyworker support and additional services (Number of people)	235	81	34.47%
Number of people engaged in job-searching following support (Number of people)	332	182	54.82%
Number of people in employment, including self-employment, following support (Number of people)	298	358	120.13%
Number of people in education/training following support (Number of people)	70	201	287.14%
Number of people experiencing reduced structural barriers into employment and into skills provision (Number of people)	100	930	930.00%
Number of people familiarised with employers expectations, including, standards of behaviour in the workplace (Number of people)	180	451	250.56%
People gaining a qualification or completing a course following support (Number of people)	103	843	818.45%
Number of people gaining qualifications, licences and skills (Number of people)	190	627	330.00%
Number of economically active individuals engaged in mainstream skills education and training (Number of individuals)	0	17	
Number of people engaged in life skills support following interventions (Number of people)	14	1577	11264.29%
Increased number of people gaining qualifications, licences and skills (Number of people)	33	769	2330.30%

Increased number of people engaged in life skills support following interventions (Number of people)	50	385	770.00%
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Multiply – outputs and outcomes

Output	Forecast Multiply Outputs	Total Multiply Outputs at programme end	
Number of adult numeracy courses run in a local area through Multiply (Number of courses)	145	106	73.10%
Number of people participating in Multiply funded courses (Number of people)	630	962	152.70%
Number of people achieving a qualification (Number of people)	292	243	83.22%
Number of courses developed in collaboration with employers (Number of courses)	18	0	0.00%
Number of people referred from partners onto upskill courses (Number of people)	209	29	13.88%
Number of different cohorts participating in numeracy courses (Number of cohorts)	22	33	150.00%
Outcome	Forecast Multiply Outcomes	Total Multiply Outcomes at programme end	
Number of adults achieving maths qualifications up to, and including, Level 2 equivalent (Number of adults)	292	243	83.22%
Number of adults participating in maths qualifications and courses up to, and including, Level 2 equivalent (Number of adults)	630	962	152.70%

Appendix 2 – Grant awards

Business Development Grant

Business Name	Project Summary	Grant Payment Made	Total Project Cost
Godspeed brakes Ltd	Purchase a new CNC Machine.	£25,000.00	£58,057.70
Engineering Industrial Solutions Ltd	Purchasing an industrial acoustic imaging camera designed for compressed air leak detection.	£543.33	£1,086.66
Vision Print Solutions Ltd	Purchasing Digital production print machine	£9,813.49	£19,626.98
Picton Stone Ltd	Purchase a mobile office unit and furniture to allow a more sustainable and accessible office at their Pyle site.	£5,893.00	£11,786.00
Anstee Landscapes and Tree Felling Contractors Ltd	Purchase a mobile elevated work platform (MEWP), which will allow the business to conduct tree work safer and more efficiently.	£25,000.00	£83,850.00
A- Head of The Game Enterprises	Purchasing kitchen equipment to assist with a culinary school expansion project.	£20,025.02	£40,050.04
LMG Solutions Ltd	Purchasing IT equipment, ensuring compliance with the International Traffic in Arms Regulations (ITAR).	£6,682.24	£13,364.47
Burts The Bakers Ltd	Purchase of a labelling machine for the products.	£11,043.00	£22,086.00
Rhymney Brewery Limited	Purchase PV solar panels and battery, new artificial slate roof to incorporate solar installation, Hyper efficient water cooler, Energy saving glass washer, Energy saving Cellar Cooling and Smart Cellar	£25,000.00	£50,300.00
Bridgend Ravens Rugby Club	Purchase a digital screen.	£24,817.08	£49,634.16
YC Plastics Manufacturing Ltd	Oversheet current roof to make the premises a safer and healthier facility.	£25,000.00	£58,057.70
Pyle and Kenfig Golf Club	2 x Samsung TVs, Sliding door double fridge,	£15,334.20	£31,310.25

	Computer till system, Development of Club's website, Installation of disabled ramp, Furniture for Clubhouse lounge area.		
Armex Tech Limited	Purchasing Ajax Systems control alarm panel x 6, Ajax Systems outdoor motion detector x 30, Ajax Systems outdoor siren x 12, Kiosk Housing Unit, Vinyl Graphics, SmartSolar Battery Units & Solar Panels.	£5,184.92	£10,369.84
R W Christopher Crane Hire Ltd	Purchasing Rolling Road to Test & Certify Vehicles	£17,500.00	£35,000.00
Drainforce Ltd	Purchase Solar panels and batters to charge plant and equipment.	£24,500.00	£49,000.00
Euroschoools Plus Ltd	Purchasing Melco EMT16X embroidery machine	£13,725.00	£27,450.00
Ginkgo Garden Services	Purchase equipment associated with establishing a new works depot to store plants and materials.	£25,000.00	£57,258.70
Enhanced Consultancy Ltd	Website, flooring, various medical equipment and building work at Apollo Business Village	£16,827.83	£36,983.67
Summitk2 Limited	Make the business compliant with the disability discrimination act, including purchase and installation of new turnstile, accessible doors and flooring.	£12,157.32	£29,768.24
Odyssey Pensions Ltd	Capital expenditure on property improvements, PC equipment and website re-design	£11,471.55	£22,943.09
JH Apsee & Sons	Supply and fit of new fire alarm system to warehouses	£5,175.00	£10,350.00
Engsolve Ltd	Office furniture, Laptops x 5, computer monitors x 3, Video Conferencing Camera, Nero Executive Boardroom Table.	£8,459.96	£17,114.89
Club Penybont Ltd	Provide base and ground works and electricity, water connections for Portable Female, Officials Changing	£19,744.17	£39,488.34

	Accommodation and Merchandise Shop.		
RJ Chumley Ground Maintenance	Purchase of tree shears and land clearing grab.	£24,750.00	£49,500.00
Leaping Wing Ltd.	Purchase an aerial LiDAR scanning unit, and the necessary ancillary equipment and software to enable this roll-out.	£8,805.84	£17,620.05
Comgem Limited	Purchasing additional IT equipment which will facilitate expansion and development.	£4,963.72	£9,927.43
Severnside Car Company Ltd	Purchasing Mobile phones x 2, Phone System, Laptops x 2, Desks x 3, Desk Chairs x 3, Customer Chairs x 8, Uniform, Printer	£4,510.50	£9,020.98
InfoTeam International Ltd	Apple 14 inch MacBook Pro Computers x 5, Apple 15 inch MacBook Air Computers x 5, Apple 13 inch MacBook Air Computers x 5, Office furniture:- Chairs, Desks, Various Storage, Drawers, Shelving Units, Desk Lamps	£21,740.84	£43,481.68
Waterstone Mirrors & Frames LTD	Purchase of a new UV Flatbed Printer to allow us to produce glass wall art.	£21,958.50	£43,917.00
Club Penybont Limited	Ground works re Electrical Armoured Cable to Portacabin Car Park Entrance and Main Gate Entry and Gate/Carpark Lighting	£2,159.20	£4,350.00
Tyre Boss Ltd	Hydraulic bead breaker kit, specialist attachment teletruck, Hydraulic OTR tyre press, Shipping Container and Compressor	£20,986.94	£41,973.87
Dragon Café	Purchasing a coffee machine, kitchen equipment, furniture and kitchen canopy fan.	£16,460.82	£32,921.64
Talgarth Bakery Limited	Purchasing Blast Chiller, Welsh Cake Hot Plates, Canopy Extraction	£25,000.00	£62,475.00
R & R Coles	Conversion of unused space to an additional surgical treatment room.	£20,393.56	£40,787.12

La Cocina Tapas	Purchasing of food lift and tables and full shop fit out.	£25,000.00	£50,148.96
Resolution Care Services Ltd	Office Reconfiguration for Training, Social Media & Support Service Growth and Creation of New Website and Social Media Platform	£10,942.00	£25,935.00
G & S Roberts Ltd - Steak & Stamp	Purchasing Fire Detection & Alarm System and Fire Suppression System	£5,191.50	£10,383.00
Infinite Renewables Ltd	Purchase of BestWatt 10 Mobile Wind Turbine	£25,000.00	£68,039.66
Bespoke-UK Ltd	Purchase a Falach Cube 20 Briquette Machine, the installation of more energy efficient LED warehouse lighting and the purchase of a more up to date and more efficient edge bander machine	£11,000.00	£22,000.00
Clear View Surgical Ltd	Air conditioning & Ventilation System, Specialist medical kit, Computer hardware, Electrical & Building works	£24,262.39	£48,524.77
Dollcast Limited	Purchase of Overhead Gantry Crane	£25,000.00	£50,343.35
Gemini Digital Colour Ltd	Hewlett Packard Indigo 7K Digital Printing Press.	£25,000.00	£290,000.00
The Steel Shop	Airless Paint Set, CNC Machine, Forklift, Pillar Drill and Magnetic Drilling Machine	£25,000.00	£50,028.19
SDM Glass Ltd	Complete sheet roof covering.	£23,375.00	£46,750.00
Unisan Limited	Purchase Injection moulding tools to make newly designed recycling bins to ensure the bin components can be assembled faster.	£25,000.00	£51,000.00
Edwards Steel Services Limited	Purchase CNC plasma cutting machine	£21,327.97	£218,725.00
Peter Wood & Sons Butchers Ltd	Purchasing refrigeration and freezer display equipment which will facilitate expansion and development.	£10,907.80	£21,815.59
Project Seagrass	Purchasing a GasMet GT6000 FTIR analyser that will enable field and lab-	£25,000.00	£58,551.97

	based measurements of seagrass gas balance to be made.		
Infinite Renewables Ltd	Purchase a large commercial trailer which will be fitted out with solar PV panels, control panel/power conversion and battery packs, providing a commercially viable and effective source of low carbon power for use where mains power is not available.	£23,956.88	£47,913.75
Town & Country Hotels Ltd	Construction of a Padel court	£25,000.00	£52,902.08
Production 78 Ltd	Towards the purchase of the development & installation of two AV Studios for the hosting and management of virtual & hybrid events from their new warehouse and office base in Bridgend.	£18,799.24	£37,598.48
Tollgate Engineering Services Ltd	Capital investment in new office facility in Pyle following relocation from Baglan Energy Park to ensure it is suitable for their needs and future business growth plans.	£31,063.98	£62,127.95
Sigma 3 (Kitchens) Ltd	Purchasing a new CNC drilling machine which will enable Sigma 3 Kitchens to perform a number of functions they currently rely on third parties or using a more antiquated method.	£49,999.17	£99,998.33
TOTAL		£956,452.96	£2,443,697.58

Business Feasibility Grant

Business Name	Project Summary	Grant Payment Made	Total Project Cost
Markes International Ltd	Feasibility study to identify potential partners and markets within the Middle Eastern region	£25,000.00	£33,000.00

Codel Software Ltd	Marketing feasibility study on the HR software marketing in the UK and Internationally	£13,500.00	£13,500.00
LMG Solutions Ltd	Fund the engagement of an external consultant who specialises in the targeted sectors to expand the customer base to a wider European market.	£25,000.00	£25,000.00
Club Penybont Ltd	Feasibility study for the club to assess how to increase revenues streams from all and any diversified business opportunities	£25,000.00	£25,000.00
Old Industries Limited	Feasibility study to explore long-term options for the business to diversify, decarbonise and grow	£10,098.00	£10,098.00
Harlequin Home Care Ltd	Feasibility study into exploring sustainable energy solutions	£19,600.00	£19,600.00
The Coach Brewing Company Limited	Feasibility study to explore various projects within the brewing and distilling business to assess their viabilities	£19,800.00	£19,800.00
IARA Ltd t/a KKSolutions	Commission a feasibility study into the market potential for bespoke wallpaper production and installation.	£6,300.00	£6,300.00
Nemein Ltd	Production of a geological and thermal modelling feasibility study to investigate the potential for geothermal power in Brynmenyn.	£25,000.00	£25,000.00
Project Seagrass	Undertake feasibility study to assess the suitability of the Pendine Worm Farm Facility for the production of native oyster seed.	£25,000.00	£25,000.00
Brewery Field Ltd	Feasibility study to assess how to generate diversified alternative income through a range of measures including the	£16,200.00	£16,200.00

	creation of a new hotel development adjacent to the Club		
Corilla Plastics (Bridgend) Ltd	Feasibility study into erecting a solar panel farm on, or in the grounds of the company, to provide renewable energy instead of gas	£25,000.00	£25,000.00
TOTAL		£235,498.00	£243,498.00

Tourism Events Grant

Event / Organiser	Type of Event	Grant amount	Grant Tier	Total event cost
Between the Trees	Music Festival	£9,995	20% Tier2	£123,625
Bridgend County Show	Outdoor Show	£7,600	20% Tier2	£40,000
Porthcawl Triathlon Club	Sporting event	£2,500	50% Tier1	£5,710
Porthcawl 10K	Sporting event	£9,950	20% Tier2	£97,114
Rabbit Run	Sporting event	£5,200	20% Tier2	£26,000
Bridgend Town Council	Christmas Event	£6,450	50% Tier1	£13,000
Maesteg Town Council	Christmas Event	£4,000	50% Tier1	£55,159
Porthcawl Town Council	Christmas Event	£5,200	50% Tier1	£13,000
Ogmore Valley Community Council	Christmas Event	£3,840	50% Tier1	£8,000
Garw Valley Community Council	Christmas Event	£3,840	50% Tier1	£8,000
Welsh Guards St Davids Day Parade 2025	St Davids Day Parade	£9,995	20% Tier2 (Discretionary 33% grant awarded)	£29,826
	TOTAL	£68,570		£419,434

The Bridgend Community Feasibility Fund

Beneficiary / Recipient	Project	Grant amount
Public Service Board	The PSB Climate Change Risk Assessment - The risk assessment will provide a clear view of the PSB's resilience to the future challenges of climate change and options for further joint strategic action.	£12,000

Bridgend County Borough Council (BCBC) - Community Asset Transfer (CAT)	Bridgend Energy Efficiency Project - The project provided bespoke energy efficiency surveys for 39 community & sports facilities. The aim is for the surveys to provide relevant evidence needed, to secure future capital grants for environmental sustainability and a reduction in running costs.	£39,500
Porthcawl Veterans Hub	Porthcawl Veterans Hub - The Veterans Hub was supported with a feasibility study to identify self-contained accommodation to help enhance their services and community impact. Currently operating in shared accommodation, the Hub faces challenges, lacking privacy for one-to-one interactions and hindering their full potential.	£8,055
Coity Higher Community Council	Coity Higher Community Council (CHCC) are seeking a freehold asset transfer of Coity Higher & Litchard Cross Community Centre. A feasibility study was developed for the pre-construction period. The study explored the condition of the building; considered structural reconfiguration; accessibility, vehicular access and parking; mains services and costings for remedial works.	£25,319
Ogmore Valley Community Council	Caedu Park Memorial Garden - Professional landscape design and feasibility assessment was requested, to create a community wellness and memorial garden in Caedu Park, a former nursery site at Park Avenue, Ogmore Vale.	£8,944
South Cornelly Renewable Energy CIC	The CIC was established to be the vehicle used by the village to achieve its ambition of creating a "Net Zero Village". The aim of the feasibility study is to investigate how the Local Energy Market can be expanded and integrated with a proposed electrolyser producing green hydrogen, from community owned solar and wind assets, for the decarbonization of heat within the village.	£24,850
BCBC CAT / OVCC	Ogmore Valley All Weather Pitch - CAT & OVCC worked together to progress the project and required a study to look into determining the most suitable type of all-weather pitch to reflect potential demand / usage, funding constraints and the current suitability of infrastructure, e.g. changing facilities.	£9,750
Maesteg Celtic Sports Facilities Ltd	Maesteg Celtic Sports Facilities Ltd requested a study to look into options for Garth Park Pavilion: expanding changing facilities, renovating the building and bringing the facility up to date with modern sporting guidelines.	£17,420

BCBC Climate Change Response	Bedford Park Surveys & Study - This project involved developing a preparatory study to ascertain the viability of an on-site building development proposal. The proposed building or buildings will be for a remote 'work-hub' space and to accommodate volunteer tool storage and necessary facilities.	£6,870
Lads & Dads Wellbeing CIC	The CIC approached us to develop a study and a 5 year business plan. The study researched and surveyed the group's members, their capacities and capabilities, in order to help progress their current offer and work towards their goal of becoming self-sustainable with paid members of staff.	£9,825
Porthcawl Town Council	The PTC applied for feasibility study to be carried out to identify options for a new community building to accommodate the PTC and respond to local community needs.	£24,960
Tondu RFC	A feasibility study to consult and test the project of developing Pandy Park and Tondu RFC to incorporate playing fields (rugby and football) together with parking areas, public open space and the changing pavilion.	£34,840
Cornelly Outreach Group	Cornelly Outreach Group - The Cornelly Outreach Group applied for a feasibility study to create a clear direction in the form of a 5-year strategy for the group, based on information from the committee, members and service users. Their top priority is securing a suitable premises from which to run their confidential Services.	£14,960
The Contact Zone	The Contact Zone applied to the Feasibility Fund to investigate the possibility of the organisation obtaining a premises. The study will also undertake a financial assessment, produce a five-year action plan and to undertake an assessment of comparable operations in other areas in relation to services offered.	£14,960
Bridgend Town Council	Carnegie House - Bridgend Town Council are keen to explore options for the vacant Carnegie House in Bridgend as an arts and cultural centre. A feasibility study is needed to establish how it can be best put to use within the confines of the covenant and take into consideration the BCBC Town Centre Masterplan.	£27,497

BCBC/ Garw Valley Community Council	Parc Calon Lan - BCBC and the Garw valley Community Council are co-working on a study test the viability of a remote work-hub being installed at Parc Calon Lan. The work-hub will provide further potential to increase visitors to the Park and provide a warm safe space for isolated remote homeworkers.	£28,800
Westward Community Centre Committee	West Ward Community Centre - Building Improvements. The community centre committee requested a building condition survey and landscape designs and drawings. The aim is to attract future capital funding for much needed renovation work at the centre.	£12,654
Nantymoel Boys & Girls Club (The Mem)	The Nant Y Moel Boys & Girls Club (The Mem) has a state-of-the-art infrared heating system but the electricity costs are preventing this being used properly. The study requested that several renewable energy options are considered for the trustees of the centre to take forward for capital funding grants.	£15,085
Llangynwyd Rangers	The Reach team are working with Llangynwyd Rangers on developing feasibility report and masterplan to enhance community and sport provision at Llangynwyd Playing Fields, including improved playing, training and social facilities.	£24,166
The Noddfa Youth Development Project	Blaencaerau School Site - The Noddfa Youth Development Project are working with the Reach team to undertake a feasibility study that will develop options for the usage of the site at Blaencaerau school in Maesteg.	£9,988
Llynfi BMX Racing Club	Llynfi BMX Bike Tracks Park - Llynfi BMX approached the Reach team for a study that would assist the group in for a Community Asset Transfer of the former Coegnant Colliery Site. The feasibility study will include consultation with local young people, development options for the site, consideration of floodlighting, a standalone building including toilets and changing facilities, as well as costings for the acquisition and development of the site and the identification of potential capital funds to deliver the project, presented in a report that will inform future funding bids.	£9,988
St.Ceins Church	A feasibility study is needed to investigate costed options for improvements to the church building, which currently has no running water or facilities for community use and renovate an 'out of bounds' church tower.	£14,960
Rest Bay Sports Ltd	Rest Bays Sports Ltd are looking for a 5-year business plan to revise the club's priorities and work towards capital funding opportunities for renovations and pitch improvements.	£13,000

BCBC CAT Programme	Community Sports Facilities: building condition surveys x18 buildings in the Borough.	£24,723
	TOTAL	£433,114

The Bridgend Valleys Placemaking Property Improvement Grant

Premises/Company	Project Summary	Total Project Costs	Grant Committed
Station Hotel, Caerau, S&E Properties Ltd	Internal and external improvements to bring vacant ground floor commercial unit back into use on the high street. (with residential on first floor supported by BCBC Sustainable Renewable Housing team)	£90,922.00	£49,999.00
Ogmore Vale Family Dental	External and internal property improvements, safeguarding the commercial property on the high street	£58,000.00	£30,000.00
Ogmore Valley Dragons Boxing	External and internal property improvements to bring vacant commercial space into use and safeguard the commercial property on the high street.	£35,459.75	£28,367.80
Pontycymmer Rugby & Community Sports Ltd	External and internal property improvements to bring the vacant premises back into use on the high street	£57,280.00	£48,880.00
Margam Ministry Ltd	External and internal improvements to safeguard the commercial property on the high street	£15,247.20	£12,197.76
Pretty Hot & Tattooed	External and internal improvements to safeguard the commercial property on the high street	£30,000.00	£24,000.00
Talbot Community Centre	External improvements that will safeguard the commercial property on the high street	£10,000.00	£8,000.00
G&S Roberts Ltd	External and internal improvements to bring vacant commercial space into reuse, safeguarding the commercial property on the high street	£8,033.00	£6,426.40

	TOTALS	£304,941.95	£207,870.96
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Appendix 3 – United Kingdom Shared Prosperity Fund Outputs and Outcomes 25/26

Communities & Place Outputs	FORECAST
Amount of commercial space completed or improved	50
Amount of green or blue space created or improved	97502
Number of amenities/facilities created or improved	16
Total length of new or improved cycle ways or foot paths	2
Number of enterprises receiving non-financial support	28
Number of local events or activities supported	111
Number of people reached	5151
Number of people retraining	200
Number of organisations receiving grants	17
Number of organisations receiving non-financial support	95
Number of volunteering opportunities supported	203
Number of feasibility studies developed as a result of support	16

Communities & Place Outcome	FORECAST
Increased use of cycleways or foot paths	26
Number of vacant units filled	4
Increased users of facilities/amenities	816
Increased visitor numbers	1730
Premises with improved digital connectivity as a result of support	7
Jobs created as a result of support	50
Jobs safeguarded as a result of support	7
Improved engagement numbers	475
Number of community-led arts, cultural, heritage and creative programmes as a result of support	15
Number of volunteering opportunities created as a result of support	224
The number of projects arising from funded feasibility studies	18

Local Business - Outputs	FORECAST
Amount of commercial space completed or improved	3000
Number of tourism, culture or heritage assets created or improved	2
Number of enterprises receiving grants	12
Number of enterprises receiving non-financial support	170
Number of potential entrepreneurs assisted to be enterprise ready	35
Number of local events or activities supported	5
Number of feasibility studies developed as a result of support	6

Local Business - Outcomes	FORECAST
Increased users of facilities/amenities	40
Increased visitor numbers	1000
Increase in visitor spending	100000
Jobs created as a result of support	13
Jobs safeguarded as a result of support	57
Number of enterprises adopting new or improved products or services	3
Number of enterprises adopting new to the firm technologies or processes	3
Number of enterprises engaged in new markets	10
Improved engagement numbers	120
The number of projects arising from funded feasibility studies	2

People & Skills Outputs	FORECAST
Number of economically inactive people engaging with keyworker support services	422
Number of people participating in adult numeracy provision	58
Number of adults participating in maths qualifications and courses up to, and including, Level 2 equivalent	58
Number of people reached	1446
Number of people receiving support to gain employment	290
Number of people receiving support to sustain employment	63
Number of people retraining	53
Number of people supported to access basic skills courses	168
Number of people supported to participate in education	271
Number of organisations receiving non-financial support	5
Number of volunteering opportunities supported	17

People & Skills Outcomes	FORECAST
Number of people in employment, including self-employment, following support	225
Number of people sustaining employment for 6 months	44
Number of people in education/training following support	71
Number of people with basic skills following support	171
People gaining a qualification or completing a course following support	328
Number of adults achieving maths qualifications up to, and including, Level 2 equivalent	40
Number of people reporting increased employability through development of interpersonal skills funded by UKSPF	472
Number of volunteering opportunities created as a result of support	31

Appendix 4 – Transition year activity alignment to Corporate Plan

<p>Local Resilience Planning</p> <p>The Local Resilience Planning Programme is a funding support programme specifically for the development of community regeneration projects. The fund continues the success of the Reach programme with the aspiration of developing Bridgend's communities into thriving places to live, visit and work. The aims of the project align closely with the objectives outlined in the following plans.</p> <p>Cwm Taf Morgannwg Wellbeing Plan 2023-2028:</p> <ul style="list-style-type: none"> - Healthy Local Neighbourhoods – A Cwm Taf Morgannwg where our communities are inclusive and feel cohesive and people feel safe, supported, and valued. - Sustainable and resilient local neighbourhoods. <p>Bridgend Corporate Plan 2023-28:</p> <p>A County Borough where we protect our most vulnerable - Help communities become more resilient, so more people will find help and support they need in their community, with the third sector.</p> <p>A County Borough with thriving valleys communities</p> <p>Deliver additional activities in community venues in the valleys, including digital activities. Improving community facilities and making them more accessible</p> <p>A County Borough where people feel valued, heard and part of their community</p> <p>Helping clubs and community groups to take control of and improve their facilities and protect them for the future. 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.</p> <p>A County Borough where we support people to live health and happy lives</p> <p>Resilience Planning is a community development programme, with its aims to develop community strength, resilience, and sustainability within Bridgend's 3rd Sector. Programme activities centre around community resilience to ensure future community project sustainability and growth. The programme focusses on grass root community projects and supports ideas for projects that closely align to the Corporate priorities as outlined above. This continues a proven approach to community development that works to ensure community ownership of projects and build a localised pride of place.</p> <p>The Local Resilience Planning programme seeks to address local priorities by responding through the bottom-up approach; often approached by community voluntary groups or partners who have identified a local challenge that can be proactively addressed with interventions from this programme. As locally led community development programme the community needs are ever changing so this programme remains flexible to help support in any way that it can and is needed. Working alongside a variety of partners, stakeholders, funders and relevant BCBC teams the programme maintains key relationships to support ongoing community development work, by gathering relevant information on community needs that are not being addressed by any other support mechanism. The programme positions itself in a unique way to develop individual projects that respond directly to community challenges, by researching and identifying these challenges, ensuring cross collaboration of partners it can then build pilot projects to work towards overcoming barriers and challenges.</p> <p>The programme provides support and expertise to develop and strengthen community and charitable organisations so they can reach their own aims and objectives. It does this through a variety of ways such as supporting the development of action plans, heritage plans, business plans, feasibility studies, building condition surveys, energy efficiency surveys, green space designs etc. This process of researching and supporting localised consultation exercises helps inform and shape community projects. Providing a strengthened foundation for organisations to proceed onto obtaining further external funding - to finance and realise their projects. Working alongside organisations and groups throughout; this process also ensures improved group capabilities to continue their ventures and maintain sustainability.</p>
<p>Thriving Communities</p> <p>1. Wellbeing Objective 2 : A county borough with fair work, skilled, high-quality jobs and thriving towns.</p> <p>Providing revenue and capital investment to communities to support:</p> <p>Improving our town centres, making them safer and more attractive</p> <p>Attracting investment and supporting new and existing local businesses.</p>

The Placemaking Property Improvement Grants has supported commercial centres throughout the county borough, contributing to visually and economically improving the high streets of the county borough in the smaller commercial centres outside of the three main town centres.

The revenue funding has supported the development of the Bridgend Town Centre Access Scheme and Café and Cultural Quarter Feasibility Study, which will both support improvement to the town centre, and supports its growth. It also supports the funding of an officer who provides the day to day enabling of the grants, feasibility work and engagement with the public.

This project is directly linked to the delivery of WBO 2.3

2. Wellbeing Objective 3: A county borough with thriving valleys communities.

Investing in Maesteg town centre and creating more jobs in the valleys ·

Improving community facilities and making them more accessible

The Placemaking Property Improvement Grants has and will continue to support a number of properties in the valleys area of Bridgend, providing much needed investment to bring dilapidated buildings back into use. SPF has also supported investment into the redevelopment of the iconic Maesteg Town Hall, and will continue to target and work with the owners and organisations using key public and prominent buildings.

The SPF revenue funding has supported Bridgend County Borough Council to prepare a Regeneration Strategy for the upper Bridgend Valleys of Llynfi, Garw and Ogmore. The strategy sets out a placemaking led approach for future regeneration to guide decision making around investment and policy with the aim of positively shaping the future of the valleys. This will help to capture opportunities to make local communities more resilient to the challenges faced by changing patterns of services, jobs and economy. Regeneration Strategies are a key tool for supporting access to regeneration funding to further develop projects that deliver BCBC's Corporate Plan.

These projects are directly linked to the delivery of:

- WBO 3.2
- WBO 3.2
- WBO 3.5
- WBO 3.6

Wellbeing Objective 6: A County Borough where people feel valued, heard and part of their community

This project specifically supports the priority of improving the way we engage with local people, including young people, listening to their views and acting on them.

The corporate Plan specifically states that we continue to provide new opportunities for the community to engage with us on our regeneration plans across the county borough, holding workshops with key stakeholders including town councils, learners and community groups.

Multiple regeneration strategies, and engagement relating to feasibility work is being led by the officer appointed to this project.

These projects are specifically linked to the delivery of WBO 6.2

Wellbeing Objective 7: A County Borough where we support people to live healthy and happy lives, by Improving attractive leisure and cultural activities.

This project will directly support the redevelopment of Porthcawl Grand Pavilion, to increase the use of the new facilities and extend social and leisure facilities, in partnership with Awen Cultural Trust. This project is specifically linked to the delivery of WBO 7.2

The Thriving Communities Project is supporting delivery of a number of BCBC Corporate Plan priorities. The groups who are supported by the project are young carers and adult carers, care experienced children, care leavers and children and adults with disabilities. The goals of the project are making a positive contribution to specific commitments under the following Corporate Plan objectives:

- A Borough where we protect our most vulnerable – particularly the commitment to support the wellbeing of unpaid carers, including young carers, to have a life beyond caring and the commitments in the corporate plan to enhance prevention and early help to prevent the escalation of need for children and adults to requiring statutory support. The project is contributing to a reduction in statutory interventions and supporting people to live well without the Council's support.
- A Borough with thriving valleys communities – supporting people to be connected into groups and wellbeing opportunities in their own communities and developing these where they do not exist.
- A Borough where we help people to meet their potential – supporting vulnerable people to achieve their potential, for example, supporting young carers to access additional support in the school environment and adult carers to remain and gain employment

<ul style="list-style-type: none"> • A Borough where people feel valued, heard and part of the community – the project is co-produced by the people supported and ensures that the voice of the citizen drives the activity of the service. • A Borough where we support people to be healthy and happy – the aim of the project is to support people with additional needs and challenges to live well, without the need for statutory support.
Green Spaces Enhancement
<p>The proposal for continued UK Shared Prosperity Fund (UKSPF) support for the Green Spaces Enhancements Project in 2025/2026 aligns closely with Bridgend County Borough Council's (BCBC) Corporate Plan for 2023-2028, reinforcing several key objectives:</p> <p>- Investing in Parks and Green Spaces</p> <p>BCBC's Corporate Plan emphasises the importance of enhancing parks and green spaces to support tourism and community well-being in the valleys. The Green Spaces Enhancements Project directly contributes to this goal by improving the quality and accessibility of local parks, supporting direct community engagement, and promoting environmental sustainability.</p> <p>-Supporting Decarbonisation and Environmental Sustainability</p> <p>The Local Authority is committed to achieving a carbon-neutral status by 2030, as outlined in its Decarbonisation Strategy. Enhancing green spaces contributes to this objective by increasing carbon sequestration, promoting biodiversity, and encouraging sustainable practices within the community.</p> <p>-Improving Community Facilities and Accessibility</p> <p>The Corporate Plan highlights the need to improve community facilities and make them more accessible. The Green Space Enhancements Project addresses this by upgrading and improving access to local green spaces and open areas, ensuring they are welcoming and usable for all residents, thereby fostering social cohesion and community well-being.</p> <p>-Promoting Physical Health and Mental Well-being</p> <p>BCBC aims to increase participation in activity that champions physical and mental well-being. Enhanced green spaces provide local people with opportunities for recreation, exercise, relaxation, and a direct connection to nature contributing to vastly improved health outcomes and improved quality of life.</p> <p>-Leveraging External Funding for Community Projects</p> <p>The Local authority made a commitment to investing £22 million of Shared Prosperity Funding to establish projects across the County Borough by 2025, focusing on people and skills, supporting local businesses, and developing communities and places. Securing continued UKSPF funding for projects such as Green Spaces Enhancements is key to this strategy, ensuring sustained investment in community development and environmental improvement.</p> <p>A proposal for continued UKSPF funding for the Green Spaces Enhancements Project in 2025/2026 is aligned with BCBC's Corporate Plan, supporting the Bridgend Council's objectives of environmental sustainability, community well-being, and economic development.</p>
Future Scoping Programme
<p>The Local Resilience Planning Programme is a funding support programme specifically for the development of community regeneration projects. The fund continues the success of the Reach programme with the aspiration of developing Bridgend's communities into thriving places to live, visit and work. The ambition is that the Community Capital Grant will facilitate sustainable community regeneration projects to ensure activities, assets and services continue to thrive and make a positive contribution to the lives of local communities in Bridgend. The aims of the project align closely with the objectives outlined in the following plans.</p> <p>Cwm Taf Morgannwg Wellbeing Plan 2023-2028:</p> <ul style="list-style-type: none"> - Healthy Local Neighbourhoods – A Cwm Taf Morgannwg where our communities are inclusive and feel cohesive and people feel safe, supported, and valued. - Sustainable and resilient local neighbourhoods. <p>Bridgend Corporate Plan 2023-28:</p> <p>A County Borough where we protect our most vulnerable - Help communities become more resilient, so more people will find help and support they need in their community, with the third sector.</p>

<p>A County Borough with thriving valleys communities</p> <p>Deliver additional activities in community venues in the valleys, including digital activities. Improving community facilities and making them more accessible</p> <p>A County Borough where people feel valued, heard and part of their community</p> <p>Helping clubs and community groups to take control of and improve their facilities and protect them for the future. 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.</p> <p>A County Borough where we support people to live health and happy lives</p> <p>The aims of the Community Capital Grant</p> <ul style="list-style-type: none"> • Support sustainable locally led projects that make a positive difference to the communities they serve. • Continue on from the legacy of work developed by the previous Community Feasibility Fund. • Provide funding that look to future-proof locally owned/leased assets, i.e. Community venues, green spaces and local sport clubs. • Encourage projects that will demonstrate value for money and offer a range of sustainable community services. • Support projects that look to reduce their carbon footprint and look to address climate change. • Support work that would enable new services to be provided and look to increase income generation potential. • Meet the capital costs of projects by purchasing plant, machinery, equipment, or other assets. • Encourage projects that help communities to cope with the rising cost of living. • Support capital work that would enable further community and voluntary services to be provided. • Provide match funding for larger scale capital projects and work alongside Welsh Government, National Lottery and other major funding capital grants.
<p>Prosperity Framework</p> <p>The Shared Prosperity Framework has proven itself a critical tool in the successful delivery of the SPF programme across the county borough. It has enabled the Council to adopt a co-production approach to design and delivery, ensuring adaptable and responsive delivery mechanisms by specialist organisations with targeted local/regional delivery in response to identified need throughout the programme.</p> <p>Building on its proven success, it will be the mechanism to ensure the Council maximises both impact and value of the transition year, mitigating risks from underspend and delivery gaps. For 25/26, it is again proposed that the Framework be delivered locally and will involve in-house (including where relevant, offsetting opportunities), commissioning, procurement and grant fund. It should be noted that the option to extend delivery into 25/26 has been built into a number of the framework contracts and offers a simple mechanism to ensure delivery, spend whilst limiting the end of programme revenue cost burden to the Council.</p> <p>It is cross-cutting by nature, delivering across all SPF investment priorities and therefore aligning with all the Council's strategic priorities within the 'Delivering Together' Corporate Plan for 2023-28. It will enable the whole of the SPF Programme to be responsive and react to any adaptation required throughout the delivery period and therefore supports all projects deliver against the corporate priorities.</p> <p>In 25/26, the framework will again support thriving valley communities, help people feel valued, heard and an integral part of their communities, living healthy and happy lives. For example, the framework is supporting:</p> <ul style="list-style-type: none"> • Community capacity and engagement work via our contract with BAVO. • Community facilities and activities support via our contract with Awen. <p>Delivery will also ensure that we are able to help people meet their potential, able to take advantage of our objective of supporting fair work, jobs and thriving towns. For example:</p> <ul style="list-style-type: none"> • Quickstart Bridgend has supported over 70 paid work placements and is currently reporting a 50% job retention rate. It has supported job targets across the Council's wider People and Skills delivery, demonstrating the importance of the Framework in adding value to the backbone suite of projects.

- Skills development – activities that raise skills levels and awareness of STEM career pathways for our KS3 pupils, whilst at the same time upskilling teachers and supporting parents and carers to better understand opportunities across the region.
- Pathways – creating pathways to independence and work for some of our most vulnerable young people and adults with a care and support need or disability.

There will also be scope to ensure delivery adds value to the decarbonisation agenda.

The framework embodies the Council's five ways of working, in particular:

- supporting better and more targeted use of SPF funding,
- ensuring we work as one Council, engaging with service area leads to ensure funds add value to existing delivery, align and support cross-directorate service objectives, and
- providing the mechanism, through SPF, for the Council to work well together with our external partners. The Council has chosen to commission/procure delivery via the framework within our SPF programme, providing a direct funding opportunity for our external stakeholders, including our important 3rd Sector partners, both within the county borough and wider region and it will be important that this continues throughout 25/26, ensuring we do not lose this collaborative platform. The Council is the anchor delivery partner within the County Borough, but it is only able to achieve its ambitions with the support of our wider stakeholders and by ensuring we support and sustain capacity across our communities.

Prosperity Programme

The project fits with the ambition of the Bridgend County Economic Strategy which provides a reference framework to ensure that the requirements for business and economic growth are balanced with community wellbeing, environmental imperatives and ecological health. Consequently, the project aligns with the BCBC Corporate Plan, Bridgend County Local Development Plan, Wellbeing Plan and Net Zero Plan to create a holistic picture of the needs of the borough, including:

- Supporting business growth
- Capacity building across Bridgend County-based businesses
- Addressing skills shortages
- Stimulating high-skilled jobs in the future economy
- Shifting to a low-carbon economy
- Preserving and enhancing ecological/natural capital
- Future-proofing education
- Improving physical and digital connectivity
- Strengthening the role for the public service and the foundational economy

Without this project, and the dedicated officers, general business support and economic development activity will cease as a function in Bridgend County Borough. This will have a detrimental impact on the business community.

The project links to BCBC's wellbeing objectives, as follows:-

1. A county borough where we protect our most vulnerable
Over the course of the project, we have demonstrated support for the third sector with financial and non-financial support.
2. A county borough with fair work, skilled, high-quality jobs and thriving towns
The Business Development Grant will continue to enable job creation and safeguarding of employment in the county borough by supporting businesses to innovate and stimulate growth. We will continue to engage with key delivery partners including Business Wales, Cwmpas and Careers Wales, promoting networking and collaboration. The grant will facilitate visible improvements including our town centre businesses. The grants have also allowed companies to upskill their workforce by providing capital support to purchase, for example, new machinery therefore allowing the business to reallocate their core funds for employment and training purposes.
3. A county borough with thriving valleys communities
Under the Business Development Grant scheme, we have, and will continue to support a number of companies in the valleys. The grants have helped with investment in Maesteg Town Centre and the Garw and Ogmore Valleys, helping to support local employment and growth. In light of the pandemic, this grant scheme has supported businesses to become more resilient.
4. A county borough where we help people meet their potential
By providing financial support, along with targeted workshops, we have enabled individuals, businesses and enterprises to develop, prosper and meet their potential.
5. A county borough that is responding to the climate and nature emergency

<p>The Business Development Grant will support businesses in Bridgend County Borough to diversify, decarbonise and grow. We have helped businesses move towards net zero, by supporting enterprises with investments, for example, in solar panel systems and a mobile wind turbine for the provision of off-grid renewable electricity.</p> <p>6. A county borough where people feel valued, heard and part of their community We raise awareness of the SPF grants within the business community. This includes hard to reach groups and individuals through a variety of events, business fairs, workshops and officer engagement with tailored one-to-one support.</p> <p>7. A county borough where we support people to live healthy and happy lives. The grant supports the safeguarding of existing jobs and enables people to work in a safe and secure working environment through due diligence with the Applicant company. Thus, creating wellbeing in the workplace allowing people to fulfil their potential.</p>
<p>Business Future Scoping Programme</p> <p>The project fits with the ambition of the Bridgend County Economic Strategy which provides a reference framework to ensure that the requirements for business and economic growth are balanced with community wellbeing, environmental imperatives and ecological health. Consequently, the project aligns with the BCBC corporate Plan, Bridgend County Local Development Plan, Wellbeing Plan and Net Zero Plan to create a holistic picture of the needs of the borough, including:</p> <ul style="list-style-type: none"> • Supporting business growth • Capacity building across Bridgend County-based businesses • Addressing skills shortages • Stimulating high-skilled jobs in the future economy • Shifting to a low-carbon economy • Preserving and enhancing ecological/natural capital • Future-proofing education • Improving physical and digital connectivity • Strengthening the role for the public service and the foundational economy <p>Without this project, general business support and economic development activity will cease as a function in Bridgend County Borough. This will have a detrimental impact on the business community.</p> <p>The project links to BCBC's wellbeing objectives, as follows:-</p> <p>1. A county borough where we protect our most vulnerable Over the course of the project, we have demonstrated support for the third sector with financial and non-financial support.</p> <p>2. A county borough with fair work, skilled, high-quality jobs and thriving towns The Business Feasibility Grant will continue to enable job creation and safeguarding of employment in the county borough by supporting businesses to innovate and stimulate growth. We will continue to engage with key delivery partners including Business Wales, Cwmpas and Careers Wales, promoting networking and collaboration. The grant will facilitate visible improvements including our town centre businesses. The grants have also allowed companies to upskill their workforce by providing revenue support, therefore allowing a business to reallocate their core funds for employment and training purposes.</p> <p>3. A county borough with thriving valleys communities Under the Business Feasibility Grant scheme, we have, and will continue to support a number of companies in the valleys to assess the viability of a proposed investment.</p> <p>4. A county borough where we help people meet their potential By providing financial support, along with targeted workshops, we have enabled individuals, businesses and enterprises to develop, prosper and meet their potential.</p> <p>5. A county borough that is responding to the climate and nature emergency The Business Feasibility Grant will support businesses in Bridgend County Borough to diversify, decarbonise and grow. The investment provided by the grant will allow businesses to explore the viability of a potential project that will help to decrease their carbon footprint.</p> <p>6. A county borough where people feel valued, heard and part of their community We raise awareness of the SPF grants within the business community. This includes hard to reach groups and individuals through a variety of events, business fairs, workshops and officer engagement with tailored one-to-one support.</p> <p>7. A county borough where we support people to live healthy and happy lives. The grant supports the safeguarding of existing jobs and enables people to work in a safe and secure working environment through due diligence with the Applicant company. Thus, creating wellbeing in the workplace allowing people to fulfil their potential.</p>

<p>Centres of Enterprise</p> <p>The project fits with the ambition of the Bridgend County Economic Strategy which provides a reference framework to ensure that the requirements for business and economic growth are balanced with community wellbeing, environmental imperatives and ecological health. Consequently, the project aligns with the BCBC corporate Plan, Bridgend County Local Development Plan, Wellbeing Plan and Net Zero Plan to create a holistic picture of the needs of the borough, including:</p> <ul style="list-style-type: none"> • Supporting business growth • Capacity building across Bridgend County-based businesses • Addressing skills shortages • Stimulating high-skilled jobs in the future economy • Shifting to a low-carbon economy • Preserving and enhancing ecological/natural capital • Future-proofing education • Improving physical and digital connectivity • Strengthening the role for the public service and the foundational economy <p>The minimum operating project links to BCBC's wellbeing objectives, as follows:-</p> <ol style="list-style-type: none"> 1. A county borough where we protect our most vulnerable The refurbishment of the existing estate supports the safeguarding of existing jobs and enables people to work in a safe and secure working environment, safeguarding high quality skilled jobs. 2. A county borough with fair work, skilled, high-quality jobs and thriving towns The refurbishment of the existing estate supports the safeguarding of existing jobs and enables people to work in a safe and secure working environment, safeguarding high quality skilled jobs. 3. A county borough with thriving valleys communities The refurbishment of the existing estate supports the safeguarding of existing jobs in in all three valleys and enables people to work in a safe and secure working environment, enabling jobs to remain in the valleys boosting the local economy. 4. A county borough where we help people meet their potential The refurbishment of the existing estate supports the safeguarding of existing jobs and enables people to work in a safe and secure working environment. Thus, creating wellbeing in the workplace allowing people to fulfil their potential. 5. A county borough that is responding to the climate and nature emergency The refurbishment of the existing estate will not only extend the life of the units but also increase energy efficiency potential saving money on running costs (installation of PV and insulation where applicable) to the tenants / businesses and BCBC. By refurbishing estates in the valleys, this will enable local jobs to be safeguarded helping to reduce carbon 6. A county borough where people feel valued, heard and part of their community The refurbishment of the existing estate supports the safeguarding of existing jobs and enables people to work in a safe and secure working environment. Thus, creating wellbeing in the workplace allowing people to fulfil their potential and feel valued. 7. A county borough where we support people to live healthy and happy lives. The refurbishment of the existing estate supports the safeguarding of existing jobs and enables people to work in a safe and secure working environment. Thus, creating wellbeing in the workplace allowing people to fulfil their potential. <p>Bridgend Local Enterprise Support Programme</p> <p>The BCBC economic strategy sets out a path to a sustainable recovery that can yield economic, social, and environmental returns. It describes a Bridgend County that meets its economic potential by ensuring a highly-skilled workforce, strong connectivity infrastructure and thriving business culture, whilst creating a Bridgend County that meets the wider social needs of all its people and in a sustainable manner.</p> <p>Supported the local economy by improving the way we procure our goods and services, making contracts more accessible to local and small businesses.</p> <p>Attracting investment and supporting new and existing local businesses.</p> <p>Without this project, and the dedicated officers, targeted support to businesses and enterprises to develop a wellbeing economy approach which will include local procurement and circular economy will cease as a function in Bridgend County Borough. This will have a detrimental impact on the business community.</p> <p>The project links to BCBC's wellbeing objectives, as follows:-</p> <ol style="list-style-type: none"> 1. A county borough where we protect our most vulnerable Over the course of the project, we have demonstrated support for the third sector with non-financial support for over 600 businesses. 2. A county borough with fair work, skilled, high-quality jobs and thriving towns

We will continue to engage with key delivery partners including Business Wales, Cwmpas and other intermediaries, promoting networking and collaboration. Building on what has been achieved the last 2 years, the focus for this year will be developing a Wellbeing Economy approach which will include local procurement and circular economy. Success will be local businesses and SME's and micro businesses in Bridgend will have procured more local public sector spend. This project has delivered a wide range of workshops and "hackathons" relating to topics of relevance to the social enterprise/third sector.

3. A county borough with thriving valleys communities

The project has delivered engagement events across the county borough including the valleys catchment areas. A key priority for the next phase is to implement a wellbeing economy strategy which is currently in early-stage development. Partners from across the valleys communities will be an integral part of this process.

4. A county borough where we help people meet their potential

The project will support individuals, social enterprises and community groups through all stages of their business venture. To date, over 170 people have attended programme events with many attending multiple times. This has demonstrated a clear desire for people to work more collaboratively and the recent social enterprise marketplace event has helped to increase the scope of this. The start-up strategy has identified several people exploring social entrepreneurship and social enterprise. Evident to this is that several new enterprises have been incorporated as Community Interest Companies during the course of the project.

5. A county borough that is responding to the climate and nature emergency

The Social Enterprise Support Programme works to encourage enterprises move towards net zero. This has been demonstrated by hosting the recent Marketplace event which brought together buyers and sellers to encourage a more local and sustainable supply chain, thereby reducing carbon footprint.

6. A county borough where people feel valued, heard and part of their community

A strong ambition of this project is to establish a social enterprise network that will be self sufficient and allow collaboration amongst the sector and encourage community empowerment.

7. A county borough where we support people to live healthy and happy lives.

The project supports individuals to realise their ambition of running their own business, structured to suit their individual needs such as a social enterprise. Thus contributing positively to their wellbeing and allowing people to fulfil their potential.

Tourism Events Support

The BCBC economic strategy sets out a path to a sustainable recovery that can yield economic, social, and environmental returns. It describes a Bridgend County that meets its economic potential by ensuring a highly-skilled workforce, strong connectivity infrastructure and thriving business culture, whilst creating a Bridgend County that meets the wider social needs of all its people and in a sustainable manner.

BCBC recognises tourism as part of its foundational economy and is in the midst of establishing a new Destination Management Plan. The main aim of this plan is to make Bridgend Borough a place where people want to live, work and visit. The plan recognises that Events are important drivers for visitors, especially during off-season and they play an important role in flattening seasonal peaks and troughs whilst celebrating local cultures and fostering a sense of local pride.

The Covid-19 pandemic impacted the events sector significantly. Welsh Government National Events Strategy for Wales (2022-2030) continues to explore opportunities for Wales but recognises the events sector as a big part in supporting the economy to recover after the pandemic. This project will help support the national strategic objectives as well as more localised objectives within Bridgend County Borough.

Without this project, and the dedicated Events Officer, general tourism and event support activity, including ESAG and Event Health & Safety, will be detrimentally affected as this role is currently displacing BCBC's core funding.

The project links to BCBC's wellbeing objectives, as follows:-

1. A county borough where we protect our most vulnerable

The programme has enabled free to access events for all, across the county borough. The events have varied from a range of musical, sporting, cultural and agricultural.

2. A county borough with fair work, skilled, high-quality jobs and thriving towns

We have supported a number of events and event spaces through capital funding within the town centres, which has increased footfall significantly. Going forward we would like to build on the success of these events to continue to increase footfall within the various town centres. The events have helped to support local businesses by increasing spend and created seasonal job opportunities.

3. A county borough with thriving valleys communities

Under the Tourism Event Support Grant, we have, and will continue to support a number of events in the valleys. We have worked collaboratively with the town and community councils to host events and would look to continue to do so. With greater lead time to promote the grant scheme, it will satisfy the appetite for such events going forward.

4. A county borough where we help people meet their potential

Events such as “Beachfest” have provided the opportunity for individuals from across the county borough and further afield to participate in activities which may have not previously been accessible to them. The grant schemes have supported a broad range of musical and sporting events which has given people the opportunity to realise their potential and encourage an active lifestyle.

5. A county borough that is responding to the climate and nature emergency

Through the events that we have supported we have encouraged event organisers to use local supply chains, where possible, reducing the event’s carbon footprint. Going forward, we could look to use the small capital element of the project to enable event organisers to purchase necessary equipment rather than hiring, which in turn will make these events more sustainable and commercially viable.

6. A county borough where people feel valued, heard and part of their community

We have undertaken visitor feedback surveys and consulted with local businesses to build on the success of the event and to help improve future events. We have ensured that all events supported have been as inclusive as possible and accessible for all. We encourage event organisers to ensure that event spaces are left in a good condition, thereby reducing negative community impact by ensuring litter picking, street cleansing etc.

7. A county borough where we support people to live healthy and happy lives.

The events have offered a range of opportunities for individuals to participate in activities, which encourages both individual and family time, to explore healthy lifestyle alternatives. It also highlights the different opportunities available to people in the county borough to participate, while also attracting visitors.

Local Destination Management and Marketing

The BCBC economic strategy sets out a path to a sustainable recovery that can yield economic, social, and environmental returns. It describes a Bridgend County that meets its economic potential by ensuring a highly-skilled workforce, strong connectivity infrastructure and thriving business culture, whilst creating a Bridgend County that meets the wider social needs of all its people and in a sustainable manner.

BCBC recognises tourism as part of its foundational economy and is in the midst of establishing a new Destination Management Plan. The main aim of this plan is to make Bridgend Borough a place where people want to live, work and visit. The plan recognises that Events are important drivers for visitors, especially during off-season and they play an important role in flattening seasonal peaks and troughs whilst celebrating local cultures and fostering a sense of local pride.

The Covid-19 pandemic impacted the events sector significantly. Welsh Government National Events Strategy for Wales (2022-2030) continues to explore opportunities for Wales but recognises the events sector as a big part in supporting the economy to recover after the pandemic. This project will help support the national strategic objectives as well as more localised objectives within Bridgend County Borough.

Without this project, the management of the dedicated Visit Bridgend website and social media channels would be detrimentally affected as this project funds the operation.

The project links to BCBC’s wellbeing objectives, as follows:-

1. A county borough where we protect our most vulnerable

Through the Visit Bridgend website and associated social media channels we have promoted free and affordable events that have taken place across the county borough that are accessible to all.

2. A county borough with fair work, skilled, high-quality jobs and thriving towns

Utilising the website and social media channels we have promoted and supported the local events and the high quality, independent food offering within the county borough. Building upon this success we are looking to enhance and showcase this, and other of the county borough’s attributes to contribute and support the local economy.

3. A county borough with thriving valleys communities

The Visit Bridgend website has a comprehensive list of tourism points of interest across the county borough, including the 3 valleys. It showcases the unseen assets of natural beauty, hidden away in our valleys.

4. A county borough where we help people meet their potential

The Visit Bridgend website and social media channels are a fundamental, cost effective tool to highlight the wide range of activities and promoting experiences and showcasing the area as a key destination.

5. A county borough that is responding to the climate and nature emergency

<p>By using social media channels and the Visit Bridgend website, we are encouraging responsible tourism, thereby helping the Council on its journey to carbon net zero.</p> <p>6. A county borough where people feel valued, heard and part of their community Not only does the Visit Bridgend website and social media channels target tourists, we also engage and communicate with the local community encouraging domestic tourism. Community and local events are promote across our platforms.</p> <p>7. A county borough where we support people to live healthy and happy lives. The digital platforms showcase a range of activities across the county borough highlighting the natural assets including surf, scenery and summit.</p>
<p>Inspire to Work/Achieve</p> <p>The Inspire 2 Work / Achieve programmes provides a vital engagement and support service for young people aged 11 to 25 within the county and is central to support those children who are or could be at risk of not being in education, employment or training (NEET). The project operates under the core principles of the Welsh Government's Youth Engagement and Progression Framework, with a strong focus on early identification of young people who are not maximising their potential during statutory education.</p> <p>By engaging young people early and providing positive role models and opportunities, Youth Work helps to prevent issues such as unemployment, anti-social behaviour, or mental health struggles from escalating. By addressing and removing physical and emotional barriers, the initiative ensures that young people are 'work ready' when they leave statutory education, equipping them to transition into sustainable employment.</p> <p>The project directly supports the local authority in meeting its commitments within the Corporate Plan (Wellbeing Objectives 1, 2, 4, 6, and 7). Specifically, it contributes to increasing employment and training opportunities for young people aged 16 to 24 within the County Borough.</p> <p>A key focus of the project is targeting the most vulnerable young people through a comprehensive tracking exercise. This approach helps to build resilience and provides tailored support to enable them to reach their full potential.</p> <p>The Value of a Youth Work Approach A Youth Work approach is particularly effective when working with hard-to-reach young people because it prioritises relationship-building, trust, and individualised support. Youth Work trained staff focus on the needs, interests, and aspirations of each young person, creating a sense of ownership and engagement especially for those who may feel overlooked by more formal services. Many hard-to-reach young people mistrust traditional institutions or services. Our Youth Workers invest time in building genuine relationships through consistent, non-judgmental support. This approach fosters trust and encourages young people to engage with services informally.</p> <p>Unlike rigid, formal services, Youth Work is flexible and meets young people "where they are"—whether that's at a physical location like a youth centre or emotionally in terms of their readiness to engage. This adaptability helps to remove barriers to participation.</p> <p>Open-Access Centres and Comprehensive Support The initiative supplements staffing at open-access centres in Evergreen Hall, Brackla, Pencoed, Cynffig, and Coleg Cymunedol y Dderwen, providing safe, youth-only spaces where young people can access support in a way that suits their individual needs. Working on a voluntary engagement basis, the service not only addresses employability or educational needs but also social, emotional, and personal barriers. This comprehensive support is especially effective for young people facing complex challenges and barriers.</p> <p>Project staff also incorporate informal education methods, such as group activities, workshops, and volunteering, to make learning enjoyable and accessible. These approaches help hard-to-reach young people develop skills in a non-intimidating way.</p> <p>Focus on Volunteering and Community Engagement The project places a strong emphasis on volunteering opportunities, encouraging young people to engage with their communities. This fosters a sense of value, both for themselves and for others, and helps them build connections that further enhance their personal growth and development valuable members of their communities and future workforce.</p>
<p>Employability & Multiply</p> <p>Employability Bridgend supports many of the Wellbeing Objectives of the Delivering Together Corporate plan</p> <ul style="list-style-type: none"> Protecting the Most Vulnerable - Employability Bridgend supports the county's most economically vulnerable people who are experiencing poverty and supports them into sustainable work Fair Work, skilled jobs and thriving towns - Employability Bridgend supports sustainable jobs and checks this via a Better Off in Work calculation, we offer over 400 different types of vocational training and support local employers to fill vacancies. <p>Specifically, our Aims under this Wellbeing Objective (WBO2.1.1 and 2.2.2) are:</p>

1. 'Help our residents get the skills they need for Work'
 2. Making sure our young people find jobs, or are in education and training
- So far this year (2024-25), we have achieved: 97 jobs out of a target of 105, and 396 training outcomes against a target of 306, with another quarter left to achieve outcomes. We also support people with skills and support to start their own business in the county borough.
- Thriving Valleys Communities – we have a hub in Maesteg so local residents have support on their doorstep and it is also used by other BCBC departments such as social services as well as other partners. We also have drop-in sessions throughout all 3 valleys.
 - Helping people meet their potential - this is what Employability is about, and this leads to increased prosperity for local people and their families.
 - Making people feel valued, heard and part of their community - people accessing our services are often suffering from anxiety, depression and lack of self-esteem and our service supports their journey so they can thrive and become proud of their achievements.
 - Supporting people to be healthy and happy - progressing in an employability journey, especially that which results in a job, is a huge step to making people more satisfied with their lives and progressing.
- By supporting people and getting them into training and work we divert them away from core services and decrease the pressure on budgets which is a concern raised in the corporate plan. The BCBC Economic Strategy describes a Bridgend County that meets its economic potential by ensuring a highly skilled workforce, strong connectivity infrastructure and thriving business culture, whilst creating a Bridgend County that sustainably meets the wider social needs of all its people. The assistance provided by Employability Bridgend supports residents of the county borough to build confidence, soft skills, literacy and numeracy skills, and create action plans for their own progress. This helps the local economy by having more people employed, breaking cycles of jobless households and multi-generational worklessness; local companies have appropriately skilled employees, and the workforce is future-proofed in terms of skills gaps. Externally, Employability Bridgend also fits into the wider regional future-proofing the workforce agenda of the Cardiff City Deal Region network; the national agenda of the Welsh Government's Well-being of Future Generations Act and Young Person's Guarantee; as well as the wider intra-national priorities of the Levelling Up agenda from the UK Government.

Meeting of:	COMMUNITIES, ENVIRONMENT AND HOUSING OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	29 SEPTEMBER 2025
Report Title:	BRIDGEND SOCIAL HOUSING ALLOCATION POLICY
Report Owner / Corporate Director:	CHIEF OFFICER – FINANCE, HOUSING AND CHANGE
Responsible Officer:	RYAN JONES STRATEGIC HOUSING COMMISSIONING MANAGER
Policy Framework and Procedure Rules:	There is no other effect upon the Policy Framework and Procedure Rules.
Executive Summary:	<p>Bridgend County Borough Council's current Social Housing Allocation Policy was implemented in 2017. Since this time there have been several changes which have impacted policy and the pressure on social housing demands.</p> <p>A review of the current Policy has taken place, following which a new draft Social Housing Allocation Policy has been developed.</p> <p>The draft Policy is currently subject to public consultation. The draft Policy can be seen at Appendix 1.</p> <p>Members of the Communities, Environment and Housing Overview and Scrutiny Committee are recommended to consider and provide comment on the contents of the draft Policy.</p>

1. Purpose of Report

- 1.1 The purpose of this report is to provide the Communities, Environment and Housing Overview and Scrutiny Committee with the draft Social Housing Allocation Policy attached as **Appendix 1** for consideration.

2. Background

- 2.1 In December 2023 Cabinet approved a Housing Support Programme Strategy 2022-2026 and associated Action Plan. A key commitment within the Action Plan is to review, appraise and amend if required the Council's Social Housing Allocation Policy (SHAP), taking into consideration the views of key stakeholders.
- 2.2 The Council manages applications to and allocations from the Common Housing Register. Bridgend's SHAP sets out how the Council and its Registered Social Landlord (RSL) partners manage applications and allocate the majority of social housing within the county borough through the Common Housing Register. The RSLs that operate within Bridgend are Beacon, Hafod, Linc-Cymru, Trivallis, United Welsh, Valleys to Coast (V2C), Wales & West.
- 2.3 Bridgend's current SHAP was implemented in 2017. Since this time there have been several changes which have impacted the Policy, including legislation changes and increased pressure on the social housing and homelessness systems, which have been highlighted in several reports to Scrutiny Committees.
- 2.4 To support this work an independent consultant, HICO was commissioned to undertake a review of the current SHAP. This offered impartiality in the review process.
- 2.5 HICO's brief was to review and analyse data on current allocations, waiting times, application numbers and outcomes. They were also asked to consider the strategic context in relation to relevant legislation and guidance, the Council's responsibilities and to engage with RSL partners as well as wider agencies and stakeholders.
- 2.6 HICO have undertaken a desktop review of current arrangements, data analysis and review of practice and policy in Wales, seeking out best practice examples elsewhere. They also undertook interviews with stakeholders, including one to one and group interviews with internal and external stakeholders. An online survey was conducted with people who were currently or had recently been on the Council's Common Housing Register. The list of stakeholders engaged with as part of the review is below:

BCBC

- BCBC Housing Department
- BCBC Social Services
- BCBC Cabinet Members

RSLs

- Valleys to Coast (V2C)
- Wales & West Housing Association
- Linc Cymru
- Hafod
- Coastal Housing Association (now known as Beacon Cymru Group)

Housing Support Providers

- The Wallich

- Adferiad
- Shelter Cymru
- Goleudy
- Pobl
- Llamau

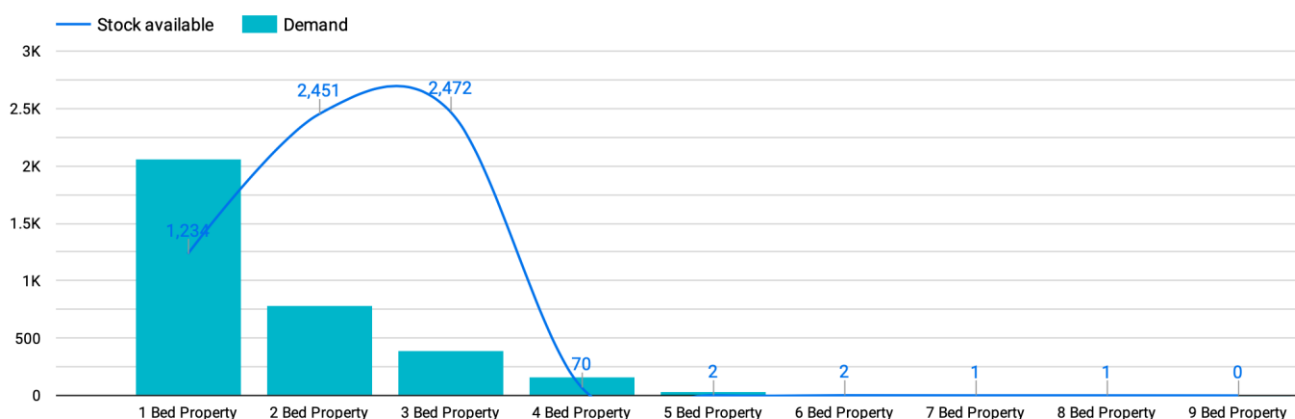
Service Users

- Individuals requiring adapted accommodation
- Those in supported housing
- General applicants to the Common Housing Register

3. Current situation/ proposal

3.1 A review of the current SHAP has concluded. The key findings from the review are highlighted below:

- There are currently 3,300 households on the Common Housing Register. There is a disparity between demand and stock for all bedroom sizes. As can be seen in the chart below the disparity is significantly greater for 1-bedroom properties and 4-bedroom properties.



- Those waiting for 1 and 4 bedroom properties face the longest waits.
- There is a high demand for ground floor, accessible homes and also for larger homes, with stock of 5 to 8 bedrooms being almost non-existent.
- Stock shortages, particularly in more sought after areas such as Brackla and Porthcawl force applicants to be housed outside of their preferred area of choice.
- Due to the pressure on the register and those assessed as having an urgent need to move those in lower bands face prolonged delays. Demand is so much so that households in Band C, a band currently utilised for those in no housing need are not likely to receive an offer of accommodation.

- There is a need to combine a Rapid Rehousing approach into the Common Housing Register, to encourage prevention without incentivising homelessness.
- There are delays in moving individuals out of supported accommodation, resulting in bed blocking and inefficiencies within the system. This is the case for both care leavers and individuals in wider supported accommodation services. Individuals with restricted areas of choice on their applications can exacerbate these delays.
- The current exclusions and arrears policy needs to be updated, including with consideration to a clear income and savings threshold to guide eligibility for social housing.

3.2 Following consideration of the review, including the key findings detailed above a new draft Social Housing Allocation Policy has been developed and attached at **Appendix 1**. This draft Policy has been written to comply with the legal requirements of the Housing Act 1996, Housing (Wales) Act 2014, and the Welsh Government's Code of Guidance for Local Authorities on Allocation of Accommodation and Homelessness.

3.3 In adopting a new Policy it should be noted that there is a significant shortage of available social housing relative to the demand. As such the draft Policy looks to prioritise housing for individuals who are in the greatest housing need. The Policy looks to adopt a balance of supporting sustainable communities and enabling individuals to express choice, whilst ensuring those in the most need are housed as quickly and as suitably as a possible, acknowledging significant constraints within the system.

3.4 Whilst the full draft Policy is attached at **Appendix 1** key proposed changes to the current SHAP are detailed below:

- To encourage best use of existing stock those willing to move on from high demand properties, including accessible homes, 1 bedroom property's and 4-bedroom property's will be added to the Priority Band.
- All households threatened with or experiencing homelessness, including those in temporary accommodation will be added to Band A. This will support homelessness prevention and through flow through temporary accommodation, whilst balancing the need of other households, not incentivising homelessness.
- Those in supported accommodation and care experienced children looking to move on from a care placement will be added to Band A. For these cases the Council will have the flexibility to make an offer of suitable accommodation in any within the borough. This will support through flow in supported accommodation, helping to ensure valuable resource is available for those in need.
- Where a care leaver in a care or supported accommodation placement requires accommodation, which would result in the alleviation of wider intensive agency input they will be added to the Priority Band. This will support the Council's Corporate Parenting agenda and ensure best use of resources.
- The terms of exclusion from the Common Housing Register are updated to ensure applicants are not unfairly and disproportionately penalised for past behaviour.

Exclusion on the basis of former tenant debt / rent arrears will move to time based approach e.g. 8 weeks, rather than an arbitrary sum. This will enable different circumstances to be taken into account and ensure this area of the Policy is not adversely impacted by inflation.

- To ensure social housing is there for those in the most need an income and asset threshold criteria has been added meaning that single applicants or couples with a gross income exceeding £35,000 or savings / assets over £30,000 or families with a gross income exceeding £60,000 or savings / assets over £30,000 will not be eligible to join the Common Housing Register. Similarly, those who own a share of 50% or more in a residential property will not be eligible. Discretion may be applied in cases where strict adherence to these thresholds would unjustly disadvantage individuals.
- To ensure that social housing is exclusively for those in housing need and in acknowledgment that those added to the register with no housing need will likely never receive an offer of accommodation Band C to be removed.

3.5 As highlighted in Section 2 of this report a substantial amount of engagement with key stakeholders has already taken place in undertaking a review of the current Policy. Discussions have been held with many of the key stakeholders when formulating the new draft SHAP.

3.6 On 22nd July 2025 Cabinet approved the commencement of a formal public consultation on the draft Policy as set out at **Appendix 1**.

3.7 The consultation is currently live and due to end on 22nd October 2025. At the end of the consultation period responses will be taken into account and necessary amendments made, with a final Policy being presented to a future meeting of Cabinet for approval. The questions asked as part of the public consultation are set out below:

- ☐ Do you think the way priority is decided between the bands is fair and easy to understand?
- ☐ Should any other groups or situations get higher priority than those listed?
- Are the rules for excluding people (for example because of arrears or behaviour) fair?
- Are the income and savings limits set at the right level?
- Do you have any other comments you wish to share regarding this Policy:
- If you feel that these proposals will affect you because of your gender, age, ethnicity, disability, sexuality, religion / belief, gender identity, relationship status, pregnancy, or preferred language, please explain how.
- We would like to know your views on the effects that the proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English.

- Please also explain how you believe the proposals could be formulated or changed so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language, and on treating the Welsh language no less favourably than the English language, and ensure there are no adverse effects on opportunities for people to use the Welsh language.

3.8 Members of the Communities, Environment and Housing Overview and Scrutiny Committee are recommended to consider and provide comment on the contents of the draft Policy at **Appendix 1** in the context of the questions set out at paragraph 3.7 above.

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

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

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

5.1 The delivery of and best use of social housing contributes to the following goals within the Well-being of Future Generations (Wales) Act 2015:

- A prosperous Wales – the provision and availability of suitable housing is key to supporting a prosperous Wales by reducing cost to the public purse. Individuals in suitable housing are more likely to achieve wider prosperity through other areas in their lives.
- A resilient Wales – our draft SHAP aims to ensure best use of a limited resource increasing the resilience of both individuals supported and the general structures in place to support the goal of achieving a position where homelessness in Wales is rare, brief and non-recurrent and individuals are accommodated in good quality and suitable accommodation.
- A Wales of cohesive communities – the draft SHAP looks to achieve cohesive communities through housing allocations which ensure those in most need are supported, whilst balancing the need of sustainable communities.
- A globally responsive Wales – suitable housing is an issue across the globe. The draft SHAP is a strategic document, which sets out the approach Bridgend will take to support Wales in its efforts around this agenda.

5.2 It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

6. Climate Change and Nature Implications

6.1 The provision of suitable housing supports the agenda around climate change and nature. The Council's SHAP will help to make best use of a valuable and limited resource. The Common Housing Register helps to inform and shape the development of new housing schemes which will be developed in line with Welsh Government planning and standards requirements, which support moves to tackle climate change.

7. Safeguarding and Corporate Parent Implications

- 7.1 The provision of suitable housing is a key element is the Councils responsibilities as a Corporate Parent. The draft SHAP sets out ways in which care experienced children and care leavers will be supported to secure accommodation via the Common Housing Register, if this is deemed to be most appropriate solution for the individual.
- 7.2 The new draft Policy looks to implement changes which will support the Council in its wider Corporate Parenting responsibilities, through supporting through flow and best use of resources in relation to available care and supported accommodation placements.

8. Financial Implications

- 8.1 There are no financial implications arising from this report. The cost of the public consultation and measures required to mobilise and implement a new SHAP will be met from existing budgets.

9. Recommendation

- 9.1 It is recommended that the Communities, Environment and Housing Overview and Scrutiny Committee consider and provide comment on the draft Social Housing Allocation Policy attached at **Appendix 1**.

Background documents

None

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



www.bridgend.gov.uk



Bridgend Social Housing Allocation Policy



2025

The Council's contact details are:

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Telephone: 01656 643643

Put 18001 before any of our telephone numbers for the text relay service SMS
Messaging (for deaf/hard of hearing applicants): 07581 157014

Fax: 01656 668126

This Policy is available in other formats e.g. in large print or in Welsh.

2025

Bridgend Social Housing Allocation Policy

1.0 General Principles

- 1.1. This Allocation Policy sets out how Bridgend County Borough Council (the Council) and its Housing Association Partners allocate the majority of social housing within the county Borough. The Housing Associations that operate within the Bridgend County Borough are Beacon, Hafod, Linc-Cymru, Trivallis, United Welsh, Valleys to Coast (V2C), Wales & West.
- 1.2. These organisations, together with the Council are referred to collectively as the 'Partners' throughout this document.
- 1.3. The table below shows the percentage of vacancies of social rented housing allocated through this Policy:

Housing Association	% of Vacancies
Beacon	100
Hafod	100
Linc-Cymru	100
Trivallis	100
United Welsh	100
Valleys to Coast	75
Wales & West	100

Valleys to Coast may allocate up to 25% of their vacancies through their own allocation policy.

- 1.4. This Policy sets out how Partners manage applications from existing tenants wishing to transfer to other social housing providers. It does not cover mutual exchanges or internal transfers made for management purposes.
- 1.5. The Partners are committed to the principles of equality and non-discrimination. All applicants will be treated fairly and in accordance with equal opportunities legislation and good practice.
- 1.6. This Policy recognises the significant shortage of available social housing relative to the growing level of demand. The limited availability of social housing necessitates prioritising housing for applicants who demonstrate the greatest housing need. Consequently, this policy is specifically designed to ensure fairness and transparency in the allocation process, ensuring that social housing resources are effectively targeted towards supporting those most in need.
- 1.7. The aim of the Policy is to balance prioritising those in greatest need and ensuring that there are opportunities for re-housing for those who require it. It is designed to reflect a range of need factors and enable applicants to clearly understand their prospects for re-housing given their needs, circumstances and preferences.

- 1.8.** This Policy has been written to comply with the legal requirements of the Housing Act 1996, Housing (Wales) Act 2014, and the Welsh Government's Code of Guidance for Local Authorities on Allocation of Accommodation and Homelessness.
- 1.9.** The Council appreciates the importance of offering applicants as much choice as possible regarding their housing options. This supports the development of sustainable communities and enables individuals to express personal preferences. However, given current pressures on stock, the ability of the Council and its Partners to accommodate these preferences may be significantly constrained.
- 1.10.** Where the Council owes a statutory homelessness duty under section 66, 73 and 75 of the Housing (Wales) Act 2014, or an applicant is in supported accommodation, including a care leaver applying directly from a care placement it may make an offer of suitable accommodation in any area within the Council's Borough.
- 1.11.** Applicants will be placed in Bands that reflect their level of housing need. Banding determines their priority for re-housing.
- 1.12.** This Policy is based on the following legal and ethical principles:
- A recognition to give reasonable preference to certain groups of people as set out in legislation;
 - The principle that social housing properties should be let on the basis of an applicant's housing needs;
 - A commitment to transparency by providing clear information to applicants about their rights and the operation of the Policy
- 1.13.** In accordance with Section 167(2) of the Housing Act 1996, reasonable preference for housing must be given to:
- all categories of homeless people (within the meaning of Part 2 of the 2014 Act);
 - people who are owed a duty under section 66, 73 or 75 of the 2014 Act;
 - people occupying insanitary or overcrowded housing, or otherwise living in unsatisfactory housing condition;
 - people who need to move on medical or welfare grounds (including disability-related reasons);
 - people who need to move to a particular locality within the Borough where failure to meet that need would cause hardship (to themselves or to others)
- 1.14.** In addition, the Council will give reasonable preference to those applicants in urgent or exceptional circumstances, including (but not limited to):
- i. Those owed a homelessness duty as a result of violence or threats of violence likely to be carried out and who as a result require urgent rehousing, including:
 - Victims of domestic or other abuse;

- Victims of hate incidents;
 - Witnesses of crime or victims of crime who would be at risk of intimidation amounting to violence or threats of violence if they remained in their current homes;
- ii. Those who need to move because of urgent medical reasons;
 - iii. Applicants who suddenly lose their existing home as a result of a disaster e.g. fire or flood;
 - iv. Applicants who need to move to suitable adapted accommodation because of a serious injury, medical condition or disability which they, or a member of their household, have sustained as a result of service in the Armed Forces;
 - v. People who need accommodation as a result of leaving the Armed Forces and the loss of military accommodation;
 - vi. People under-occupying or over-occupying social housing and wanting to transfer to a property of a more appropriate size
- 1.15.** Discretion may be applied in exceptional circumstances where strict application of this Policy would result in undue hardship or unfairness. Any discretionary decisions will be made by a Housing Manager on its merits as regards the urgency of the need for re-housing and recorded in accordance with internal procedures.
- 1.16.** In compliance with the Data Protection Act 2018 and UK General Data Protection Regulation 2016 (UK GDPR) no information will be disclosed about an applicant either without their express consent or where disclosure without consent is provided for by the legislation. An applicant is entitled to examine information which is held about them whether the information is held on paper or on a computer database. This may exclude information provided by a third party which may not be disclosed. A single disclosure consent form will be provided to applicants as part of the housing application process and will provide authorisation for information to be shared between the Partners.
- 1.17.** This Policy will be subject to periodic review to ensure it remains legally compliant, fair and responsive to housing needs within the borough.

2.0 Introduction

- 2.1.** Everyone can apply to be considered for housing under this Policy. While anyone may apply, not all applicants will be eligible to join the Housing Register. Eligibility is determined by both legal criteria and local policy, as outlined in this document.
- 2.2.** The Council maintains a Housing Register of housing applicants for itself as well as for its Partners who have chosen to adopt this Policy.
- 2.3.** Due to the significant discrepancy between demand and supply of social housing, the Housing Register is limited to those applicants who are in housing need according to this Policy.
- 2.4.** All applications for housing will be assessed in line with the procedures set out in this Policy. In considering applications, however, the Council must ascertain if an applicant is eligible for accommodation.

- 2.5.** For further details about eligibility and exclusion please refer to Section 3 of this Policy. It should be noted that the law in relation to eligibility is complex and subject to change. The Council and its Partners will provide up to date information on eligibility and exclusions and advice to applicants as part of the application process.
- 2.6.** Applicants are responsible for ensuring that all information provided in relation to their housing application is accurate and kept up to date. Applicants must notify the Council of any change in their circumstances that may affect their housing application. Failure to do so may result in:
- incorrect banding;
 - delay or cancellation of an offer;
 - removal from the Housing Register.

3.0 Eligibility and Exclusions

- 3.1.** The Council and its Partners may allocate housing only to applicants who are eligible under UK law. Eligibility is determined in part by immigration and nationality status. The categories of persons who may be eligible include:
- Existing tenants;
 - British Nationals habitually resident in the Common Travel Area;
 - European Economic Area Nationals habitually resident in the Common Travel Area;
 - Persons subject to immigration control who have been granted one of the following:
 - i. Refugee status;
 - ii. Humanitarian Protection;
 - iii. Discretionary Leave;
 - iv. Exceptional leave to enter or remain;
 - v. Indefinite leave to enter or remain;
 - vi. Status as a former resident of Montserrat who have left that territory because of volcanic eruption;

Exclusion

- 3.2.** The Council has the discretion to treat applicants as ineligible for an allocation of housing on the basis of their unacceptable behaviour (see Appendix One). The Council's use of this sanction will be kept to a minimum. The Council will wherever possible use support mechanisms to maximise opportunities for people to secure social housing.

Arrears

- 3.3.** Where the Council has reason to believe the applicant has rent arrears/former

tenant debt that is equivalent to or more than 8 weeks' rent arrears they will be ineligible to join the register unless they:

- enter into and maintain a repayment plan; and
- make sustained payments for a minimum of 12 consecutive weeks

Once the debt is reduced to below 8 weeks' rent or the repayment plan has been adhered to, at this point, applicants will be eligible. If the debt still remains, they will need to continue making repayments. Any defaults on payment can lead to exclusion from the register.

- 3.4. Applicants who have met the requirements of their repayment plan or have lowered their debt to less than 8 weeks will need to contact the Council to request a reassessment.
- 3.5. Where an applicant would otherwise qualify for a Priority banding, or where exceptional circumstances apply, applications with outstanding arrears may be considered on a case-by-case basis.

Income and asset thresholds

- 3.6. Applicants will be ineligible to join the register if they meet the following financial criteria:
 - Single applicants or couples requiring one-bedroom accommodation with:
 - a gross household income exceeding £35,000 or
 - savings/assets over £30,000;
 - Families or households requiring two or more bedrooms with:
 - a gross household income exceeding £60,000 or
 - savings/assets over £30,000;
 - Ownership of a residential property or a significant (50% or more) share in a residential property (domestic or international).
- 3.7. Discretion may be applied in limited cases where strict adherence to thresholds would disadvantage applicants due to specific circumstances. These may include but are not limited to:
 - Medical and disability grounds;
 - People in hospital ready for discharge whose property is not suitable;
 - Homeowners who are eligible for sheltered or supported accommodation;
 - In exceptional circumstances, where a homeowner or person with a financial interest in a property is unable to occupy that property.

Unacceptable Behaviour

- 3.8. In determining whether an applicant is ineligible due to unacceptable behaviour, the Council will apply the following three-part legal test:

- i. Where there is evidence of unacceptable behaviour was it serious enough to have entitled a landlord to obtain a possession order?
 - ii. Was the behaviour serious enough to render the applicant or a household member unsuitable to be a tenant?
 - iii. Is the behaviour unacceptable at the time of application?
- 3.9.** Where all three conditions are met, the Council will consider exercising its discretion to decide if the applicant is to be treated as ineligible for an allocation. In reaching its decision, the Council will consider each application on its own merits. Having regard for each applicant's personal circumstances (and the personal circumstances of the applicant's household), including their health and medical needs, dependants and any other factors relevant to the application. A decision to treat an applicant as ineligible must be underpinned by compliance with the law and the Code of Guidance.
- 3.10.** If an applicant who has, in the past, been deemed by the Council and its Partners to be ineligible, now considers their unacceptable behaviour should no longer be held against them as a result of changed circumstances, they can make a fresh application. Unless there has been a considerable lapse of time it will be for the applicant to show that their circumstances or behaviour has changed. What constitutes a considerable lapse of time will depend upon the individual circumstances of the case and in particular the nature of the unacceptable behaviour.

False or Misleading Information

- 3.11.** If an applicant, or someone on the applicant's behalf, knowingly provides false information or withholds information that is relevant to their application for housing (which is a criminal offence under the Housing Act 1996 and liable on summary conviction to a fine not exceeding £5000) then the applicant may be removed from the Register. The Council will inform the applicant in writing of their removal from the register and the notification will include the reasons for removal and the review procedure.

4.0 Making an Application

- 4.1.** Guidance on how to apply for housing is provided separately on the Council's website, or from the Housing Department directly. This policy sets out the principles that govern application, assessment and allocation.
- 4.2.** An application to join the Housing Register is subject to a housing assessment being completed. The outcome of the housing assessment will take into account the applicant's circumstances, including:
- whether they meet reasonable preference categories (see section 1);
 - the suitability of their current housing, including overcrowding (see glossary of terms);
 - their specific housing needs.

All relevant additional information provided by the applicant or by other

agencies on the applicant's behalf will be considered during the assessment.

- 4.3.** Following the assessment, applicants will be notified of the outcome. Applicants who are identified as not being in housing need as per the criteria set out in the Bands in section 4.15 of the Policy will be offered housing options advice, including details of any review and complaints process outlined in sections 7 and 8.
- 4.4.** The Council may retain details of applicants who are not eligible for housing allocation but qualify for other forms of accommodation (see section 4.6).
- 4.5.** Applicants may express interest and be offered other forms of accommodation under this Policy to meet their housing need including:
- low-cost home ownership;
 - intermediate rented housing;

More information about these housing options can be obtained from the Council and its Partners.

- 4.6.** In order to ensure that the Council is treating all applicants fairly, applicants who are Council Members, Council Employees or a member of their family, Partners' Employees or a member of their family should disclose this fact on any application for housing. These applications will be assessed in the normal way but registrations and any allocation of accommodation will require the approval of a Senior Officer of the Council and will be considered in accordance with the Partner Housing Association's rules.
- 4.7.** Joint applications will be accepted where all parties are eligible. Where one party is ineligible due to immigration status or unacceptable behaviour, the application will be processed as a sole application only.
- 4.8.** Applicants may indicate a preferred area in which they wish to live. However, it is important to note that restricting preferences to a single area significantly reduces the likelihood of being offered accommodation. While preferences will be considered, allocations are dependent on availability and housing need.
- 4.9.** Applicants who are homeless, in supported accommodation, or making an application directly from a care placement will, by default, be considered for all available areas within the Borough to maximise their chances of being offered suitable housing. However, they may choose to opt out of specific areas, provided this is in line with the reasonable offer criteria. (Outlined in 4.18, Offer of Accommodation).
- 4.10.** The date on which the applicant contacts the Council for a housing assessment is the "effective date" of registration. Allocations will normally be taken in effective date order, from the highest Band, subject to the target arrangements.
- 4.11.** Applicants will be required to re-register their housing application annually in order to confirm that they still want to and are eligible to be considered for housing. On the anniversary of their registration date, applicants will be required to renew their application. Applicants will be notified in writing of the arrangements for completing this renewal. Failure to complete the renewal within the time period specified will result in the applicant being removed from the Housing Register.

Rapid Rehousing and Housing Allocation Principles

- 4.12. This policy operates in alignment with the principles of Rapid Rehousing, which aims to ensure that people experiencing homelessness are supported to move into settled housing as quickly as possible, rather than remaining in temporary accommodation for extended periods.

The key principles of Rapid Rehousing are that:

- everyone is considered 'housing ready' with the right support;
- people spend as little time as possible in temporary accommodation;
- people are able to access the right home in the right place for them;
- multi-agency support is made available and tailored to individual needs

- 4.13. Rapid Rehousing is the default approach for homeless applicants, but allocation decisions will continue to be made within the framework of this Policy.

Banding

Applicants will be placed in one of three Bands depending on their housing need identified through the housing assessment and according to the following criteria:

PRIORITY BAND

Those applicants falling within the reasonable preference categories set out in sections 1.12 and 1.13 where the following also apply:

- a number of statutory agencies are involved; or
- there is a statutory requirement to intervene; or
- immediate provision of housing will alleviate intense agency input; or
- immediate provision of housing is needed because of a critical medical or welfare need including emergencies
- a care leaver in an intensive care or supported accommodation placement requires accommodation, which will result in the alleviation of wider intensive agency input; or
- under occupation of social housing and need to transfer to a smaller property in order to avoid loss of tenancy

In addition, due to the high demand and limited availability of certain property types, priority will also be given to:

- applicants under-occupying four-bedroom or larger properties who desire smaller accommodation; or
- households who require two or three-bedroom properties who are occupying a one-bedroom property
- applicants occupying an adapted or accessible (e.g. ground floor or with a wet room, wheelchair accessible etc.) property that is no longer required for their needs.

BAND A

Those applicants assessed as having urgent housing need who:

- have an urgent need to move because of your disability and the need for an adapted property; or
- owed a homeless duty under the Housing (Wales) Act 2014
- need to move on from supported housing; or
- need to move because of urgent medical or hardship reasons; or
- need to move to suitable adapted accommodation because of a serious injury, medical condition or disability which they, or a member of their household has sustained as a result of service in the Armed Forces; or
- need accommodation as a result of leaving the Armed Forces and the loss of military accommodation; or
- are under occupying social housing and want to transfer to a smaller property in order to avoid financial hardship; or
- are 16-25 and need to move on from a care placement

BAND B

Those applicants assessed as having non urgent housing need who:

- need to move for medical or hardship reasons; or
- need to move because of overcrowding conditions or insanitary conditions; or
- need to move because they are disabled and their property is not suitable and cannot be easily adapted; or
- are homeless but do not qualify for Priority Cases or Band A.(for example, those who are homeless but not owed a duty by the council); or
- need to move for reasons of employment, meeting needs in the local area; or
- meet the criteria set out in these Bandings but they have no local connection with the area (individuals applying immediately upon leaving the Armed Forces or care experienced children / care leavers aged 16-25 for whom Bridgend is their corporate parent will not have to meet a local connection criteria);

4.14. An applicant will normally remain in the allotted Band until an offer of housing is made, except in the following circumstances:

4.14.1. A material change in circumstances requires re-banding. If promoted to a higher Band, the effective date will reset to the date the change was

reported. If demoted, the original effective date will be retained.

- 4.14.2. Applicants who deliberately worsen their situation to gain advantage will be assessed on the basis of their situation immediately prior to this taking place.

Offer of Accommodation

- 4.15. Applicants will usually receive one reasonable offer of accommodation, based on the information gathered as part of the housing assessment. The offer will be considered reasonable if it:

- matches the household's required property size and type;
- meets verified needs for adaptations and/or accessibility;
- the location provides access to necessary support needs when required;
- the location provides reasonable access to schools and/or employment when required;
- the location offers reasonable access to public transport when required.

Refusal of a reasonable offer without good reason will result in the removal from the Housing Register for 12 months. Applicants cannot reapply during the suspension period unless there has been a material change of circumstances. Where there has been a material change of circumstances a new housing assessment will be needed.

Bedroom Eligibility

- 4.16. For applicants who are eligible to join the Housing Register the applicant's requirements in relation to property size will normally be determined according to the standard indicated in the household table below. Exceptions may occur (subject to the applicant demonstrating ability to afford rent) which will include, but not exclusively:

- When the housing provider needs to consider the sustainability of an area;
- Where there is limited stock or low demand;
- Where a household member has a disability or health related condition which requires an additional bedroom. This must be supported by information from a relevant medical professional and will be subject to an affordability assessment.
- Where the applicant has shared responsibility for a child/children who is/are not a permanent household member, an additional bedroom will be permitted subject to a financial assessment.

Household	Bedrooms
Single person	1 or bedsit
Couple	1

Single pregnant woman (and in receipt of the MATB1 certificate)	2
Single parent or couple with one child	2
Single parent or couple with two children of same sex	2
Single parent or couple with two children of opposite sex under 10 years	2 or 3
Single parent or couple with two children of opposite sex where at least one child is over 10 years	3
Single parent or couple with three children	3
Single parent or couple with four children	3 or 4
Single parent or couple with five children	4
Single parent or couple with more than five children	4

4.17. The following should be read in conjunction with the table above:

For the purposes of sharing bedrooms, the following apply:

- Under 10 years old, mixed sexes may share a bedroom. However, where a child is within twelve months of being 10 years old, an additional bedroom may be provided;
- Under 16 years old, same sexes may share a bedroom. However, where a child is within twelve months of being 16 years old, an additional bedroom may be provided;
- Over 16 years old, own bedroom required.

Parlour type properties can be considered as having an additional bedroom to assist where necessary with housing larger families where larger accommodation is not available.

In all cases child refers to dependent child (see glossary of terms).

4.18. Individual assessments will be required for applicants whose household comprises more than two adults or for other households who do not fit within the standards in the table.

Accessible and Sheltered Housing

4.19. Properties particularly suitable for people with a medical need or following an Occupational Therapist Assessment will normally be allocated to people where the adaptations will meet their needs or where the property can be easily adapted to meet their needs, e.g. adapted properties, bungalows and ground floor flats. Applicants in need of adapted or accessible properties will be able to outline their requirements at the point of application. This is to support the allocation of accommodation that appropriately meets their requirements (e.g. adapted for wheelchair use, level access wet room, ground floor, hoists, stairlifts etc.) All specified requirements must be supported by appropriate evidence demonstrating the need.

4.20. Sheltered housing will normally be offered to people over 55 or people over 50 who have a medical need for sheltered housing. Applicants for sheltered

housing who are assessed as being in housing need will be placed in either the Priority, A or B bands.

5.0 Local lettings policies

- 5.1.** Section 167(2E) of the Housing Act 1996 enables the Council to allocate accommodation to people of a particular description, whether or not they fall within the reasonable preference categories (outlined in section 1.13).

Such local flexibility is permitted, provided that:

- Reasonable preference groups do not become marginalised or dominated by other allocations; and
- The scheme continues overall to give preference to those in the greatest housing need in line with statutory duties.

This legal basis underpins the use of Local Lettings Policies (LLPs), which allow for tailored allocation approaches to address specific community housing management objectives.

- 5.2.** Local Lettings Policies can be used to address a number of issues such as:

- Creating more mixed communities;
- Managing a concentration of deprivation;
- Ensuring properties that are particularly suited to being made accessible are prioritised for those with access needs;
- Relocating essential workers such as teachers, nurses and police officers within a reasonable travelling distance from their work;
- Dealing sensitively with lettings in rural areas to sustain communities by giving priority to those with a local connection to the local area;
- Under occupancy as a result of the Welfare Reform Act 2012;
- Supporting people in work, training or volunteering or who are seeking work or to take up volunteering opportunities;
- Sustaining Welsh-speaking communities by giving priority to those in housing need with a local connection to the area;
- Taking account of the needs of mobile workers such as those in the armed forces.

- 5.3.** The Council may introduce Local Lettings Policies for housing management reasons. These may include:

- Supporting regeneration or redevelopment schemes
- Managing lettings for specific property types
- Encouraging community sustainability, integration and cohesion.

Lettings will be monitored to ensure that they comply with the Local Lettings Policy. Please refer to the Council's website for details of current Local Lettings Policies.

- 5.4. Local Lettings Policies will be monitored as to their effectiveness and reviewed regularly so that they can be revised or revoked where they are no longer appropriate or necessary.

6.0 Change of circumstances

- 6.1. Applicants should notify the Council in writing of any change in their circumstances, as this may affect their housing eligibility or banding. Changes that must be reported include, but are not limited to:
- i. A change of address, for themselves or any other person on their application; or
 - ii. Any additions to the family or any other person they would wish to join the application (N.B. it is for the Council to decide whether they will allow a person/s to join the application); or
 - iii. Any member of the family or any other person on the application who has left the accommodation; or
 - iv. Any change in income or savings
- 6.2. A change of circumstances may require a further housing assessment.

7.0 Transfer arrangements

- 7.1. The social landlords who are participating in this Policy may operate internal transfer schemes. Tenants who wish to transfer within their existing landlord's stock should contact their landlord directly for details of transfer eligibility and procedures.
- 7.2. Tenants who wish to move from one housing association to another social landlord in Bridgend or elsewhere may use the national HomeSwapper scheme. Online information about HomeSwapper can be found at <https://www.homeswapper.co.uk/>, or by contacting Bridgend County Borough Council or the social landlords in Bridgend.

8.0 Complaints

- 8.1. Any applicant who is unhappy with the service with which they have been provided by the Council may complain. It is best for everyone if complaints are dealt with as quickly as possible. Applicants should contact the officer or individual they usually deal with first who will try to solve the problem quickly.
- 8.2. If a complaint is not resolved at an informal level the applicant may make a formal complaint. Detail in relation to complaints, including how to complain, is available on the Council's website (<https://www.bridgend.gov.uk/council/customer-services/concerns-and-formal-complaints/>) or from the Council's Offices.

9.0 Right of review

- 9.1.** Any applicant has the right to request a review of any of the following decisions:
- i. That they are not eligible under the Allocation Policy. This includes decisions where an applicant is deemed ineligible due to unacceptable behaviour; or
 - ii. To remove an application from the Housing Register following unreasonable refusals of offers of accommodation; or
 - iii. About the facts of an applicant's case which have been, or are likely to be, taken into account in considering whether to make an allocation to them;
 - iv. The assessment of an application, including the Banding; or
 - v. The cancellation or withdrawal of an application.
- 9.2.** Any applicant wishing to request a review of a decision must do so by contacting the Council in writing within 21 days of the date of the letter that informed them of that decision.
- 9.3.** Homeless applicants may also have a statutory right of review on certain homelessness decisions, including decisions on the suitability of accommodation offered and any discharge of duty.
- 9.4.** A Review Officer who was not involved in the original decision will deal with the review within 14 days of the request. All decisions following reviews will be notified to the applicant in writing giving the reasons for the decision. The decision letter will be sent out within 21 days of the original request. The review decision cannot be appealed at the County Court and the only available legal challenge to review the decision is by means of Judicial Review.

10. Glossary of Terms

Code of Guidance	The document issued by Welsh Government, and periodically updated which provides direction and further explanation on the way in which Housing Legislation should be implemented
Dependent child	A child who depends on a parent or guardian for financial, emotional or other support and where there is no alternative (one parent or guardian will usually be regarded as providing the principal home)
Existing social housing tenants	Existing tenants of one of the four Partner Housing Associations

Hardship	Difficulty which is beyond mere inconvenience causing the applicant suffering or deprivation which is likely to be endured over a long period
Household	The applicant and any persons who will be moving with the applicant, whether they currently live with the applicant or not
Housing Association	Independent organisations that provide low-cost social housing on a not-for-profit housing basis for those in need of housing
Overcrowding	<p>A housing situation is considered to be overcrowded if it fits one of the following situations:</p> <ul style="list-style-type: none"> i. Two adults of opposite sex not living together as partners, who have to share a bedroom; ii. Three or more people of any age are sharing a bedroom where one or more is over 10 years of age; iii. Anyone sleeping in a room that is not a bedroom or a room that could reasonably be used as a bedroom; iv. For medical reasons a separate bedroom is necessary;

	<ul style="list-style-type: none"> v. For reasons of ethnicity, culture or religious belief it is not possible to share a bedroom.
Sheltered housing	Rented housing for older and/or disabled or other vulnerable people
Social housing	Social housing is housing that is let at low rents and on a secure basis to people in housing need. It is generally provided by Councils and not-for-profit organisations such as Housing Associations
Unacceptable behaviour	When the Council refer to “behaviour” it means anti-social behaviour and other prohibited conduct which comes within section 55 of the Renting Homes (Wales) Act 2016 and the Council is satisfied that an outright possession order would have been made under that section (see Appendix 1).

Appendix One – Section 55 of the Renting Homes (Wales) Act 2016

Section 55 Anti-social behaviour and other prohibited conduct

1. The contract-holder under an occupation contract must not engage or threaten to engage in conduct capable of causing nuisance or annoyance to a person with a right
 - a. to live in the dwelling subject to the occupation contract, or
 - b. to live in a dwelling or other accommodation in the locality of the dwelling subject to the occupation contract.
2. . The contract-holder must not engage or threaten to engage in conduct capable of causing nuisance or annoyance to a person engaged in lawful activity—
 - a. in the dwelling subject to the occupation contract, or
 - b. in the locality of that dwelling.
3. The contract-holder must not engage or threaten to engage in conduct—
 - a. capable of causing nuisance or annoyance to—
 - i. the landlord under the occupation contract, or
 - ii. a person (whether or not employed by the landlord) acting in connection with the exercise of the landlord's housing management functions, and
 - b. that is directly or indirectly related to or affects the landlord's housing management functions.
4. The contract-holder may not use or threaten to use the dwelling subject to the occupation contract, including any common parts and any other part of a building comprising the dwelling, for criminal purposes.
5. The contract-holder must not, by any act or omission—
 - a. allow, incite, or encourage any person who is living in or visiting the dwelling to act as mentioned in subsections (1) to (3), or
 - b. allow, incite, or encourage any person to act as mentioned in subsection (4).

Meeting of:	COMMUNITIES, ENVIRONMENT AND HOUSING OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	29 SEPTEMBER 2025
Report Title:	INFORMATION REPORT - QUARTER 4 / YEAR END PERFORMANCE 2024-25
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY
Responsible Officer:	MERYL LAWRENCE SENIOR DEMOCRATIC SERVICES OFFICER - SCRUTINY
Policy Framework and Procedure Rules:	There is no effect upon the policy framework and procedure rules.
Executive Summary:	To provide for information within the remit of this Committee: <ul style="list-style-type: none"> - the Quarter 4 / Year End Performance 2024-25 report that was reported to Corporate Overview and Scrutiny Committee (COSC) on 24 July 2025 (Appendix A). - the Corporate Performance Dashboard for Quarter 4 / Year End 2024-25 (Appendix 1). - The Regulatory Tracker updated for Quarter 4 2024-25 (Appendix 2).

1. Purpose of Report

- 1.1 The purpose of this report is to provide for information, within the remit of this Committee, the Quarter 4 / Year End Performance 2024-25 reported to Corporate Overview and Scrutiny Committee (COSC) on 24 July 2025, for Members' information.

2. Background

- 2.1 Following the reporting of the Quarter 4 / Year End Performance 2024-25 to COSC for the monitoring of the quarterly performance, the report, performance dashboard and updated Regulatory Tracker for Quarter 4 are being reported to the subsequent meeting of the other Overview and Scrutiny Committees, for information on the performance within the respective remit of each Committee.

- 2.2 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. In response a 'regulatory tracker' was developed which is considered at GAC twice yearly. In July 2023, GAC recommended that the regulatory tracker be included on all other Overview and Scrutiny Forward Work Programmes for the Committees to be aware of progress. This has now been integrated into the quarterly performance monitoring process.
- 2.3 Therefore the Quarter 4 / Year End Performance 2024-25 report to COSC is attached at **Appendix A** with the following appendices to that report attached as:
Appendix 1 - the Corporate Performance Dashboard for Quarter 4 / Year End 2024-25
Appendix 2 - the Regulatory Tracker updated for Quarter 4 2024-25
- 2.4 The background to this report is set out in Section 2 of **Appendix A** – the Quarter 4 / Year End Performance 2024-25 report to COSC on 24 July 2025.

3. Current situation / proposal

- 3.1 Details of the scale for scoring the Council's performance, summary of progress on Corporate Commitments, comparison with the previous quarter, overall performance on Performance Indicators (PIs) by Wellbeing Objective, PI trends and measuring performance against the five ways of working are set out in Section 3 of **Appendix A** – the Quarter 4 / Year End Performance 2024-25 report to COSC on 24 July 2025.
- 3.2 In place of the previous 4 Directorate dashboards, a single performance dashboard (**Appendix 1**) has been developed for the Council's performance against its Corporate Plan based upon the Wellbeing Objectives, as requested by COSC, together with greater detail on the individual commitments and PIs along with improved explanatory comments.
- 3.3 Updates on current open Regulator Reports/Audits are collected as part of the corporate quarterly performance data collection. The Regulatory Tracker updated for Q4 2024-25 is included as **Appendix 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 of the Council's 4 Wellbeing Objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. A prosperous place with thriving communities
2. Creating modern, seamless public services
3. Enabling people to meet their potential
4. Supporting our most vulnerable

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 and Nature Implications

6.1 There are no Climate Change or Nature Implications from this report.

7. Safeguarding and Corporate Parent Implications

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

8. Financial Implications

8.1 There are no financial implications in relation to this report.

9. Recommendations

9.1 The Committee is requested to note the content of the Quarter 4 / Year End Performance 2024-25 report, the Corporate Performance Dashboard Quarter 4 / year End 2024-25 and the Regulatory Tracker updated for Quarter 4 2024-25 within the remit of this Committee and have regard to the dashboard and the tracker when considering the Committee's Forward Work Programme report.

Background documents

None

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Meeting of:	CORPORATE OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	24 JULY 2025
Report Title:	QUARTER 4/YEAR-END 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 4/Year-end 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 4 (Q4)/ year-end of 2024-25. This is the second year of the 5-year Corporate Plan 2023-28 and the third and final performance report on the 2024-25 Corporate Plan Delivery Plan (CPDP). This report also contains analysis of performance against current regulator recommendations at Q4.

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, including milestones against each commitment, targets against each Performance Indicator (PI) and a rationale for targets. These 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 the summer of 2024, the Corporate Plan PI targets and rationales were approved by Corporate Management Board (CMB) and provided to the Corporate Overview and 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). The same dashboard is presented to the 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 the Corporate Overview and Scrutiny Committee to make improvements to the performance reporting process to give Members a clearer understanding of how the Council is performing, including:
- development of the single performance dashboard,
 - improvements to the commentary in the dashboards,
 - use of summary presentations
- 2.5 In a report to the 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. In response a 'regulatory tracker' was developed which is considered at GAC twice yearly. In July 2023, GAC recommended that the regulatory tracker be included on all Subject Overview and Scrutiny forward work programmes for the Committees to be aware of progress. This has now been integrated into the quarterly performance monitoring process.

3. Current situation / proposal

- 3.1 The year-end performance dashboard (**Appendix 1**) provides judgements on progress against the CPDP 2024-25 for our commitments and outlines key activities and achievements in the year, and next steps where appropriate. It also provides verified annual values and supporting comments for the PIs. The simple scale used to score performance is set out in our Performance Management Framework and summarised in the Table 1 below.

3.2 Summary of progress on Corporate Commitments

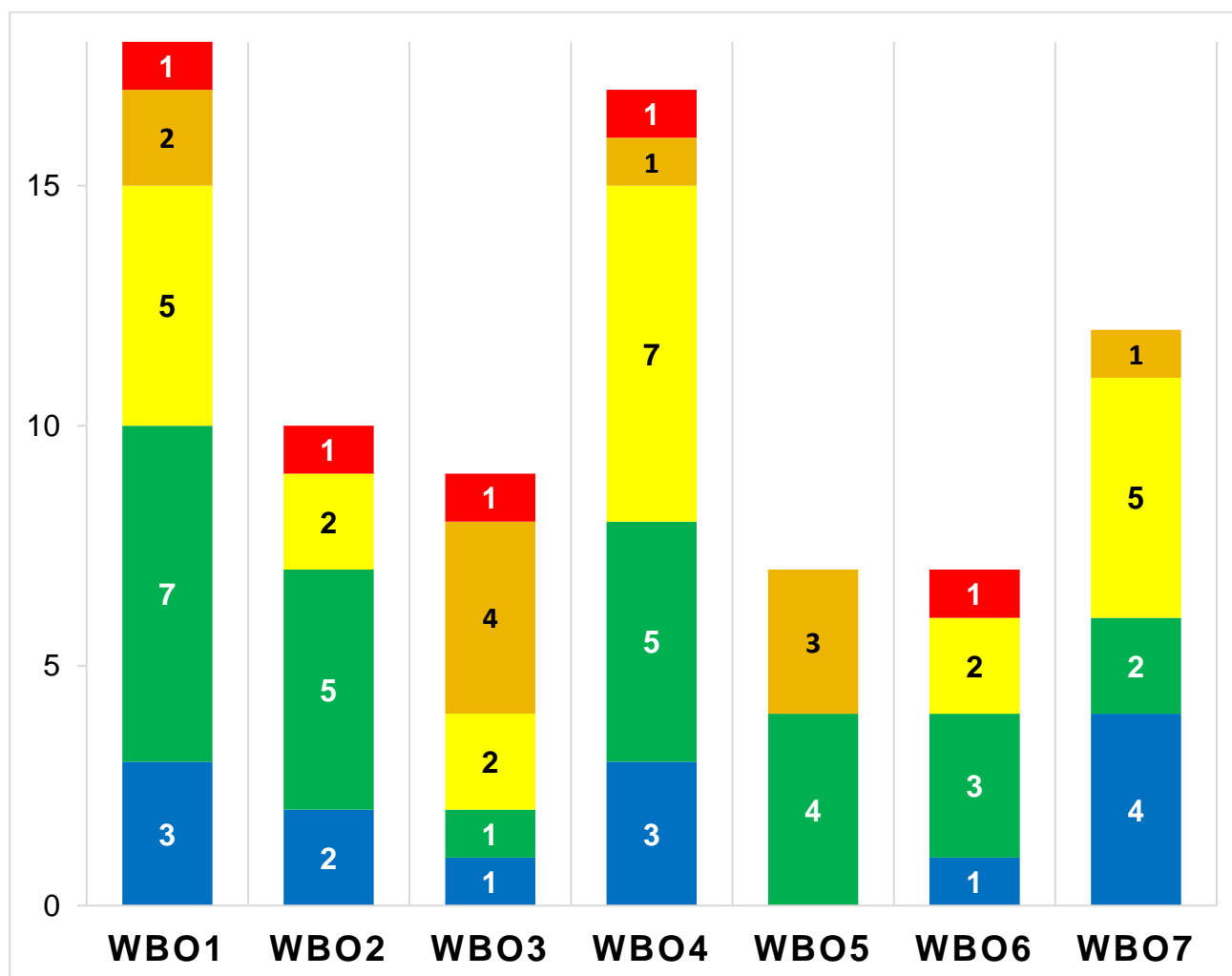
The CPDP 2024-25 contains 80 Commitments to measure performance against the Corporate Plan. Table 1 shows the performance judgements for these commitments at Year-end /Q4 2024-25 and comparison with the previous quarter (PQ), with Chart 1 breaking this down further to show performance for each of the wellbeing objectives.

Table 1

Status	Meaning of this status	Performance			
		PQ (Q3)		Current (Q4)	
		Number	%	Number	%
COMPLETE (BLUE)	Project is completed	4	5%	14	17.5%
EXCELLENT (GREEN)	As planned (within timescales, on budget, achieving outcomes)	29	36.25%	27	33.75%
GOOD (YELLOW)	Minor issues. One of the following applies: deadlines show slippage, project is going over budget, risk score increases	28	35%	23	28.75%
ADEQUATE (AMBER)	Issues. More than one of the following applies: deadlines show	13	16.25%	11	13.75%

	slippage, project is going over budget, risk score increases				
UNSATISFACTORY (RED)	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	6	7.5%	5	6.25%
	Total	80	100%	80	100%

Chart 1 - Overall Performance on Commitments by Wellbeing Objective



3.3 Summary of Performance Indicators

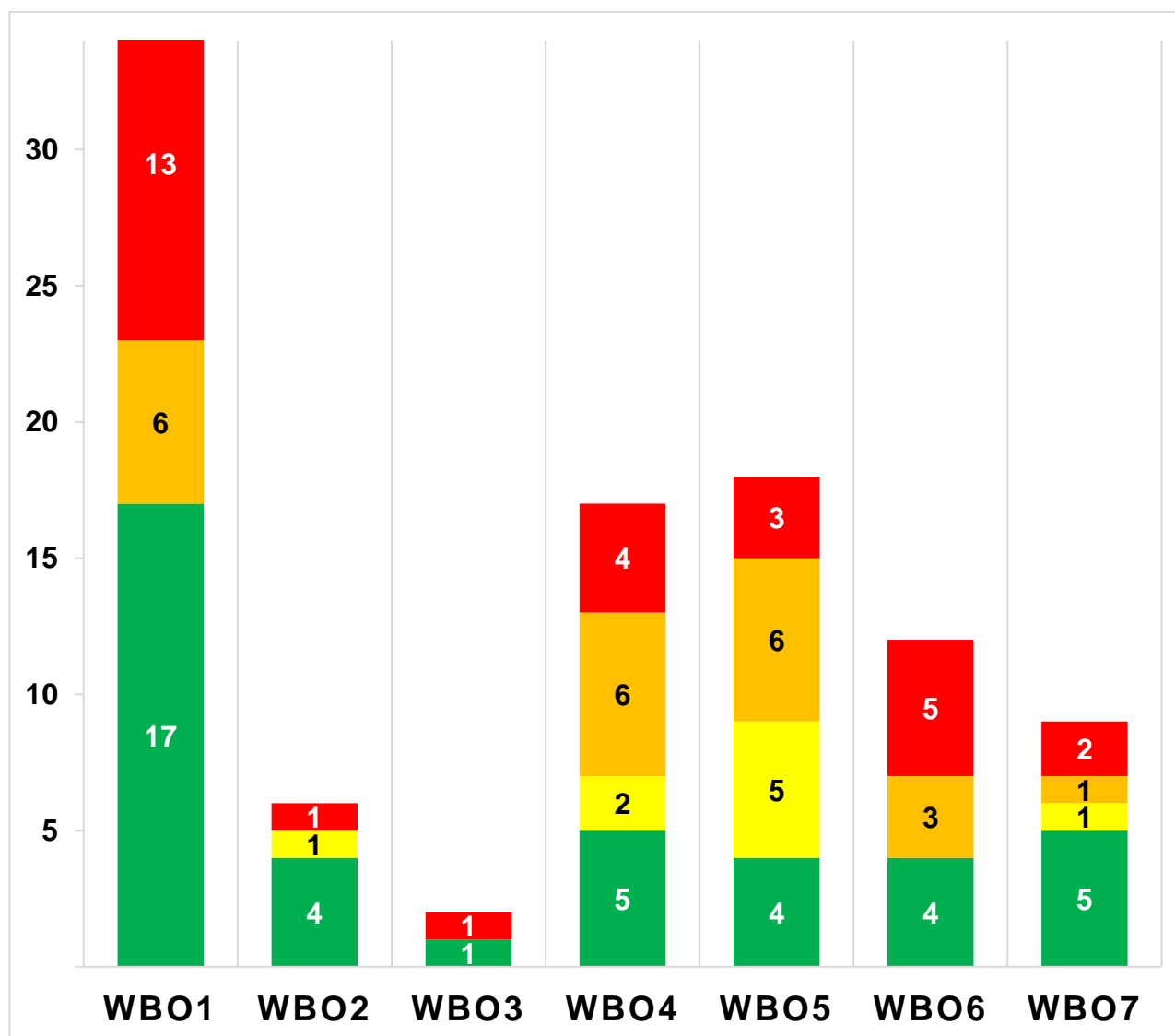
The CPDP 2024-25 contains 108 Performance Indicators to measure performance against the Corporate Plan. At year-end (Q4) we can evaluate performance on the full PI data set, 60 quarterly indicators, and 48 annual indicators which are included for the first time.

- 3.4 100 of the 108 PIs have verified annual values and could be compared against their target to award a RAYG (Red, Amber, Yellow, Green) status. Table 2 on the next page shows overall performance for PIs at year-end (Q4) and a comparison with the previous quarter, and Chart 2 shows performance for each wellbeing objective.

Table 2

Status	Meaning of this status	Performance			
		PQ (Q3)		Current (Q4)	
		Number	%	Number	%
EXCELLENT (GREEN)	On target <u>and</u> improved or is at maximum	25	42.37%	40	40%
GOOD (YELLOW)	On target	2	3.39%	9	9%
ADEQUATE (AMBER)	Off target (within 10% of target)	12	20.34%	22	22%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	20	33.90%	29	29%
	Total	59	100%	100	100%

Chart 2 - Overall Performance on Performance Indicators by Wellbeing Objective



3.5 Verified data could not be provided for the eight indicators detailed below with explanations provided by the Service.

PI Ref, Type & Aim	PI Description	Service Comments
CED29a) 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	Performance: Survey was not run in 2024-25 as planned. The response rate to the 2023-24 staff survey was disappointingly low with 707 responses (23% of staff) which represented a 19% decrease in staff participation compared with the previous year. In addition, many aspects of the responses were ambiguous and difficult to interpret. There was a high level of neutral responses and limited qualitative feedback making analysis of the results difficult. We therefore ran two focus groups with a cross section of staff to gain more insight. Staff raised a number of issues that created barriers to participation in the survey, including lack of digital access for some staff, duration of the survey, time of year the survey ran (February), as well as a range of issues they wanted addressed including clearer priorities and more direct communication from Corporate Management Board (CMB). CMB and Cabinet reflected on the feedback and a range of changes were initiated in response to staff concerns, including the decision to change to a biannual staff survey supported by surveys tailored to a number of staff groups (primarily frontline staff) who either could not participate digitally or would benefit from a more streamlined survey which will run at different times of the year. In addition, the 7 wellbeing objectives in the corporate plan were streamlined to make communication more straightforward and some new communication channels were introduced to establish a clearer voice and connection with CMB (the Chief Executive's quarterly message, the Managers' Briefing Note and the Managers' Forum).
CED29b) CP WBO2.5	b) I am satisfied with BCBC as an employer	
CED29c) CP WBO2.5	c) Working here makes me want to perform to the best of my ability	
CED29d) CP WBO2.5	d) I feel that BCBC values its employees' ideas and opinions	
CED29e) CP WBO2.5	e) Do you think there are opportunities for two-way communication to discuss and raise ideas and issues?	
CED49a) 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	
CED49b) 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.	
CED50 CP WBO2.5	Number of sign up of new subscribers to the staff extranet	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.

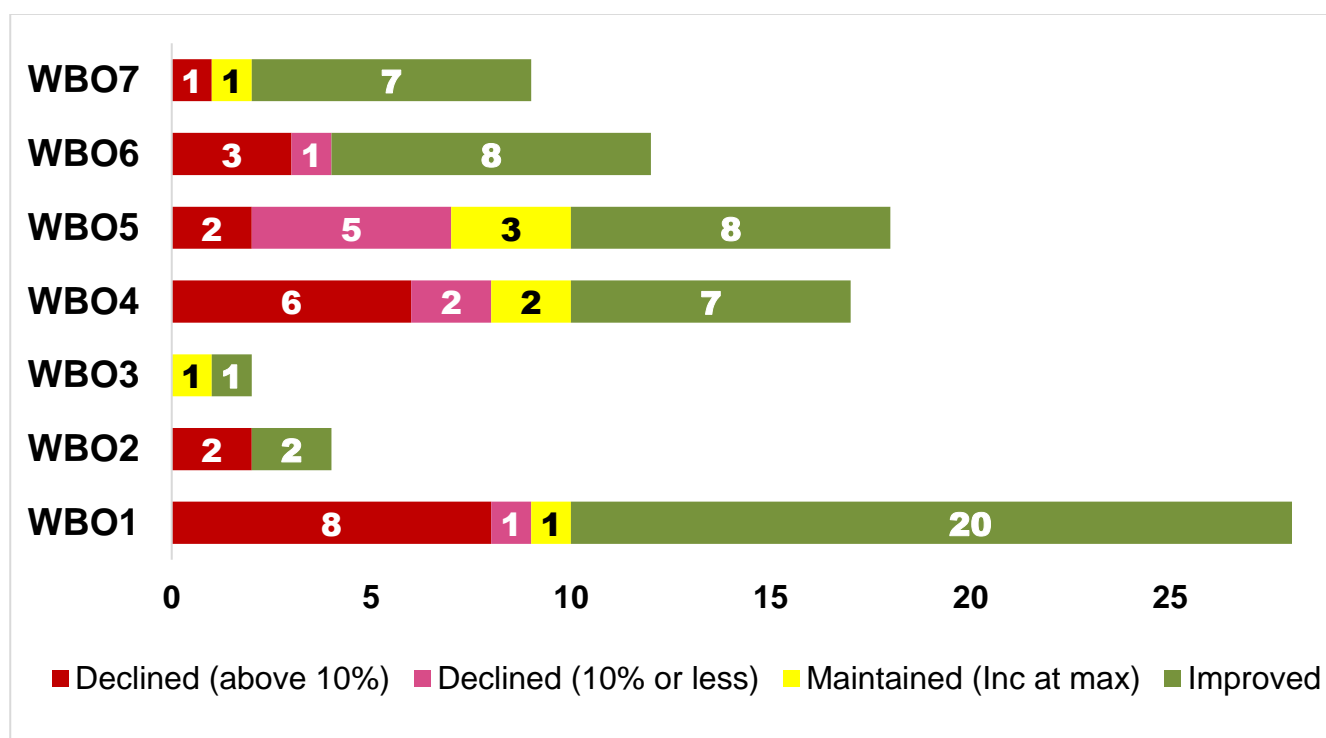
3.6 Trend data allows us to compare our 2024-25 annual values with the same period last year (2023-24 annual values). Comparable annual data is available for 92 PIs. Of the remaining 16, 8 indicators are "Data not available" as explained in paragraph 3.5, 6 indicators do not have comparable verified data for last year because they are new (5) or data was not collected last year (1), and 2 PIs are "Trend not applicable" due the way their targets are profiled. Overall trend analysis is set out in

Table 3 with comparison to the previous quarter, and Chart 3 shows the trend analysis for each wellbeing objective.

Table 3

Performance Indicators Trend Definition		Trend			
		PQ (Q)		Current (Q4)	
		Number	%	Number	%
↑	Performance has improved	28	52.83%	53	57.6%
↔	Performance maintained (includes those at maximum)	6	11.32%	8	8.7%
↘	Declined performance (by less than 10%)	7	13.21%	9	9.8%
↓	Declined performance (by 10% or more)	12	22.64%	22	23.9%
Total		53	100%	92	100%

Chart 3 – Performance Indicator Trend by Wellbeing Objective



Measuring Performance against our Ways of Working





- 3.7 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. For 2025-26 these have been integrated into the 4 wellbeing objectives. In the 2024-25 CPDP there are 9 ways of working PIs not included within the wellbeing objectives. All 9 have verified annual values, of which, 7 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			
		PQ (Q3)		Current (Q4)	
		Number	%	Number	%
EXCELLENT (GREEN)	On target <u>and</u> improved or is at maximum	2	33.33%	3	42.9%
GOOD (YELLOW)	On target	1	16.67%	0	-
ADEQUATE (AMBER)	Off target (within 10% of target)	1	16.67%	1	14.2%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	2	33.33%	3	42.9%
	Total	6	100%	7	100%

- 3.8 Trend data is also available for 7 of the 9 indicators, comparing 2024-25 annual performance with the same period last year (2023-24 annual values). 2 of the indicators are “trend not applicable” due the way the targets are profiled. Trend analysis is set out in Table 5.

Table 5

Performance Indicators Trend Definition		Trend			
		PQ (Q3)		Current (Q4)	
		Number	%	Number	%
	Performance has improved	1	16.67%	3	42.8%
	Performance maintained (includes those at maximum)	2	33.33%	2	28.6%
	Declined performance (by less than 10%)	1	16.67%	1	14.3%
	Declined performance (by 10% or more)	2	33.33%	1	14.3%
	Total	6	100%	7	100%

Summary of Sickness Absence

- 3.9 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.
- 3.10 The cumulative days lost per full time equivalent (FTE) employee for 2024-25 is 13.76 days, an 11.2% increase on the 12.37 days for 2023-24. This worsening trend is mirrored within the directorate and schools’ data with the exception of Education, Early Years and Young People Directorate. The proportion of days lost that are classified as short-term absences (7 days or less) has decreased slightly from 26% in 2023-24 to 24% in 2024-25. The most common reason for absence remains as Stress/Anxiety/Depression (not work related).

Summary of Performance against Regulator Recommendations

- 3.11 Updates on current open Regulator Reports/Audits are collected as part of the corporate quarterly performance data collection. The Regulatory Tracker updated for Q4 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 the Governance and Audit Committee in October 2025.

Table 6

Audit/Inspection	Recommendations					
	Total	Blue	Green	Yellow	Amber	Red
Care Inspectorate Wales (CIW) inspection of Sunny Bank (February 2025)	1	-	-	-	1	-
CIW Inspection Report on Ty Ynysawdre (Residential) (January 2025)	1	-	-	1	-	-
Audit Wales (AW), Setting of Well-being Objectives	3	1	2	-	-	-
AW, Review of Decision-Making Arrangements	5	5	-	-	-	-
CIW Inspection of Golygfa'r Dolydd (September 2024)	5	-	4	-	1	-
AW, Financial Sustainability Review	2	2	-	-	-	-
CIW Inspection of Harwood (June 2024)	2	-	2	-	-	-
AW, Digital Strategy Review	3	1	2	-	-	-
CIW Inspection Report on Foster Wales Bridgend	20	17	1	2	-	-
AW, Use of Service User Perspective and Outcomes	3	2	-	-	1	-
CIW Improvement Check Visit to Children's Social Care Services	10	7	-	2	1	-
AW, Springing Forward, Strategic Workforce Management	3	2	-	1	-	-
Transformational Leadership Programme Board, Baseline Governance Review Cwm Taf Morgannwg Regional Partnership Board	7	3	1	1	2	-
CIW Performance Evaluation Inspection of Children's Services	21	19	1	-	-	1
AW, Review of Arrangements to Become a 'Digital Council'	3	2	-	-	1	-
Total	89	61	13	7	7	1

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 and Nature Implications

6.1 There are no specific implications of this report on climate change or nature. 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 4 for the year 2024-25.

Background documents

None

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Corporate Performance Dashboard

Year end 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.

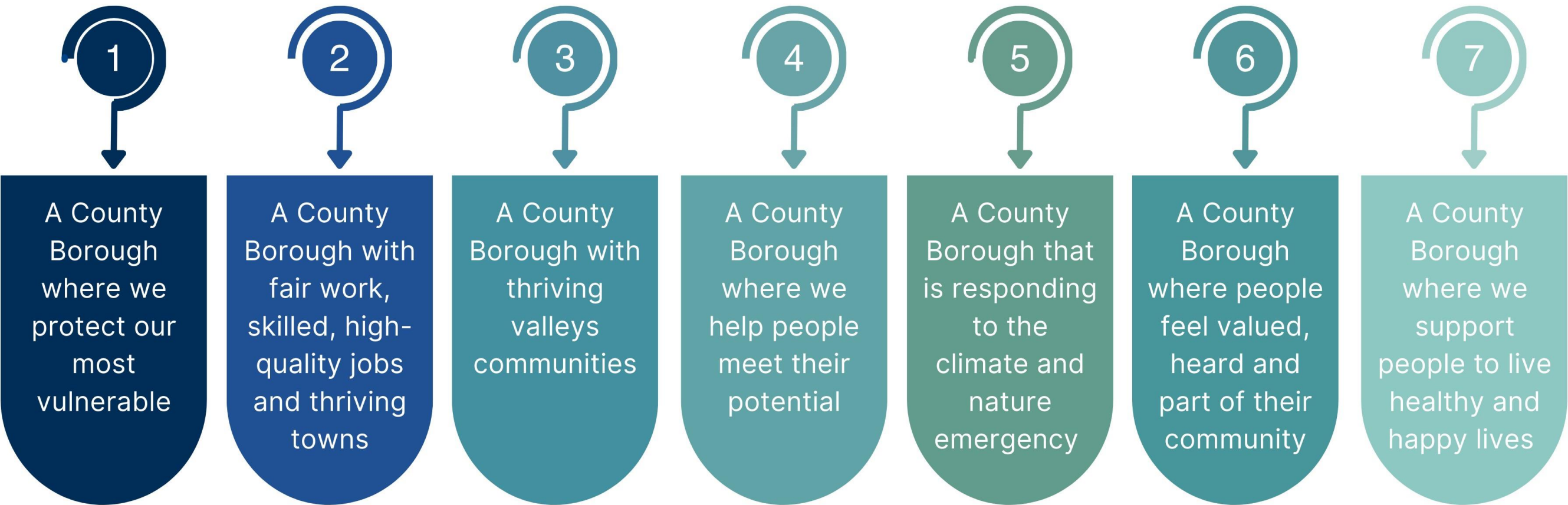
Trend	Meaning
	Improved performance
	Maintained performance (includes those at maximum)
	Declined performance (by less than 10%)
	Declined performance (by 10% or more)

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-



WBO1: A County Borough where we protect our most vulnerable

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CH/026 CP WBO1.1	Safe reduction in the number of children on the child protection register. (SSWB) Lower Preferred	270	189	175	75	↑	Quarterly Indicator Target Setting: Target set to see continued reduction following significant increase in 2022-23. Performance: We continue to reduce our Child Protection figures and to provide reassurance around our decision making. We have undertaken audit and had an independent review.
DEFS29 CP WBO1.1	Percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome.(SSWB) Higher Preferred	75%	83%	87%	82%	↙	Quarterly Indicator Target Setting: To continue to improve performance. Performance: Performance slightly reduced but not of concern with it being in line with previous years. However, the Family Support Services Manager will monitor this with Central Grants Team moving forward.
SSWB38a CP WBO1.1	Percentage of reablement packages completed that a) reduced the need for support. Higher Preferred	11.67%	14.32%	18%	17.49%	↑	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: The service has observed that the level of dependency of the people going through reablement has increased therefore making it difficult in some cases to reduce the need for support.
SSWB38b CP WBO1.1	b) maintained the same level of support Higher Preferred	14.59%	13.79%	14%	15.72%	↑	There are challenges with mitigating need for support due to levels of complexity and frailty of people accessing reablement coupled with some identified training needs for staff which is influencing performance outcomes.
SSWB38c (AD/011c) CP WBO1.1	c) mitigated need for support. (SSWB) Higher Preferred	66.84%	66.58%	68%	55.99%	↓	
SSWB76 CP WBO1.1	Number of packages of reablement completed during the year. (SSWB) Higher Preferred	377	377	400	509	↑	Quarterly Indicator Target Setting: The resetting of reablement programme will increase demand. Performance: Exceeded target due to the remodelling of the Support at Home service.
SSWB39 CP WBO1.1	Safe Reduction in the number of Care Experienced Children. (SSWB) Lower Preferred	398	370	350	333	↑	Quarterly Indicator Target Setting: Target set to see continued reduction in numbers reflective of pre-pandemic levels. Performance: We have exceeded target and continue to work with families who are ready for care order discharge or reunification.
SSWB55a CP WBO1.1	Percentage of carers who were offered a carer's assessment: a) Children's Higher Preferred	New 23-24	100%	100%	100%	↔	Quarterly Indicator Target Setting: Target set to see all eligible carers offered an assessment Performance: On target (108 out of 108 offered)
SSWB55b CP WBO1.1	b) Adults. (SSWB) Higher Preferred	New 23-24	No Data	100%	92.78%	No trend	Quarterly Indicator Target Setting: Target set to see all eligible carers offered an assessment Performance: 1465/1579 offered a carers assessment that was recorded on the system. A carers plan has been developed that seeks to improve performance.
SSWB57 CP WBO1.1	Percentage of enquiries to the Adult Social Care front door which result in information and advice only. (SSWB) Higher Preferred	New 23-24	74.88%	75%	84.58%	↑	Quarterly Indicator Target Setting: A new Early, Intervention and Prevention operating model has been implemented at the front door to manage adult social care. Performance: Continuing improvement evidencing the day-to-day use of strength based outcome focussed model of practice.
SSWB61a CP WBO1.1	Number of people who access independent advocacy to support their rights within: a)	New 23-24	64	130	39	↓	Quarterly Indicator Target Setting: To reflect predicted demand. Performance: There has been a decreasing trend in the number of children eligible for the

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
	children's social care Higher Preferred						advocacy active offer. This is due to a reduction in the number of children becoming care experienced and those being subject to an Initial Child Protection Conference. Focused work to increase the provision of the active offer for eligible children has been undertaken and consequently current data for 2024-25 has seen an increase in performance in the last two quarters.
SSWB61b CP WBO1.1	b) Adult's social care Higher Preferred	New 23-24	87	180	67	↓	Quarterly Indicator Target Setting: To improve performance. Performance: The advocacy groups are operating at capacity, largely with ongoing casework, which is restricting their ability to pick up new referrals. The service will undertake a review of the delivery of this contract to reflect current demand and the service specification contained in the contract.
SSWB78a CP WBO1.1	Timeliness of visits to a) children who are care experienced Higher Preferred	81.13%	85.31%	87%	88.28%	↑	Quarterly Indicator Target Setting: To continue to improve performance and reflect the challenges there have been linked to recruitment and retention. Performance: Performance has improved quarter on quarter. Clear processes are now in place and have been maintained.
SSWB78b CP WBO1.1	b) children on the child protection register Higher Preferred	82.14%	86.77%	87%	89.27%	↑	Quarterly Indicator Target Setting: To continue to improve performance and reflect the challenges there have been linked to recruitment and retention. Performance: Performance continues to improve in this area which relates to a more stable workforce and understanding of roles and responsibilities.

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)	BLUE (Completed)	Quarter 4: Following the restructure of aspects of Early Help into Social Services and Wellbeing, there has been a 10% increase in referrals for Early Help support compared to last year. Over the course of 2024-25, we have focused on strengthening the early help offer and improving outcomes for families. There has been a 67% reduction in the number of cases stepping up to statutory services, a key outcome that highlights the effectiveness of our preventative work. Notably, there were no step-ups to safeguarding in Quarter 4. The introduction of new front door arrangements has facilitated earlier identification of risk, allowing teams to intervene before needs escalate. A mapping pilot in the North Hub has been successfully rolled out, providing a robust framework for understanding family needs and coordinating support. This has been supported by strong joint working between locality teams, partner agencies, and health services, ensuring families receive timely and appropriate interventions. Earlier identification has allowed teams to undertake preventative work rather than reacting to crises, and staff now feel more confident in managing complex cases and sustaining positive outcomes for families. Impact measures have shown that 96% of families reported feeling more able to make positive lifestyle and behaviour changes, and 94% of families (including 92% of those affected by disability) reported improved family resilience.	Actions for 2024/25 have been completed. 2025/26 will focus on implementing the early help commissioning strategy.
WBO1.1.2	Help communities become more resilient, so more people will find help / support they need in their community. (SSWB)	YELLOW (Good)	Quarter 4: Early Intervention and Prevention Hub model continues to embed. Performance indicators are showing evidence that the strengths-based practice model is operational. In 2024-25, capacity within the Early Help screening process was increased to manage growing demand more effectively. Signs of Safety (SoS) was embedded across all hubs, supporting a consistent, strengths-based approach to assessment and intervention. Case mapping processes with locality teams were improved, ensuring clearer oversight of family needs and better alignment of support. Stronger links with partner agencies were developed, enabling more effective collaboration and ensuring that families accessed the right services as quickly as possible to prevent escalation of need. The Education, Early Years and Young People (EEYYP) panel was introduced, bringing together key services to improve the coordination of referrals and ensure families receive timely and appropriate support. In addition, preparation is underway for the launch of the regional SPACE	To continue ensuring the skill mix is right for the service area. Our focus is also now beginning to move on to evidencing quality interactions and outcomes through the quality assurance framework.

Code	Commitment	Status	Progress this period	Next Steps
			Wellbeing Panel towards the end of 2025, further enhancing multi-agency coordination and integrated working.	
WBO1.1.3	Support the wellbeing of unpaid carers, including young carers, to have a life beyond caring (SSWB)	BLUE (Completed)	Quarter 4: The Prevention and Wellbeing Service has actively supported 549 young carers over the last 12 months, with 146 attending the Young Carers Network event organised by the Young Carer Ambassadors. The Bridgend Carers Wellbeing Service received 553 referrals. 1522 carers supported, signposted - 4650 and provided information, advice and assistance to 2617. 115 referrals made to BCBC for full carers assessments. The service continues to meet needs based on volume of engagement. Through our partnership working with Bridgend Carer Centre, 57 young carers aged between 7 to 12 year olds have been supported through peer mentoring groups.	Creation of a strategic carers group within Bridgend to ensure all unpaid carers views are heard and acted upon. First stage will be identifying employees from within BCBC to identify 5 key themes to progress. Once the initial meeting has taken place the group will grow to include carer representatives from third sector organisations to ensure co-production.
WBO1.1.4	Improve Children's Services by delivering the actions in our three-year strategic plan (SSWB)	GREEN (Excellent)	Quarter 4: The action plan for 2024/25 has been routinely reviewed by the senior management team. Good progress has been made in progressing the priorities within the plan since its implementation. This includes: <ul style="list-style-type: none"> • Implementation of the revised Quality Assurance (QA) Framework. • Finalising a commissioning strategy for family support services. • Continued delivery of the 'Signs of Safety' programme including multi-agency workshops. • The implementation of an operating model between prevention (early help) and statutory services to provide an integrated service in which more children and families with complexity of need are supported preventatively where families are motivated and consent to change. • Continued improvements in the sufficiency, quantity, and quality of provision for care experienced children requiring residential care. • Continued joint working with key partners to deliver the priorities laid out in the three-year plan. 	To continue to support the implementation of the plan through 2025/26.
WBO1.1.5	Improve adult social care with a new three-year strategic plan to tackle physical and mental health impacts of Covid-19 on people with care and support needs, and our workforce (SSWB)	GREEN (Excellent)	Quarter 4: Progress against the plan monitored at a senior level. This includes the Social Services Improvement Board. Formal evaluation of the operating model implemented in February 2024 was progressed. Adults weekly quality assurance outcomes panel continues to oversee practice, establish trends and practice development needs.	Formal review of the six-monthly progress against the plan's milestones.
WBO1.1.6	Change the way our social workers work to build on people's strengths and reflect what matters to our most vulnerable citizens, the relationships they have and help them achieve their potential (SSWB)	GREEN (Excellent)	Quarter 4: Directorate teams are now trialling and testing alternative methods for capturing the voices of individuals in receipt of services. Feedback form development based on the Person Centred Community Care Inventory (PERCCI) method promoted by Social Care Wales is now active in a number of areas. Capturing the voices of individuals through PERCCI and the Most Significant Change model are being tested across Directorate teams within Quality Assurance (QA) direct observation mechanisms.	Findings and recommendations of learning from use of the approaches that support strengths-based models of practice are contributing to QA framework form revision around impact and outcomes. To be signed off in Quarter 1 2025/26
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 4: A draft Children and Families Placement Commissioning Strategy has been submitted to Welsh Government and has been presented to CCMB (Cabinet and Corporate Management Board) and Scrutiny. A business justification case has been endorsed approving initially 2 homes, the acquisition of one home is underway and a fostering programme board is set up and will focus on recruitment, retention, and support for foster carers. We have undertaken an accommodation mapping exercise across Adult Social Care, the findings of which were reported to a members briefing session in January 2025, and then approved by Cabinet in March 2025. There has also been a review of daytime opportunities in Bridgend which has been approved by Cabinet.	*Continue to develop and mobilise children's residential as set out in the business justification case and Placement Commissioning Strategy. *Secure any capital and revenue available to support growth. *Continue to progress the fostering project plan. *Key actions and priority areas in the Day Opportunities and Accommodation Based Service reviews have been built into relevant work programmes for 2025/26

Code	Commitment	Status	Progress this period	Next Steps
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)	AMBER (Adequate)	Quarter 4: We have seen a significant increase in demand into Early Help since the restructure of services in July 2024. However, there continues to be some challenges for people referring for support and the route to access the range of services still provided by other parts of the council. This has led to some confusion within the system. To address these challenges, the introduction of the Education, Early Years and Young People (EYYP) panel has been a key development in streamlining the allocation of referrals and reducing delays in getting families the support they need. This panel brings together multiple services to ensure cases are allocated swiftly and appropriately. Increased capacity within the Early Help screening team has also been established, allowing for quicker allocation of referrals and reducing the waiting time for families. The team is now completing more detailed assessments that clearly identify family needs, enabling more targeted and effective interventions. Regular communication has been established with schools and partner agencies to update them on the new processes, which has helped to upskill professionals and improve the quality of referrals. This combined approach ensures that families are accessing the right support more efficiently, reducing the risk of needs escalating and enhancing overall outcomes.	To continue to work with Education Early Years and Young People directorate to identify a solution to developing one single point of access for all family as identified by the Family Support Commissioning Strategy.

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
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. Higher Preferred	New 23-24	92%	85%	96%	↑	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: A positive year for the service with the target being achieved each quarter. A total of 562 residents have successfully achieved increased income through the support of FASS.
CED44 CP WBO1.2	Percentage of people supported through FASS who have received advice and support in managing or reducing household debt Higher Preferred	New 23-24	93%	85%	94%	↑	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 throughout the year with a total of 220 achieving reduced household debt.

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 4: 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 19 days. Bridgend CBC has been invited to participate in WG's Local Authority Benefit Take-up Pilot. They have committed to funding a 12-month use of a data analytical tool, to assess the extent it helps in identifying unclaimed benefits. During the pilot, up to 12 local authorities will be able to use the tool to interrogate their datasets in order to identify residents who are missing out on their entitlements to financial support. The local authority will be able to undertake targeted campaigns at key points in the year where they contact residents encouraging them to claim their entitlements.	
WBO1.2.2	Raise awareness of financial support available to residents (CEX)	GREEN (Excellent)	Quarter 4: The continuation of the FASS project has led to £1.7m in income gains since the start of the financial year. Clients accessing the service throughout the full year have presented with multiple issues, the top 5 being Benefits and Tax Credits, Universal Credit, Charitable Support & Food Banks, Consumer goods and services, and debt referrals to the service. In past years the service has predominantly supported clients from the most deprived areas of the county borough, however new post code areas are emerging and in the last quarter more clients were supported from surrounding communities.	

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	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	7.6%	29%	10%	26.4%	↑	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: The Authority continues to have a duty to accommodate everyone that presents as homeless and in need of emergency accommodation. There is not enough affordable housing to meet the demands of the service. The Authority now operates the Welsh Government Leasing Scheme which continues to grow in size. This has benefitted the service as it offers an affordable solution solely to those who are homeless. Due to the shortage of affordable housing, more households are being owed the final duty. Those with complexities are more difficult to find solutions for and harder to prevent from becoming homeless. Pressures on the service continue to grow, more people are presenting homeless. There has been a 12% increase in homeless presentations in 2024/25 compared to the previous year.
PAM/012 (DOPS15) CP WBO1.3	Percentage of households threatened with homelessness successfully prevented from becoming homeless. (CEX) Higher Preferred	19%	11%	20%	31.2%	↑	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: The housing service remain under considerable pressure since the emergency changes introduced during the Covid pandemic and thereafter. There remains to be a shortage of affordable housing to meet the demands. The introduction of longer notice periods in the Renting Homes Act does allow for longer prevention periods however, this is only successful if there is a new home to move into or if the existing home can be saved. Collaboration with Registered Social Landlords (RSLs) to prevent homelessness has been key by ensuring those who are facing homelessness are given some priority for housing. The Private rented sector is also pivotal in this, but this comes at a cost to the Local Authority, however results in savings in the long term. The disparity between market rents and Local Housing Allowance often results in this tenure not being suitable for most of our clients. Whilst prevention activity has improved, the demand on the service has not reduced. There has been a 12% increase in homeless presentations in 2024-25 compared to the previous year.

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)	YELLOW (Good)	Quarter 4: The majority of the key action points within the plan have been completed. In year 3 in particular the Social Housing Allocation Policy was reviewed. A complex housing scheme was commissioned and operational. We have increased the use of, and built relationships, in the private rented sector by the adoption of the Welsh Government Leasing Scheme and are proactively bringing empty properties back into use. We have purchased accommodation to use as a more suitable form of temporary accommodation for those that are homeless. The remainder of actions will be reviewed and completed in year 4. We have reviewed our allocation policy to incorporate rapid rehousing targeted at homeless households. We continue to work on a multi-agency basis to identify those facing the harshest form of homelessness i.e. rough sleeping, to support individuals into accommodation with wraparound support. We continue to work proactively with Registered Social Landlords (RSLs) to develop accommodation to address the demands on social housing.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	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	New 24-25	100%	0%	No trend	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 and Education Tribunal (Wales) Act. Performance: The implementation of the online IDP system has been delayed therefore we have been unable to deliver IDPs via the online system. See WBO1.4.1 below.

DEFS171 CP WBO1.4	Number of pupils on the waiting lists for specialist provision. (EEYYP) Lower Preferred	New 24-25	23	10	55	↓	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: The last Access to Education panel for 2024-25 took place in February 2025. A total of 23 pupils were referred for first discussion. Updates were received from schools for a number of previous referrals where support offered to maintain mainstream placements had not been successful. This has resulted in a further increase in the number of pupils identified for specialist placements. There have been successful growth bids to expand specialist provisions to tackle capacity and wait lists which include additional observation and assessment classes and Communication Autism Resource Education (CARE) provisions. We are looking to install a double mobile classroom at Ysgol Bryn Castell and plan to open three new learning resource centres. We are working with Ysgol Bryn Castell and the Bridge to maximise capacity and manage pupils on reduced timetables, with off-site provisions and non-attenders so that pupils on waiting lists can attend. Some pupils have been placed in moderate learning difficulty (MLD) provisions in lieu of placements in autistic spectrum disorder (ASD) CARE bases.
DEFS172 CP WBO1.4	Percentage of year 9 pupils with Additional Learning Needs (ALN) with a transition plan in place, which have had an annual review by 31 March of each current school year. (EEYYP) Higher Preferred	New 24-25	New 24-25	100%	74.3%	No trend	Annual Indicator Target Setting: In order to comply with the Additional Learning Needs Code for Wales, all IDPs must be reviewed annually. Performance: Transition plans are completed by schools during the IDP review meeting. Meetings can be impacted by non-attendance of key stakeholders, rescheduling and ALN Coordinator (ALCo) capacity. Our ALN Lead will be in regular contact with ALNCos during the summer and autumn terms to ensure completion of the reviews by March each year. We hope to be able to better monitor this data when the online IDP system is fully operational across all schools later this year.

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)	RED (Unsatisfactory)	Quarter 4: A live trial of the online Individual Development Plan (IDP) system earlier in the year identified some system issues meaning we have been unable to extract IDPs from the system. There have been some capacity issues resulting in delays from Gwynedd Council in fixing these issues before the end of the year.	During Q1 2025-2026, Gwynedd Council have successfully implemented system updates and fixes which will allow us to progress with launching the system in early 2025-26. We will host an introductory session to the system for ALNCos at the next ALNCo Forum in May 2025 where we can test the system prior to roll out to schools.
WBO1.4.2	Develop a five-year plan to meet increasing demand on support services, specialist provision and schools (EEYYP)	GREEN (Excellent)	Quarter 4: The draft plan has been produced following completion of an ALN capacity analysis, and shared with the Head of Service Early Years, Education and Young People for approval. Pressure bids were approved to meet demand for ALN places. This includes three new learning resource centres – a Foundation Phase observation class, a Foundation Phase Nurture Class for pupils with Emotional, Social and Behavioural Difficulties (ESBD) and a secondary Communication, Autism Resource Education (CARE) base. Identifying schools for these provisions to open in September 2025 is ongoing.	

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CH/003 CP WBO1.5	Children's safeguarding referrals – decision making in 24 hours. (SSWB) Higher Preferred	99.53%	99.69%	100%	99.97%	↑	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 14828 which were screened outside of the statutory 24-hour timescale. Performance has improved compared to last year.
SSWB62 CP WBO1.5	Percentage of child protection investigations completed within required timescales (SSWB) Higher Preferred	New 23-24	77.78%	75%	84.4%	↑	Annual Indicator Target Setting: We are reviewing systems and processes to accurately reflect this information. Performance: 184/218- We have exceeded our target, however, ongoing work required in this area.

SSWB63 CP WBO1.5	Average waiting time (in days) on the Deprivation of Liberty Safeguards (DoLS) waiting list (SSWB) Lower Preferred	New 23-24	16 days	16 days	10 days	↑	Quarterly Indicator Target Setting: To maintain good performance within existing resources. Performance: Exceeded the target due to the DoLS Sustainability Plan.
SSWB77 CP WBO1.5	Percentage of Adult safeguarding inquiries which receive initial response within 7 working days (SSWB) Higher Preferred	84.19%	81.85%	85%	83.08%	↑	Quarterly Indicator Target Setting: To continue to improve performance and ensure adults are protected from harm. Performance: This is an area where we are going to complete a deep dive to establish the causes within the system both internal and external. We have introduced a weekly monitoring system so we can escalate accordingly.
CORPB1 CP WBO1.5	Percentage of safeguarding e-learning (including workbook) completions (ALL) Higher Preferred	77.33%	82.73%	100%	85.77%	↑	Quarterly Indicator Target Setting: All staff to complete mandatory training Performance: There has been an improved position on the completions of this mandatory module. Escalations will now also be issued to heads of service to further support completions. The Learning & Development website has also been updated so managers can check themselves if their staff have completed this training. The module is promoted to all new starters through the Corporate Induction Framework and reminders are issued throughout the year, via the Learning & Development bulletin, detailing the importance for staff to complete all mandatory e-learning modules.

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)	YELLOW (Good)	(SSWB) Quarter 4: The Corporate Safeguarding Board continues to oversee safeguarding practice across the Council. A reasonable assurance of corporate safeguarding arrangements has been given by internal audit. Safeguarding risks and self-assessments by all directorates continue to be the focus of the group which reports via a dashboard to CCMB on a monthly basis. (EEYYP) Quarter 4: The 'Signs of Safety' model of practice continues to be embedded into practice in schools, local authority and partner agencies. Professional safeguarding referrals to the directorate are managed effectively by the Education Engagement Team. Schools positively use the professional line in the Multi-Agency Safeguarding Hub (MASH) for discussions in relation to safeguarding. All schools are in compliance with safeguarding training and report they are confident in working with partner agencies in regard to child protection. The safeguarding audits of schools have been completed with 93% (56/60) of schools rated as overall green. The percentage of schools self-evaluating themselves as overall green this year remains the same as the previous year. However, there was an increase this year in the number of sections rated as green in comparison to last year. A draft Early Years and Childcare Safeguarding Policy has been completed. This is awaiting approval from the Cwm Taf Morgannwg Safeguarding Board. Designated Safeguarding Person forum is due to take place in April 2025 which allows partners to collaborate and share best practice. A total of 67 governors completed safeguarding training between April 2024 and March 2025 but safeguarding audits have shown further engagement is required from governors around safeguarding training.	Progress the management action plan from the corporate safeguarding internal audit report. Develop the 2024-25 annual report. Progress directorate by directorate self-assessment. Continue collaboration with the clerk to the governors to increase governor engagement with training delivered by the Education Engagement Team. We will launch Cwm Taf Morgannwg Safeguarding Board's exploitation strategy and toolkit.
WBO1.5.2	Safeguard children, young people and adults at risk of exploitation (SSWB)	GREEN (Excellent)	Quarter 4: Regional strategy has been signed off and local plans developed for implementation in BCBC.	Local action plan implementation including training staff on key documents such as screening and assessment tools. Business support systems in place to collate data and information as well as support the Exploitation protocol meetings that will take place in high risk exploitation cases.

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED45(a) CP WBO1.6	The average number of calendar days taken to deliver a Disabled Facilities Grant (DFG) for: a) low level access showers. Lower Preferred	New 23-24	694 days	210 days	839 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: We have continued to work through the pipeline of referrals and the number of backlog cases is coming down. Where referrals have been deemed a priority by an occupational therapist these have been escalated. Referrals dating back to 2019 have been certified during year and continue to significantly impact PIs. Budget has been brought forward from 2025-26 in order to maintain the completion of referrals within this financial year, as the budget for 2024-25 has been utilised. See WBO1.6.1 below.
CED45(b) CP WBO1.6	b) Stair lifts Lower Preferred	New 23-24	351 days	210 days	579 days	↓	
CED45(c) CP WBO1.6	c) ramps Lower Preferred	New 23-24	835 days	210 days	1,086 days	↓	
CED45(d) CP WBO1.6	d) extensions (CEX) Lower Preferred	New 23-24	945 days	210 days	1,115 days	↓	
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	New 23-24	98%	98%	99.3%	↑	Quarterly Indicator Target Setting: Target retained. To continue to achieve a positive outcome for grant recipients in living more independently. Performance: Achieved target.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.6.1	Improve the process and access to grants for older and disabled people who need to make changes to their home (CEX)	YELLOW (Good)	Quarter 4: The Disabled Facilities Grant (DFG) Procurement framework is now live. The framework has allowed us to allocate referrals to contractors in a more timely manner, ensuring value for money and making best use of the capital budget available. Use of the framework will ensure the experience for the end user runs smoothly and efficiently in meeting their needs at the earliest opportunity. The 2024-25 budget was fully spent as of 31st March 2025. An additional £90k of funding was secured in March from the Regional Partnership Board, which allowed us to adapt a further 15 homes. Total DFG spend in the full year £2.4m. A total of 238 adaptations were completed in 2024-25, a 5% rise on the previous year. A significant number of cases from the backlog have been addressed, with 116 cases left from prior to March 2023, compared to 387 outstanding in the prior year.	

WBO1.7: Support partners to keep communities safe

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED46 CP WBO1.7	Number of instances where CCTV supports South Wales Police in monitoring incidents (CEX) Higher Preferred	New 23-24	944	944	1,020	↑	Quarterly Indicator Target Setting: To continue supporting South Wales Police in actively monitoring CCTV incidents across Bridgend County Borough Performance: The CCTV service continue supporting South Wales Police in actively monitoring CCTV incidences. In 2024-25, we have supported an average of 85 incidences each month, with CCTV staff initiating 45.1% of these.
CED62 CP WBO1.7	Percentage of Assia service users reporting increased feelings of safety at their exit evaluation(CEX). Higher Preferred	New 24-25	New 24-25	100%	99.12%	No trend	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: 911 completed exit evaluations, 903 reported increased feelings of safety. Target not achieved as some service users opted not to respond to the question in Q1 and Q2

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
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	New 24-25	100%	100%	No trend	Quarterly Indicator Target Setting: New PI – 100% target. Contact within 48 hours is identified best practice (in line with Leading Lights accreditation) Performance: Target met in line with good practice standards (1214 of 1214)
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	New 24-25	100%	100%	No trend	Quarterly Indicator Target Setting: New PI – 100% target. Contact within 72 hours is identified best practice (in line with Leading Lights accreditation) Performance: Target met in line with good practice standards (629 of 629)
CORPB2 CP WBO1.7	Percentage of council staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) (ALL) Higher Preferred	73.45%	75.54%	100%	75.92%	↑	Quarterly Indicator Target Setting: All staff to complete mandatory training Performance: There has been a slight improvement on the completions of this mandatory learning. Escalations will now also be issued to heads of service to further support the completions. The Learning & Development website has also been updated so managers can check themselves if their staff have completed this training. The module is promoted to all new starters through the Corporate Induction Framework and reminders are issued throughout the year, via the Learning & Development bulletin, detailing the importance for staff to complete all mandatory e-learning modules.

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)	BLUE (Completed)	Quarter 4: The Cwm Taf Morgannwg Community Safety Partnership (CTMCSP) has been established, terms of reference have been developed and the inaugural meeting of CTMCSP has taken place. The Regional Community Safety Partnership structure has been confirmed and is operational, with delivery mechanisms being worked through. Meetings have been diarised for the 2025 calendar year alongside governance arrangements with Public Services Board (PSB) and Joint Overview and Scrutiny Committee.	
WBO1.7.2	Identify children who are more likely to offend and provide them with support to reduce offending behaviour (EEYYP)	YELLOW (Good)	Quarter 4: From September 2024, the weapon awareness programme has begun to target the Year 7 intake for each comprehensive school and the one school missed in the school year 2023-2024. This has now extended to older age year-groups. Bridgend Youth Justice Service (BYJS) has recently carried out further presentations to schools, early help teams and Pupil Support Services to raise awareness of the BYJS prevention offer. BYJS have continued meet on a monthly basis with Community Safety Partnership and Youth Support Service to see share information and offer support to existing wider prevention provision. Our Victim Officer has liaised with the Anti-Social Behaviour Team and has improved multi-agency partnership working in that area. The successful implementation of a range of activities (such as, building skills, Halo Leisure Centre activities and encouraging children to attend full time education), has played a role in diverting children who offend from being criminalised, significantly reducing the number of first-time entrants into the criminal justice system. Bridgend Youth Justice Service currently has reduced case holding capacity due to a recruitment freeze. This has unfortunately led to children being put on a waiting list for prevention intervention.	

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DEFS82 CP WBO2.1	The number of participants in the Employability Bridgend programme going into employment. Higher Preferred	392	366	233	453	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 have overachieved on this target for year total.

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)	YELLOW (Good)	Quarter 4: The programme was completed in line with funder requirements and over 95% of target indicators across the programme were exceeded. The Economic Programme Board, chaired by the Cabinet member for Regeneration, Economic Development and Housing, oversaw the programme's governance. Finance completed end of year reporting, and all projects finished on time, however the programme had an 11% underspend due to final quarter unforeseen issues. A package of activity to take place during the transition year, 2025-26, was agreed by Cabinet and Corporate Management Board in January 2025.	
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 4: Programme signed up 1,353 participants as of end of Q2, 304 participants in Q3 and 121 participants in Q4. Q4 was a smaller number than previous quarters as we closed referral in mid-Feb to be able to concentrate on closing files for the end of the project year as we didn't have clear guidance on whether we could move participants over to the transition year. We have worked with partners such as other BCBC departments, particularly the neurodivergence team in January for the Pathways conference, to support with training, volunteering and employment. We signpost as appropriate to or collaborate with other services and projects as appropriate. 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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DEFS80 CP WBO2.2	Number of participants in the Employability Bridgend programme supported into education or training. (COMM) Higher Preferred	387	76	409	678	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 have overachieved on this target for the year.
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	1.6%	1.4%	1.5%	1.9%	↓	Annual Indicator Target Setting: This target reflects the current position where more young people are identifying with a range of complex issues, impacting their progression into education, employment, or training. Performance: The percentage of Year 11 leavers identifying as NEET has increased compared to last year. Several factors have contributed to this increase, such as, school exclusions, pregnancy and mental health issues leading to long periods of school avoidance and social exclusion. Bridgend is the 5th best performing local authority for numbers of Year 11 leavers presenting as NEET. The Youth Support Services Post-16 NEET Coordinator has held the first panel looking at current Year 11 pupils in Bridgend that have less than 50% attendance, of which there were 30 (this does not included data from Pencoed Comprehensive School and Brynteg School). The panel consisted of members of staff from Education Engagement Team, Pupil Support Services and Youth Services. While the panel discussed support arrangements, this will likely be impacted by the confirmed budgetary reductions, leading to fewer staff able to provide appropriate interventions.

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 4: We do not have Youth Guarantee monies anymore, so no specific Youth focussed work takes place.	This commitment is to be removed for 25-26. It is replaced by a commitment to increase employment and training opportunities for all age groups, not just 16-24 year olds.
WBO2.2.2	Employ and develop a well-motivated, well supported, qualified social care workforce in the Council and with partners. Fill vacancies in our social care services and reduce dependence on agency workers (SSWB)	GREEN (Excellent)	Quarter 4: We continue to evidence low levels of agency in children and family services. High levels of maternity in some service areas in adult social care are contributing to agency levels. There is continued focus on wellbeing at an individual and team level. The 'Grow Our Own Social Work Programme' and international recruitment project has achieved Social Care Wales Accolade highlighting excellent practice which the rest of Wales can learn from. Staff have attended College careers events and open days and have had direct input onto College Health and Social Care diploma programmes, giving presentations on working in social care, also provision of information on work pathways, apprenticeship programmes and careers in social care. Discussions taking place with the College regarding the provision of work placements (residential care) for students who will be undertaking the Level 3 Health and Social Care Diploma.	Deployment of newly qualified social workers (12) qualifying from the "grow your own" scheme to key areas of business need. Establish a directory of work placement opportunities for Health and Social Care students. Initially within BCBC adult residential care services, with the intention to extend to commissioned providers services.
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)	BLUE (Completed)	Quarter 4: Youth ensemble membership has grown over the year with ensemble groups ranging from beginner to post-Grade 8 standard, as Primary Orchestra, Secondary Orchestra and Senior Orchestra. County youth ensemble membership has increased by 10% in January 2025 and remains on course to return to pre COVID-19 membership levels by the end of the summer term 2025. Youth ensembles were combined and digitally recorded the ensemble for submission into this year's MFY 'Mentor Connect Programme'. This submission resulted in our 'Bridgend County Combined Youth Orchestra' receiving an invitation to perform as part of the National MFY Festival in Birmingham Symphony Hall in July 2025. Links further developed with the national 'Music for Youth' (MFY) organisation, enabling cost reductions whilst young musicians can still work with MFY professional musicians and receive feedback on their performances. Members of the BBC National Orchestra of Wales confirmed that they will visit Bridgend Music Service in May 2025 to deliver two concerts to pupils. Bridgend Music service has recently received the Mayor of Bridgend Citizenship Award for its ongoing contribution and impact on the community.	

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 4: More than £340,000 was awarded to 5 schemes which contribute towards regenerating our town centres. These schemes were supported as part of the Transforming Towns Programme. This scheme has been renewed to support projects in 2025-6. The availability of commercial property grants has been marketed, with some feasibility finance available for projects in the Valley areas available throughout. Significant consultation has been undertaken on the new placemaking strategies and marketing continues on availability of funding.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DCO23.03 CP WBO2.4	Number of businesses receiving support through Shared Prosperity Funding. (COMM) Higher Preferred	New 23-24	25	21	37	↑	Quarterly Indicator Target Setting: This is the final year of the funding so will attempt to maximise the benefits locally where possible. Performance: The business support programme has been delivered successfully in 24-25.

DCO23.04 CP WBO2.4	Number of business start-ups assisted. (COMM) Higher Preferred	New 23-24	219	53	94	↓	Annual Indicator Target Setting: Continue to assist and capitalise on the strong new business demand Performance: The business support programme has been delivered successfully in 24-25, however performance is slightly lower compared to the previous year. It was not possible to award as many business support grants in 24-25 due to funding availability, and a specific business support programme (Rebel Business School) that was delivered in 23-24 could not be delivered in 24-25 due to funding availability.
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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 4: A total of 68 start up grants have been awarded during 2024-25. The grant is now open all year and signposting to other organisations is given so that the required business plan and cashflow forecast are supported by Business Wales. 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. By the end of Q4 the team had delivered total of 27 business development grants and 10 business feasibility grants. The grant panel meetings continue to be held regularly to ensure the best support is offered to applicants and maximise the number of grants awarded within timescales. The grant panel is a useful mechanism to ensure that discussion on all grants available to businesses and other enterprises takes place to ensure the best support is offered. Both commissions are coming to a close at the end of March. Both commissions have been completed. Both completed in line with all funders target requirements and compliance.	
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 4: The Corporate Joint Committee has been formed. Work to produce the draft Delivery Agreement for Cardiff Capital Region (CCR) 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. Work with the CJC to produce a regional transport plan and was completed in December.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED29(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	41%	35%	42%	Data not available	No trend	Annual Indicator Target Setting: Target set to show increase in positive feedback from staff in comparison to the previous survey conducted (2023-24 actuals) Performance: Survey was not run in 2024-25 as planned. The response rate to the 2023-24 staff survey was disappointingly low with 707 responses (23% of staff) which represented a 19% decrease in staff participation compared with the previous year. In addition, many aspects of the responses were ambiguous and difficult to interpret. There was a high level of neutral responses and limited qualitative feedback making analysis of the results difficult. We therefore ran two focus groups with a cross section of staff to gain more insight. Staff raised a number of issues that created barriers to participation in the survey, including lack of digital access for some staff, duration of the survey, time of year the survey ran (February), as well as a range of issues they wanted addressed including clearer priorities and more direct communication from Corporate Management Board (CMB). CMB and Cabinet reflected on the feedback and a range of changes were initiated in response to staff concerns, including the decision to change to a biannual staff survey supported by surveys tailored to a number of staff groups (primarily frontline staff) who either could not participate digitally or would benefit from a more streamlined survey which will run at different times of the year. In addition, the 7 wellbeing objectives
CED29(b) CP WBO2.5	b) I am satisfied with BCBC as an employer Higher Preferred	67%	66%	74%	Data not available	No trend	
CED29(c) CP WBO2.5	c) Working here makes me want to perform to the best of my ability Higher Preferred	77%	73%	79%	Data not available	No trend	
CED29(d) CP WBO2.5	d) I feel that BCBC values its employees ideas and opinions Higher Preferred	40%	39%	48%	Data not available	No trend	
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	84%	85%	86%	Data not available	No trend	
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	70%	67%	71%	Data not available	No trend	

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
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	53%	50%	54%	Data not available	No trend	in the corporate plan were streamlined to make communication more straightforward and some new communications channels were introduced to establish a clearer voice and connection with CMB (the Chief Executive's quarterly message, the Managers' Briefing Note and the Managers' Forum).
CED50 CP WBO2.5	Number of sign up of new subscribers to the staff extranet (CEX) Higher Preferred	New 23-24	Data not available	Baseline	Data not available	No trend	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.

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)	YELLOW (Good)	Quarter 4: Throughout the year the council has continued to promote itself as an employer of choice to ensure that both current and new employees have access to development. During the year the council was awarded the Disability Confident - Leader status, continues to pay the Real Living Wage and promote a range of benefits such as Staff Discounts, Health & Wellbeing Platform and flexible employment options. The number of apprentices employed across the organisation during 2024-25 was 22 which was lower than previous years. The council will continue to support services to appoint apprentices within the budget available. The workforce planning E-learning module has been written; however, work is taking place to develop a toolkit on this topic to give managers the necessary tools to undertake effective workforce planning. Work is progressing on improving key aspects of internal communication following feedback from the staff focus groups, and visible leadership e.g. Chief Executive's quarterly message to all staff. A monthly bulletin to managers has been established which has seen an open rate of 80% to each edition. Full structured programme of internal communication will be dependent on restructure of Communications Service and capacity.	

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED54 CP WBO2.6	Number of real living wage employers identified (CEX) Higher Preferred	235	250	255	257	↑	Annual Indicator Target Setting: Increase the number of suppliers replying and becoming accredited Performance: Target achieved. We have successfully identified 7 additional Real Living Wage employers in 2024-25 that were awarded contracts with BCBC. This takes the running total to 257.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.6.1	Encourage employers to offer growth/training options to employees (CEX)	BLUE (Completed)	Quarter 4: 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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DCO23.01 CP WBO3.1	Number of commercial properties assisted through the enhancement grant scheme (COMM) Higher Preferred	New 23-24	4	2	7	↑	Annual Indicator Target Setting: To allocate the grant appropriately to successful applicants in line with funding terms Performance: Target achieved - £168,280.96 was paid out against 7 properties to enhance and consolidate the High Street in Commercial areas across our valley areas. A further commitment has been made to support schemes in the year 2025-6.

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)	YELLOW (Good)	Quarter 4: Consultation on the Placemaking Plan for Maesteg has been completed and the Plan is now ready for formal approval. The Placemaking Plan will be used to support investment and development of projects in and around the town centre. It will support applications for project funding and to demonstrate need and opportunities for activity to support the town centre.	Receive formal approval on Placemaking Plan.
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 4: Just over £168,000 was paid out against 7 properties to enhance and consolidate the High Street in Commercial areas across our valley areas. This fund was supported by the Shared Prosperity Fund. Grants were awarded in Ogmore Vale, Garw, Llynfi, Pencoed and Pyle. Examples include Ogmore Valley Family Dental, and Ogmore Boxing Club, where support was given to maintain active frontages on the high street and retaining vital health services and benefits within the valley.	

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 4: Project development across the valleys areas has been supported by Shared Prosperity Fund Finance. Programmes and projects will need to be supported by external funding. The Valley Regeneration Strategy is in final draft form to be circulated for completion. Once is formally adopted, use this as a tool to develop potential funding bids.	Complete the Valley Regeneration Strategy and submit for formal adoption.
WBO3.2.2	Increase the amount of land and premises available for businesses, including industrial starter units, in the Valleys (COMM)	AMBER (Adequate)	Quarter 4: Discussions still on-going with Northern Valleys Gateway Initiative (NVI). Discussions started with Cardiff Capital Region (CCR) in relation to accessing funds through the NVI programme in 2023 and nearly 2 years later funding still has not been released to BCBC through CCR to progress the development of much needed business units in the Valleys.	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 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)	BLUE (Completed)	Quarter 4: The three provisions at Nantymoel, Ogmore Vale and Pontycymmer have been established. We have received approval from Welsh Government on the proposed delivery plan for the universal expansion of Flying Start childcare (phase three) approval in March 2025 which will see the final Lower Super Output Areas in Maesteg becoming eligible from April 2025. All settings funded for Flying Start and/or early education places have now received the new, enhanced Group B and Group C safeguarding training. All settings are now using the compliance tool to self-evaluate their settings and to ensure that evidence is in place to qualify their assessment of their setting. Judgements against the quality indicators suggest that, as of March 2025, 92% of funded settings are offering care (and where relevant) education that is at least of good quality.	

WBO3.4.2	Open Welsh-medium childcare in the Ogmore Valley and Bettws, with 32 full-time-equivalent childcare places (EEYYP)	RED (Unsatisfactory)	Quarter 4: 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 negotiations regarding the terms of the lease are underway. Once the Bettws building is handed over, the local authority will offer support to the provider to register and promote the setting. The tender process for the Blackmill has been delayed and will now run through May 2025. At the open day for Blackmill on 12 March 2025, four providers came to express an interest. Mudiad Meithrin and Bridgend's procurement team met in January 2025 and have established a way that Mudiad Meithrin can enter into the procurement process for Blackmill.	The tender process for the Blackmill setting will run through May 2025.
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WBO3.5: Investing in our parks and green spaces and supporting tourism to the valleys

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.5.1	Develop a regeneration strategy for the valleys (including Ogmore and Garw Valleys) (COMM)	AMBER (Adequate)	Quarter 4: The Valley Regeneration Strategy has been produced, Stakeholder consultation on the development has been completed, and a consultation report has been produced, and a report take to SOC3 to review the consultation and its influence on the development of the plan is in final draft form to be circulated for completion. Once is formally adopted; we will use this as a tool to develop potential funding bids.	Complete The Valley Regeneration Strategy and submit for formal adoption.

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED55 CP WBO3.6	Number of additional affordable homes provided by Registered Social Landlords (RSLs) in the Valleys (CEX) Higher Preferred	New 23-24	2	20	2	↔	Annual Indicator Target Setting: This 1-year target forms part of wider programme to see an additional 100 units in the valleys provided by RSLs over the next 5 years through the Welsh Government capital build scheme. Performance: Whilst 13 have been built/acquired in the financial year, only 2 have been provided i.e. ready for occupation. The remainder will count towards the additional affordable homes in 2025-26. We have continued the dialogue with RSLs promoting development in the Valleys. There are schemes in the main programme of the plan to be developed in the Valleys over the 3 year rolling period.

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 4: Monthly meetings continue with the 6 Registered Social Landlords (RSLs) currently developing in the area to progress the capital build programme to identify priority areas for development ensuring the needs of BCBC are met. Representation from BCBC Strategic Asset Management brings specialist insight and furthers opportunities. Working relationships with planning colleagues have been enhanced with consultation taking place at the early stage of site consideration. Quarterly strategic meetings take place with Chief Executive Officers of RSLs. Quarterly meetings take place with all RSLs and Welsh Government collectively to bring forward BCBC's development plan and ensure full utilisation of capital grants. Valley areas are promoted and considered in line with the Local Housing Market Assessment; Valley sites feature in the current main programme of development and future pipeline development.	
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 4: The development of 180 new homes is continuing. Following the former Ewenny Road Industrial Estate being marketed, the sale of the land to a housing developer is in the process of being finalised.	Finalise the sale of the Ewenny Road site. Once the Valley Regeneration is formally adopted, this will be used to develop potential funding bids.

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

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

Performance Indicators

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PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DEFS155 CP WBO4.1	Percentage of schools that have self-evaluated themselves as 'green' as part of their annual safeguarding audit. (EEYYP) Higher Preferred	90%	93%	100%	93%	↔	Annual Indicator Target Setting: In line with guidance, to ensure schools are exercising their legal safeguarding obligations. Performance: All safeguarding audits have been completed. The percentage of schools self-evaluating themselves as overall green this year remains the same as the previous year. However, there was an increase this year in the number of sections rated as green in comparison to last year. The main areas for improvement are in relation to governor training and knowledge on safeguarding, and the topic of safeguarding being discussed at student council meetings. Schools have advised safeguarding will be an agenda item at student council meetings and we will work with the clerk to the governors to increase governor engagement with safeguarding training. All designated safeguarding persons (DSPs) in schools have received appropriate training.
DEFS156 CP WBO4.1	Number of schools judged by Estyn to be in 'significant improvement' or 'special measures' (EEYYP) Lower Preferred	0	1	0	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 has been removed from Estyn 'special measures' category, while another school has been deemed to require special measures after an Estyn inspection this term revealed significant inconsistencies in the quality of teaching and learning across the school. The post-inspection action plan was submitted and approved by Estyn in February 2025, and the school has begun identifying a range of professional learning to support the school address the recommendations identified. The local authority, alongside improvement partners, will continue to work closely to support the school with their recommendations.
EDU010a CP WBO4.1	The percentage of school days lost due to fixed-term exclusions during the academic year, in a) primary schools. Lower Preferred	0.02%	0.024%	0.03%	0.031%	↓	Annual Indicator Target Setting: Fixed-term exclusions are currently showing an upward trend due to behavioural changes and an increased complexity of needs. The target reflects an expected improvement in performance. Performance: There has been a significant increase in the percentage of days lost due to fixed-term exclusions for primary schools compared to 2023-2024. The opposite trend is seen in secondary schools where days lost are slightly improved. Challenging behaviour in schools remains problematic and we are facing challenges around the use of weapons and violent behaviour within schools. Weapons-Related Incidents in Bridgend Educational Settings Strategy Group has been convened to look at the use of violence and weapons within schools, to identify trends and themes including areas of best practice to address violence in school.
EDU010b CP WBO4.1	b) secondary schools.(EEYYP) Lower Preferred	0.164%	0.165%	0.15%	0.152%	↑	
EDU016a (PAM/007) CP WBO4.1	Percentage of pupil attendance in a) primary schools Higher Preferred	90.1%	91.5%	93%	92.49%	↑	Annual Indicator Target Setting: Pupil attendance is a critical measure, as young people are unlikely to attain their full potential and are more likely to be diverted into anti-social behaviour if they are not attending school regularly. Work is ongoing with schools and families to highlight the importance of attendance and support available. Performance: Pupil Attendance rates in primary schools continues to increase, however attendance in secondary school remains lower than that of primary school age pupils. Work is ongoing to support pupil attendance across all schools. The Education Engagement Team are supporting schools to complete an attendance audit to identify areas of best practice and development. The working group continues to strategically support pupil attendance. Work will be completed this school year to improve persistent absence levels in primary schools as the gap between the best performing and worst performing is of concern.
EDU016b (PAM/008) CP WBO4.1	b) secondary schools (EEYYP) Higher Preferred	86.5%	87.9%	90%	87.31%	↙	
PAM032 CP WBO4.1	Average Capped 9 score for pupils in Year 11. (EEYYP) Higher Preferred	New 23-24	361.50	363	357.40	↙	Annual Indicator Target Setting: Welsh Government has reinstated the data collection for the 2022-23 school year. Target set to achieve an improvement on last year's results. Further data required to identify trends. Performance: Capped 9 scores are below target but remain above Wales average (352.1), placing Bridgend in 9th compared to other local authorities in Wales. In 2023 there was a partial realignment of the grade boundaries to pre COVID-19 levels, causing a partial drop in scores across Wales. The decreasing trend continued in 2024, following the complete national realignment of the grades to pre COVID-19 levels. We work closely with school leaders to improve capped 9 scores, through various mechanisms such as, sharing effective practice, the role of improvement

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
							partners, brokering support, developing leadership capacity, local authority network groups, evaluating the quality of teaching and judging the impact of teaching on the outcomes for learners.

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)	YELLOW (Good)	Quarter 4: The current professional learning compendium from Central South Consortium has a range of professional learning for school staff and governors, which has been developed through analysis of Estyn recommendations, feedback from school leaders and an analysis of school priorities. A new website has been launched by Central South Consortium with a range of resources, guidance materials and case studies to support schools to develop their provision for teaching, including literacy. The local authority has shared individual "School on a page" (SOAP) documents, which contains high-level information the local authority uses to support schools (in relation to aspects such as, leadership, governance, self-evaluation). These will aid reflection and self-improvement. The first Strategic Partnership Board was established this year with local authority officers and representative headteachers to assist with self-evaluation processes related to the directorate's strategic plan. These will continue as termly meetings. One school has recently been removed from 'special measures', but another school has been judged in a recent Estyn inspection as requiring 'special measures'. This school is making expected progress against milestones and engaging effectively with professional learning and support offered.	
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 4: All safeguarding audits have concluded with 93% schools rated an overall green. The number of schools with an outcome of overall green remains the same as the previous year (56 schools out of 60), but there has been an increase in the number of audit sections rated as green. A review of the safeguarding audit will be completed this year to ensure it is compliant with legislative framework and the requirements of Estyn. The Education Engagement Team continues to provide safeguarding training and support to schools. The EEYYP Directorate Safeguarding Board takes place once a term and it enables effective sharing of best practice between partners and coordination of work.	
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 4: Throughout this year, schools have been supported with a variety of digital professional learning and skills training for online safety, Curriculum for Wales (Digital Competence Framework), artificial intelligence guidance, policy, risk and skills training for generative artificial intelligence tools and services. They have received guidance and support regarding Hwb migration for email, data and device management. Schools have been supported with Bridgend's full capital funding allocation for expenditure through the EdTech Commercial Service for 2024-2025 and 2025-2026. The new draft Bridgend Schools' Digital Learning Strategy 2025-2028 has been developed with consultation from Bridgend Schools' ICT Strategy Group, local authority officers and school representatives from secondary, special and primary settings. This has now been sent to Welsh Government for feedback and will be published in September 2025.	
WBO4.1.4	Improve the digital offer to young people, including youth led interactive website (EEYYP)	GREEN (Excellent)	Quarter 4: The youth support social media presence is growing weekly with posts now reaching 2700 people through Facebook and 5300 people through Instagram. Youth Support Services are still awaiting the outcome of a business proposal to begin a trial for a corporate TikTok account, as this has been identified as young people's preferred platform. Your Voice digital forum has now concluded with a current total of 790 participants. Staff from the Children's Rights and Participation team will now work with our Youth Councillors to develop a report identifying the main themes and issues from the data received. The aim is to share a report with elected members and senior leadership team. The website pages continue to be remodelled, alongside support from our Young Editors group, and now includes representation of our third sector group - Bridgend Youth Matters.	

WBO4.3: Expanding Welsh medium education opportunities

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DEFS138 CP WBO4.3	Percentage of Year 1 learners taught through the medium of Welsh. (EEYYP) Higher Preferred	8.1%	8.56%	8.7%	8.83%	↑	Annual Indicator Target Setting: Welsh Government targets in accordance with Welsh in Education Strategic Plans (Wales) Regulations 2019. Performance: The percentage of Year 1 learners taught through the medium of Welsh has increased gradually over the last five years and continues to follow an upward trajectory, surpassing the target for this year. Work continues to support and promote education through the medium of Welsh in Bridgend, with a variety of groups, projects and initiatives in place to increase opportunities for children to use the Welsh language.

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
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	6.89%	6.62%	7.16%	7.23%	↑	Annual Indicator Target Setting: To see an increase in learners studying through the medium of Welsh as per Welsh in Education Strategic Plans (Wales) Regulations 2019. Performance: The percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4 has increased from the previous year and surpassed the 2024-2025 target. This indicates a higher proportion of children studying at our Welsh-medium secondary school. Work continues to support and promote education through the medium of Welsh in Bridgend, with a variety of groups, projects and initiatives in place to increase opportunities for children to use the Welsh language.
DEFS158 CP WBO4.3	Number of learners studying for Welsh as a second language at AS Level and A Level. (EEYYP) Higher Preferred	New 23.24	29	20	17	↓	Annual Indicator Target Setting: School budget cuts may impact schools' ability to run courses in person. A hybrid model has been offered to schools but not all students are comfortable with virtual learning environments. Performance: The number of learners studying for Welsh as a second language at AS and A level has reduced this year compared to last year. School budget cuts may impact schools' ability to run courses in person going forward. A hybrid model has been offered to schools but not all students are comfortable with virtual learning environments.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.3.1	Deliver the actions in the Welsh in Education Strategic Plan (WESP) (EEYYP)	GREEN (Excellent)	Quarter 4: Cymraeg i Blant is now holding sessions in the Gilgal Baptist Church, Porthcawl to support the growth in Welsh-medium education in readiness for the childcare hub and seedling school. A series of termly groups such as baby massage, baby yoga and Welsh Rhymetime sessions are now held in Maesteg, Y Sarn, Bridgend Town and Pyle. A new online booking system is in place so that new parents can enrol. A total of 152 groups were held across Bridgend this year, and 1460 parents attended. We are exploring the possibility of funding an additional Cymraeg i Bawb Officer due to increased demand. From March 2025, the late immersion provision will be located at Ysgol y Ferch o'r Sger for pupils up to Year 7. This will be initially staffed by agency staff. A provision is also being run at Ysgol Gymraeg Bro Ogwr for a Year 2 pupil. Another agency teacher will offer Hwb leithyddol to primary schools. In the schools where the late immersion is situated, 'language booster sessions' are offered to pupils as part of the provision whilst capacity allows. 100% of schools are now engaged with Siarter Iaith and Siarter Iaith Cymraeg Campus. A communications plan is in place to celebrate schools that have received awards. A press release has been published to celebrate the Siarter Iaith awards ceremony that was held in March 2025.	

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 4: The school design has been progressed. A revised Outline Business Case detailing a revised cost estimate was submitted to Welsh Government, and subsequently, the Cabinet Secretary for Education gave approval to proceed to Full Business Case stage. In November 2024, Council approved the additional capital funding required for the scheme. An active travel engagement session has been held with the School Council. Asbri Planning has been appointed to lead on the pre-application consultation (PAC), ahead of submitting a planning application. Information to inform this process is being generated. A decision regarding 'on site' active travel provision and other highway matters is required ahead of commencing the PAC process. Ecological issues continue to affect the Ffordd Cadfan site, and the seasonal mitigation. This has impacted on the timing of a site investigation.	We will obtain confirmation of the extent of 'on site' active travel requirements and other highway requirements (for example, traffic orders). The Major Projects Team and Asbri Planning will complete the required information to undertake the PAC process. In June 2025, we will seek Cabinet approval to modify the implementation date for the school to September 2027. There are plans to remove vegetation from the site and fence, trap and clear slow worms during the summer period. We can then commence additional site investigation work.
WBO4.4.2	Provide a new-build for Mynydd Cynffig Primary School (EEYYP)	AMBER (Adequate)	Quarter 4: The detailed design and contract preliminaries have been progressed. A revised Outline Business Case and a cost estimate was submitted to Welsh Government, and the Cabinet Secretary for Education gave approval to proceed to Full Business Case stage. In November 2024, Council approved the additional capital funding required for the scheme. An active travel engagement session has been held with the School Council and elected members which informed priorities for investment. Additional site investigation work has concluded. The planning application was submitted in November 2024. Challenges have been faced due to delayed planning decision and certain aspects of the scheme have impacted on the programme for delivery (for example, land issues). A revised programme has been developed and will be the	The Major Projects Team will complete the detailed design and The Bill of Quantities will be completed. The heads of terms will be agreed for the temporary relocation of the pigeon lofts. Planning approval will be received for the scheme. In May 2025, Cabinet approval will be sought to modify the implementation date for the school to September 2027 and to tender the scheme. Ecological works will commence.

Code	Commitment	Status	Progress this period	Next Steps
			basis for a Cabinet decision in May 2025. Ecology issues are also affecting the site and some works will need to be undertaken in summer 2025 ahead of the appointment of the main contractor.	
WBO4.4.3	Enlarge Ysgol Ferch o'r Sgêr to a two form-entry new-build school. (EEYYP)	YELLOW (Good)	Quarter 4: Cabinet approval has been received to transition the scheme from Mutual Investment Model (MIM) funding to capital. Council approved the funding required to deliver the scheme, and this is now detailed in the capital programme. Cabinet approval was received to modify the opening date of the school to September 2026, and stakeholders were advised accordingly. The planning application has been submitted. Cabinet gave approval to tender the scheme, and the tender process commenced in February 2025. Corporate Landlord Department is working with Valleys to Coast to put in place the land options agreement in respect of the Marlas site (required for the replacement English-medium school, as that project is intrinsically linked to the delivery of Ysgol y Ferch o'r Sgêr). The programme was negatively impacted due to the length of time taken for Welsh Government to undertake their review of the MIM programme and cost plan.	The Full Business Case will be submitted to Welsh Government in May 2025. The tender process will close on 7 May 2025. The tender evaluation process will then be undertaken, and the outcome will be reported to Cabinet in June 2025, and approval will be sought to award a contract to the successful bidder. Planning consent will be received and the options agreement in respect of the Marlas site will be actioned.
WBO4.4.4	Provide a new two-form entry English-medium school to replace the existing Afon Y Felin and Corneli Primary Schools. (EEYYP)	YELLOW (Good)	Quarter 4: Cabinet approval has been received to transition the scheme from MIM funding to capital. Council approved the funding, and this is now detailed in the capital programme. Cabinet approval was received to modify the opening date of the school to September 2026, and stakeholders were advised accordingly. The planning application has been submitted, and following Cabinet approval the tender process commenced in February 2025. Corporate Landlord is working with Valleys to Coast to put in place the land options agreement in respect of the Marlas site (required for the replacement English-medium school, as that project is intrinsically linked to the delivery of Ysgol y Ferch o'r Sgêr).	The tender process will close on 7 May 2025. The tender evaluation process will be undertaken, and the outcome will be reported to Cabinet in June 2025, and approval will be sought to award a contract to the successful bidder. The Full Business Case will be submitted to Welsh Government in May 2025. Planning consent will be received and the options agreement in respect of the Marlas site will be actioned.
WBO4.4.5	Relocate Heronsbridge School to a new-build 300-place school (EEYYP)	YELLOW (Good)	Quarter 4: A revised Outline Business Case and a cost estimate was submitted to Welsh Government, and the Cabinet Secretary for Education gave approval to proceed to Full Business Case stage. In November 2024, Council approved the additional capital funding required for the scheme. In January 2025, Cabinet approval was received to tender the scheme (that is, to appoint a design and build contractor). The tender and contract documentation were finalised and the tender process commenced in March and will close on 14 May 2025. Delayed decision making in previous years has impacted on the programme for delivering the school. A modification to the school opening date is required.	Once the tender process concludes, the tender evaluation process will be undertaken, and the outcome will be reported to Cabinet in June 2025, and approval will be sought to award a contract to the successful bidder (that is, under a professional services contract in the first instance, to complete the design (RIBA Stage 4)). Once appointed, the contractor will review the programme for delivery and Cabinet approval will be sought to modify the implementation date.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED56 CP WBO4.5	Percentage of those concluding apprenticeships and obtaining a non-apprentice role (CEX) Higher Preferred	70.8%	90%	90%	55.56%	↓	Annual Indicator Target Setting: Continue to improve the number of apprentices gaining employment Performance: Of the 18 apprenticeships that were completed during 2024-25, 10 were successful in obtaining roles within the council, others went on to employed positions elsewhere having gained experience and training with the council.
DOPS36 CP WBO4.5	Number of apprentices employed across the organisation (CEX) Higher Preferred	36	46	20	22	↓	Annual Indicator Target Setting: Target decreased due to recruitment freeze. Performance: Target met, however, there has been a reduction in the number of apprentices appointed over the course of the year due to budget constraints.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.5.1	Work with local schools to promote the Council as an	YELLOW (Good)	Quarter 4: During the year Learning & Development (L&D) have engaged with schools, via the termly Directors Reports and have attended options and careers events at various locations to promote the apprenticeship offer including specific roles, e.g. business admin, IT, and multi-trade apprentices. Workshops have been delivered on applying for apprenticeship jobs and interview skills. L&D	

employer and promote apprenticeships (CEX)		have also visited jobs fayres and options events at some comprehensive schools as well as attended "Dragon's Den" events and mock interviews.	
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WBO4.6: Offering youth services and school holiday programmes for our young people

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
SSWB66 CP WBO4.6	Participation in targeted activities for people with additional or diverse needs (SSWB) Higher Preferred	New 23-24	357	400	540	↑	Quarterly Indicator Target Setting: Increased external funding available Performance: Actual figure is in excess of the target set based on establishing a baseline over the last 12 months.
SSWB67 CP WBO4.6	Participation in the national free swimming initiative for 16 and under. (SSWB) Higher Preferred	16,691	19,659	16,000	23,208	↑	Annual Indicator Target Setting: Reduced/more targeted programme due to increasing costs. Performance: The programme supports free access to swimming pool based activities for those aged 16 and under during school holiday periods and weekends. A review of this funding and how it is used is taking place which will impact on the coming years actual figures.

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)	BLUE (Completed)	Quarter 4: The Step Up and Step Down programme continues to support families who fall outside statutory services. There were 20 new active family referrals (63 individuals) with family referrals over the 12 months period (5 North of Bridgend, 5 Central Bridgend, 5 within the West). 18 household referrals have been supported to access community opportunities. The Healthy Living partnership has supported 119 vulnerable households to learn to swim based on referrals from children and families services. The halo health and wellbeing membership card in partnership with BCBC is currently supporting 173 foster children, 76 carer leavers, 5 individuals in a residential setting, 79 youth justice participants and 63 young adults within youth development. There are 142 children and young adults with a disability and their household being supported also. The Healthy Living Partnership has supported 119 vulnerable individuals to learn to swim based on referrals from children and families services as well as support 209 of their households to access halo membership.	To work closely with early help and children's disability transition team to ensure there is no duplication and a clear menu of support at the front door. Embed fully into Local community coordinators' role.
WBO4.6.2	Enlarge the Food and Fun Programme for summer 2024 (EEYYP)	BLUE (Completed)	Quarter 4: Six Food and Fun programmes operated in 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 (WLGA). Promotion of the scheme for next year will continue into the spring term. Job descriptions for the roles are being re-written to ascertain whether the enhanced expectations for the programme to be school-run impact on the pay grades for the posts. An options paper is in the process of being prepared to consider how barriers to schools' participation could be reduced or removed.	

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)	BLUE (Completed)	Quarter 4: The Bridgend Inclusive Network Group (BING) network has worked with and supported 20 organisations within Bridgend County Borough, creating over 100 community opportunities, and assisting over 211 individuals living with disabilities in Bridgend. Examples of this approach is the work of the Impetus dance group which is an inclusive dance group who are supported by 13 volunteers (3 out of the 4 volunteers have a disability and all volunteers are carers in their own right). The group supports 184 participants. Our partnership with BAVO has supported 272 Third sector organisations, supported to develop or deliver prevention opportunities' focusing on "what matters". 137 individuals attending network meetings. 564 people have increased knowledge of the services available to them (locally). 587 people report increased social connections.	Continue to engage with both people with lived experience and stakeholders to shape services and improve effectiveness.

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CH/052 CP WBO4.9	Percentage of care leavers who have experienced Homelessness during the year (SSWB) Lower Preferred	10.27%	7.17%	10%	9.96%	↓	Quarterly Indicator Target Setting: To maintain performance. Performance: There continues to be significant challenges within Housing currently which is impacting upon provision of accommodation and access in a planned way to safe and suitable accommodation. There is close joint working with Housing to look at the options to improve performance in this area.
SSWB48a CP WBO4.9	Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training: a) in the 12 months since leaving care Higher Preferred	54.17%	68.97%	70%	59.38%	↓	Quarterly Indicator Target Setting: To continue to improve performance. Performance: Inspire continue to have involvement in the development of Pathway Reviews for young people approaching adulthood. The Web Resource is now up and running and is available for young people between 15 and 26. Next steps will involve pushing forward on plans with HR to support young people with applications. A multi-agency task and finish group will be developed to improve percentage of care leavers completing at least three consecutive months of education, employment or training.
SSWB48b CP WBO4.9	b) in the 13-24 months since leaving care. (SSWB) Higher Preferred	62.07%	57.69%	65%	82.14%	↑	Quarterly Indicator Target Setting: To continue to improve performance Performance: Exceeding 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)	GREEN (Excellent)	Quarter 4: The corporate parenting board continues to provide opportunities to strengthen partnership work. An example of this would be the support offered via the fire service and connecting them with the teams to provide support to families. New measures have been agreed with the performance team to support in identifying how we are working with children who are care experienced and how we can hear their voice as part of service development (most significant change). The Youth forum continues to meet regularly with the support from Tros Gynnal Plant Cymru. The Corporate Parenting Officer brings the themes of these to Corporate Parenting for the board to consider within that forum and next steps. We are currently supporting 178 care experienced individuals and their households to access health and wellbeing opportunities. We are supporting care experienced children to access training and development linked to leadership and volunteering with some sessions already held between services specifically 16+ team and Youth Support Services.	*Review effectiveness of the new performance measures. *Continue to develop practice and relationships as part of the corporate parenting board process. *Agree next steps for most significant change model development across teams.
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 4: A performance framework has been developed, and agencies are beginning to provide data on their support for care-experienced children. However, there is more to do to ensure all partners present their information in a timely way. 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.	Complete the multi-agency framework so all data is presented and analysed to improve outcomes for children and families.
WBO4.9.3	Support the implementation of the Corporate Parenting Strategy in schools. (EFEYYP)	GREEN (Excellent)	Quarter 4: The draft plan for corporate parenting was shared with the Corporate Parenting Board at the last meeting and has now been updated in line with directorate priorities. A report will be shared with Cabinet Committee Corporate Parenting on 7 May 2025. The team are carrying out scheduled 'drop in' sessions with the Care Experienced Children Team to support the educational provision of children looked after. There are current challenges with the reporting abilities on our management information system for children looked after. Work is ongoing to remedy these issues and ensure accurate and appropriate data capture. Aurality assurance work is planned start on the Personal Education Plans in collaboration with Children and Family Services	

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

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

Performance Indicators

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PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED57 CP WBO5.1	Levels of nitrogen dioxide (NO2) pollution in the air (micrograms per m3) (CEX SRS) Lower Preferred	47	43.80	40	43.60	↑	Annual Indicator Target Setting: This target is the legal air quality objective for NO2. Modelling undertaken for the Air Quality Action Plan, suggests, this will be achieved by 2026. Performance: Annual actual reflects annual average for 2024 in the designated Park Street Air Quality Management Area (AQMA). The results for monitoring undertaken at sites OBC-110 and OBC-140 located on Park Street residential facades, exceeds the annual average air quality objective set at (40µg/m³) for NO2. OBC-110 recorded annual average figures of 43.6µg/m³ and OBC-140 recorded an annual average figure of 41.6µg/m³. This represents a decrease in NO2 concentrations at site OBC-110 when compared to 2023. In 2024, monitoring site OBC-123 was compliant with the NO2 annual objective for the first time since the commencement of monitoring at this location, with a result of 38.4µg/m³. It should be noted that the value of 40.8µg/m³ reported in 2023-24 has been revised by the service to 43.80 µg/m³.
DCO20.01 CP WBO5.1	Annual Gas Consumption across the Authority – kWh. (COMM) Lower Preferred	24,362,648 kWh	21,966,783 kWh	20,868,443 kWh	21,122,938 kWh	↑	Annual Indicator Target Setting: To see reduction in energy consumption levels and progress our corporate energy efficiency Performance: Although the target has not been achieved, the annual outturn figure has seen a reduction in energy consumption levels of 3.84% compared to 23-24.
DCO20.02 CP WBO5.1	Annual Electricity Consumption across the Authority – kWh. (COMM) Lower Preferred	15,927,161 kWh	15,210,536 kWh	14,450,009 kWh	15,019,064 kWh	↑	Annual Indicator Target Setting: To see reduction in energy consumption levels and progress our corporate energy efficiency Performance: Although the overall target has not been met, there has been a 1.26% reduction in energy consumption levels compared to 23-24. This PI is also showing a downward trend year on year.
DCO20.03 CP WBO5.1	Annual CO2 related to gas consumption across the Authority – tonnes. (COMM) Lower Preferred	4,458 tonnes	4,018 tonnes	3,817 tonnes	3,866 tonnes	↑	Annual Indicator Target Setting: To see reduction in energy consumption and relation emissions and progress our corporate energy efficiency Performance: Actual outturn figure is slightly off target, however, there has been a reduction in energy consumption and relation emissions compared to 23-24.
DCO20.04 CP WBO5.1	Annual CO2 related to electricity consumption across the Authority – tonnes. (COMM) Lower Preferred	3,080 tonnes	3,150 tonnes	2,925 tonnes	3,110 tonnes	↑	Annual Indicator Target Setting: To see reduction in energy consumption and relation emissions and progress our corporate energy efficiency Performance: Actual outturn figure is slightly above target, however, there has been a reduction in energy consumption and relation emissions compared to 23-24.
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	N/A	4.3%	5%	1%	↓	Annual Indicator Target Setting: To see a reduction in emissions and progress our corporate energy efficiency Performance: PROVISIONAL DATA- the final analysis will not be complete until September 2025. Our emissions fall into two categories: those we can control and change more easily, and those that are in supply chains and subject to the decisions of others, i.e. our suppliers. The supply chain related emissions equate to 80% of our overall emissions, and therefore the impact of the reduction in emissions we can control is less significant overall. Focusing on reducing our emissions through procurement and support for the development of the circular economy is a key factor in achieving the overall reductions that are required.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO5.1.1	Keep reducing our carbon footprint by changing our Council vehicles to electric and further energy efficiency schemes (COMM)	GREEN (Excellent)	Quarter 4: Draft strategy delivered in March 2025, feedback from officers and Scrutiny Committee has been provided to Carbon Trust and the revised strategy anticipated to be complete in May 2025. It will then be subject to a 12 week public consultation before formal adoption.	
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)	GREEN (Excellent)	Quarter 4: The final Air Quality Action Plan (AQAP) was approved by cabinet in April 2024, with the main action to continue to monitor air quality on Park Street. Cabinet approved the decision not to implement the final measure of the 'do something' scheme – Measure 18 Deny all access onto St Leonards Road, owing to the timescales for the required Traffic Regulation Order consultation, costs and consideration that natural compliance is not likely to be accelerated as a result. This measure will be retained and will be reconsidered dependent on ongoing NO ₂ monitoring results in the Park Street Air Quality Management Area (AQMA). The Annual Progress Report detailing ratified 2023 monitoring results was prepared and reported to Cabinet in October 2024, where it was noted that in 2023, monitoring undertaken at the designated sites along Park Street demonstrated a trend of reducing NO ₂ levels, but still exceed the annual average air quality objective set at (40µg/m ³). Current monitoring indicates the sites exceeding annual air quality objectives are isolated to one area of Park Street. This area of Park Street experiences higher concentrations of pollutants due to the proximity of houses to a heavily trafficked primary route with congestion issues.	
WBO5.1.3	Ensure all new build schools meet the requirement for net zero carbon (EEYYP)	AMBER (Adequate)	Quarter 4: 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 (see further details in the individual school commitments WBO4.4.1 - WBO 4.4.5)	See next steps for individual school commitments WBO4.4.1 - WBO 4.4.5).
WBO5.1.4	Invest in energy efficiency improvements to Council buildings including schools (COMM)	AMBER (Adequate)	Quarter 4: The Programme board allocated funding to the LED (Light Emitting Diode) replacement programme and solar PV (technology that converts sunlight directly into electricity using semiconductor materials) roll out over key opportunity sites, including schools. 17 buildings have had insulation levels improved and a further 5 have had new LED lighting to replace less efficient fittings. 220.8kWp of PV was installed in 2024-25 (including Resource Centre, Bryn y Cae, Bryncethin). and work is underway to install approximately 255kWp of PV on a further 9 sites in 2025-26. 2 buildings have had gas heating systems replaced with more efficient heat pumps. Energy Manager has an on-going programme of work in relation to monitoring and responding to key opportunities. Despite no progress being made on launch of a new RE:FIT scheme at a UK level work has progressed to develop the potential scope of assets that may be included in such a programme of work	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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DCO23.06 CP WBO5.2	Number of blue flag beaches (COMM) Higher Preferred	New 23-24	3	3	3	↔	Annual Indicator Target Setting: Target set to maintain current high standards Performance: Blue Flag beaches have been maintained along with the Blue Flag Marina.
DCO23.07 CP WBO5.2	Number of green flag parks and green spaces (COMM) Higher Preferred	New 23-24	2	2	2	↔	Annual Indicator Target Setting: Target set to maintain current high standards Performance: All our green flag parks maintained their status.

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	GREEN (Excellent)	Quarter 4: The Local Nature Partnership (LNP) has continued to be supported by the Climate Change Response Team, and we are working to broaden the reach of the LNP through the development of engagement graphic templates, a communication plan (with a focus on engaging farmers/landowners and those not professionally involved with nature), and a dedicated LNP webpage on Visit Bridgend. The team are also developing projects with partners and community groups to include in our Local Places for Nature 25-27 application. All LPfN 24-25 funding has been spent. LPfN funding has supported a number of groups with equipment for surveying, nest boxes, tree planting etc. Biodiversity schemes at Coychurch Playing Fields, Tondy Post Office and Caerau Mens Shed have been completed. Projects are in	

	our Bridgend Biodiversity Plan (COMM)		development for future LPfN funding. We have not received notification of our future allocation but as yet the application has not been released. Two members of staff have had their contracts extended to cover the next two years. Guidance on the Section 6 (Biodiversity) Duty has been added to the intranet, alongside links to the Bridgend Biodiversity Duty Plan and monitoring templates. A section has also been added to the Corporate Induction e-learning module on the Biodiversity Duty, what it is and what it means for BCBC employees.	
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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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	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	64%	68%	80%	67%	↙	Quarterly Indicator Target Setting: Target set in line with national target for good performance Performance: Officers continue to struggle with large workloads, budget reductions and balancing large scale strategic housing and business proposals with a huge caseload of minor and householder applications. The time needed to deal with the larger applications has drawn resource away from smaller schemes with consequent drop in performance. Nevertheless, the team remain committed to high quality outcomes even if it is at the expense of speed, By way of mitigation and in response to budget constraints, the service has introduced additional paid for services including planning performance agreements (PPAs) and pre-application 'plus'. This has brought in additional revenue and allowed the use of agency staff to backfill the roles taken up with large scale development.
PAM/019 CP WBO5.3	Percentage of planning appeals dismissed. (COMM) Higher Preferred	64%	87%	80%	81%	↙	Annual Indicator Target Setting: Target set in line with national target for good performance Performance: Bridgend's planning decision are robust and based on sound evidence and the appeal dismissal rate remains high in comparison to other authorities. This is evidenced by the relatively low number of planning appeal received in relation to the level of decisions made. With a low level of appeals, performance data can be skewed by a small number of allowed appeals. It is too early to determine if there is a downward trend in the quality of decision making however, the team are under extreme pressure with large workloads and significant budgetary constraints and it is inevitable that overall performance will suffer as a result.

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DCO20.05 CP WBO5.4	Percentage of Street cleansing waste prepared for recycling. (COMM) Higher Preferred	40.47%	41.18%	40%	41.22%	↑	Annual Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: Performing above target and improving on 23-24's actual.
PAM/010 CP WBO5.4	Percentage of highways land found to be of a high / acceptable standard of cleanliness. (COMM) Higher Preferred	98.05%	99.8%	99%	99.35%	↙	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: Performance remains around average for the year and only slightly above target for Q4. Possible wet weather conditions impacting Q4 with higher amounts of detritus. Unfortunately, staffing and resource issues have affected the overall performance of this PI.
PAM/030 CP WBO5.4	Percentage of municipal waste prepared for reuse, recycled, or composted. (COMM) Higher Preferred	71.38%	72.78%	70%	70.93%	↙	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: Overall performance is above target but lower than expected due to issues with processing wood and green waste at the onward destination facility. Material remaining in storage cannot be included.
PAM/030a) CP WBO5.4	Percentage of municipal waste: a) prepared for reuse Higher Preferred	0.68%	1.43%	1%	0.54%	↓	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: (REUSE) - In last year's figures materials from Highways Waterton were included. We are no

PAM/030b CP WBO5.4	b) recycled Higher Preferred	51.01%	50.42%	49%	50.59%	↑	longer confident that this material is reused so weights have not been included in this PI for this quarter. This is the main impact on downward trend in performance. Wood waste remaining in storage and also less green waste collected in Qtr3 means that the overall recycling figure is below target.
PAM/030c CP WBO5.4	c) composted. (COMM) Higher Preferred	19.69%	20.14%	20%	19.8%	↙	(RECYCLED) Performing above target. Q4 in particular is higher than any other quarter due to the wood remaining in storage being recycled. (COMPOSTED): Slightly below target due to issues with processing wood and green waste at the onward destination facility. Material remaining in storage cannot be included.
PAM/043 CP WBO5.4	Kilograms of residual waste generated per person. (COMM) Lower Preferred	120.20 kg	119.80 kg	125 kg	117.76 kg	↑	Quarterly Indicator Target Setting: To maintain the existing targets which remain challenging to achieve Performance: The amount of waste not prepared for recycling continues to reduce year on year.

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 4: Following the analysis of in-depth feasibility work on future waste model options, a decision was made by Cabinet in November 2024 to begin work to bring waste services in house. Following this, fortnightly meetings are being held of the Waste Transition Board Chaired by the Leader. Work stream leads within the authority are in place and are feeding into this process with project support agency on board and feeding into waste transition board.	Modelling work due to be completed by end of June 2025. Outcomes of modelling to be reported further in mid 2025/26

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	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	New 23-24	100%	95%	100%	↔	Quarterly Indicator Target Setting: To maintain existing performance Performance: 100% achieved via holding regularly meetings with SUDs colleagues to manage workloads in this area and assess upcoming deadlines to ensure targets were met

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 4: All schemes subject to funding within Welsh Government (WG) Small Scale Grant are now complete and funding from WG has been received. This includes Adare Street, Ogmere Vale and Dinam Street, Nantymoel to repair damaged culvert and mitigate flood risk. Funding has been applied for through the WG FCERM (Flood and Coastal Erosion Risk Management) Capital Pipeline funding (feasibility) for a catchment wide study of the Nant Cefn Glas in relation to the Bryntirion flooding event in September 2024. Funding requests were submitted in December 2024 and approved March 2025.	

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

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

Performance Indicators

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PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	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	12.07%	47.61%	100%	64.25%	↑	Quarterly Indicator Target Setting: All staff to complete mandatory training Performance: An improved position. Work will continue to engage with those employees that are yet to complete the e-learning. The Learning & Development website has also been updated so managers can check themselves if their staff have completed this training. The module is promoted to all new starters through the Corporate Induction Framework and reminders are issued throughout the year, via the Learning & Development bulletin, detailing the importance for staff to complete all mandatory e-learning modules.

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)	GREEN (Excellent)	Quarter 4: 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 was agreed by Cabinet Committee Equalities in November 2024 and an update on work carried out will be reported to Cabinet Committee Equalities in November 2025.	
WBO6.1.2	Establish new BCBC staff groups for people with protected characteristic (CEX)	BLUE (Completed)	Quarter 4: There are now three staff network groups established: Menopause, Disability and LGBTQ+. 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, and we are continuing to promote throughout the organisation to maximise take-up.	

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED58 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	46%	49.4%	50%	44.2%	↓	Annual Indicator Target Setting: To ensure that the actions of the Council do support the residents of the area Performance: This is below target and showing a downward trend compared to 23-24, however we are currently reviewing and analysing the results of the first Residents Survey carried out in autumn 2024, which will help us to improve the way we gather and use resident views.
CED59(a) CP WBO6.2	Level of engagement a) across consultations Higher Preferred	8,267	7,946	8,300	8,050	↑	Annual Indicator Target Setting: To ensure the Council is engaging well at all levels across the area Performance: The number of consultations in 24/25 was down on the previous years as some consultations were postponed to the following year e.g. Libraries and others were cancelled e.g. Meals at Home. This resulted in lower response rate overall.
CED59(b) CP WBO6.2	b) with corporate communications to residents, using the digital communications platform Higher Preferred	795,335	972,384	972,500	1,203,706	↑	Annual Indicator Target Setting: To ensure the Council is engaging well at all levels across the area Performance: The Communications Team have continued to publicise the Residents' Bulletin and develop the content resulting in greater numbers of subscribers and open rates.
CED59(c) CP WBO6.2	c) across all corporate social media accounts (CEX) Higher Preferred	1,230,698	1,715,802	1,715,900	1,488,712	↓	Annual Indicator Target Setting: To ensure the Council is engaging well at all levels across the area Performance: This figure includes engagement on Facebook, Instagram and Linked in. This figure is down on the previous year and is explained by a) the previous year contained some

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
							data relating to engagement on Twitter/X which is no longer available to us, and b) the level of engagement is not controllable by the team, lower levels of reaction could indicate people are less inclined to complain, increasing targets is therefore not necessarily a measure of performance

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)	GREEN (Excellent)	Quarter 4: Easy-read and youth versions of all our consultations are currently available upon request, and plans are in place to produce easy read versions for all consultations. Key consultations are promoted to various youth network groups: Bridgend Youth Council, schools, Bridgend College. An easy-read version of Budget Consultation 2025 was available on the consultation webpage with specific question about customer focus and responsiveness. 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 first National Residents Survey for Bridgend County Borough was carried out in Autumn 2024 and was promoted regularly throughout the period the survey was live. The survey was made available for people with additional learning needs and request has been made to Data Cymru who facilitate the survey, for the next survey to have an easy read option for young people. The results of the survey will now be analysed.	
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)	YELLOW (Good)	Quarter 4: Multiple engagement and consultation sessions have taken place during the year 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. Consultation exercises completed during the year include the Porthcawl Town Centre Placemaking plan, the Regeneration Masterplan for Salt Lake and Sandy Bay and Amendments to Bridgend Town Centre Access.	

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED5 CP WBO6.3	Percentage of first call resolutions (CEX) Higher Preferred	75.91%	69.17%	75.92%	72.67%	↑	Quarterly Indicator Target Setting: To increase the number of calls resolved at the first point of contact Performance: The first call resolution indicator shows the number of calls handled by the customer services team at the first point of contact without having to transfer the caller on. The number of calls relate to those services where Customer Services can support such as highways, blue badges, council tax and housing and will exclude services such as recycling and waste, housing benefits etc. There is no methodology to measure resolution times call once the calls are transferred to other service areas. The total number of calls handled in Customer Services were 72,664 with 52,806 being resolved at the first point of contact. There will always be situations where calls are more complex and will need to be transferred to the relevant service area. However, whilst recognising that there are limitations to the type of queries that can be dealt with by Customer Services, the team continue to review these calls with the relevant service areas to look at ways of upskilling staff to improve the number of calls successfully handled at the first point of contact.
CED51 CP WBO6.3	Number of online transactions using the digital platform (CEX) Higher Preferred	103,347	72,500	72,500	81,034	↑	Quarterly Indicator Target Setting: To increase online transactions by customers to promote channel shift Performance: The number of online transactions have increased this year with most customers choosing to access council services online. Further online services are continuing to be developed.

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CED52 CP WBO6.3	Number of hits/views on the corporate website (CEX) Higher Preferred	1,398,559	3,415,000	3,415,000	3,267,538	↙	Quarterly Indicator Target Setting: To provide a digital option for people wishing to contact and transact with the Council Performance: Overall the number of hits/views on the corporate website has dropped compared to 23-24. Website visits are out of our control and can fluctuate due to world and local news and events.
CED53 CP WBO6.3	Percentage of staff with Welsh language speaking skills (including schools) (CEX) Higher Preferred	25.5%	26.82%	28%	28.35%	↑	Annual Indicator Target Setting: To improve the number of staff, including schools, with Welsh language speaking skills. Performance: Improved position and target achieved.
CORPB4 CP WBO6.3	Percentage of council staff completing Welsh Language Awareness E-Learning. (ALL) Higher Preferred	12.4%	47.61%	100%	63.12%	↑	Quarterly Indicator Target Setting: All staff to complete mandatory training Performance: An improved position. Work will continue to engage with those employees that are yet to complete the e-learning. The Learning & Development website has also been updated so managers can check themselves if their staff have completed this training. The module is promoted to all new starters through the Corporate Induction Framework and reminders are issued throughout the year, via the Learning & Development bulletin, detailing the importance for staff to complete all mandatory e-learning modules.

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 4: The widget to our digital communication has now been embedded into the MyAccount platform so residents are now able to subscribe to a variety of communication topics such as jobs, general weekly updates etc. easily. The widget for the engagement platform was removed following the issue with the Welsh language and is now in the process of being introduced to ensure residents are also able to see open consultations within their MyAccount easily to encourage engagement and participation. We are now looking at how we can also update our online services to embed these services to again improve communication and engagement with residents. All communication and consultations produced by the team are regularly monitored by the Welsh Language Manager to ensure adherence to the Welsh Language Standards.	

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 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	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	10	7	10	2	↓	Annual Indicator Target Setting: To continue to deliver the CAT programme across the County Performance: The CAT Programme has encountered numerous challenges in the 2024-25, with the post having been temporarily covered for the majority of the year. A new CAT officer was appointed in January 2025 and has already made significant progress with multiple groups, with 3 new leases signed and awaiting completion (25-26 Q1), 23 awaiting preparations by Corporate Landlord/Legal, 7 awaiting planning outcomes and 13 awaiting club decisions. The number of "new" CATs will reduce as the assets are transferred, although there will be a significant number of transfers from short leases to longer-term leases, as is reflected in the new KPI for 2025-2026.
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	New 23-24	395	450	566	↑	Annual Indicator Target Setting: Increased staffing resource (3) enables some additional support. Performance: Although the numbers of Local Community Co-ordinators has been increased the current volume is low for whole county coverage and additional investment into these preventative roles would increase the community-based support available. There are limitations on the numbers that can be supported at any given time, particularly regarding those on the edge of care with higher complexities of need. Understanding where the children and families data will feed into going forward will impact on actual data in 2025/26.

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 4: Successful CATs completed in Coytrahen Community Centre and Evanstown Welfare Park Bowling Green (via tenancy at will). A report to allocate further funding of £500k to the CAT Capital Fund was approved by the Capital Programme Board in November 2024, confirming the authority's commitment to investing in CATs across the borough. A further £42,586.00 was approved via the CAT Capital Fund in Q4 2024-2025: *£17,608.20 to Maesteg Bowls Club for Green Improvements *£24,978.00 to Bridgend Athletics RFC for pitch drainage improvements.	See DCO16.8 for details of CATs scheduled to complete during Q1 2025-26

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 4: We continue to work closely with Cwm Taf Morgannwg (CTM) partners and Third 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 activities including art workshops, cinema screenings and a silent disco run by our cultural trust Awen. Sustainability is now embedded in the partnerships.	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

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)	BLUE (Completed)	Quarter 4: The Metrolink bus facility was made fully operational in November 2024. The active travel improvements work is now also complete with drop kerb installations installed throughout the borough.	

WBO7.2: Offering attractive leisure and cultural activities

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
SSWB70 CP WBO7.2	Number of visits by older adults to physical activity opportunities supported (SSWB) Higher Preferred	New 23-24	23,308	23,500	24,663	↑	Annual Indicator Target Setting: External funding secured. Performance: Currently establishing baseline in order to assess effectiveness of this service and what it includes. This will help set a benchmark for 2025-26.

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)	YELLOW (Good)	Quarter 4: A tender process to award the contract for the construction work in relation to the Pavilion Redevelopment has been completed. Cabinet and Council approval to award the tender has been sought. Enabling works at the site have been completed to prepare the site for the main contract work. Unfortunately, this project will be completing during the financial year 2026-27.	

WBO7.2.2	Develop an active leisure offer for older adults to improve physical and mental wellbeing (SSWB)	BLUE (Completed)	Quarter 4: The Feel Good for Life wellbeing programme has supported 600 attendances across the borough. Super-agers community wellbeing activities have supported 163 individuals including 2061 attendances across 126 opportunities. The National Exercise Referral Scheme (NERS) has supported 1331 new referrals in 24/25. In the last year 473 participants completed a 16 week course. There were 157 referrals for carer support with 35 participants starting the course and 26 participants completing the course. In relation to pulmonary rehabilitation 141 participants started and 117 completed the course.	Joining up all older adult's initiatives and expanding the Older Adult Network to ensure it is representative of 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 4: Work has begun to progress a long-term strategy for libraries within Bridgend. Public engagement exercise has been developed and shared with scrutiny and will go live in Q1 2025/26. Library related usage is monitored on a quarterly basis as part of the cultural partnership and includes a diverse range of areas including events, borrowing and digital resources. There have been 73,068 attendances (supporting 33,727 junior issues and 3,704 ICT sessions).	The public engagement exercise will inform and support the co-design and shape the long-term library offer for Bridgend. We will continue to monitor performance through quarterly reviews. Further work with HALO to ensure both Garw and Ogmore Valley libraries are operating in line with Welsh public library standards
WBO7.2.4	Develop a long-term Active Bridgend plan and leisure strategy (SSWB)	YELLOW (Good)	Quarter 4: External support has been commissioned from Knight Kavanagh and Page (KKP) to map current provision.	To shape consultation objectives/priorities identified within the first phase. Stakeholder meeting to take place in line with public engagement.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DCO23.09 CP WBO7.3	Value of investment in play areas (COMM) Higher Preferred	New 23-24	£54,443	£1,600,000	£1,709,584	↑	Annual Indicator Target Setting: Target set in line with programme of works for the year Performance: The total amount of investment in Play areas in 24-25 has exceeded the target of £1,600,000. A total of 22 play areas were refurbished and handed over to the community.
DCO23.10 CP WBO7.3	Number of play areas that have been refurbished (COMM) Higher Preferred	New 23-24	0	22	22	↑	Annual Indicator Target Setting: Target set in line with programme of works for the year Performance: The target of 22 play areas to be refurbished in 24-25 has been achieved.

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)	GREEN (Excellent)	(SSWB) Quarter 4: Collaboration and co-ordination among service teams supporting specific matters from A-I have been reviewed. Ludicology have supported focus groups to support a draft assessment and action plan with a focus on policy/implementation across all directorates. Informal engagement with underrepresented groups has taken place to understand diverse needs across Bridgend in relation to Play Sufficiency Assessment. 142 children and young adults and their households have been supported with free HALO Leisure membership to access health and wellbeing opportunities. (COMM) Quarter 4: Tenders prepared and invitations to tender prepared and procurement process undertaken. Snagging works completed on 22 playgrounds and handed over.	Play Sufficiency Action Planning Day to be held on the 15th May where a draft Play Sufficiency Assessment for 2025 which will be subject to further engagement. Ludicology to support the evidence required to support Play Sufficiency Assessment. We will continue to strengthen the community offer for young people and families living with disabilities or additional needs, listening to their voice and reflecting what matters to them Progress to tender assessment for tranche 5.

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
DEFS160 CP WBO7.4	Number of two-year-olds accessing childcare through the Flying Start programme. (EEYYP) Higher Preferred	321	530	570	542	↑	Quarterly Indicator Target Setting: The target reflects the positive investment made in the Phase 2A and 2B expansions of the programme. Performance: The number of children enrolled in childcare settings through the Flying Start programme as of 31 March 2025 has shown an increase on last year. However, numbers remain below target with falling birth rates in Flying Start areas believed to be impacting the numbers. Phase three expansion will target new areas in 2025-26.
DEFS162 CP WBO7.4	Percentage of non-maintained settings that are judged by Care Inspectorate Wales as at least 'good'. (EEYYP) Higher Preferred	New 23.24	76.5%	100%	83%	↑	Quarterly Indicator Target Setting: Target in line with Welsh Government expectations. Performance: Of the 19 settings currently registered to provide early education places, 18 have so far received joint inspections from Estyn and Care Inspectorate Wales, with 15 of these settings judged to be 'at least good'. This is an increase on Q3 and an overall improvement on the previous year (2023-24). Since 2022, 11 out of 12 inspections (92%) of inspections have resulted in outcomes that are 'at least good'. We are awaiting reinspection of setting that received less than good judgements dating back to 2019. We provide extensive support to settings to prepare for inspections including, thorough quality assurance processes, training and professional development opportunities, and designated officers for each setting to provide advice and guidance around self-evaluation and improvement planning.
DEFS163 CP WBO7.4	Percentage of eligible learners offered a free school meal. (EEYYP) Higher Preferred	New 23.24	100%	100%	100%	↔	Quarterly Indicator Target Setting: Target in line with Welsh Government expectations Performance: Universal Primary Free School Meals (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 4: The Universal Primary Free School Meals (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 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)	BLUE (Completed)	Quarter 4: The service has achieved the targets set by Welsh Government for the latest phase of expansion (26 children) and five new providers have been recruited to support the ongoing delivery of the Flying Start childcare programme. A proposed delivery plan for the universal expansion of Flying Start childcare (Phase Three) has been drafted and submitted to Welsh Government in December 2024 and was approved in March 2025. We are committed to delivering this plan over the next three years. A total for 542 children were enrolled in childcare settings through the Flying Start programme as of March 2025, showing an increase on the previous year. However, we have seen fewer childcare places taken up in original Flying Start areas. We believe this to be due to falling birth rates in those areas.	

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

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
SSWB75 CP WBO7.5	Number of people recorded as delayed on the national pathway of care. (SSWB) Lower Preferred	New 23-24	104	71	70	↑	Quarterly Indicator Target Setting: To continue to improve performance Performance: We have embedded the remodelling of support at home, taking the opportunity to use the 50-day challenge grant money to support the remodelling. We are working with the health board around the enhanced community care model. We have fully embedded the strengths-based practice model. This has led to an increase in the overall number of people receiving reablement, and therefore to a reduction in the overall domiciliary care hours provided, in line with the Discharge to Recover and Assess model. Figures do fluctuate based on demand and

						presenting needs, however, the expansion of the short-term interventions and the ongoing work supporting flow through the system is seeking to improve this position.
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Commitments

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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)	AMBER (Adequate)	Quarter 4: We have continued to work regionally in developing a Bridgend and Cwm Taf Morgannwg model, including developing a Section 33 agreement and work to evolve our current model. We have remodelled our reablement services to ensure more people have the opportunity to have their independence maximised. We have expanded the offer from the integrated community networks through the recruitment of primary mental health nurses within the network clusters.	Regional Section 33 agreement to be considered by Cabinet.

WBO7.6: Improving the supply of affordable housing

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	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	110	64	110	77	↑	Annual Indicator Target Setting: Working with RSL's to utilise capital income streams, such as the Social Housing Grant (SHG) – to develop 500 units over a 5-year programme. Performance: Whilst 92 have been built/acquired, 77 have been provided i.e. ready for occupation. The remainder will count towards the additional affordable homes in 25-26. RSLs to achieve completions of schemes in line with milestones in the next financial year. There is a full development plan for the next 2 financial years. We have continued regular dialogue with RSL development teams to promote developments and fully utilise capital grants.
CED61 CP WBO7.6	Total number of empty properties returned to use with local authority intervention (CEX) Higher Preferred	81	70	5	36	↓	Annual Indicator Target Setting: The Empty Properties Group will work with property owners via the Empty Properties Strategy with a focus on the top 20 properties as identified. Performance: Target exceeded; however, target set for 24/25 was based on 23/24 annual value of 6 properties returned to use. Both the 22/23 and 23/24 values have been revised by Shared Regulatory Services during data validation of the 24/25 value and were substantially higher than previously reported. There have been less properties returned to use during 24/25 compared the previous year's data due to the priority to focus on the top 20 long-term empty properties that have the most detrimental impact on the community. See further details of activities in WBO7.6.3 below.

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 4: Monthly meetings continue with the 6 Registered Social Landlords (RSLs) currently developing in the area to progress the capital build programme. This will identify priority areas for development, ensuring the needs of the council are met. Representation from BCBC Strategic Asset Management brings specialist insight and furthers opportunities. Working relationships with planning colleagues have been enhanced with consultation taking place at the early stage of site consideration. Quarterly strategic meetings take place with Chief Executive Officers of RSLs. Quarterly meetings take place with all RSL's and Welsh Government collectively to bring forward BCBC's development plan and ensure full utilisation of capital grants. The Welsh Government Leasing scheme has been adopted with a growing portfolio of accommodation already in use with further properties in the pipeline.	
WBO7.6.2	Get a better understanding of housing and support needs and work with social landlords to provide homes to suit those needs (CEX)	YELLOW (Good)	Quarter 4: A detailed support needs assessment was undertaken as part of the Housing Support Grant Strategy; this is reviewed when commissioning housing services. Housing need data is obtained from weekly and monthly statistics run from the housing register which informs us of the type of homes however development must also take into consideration the Local Housing Market Assessment. Monthly meetings take place with RSL development teams to discuss needs and development sites. Housing needs are addressed quarterly at the strategic Bridgend Housing Partnership meeting.	

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 4: Over the last 12 months we have seen excellent progress with top 20 priority properties. 5 properties have been sold; 7 properties have been subject to renovation works; 2 have been placed up for sale and 2 have become occupied. Enforcement action has been taken against 4 of the properties (4 enforcement notices and 3 work in default). 5 properties have been subject to informal action whereas 2 properties have received no intervention in this financial year. Work also continues on properties outside the top 20 utilising the 5-stage escalation letter process and enforcement provisions. Following cabinet approval in Q3 to pursue a compulsory purchase order in relation to our worst residential empty property, work is progressing well and we will be seeking final approval from Cabinet shortly. Work is continuing in relation to the enforced sale of a long-term empty property. Following Cabinet approval to accept the Welsh Government's Empty Property Enforcement Fund in Q3, we are in receipt of two loan agreements for sealing. This funding will be used to complete the compulsory purchase order and enforced sale procedure. The Empty Property Loan Scheme is live and is generating interest. Two loan applications have been approved and we are in receipt of a further application.	
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Ways of Working

Performance Indicators

PI Ref & Type	PI Description and Preferred Outcome	Year End 22-23	Year End 23-24	Target 24-25	Year End 24-25 & RYAG	Direction vs year end 23-24	Performance this period
CHR002 (PAM/001) WOW	Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence (ALL) Lower Preferred	13.20 days	12.37 days	No target	13.76 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. The wellbeing of the workforce is paramount and its vital we continue to support employees.
CORPB5 WOW	Percentage of all staff that have completed a Personal Review/Appraisal (excluding school staff) (ALL) Higher Preferred	58.05%	60.89%	80%	68.42%	↑	Annual Indicator Target Setting: Target set to ensure all eligible staff have an annual review Performance: Completion rates have improved during 2024-25. The appraisal window for 2025-26 has already started and managers have been requested to complete their employee appraisals during Q1/Q2, with the exception of those that are on probation/maternity/sick.
DCO16.9 WOW	Realisation of capital receipts targets. (COMM) Higher Preferred	£3,710,000	£0	No target	£1,850,000	Trend not applicable	Quarterly Indicator Target Setting: The corporate property disposal strategy is currently in development for Spring 2025 Performance: Sale of Ravens Court completed in March 25 bringing total sales for the year ahead of target.
DCO19.02 WOW	Percentage of full statutory compliance across BCBC operational buildings (COMM) Higher Preferred	78.6%	84.9%	100%	78.2%	↙	Quarterly Indicator Target Setting: To ensure full statutory compliance Performance: Overall safety critical compliance continues to rise with a positive upwards only trajectory. Several new contracts have been awarded and following mobilisation will have a further positive impact on overall compliance figures. Target for compliance will always remain at 100% but the trend towards achieving this is positive. The addition of a compliance team apprentice has assisted significantly in the positive work.
DCO23.14 WOW	Percentage of statutory compliance across BCBC operational buildings "Big 5". (COMM) Higher Preferred	New 23-24	93.5%	100%	95.2%	↑	Quarterly Indicator Target Setting: To ensure full statutory compliance Performance: BIG-5 Compliance has shown a continued upwards trend over the year remaining at above 95% for the last two quarters. A number of key servicing contracts will be tendered shortly where further improvements to the overall figures are anticipated. Our ability to closely manage service contractors and an enhanced programme of work from the DLO will seek to maintain levels above 95% moving forward.
DOPS34 (a) WOW OTH1	Percentage availability of: a) voice and data network Higher Preferred	100%	100%	99.99%	100%	↔	Quarterly Indicator Target Setting: Target set to maintain good performance Performance: Target achieved

DOPS34 (b) WOW	b) storage area network (core computing) Higher Preferred	100%	100%	99.99%	100%	↔
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	99.99%	99.96%	99.9%	99.99%	↑

PI Ref & Type	PI Description	Annual target 24-25 £'000	Performance at Year end		Performance this period	
			Achieved by year end		Variance year end	
			£'000	%	£'000	%
DRE6.1.1 WOW	Percentage budget reductions achieved (Overall BCBC budget) Higher Preferred	£13,045	11,476	88%	£1,569	12%

Target Setting: To achieve all reductions outlined in the MTF5

Performance: The year end position is that of the 2024-25 savings target of £13.045 million, £11.476 million has been achieved (88%) The most significant reduction proposals not achieved in full are:

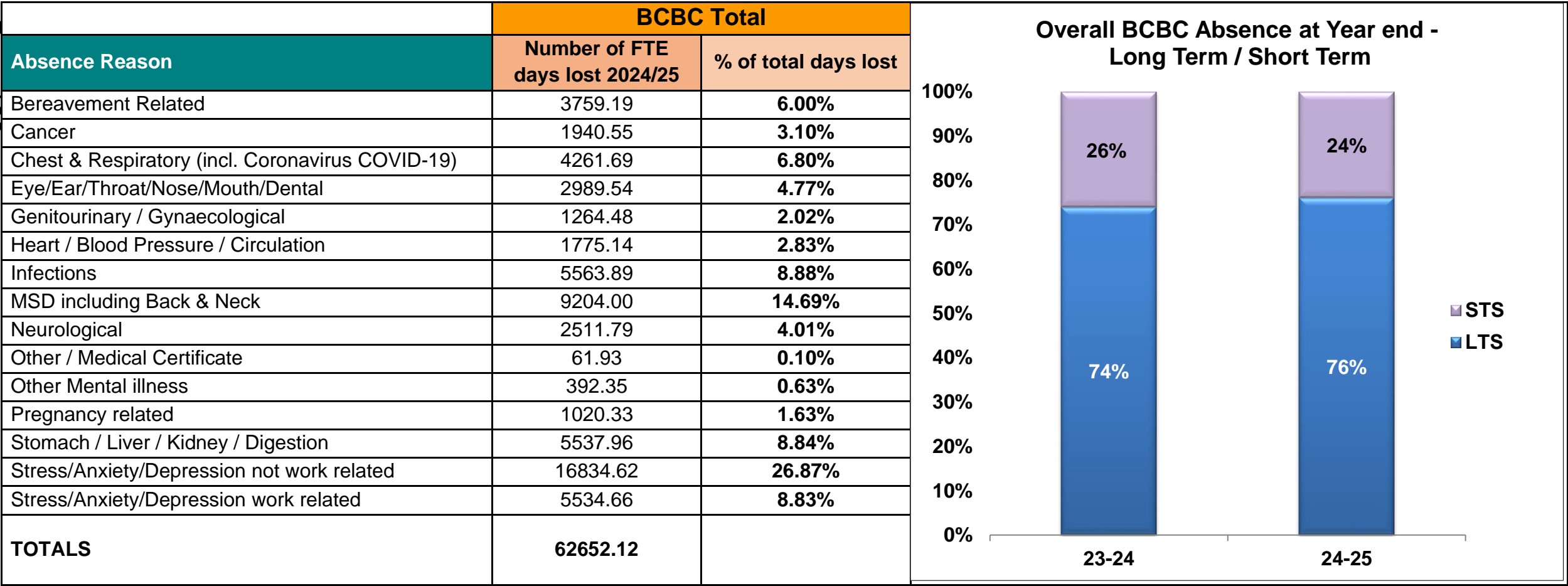
- EDF59 – Cessation of Adult Community Learning provision (£149,000). The shortfall is due to the timing of the required restructure with the consultation process finalised during quarter 3. Savings will be achieved in full from 2025-26.
- EDF59 – Communications and Relationships Team (£142,000). Saving not met in 2024-25 due to the overall increase in the number of pupils needing the service. Consultation is due to start soon with the outcome of the consultation determining next steps. Shortfalls against this savings target will be met through one off efficiencies in 2025-26 to deliver a balanced budget position.
- SCH1 – Efficiency saving against School Delegated Budgets – 3% in 2024-25 (£3.441 million). Saving is referenced as having been achieved due to the overall reduction in Individual Schools Budget (ISB), however the reduced budgets have resulted in an overall deficit balance for schools at year end of £619,000. Close monitoring of school budgets will continue going into 2025-26 with a further 1% efficiency saving to be achieved on school delegated budgets and officers continue to work with schools to bring this overall deficit down.
- SSW13 - Council to reduce its investment into cultural services (£360,000). There was a shortfall of £295,000 against the proposal in 2024-25. 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 and further reports will be presented to Cabinet to enable the outcome of consultation exercises to be taken into account when finalising any proposed changes. The service will also continue to maximise grant funding opportunities throughout 2025-26.
- CEX22 – Review of ICT Services (£398,000). There was a shortfall of £339,000 against this proposal in 2024-25. Further work is to be carried out on a review of the telephony budgets across the Council following a re-procurement exercise, with the full saving anticipated to be met in 2025-26.

Additional Sickness Information by Directorate

Directorate	FTE 31.03.2025	QTR4 2023/24			QTR4 2024/25			Cumulative Days per FTE 2023/24	Cumulative Days per FTE 2024/25
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE		
Chief Executive Directorate	411.30	1122.64	111	2.58	824.79	108	2.005	9.62	10.48
Communities Directorate	489.16	1583.28	172	3.23	1898.97	163	3.882	12.42	16.50
Education, Early Years and Young People Directorate	467.11	2268.03	303	4.35	1688.84	318	3.616	13.13	12.62
Schools	2137.20	7625.44	1285	3.43	8154.09	1334	3.815	11.81	12.54
Social Services and Wellbeing Directorate	1033.61	4010.69	453	4.24	3969.70	457	3.841	14.59	16.92
BCBC TOTAL	4538.37	16610.07	2324	3.60	16536.39	2380	3.644	12.37	13.76

Sickness Absence by Reason

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Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Care Inspectorate Wales (CIW) inspection of Sunny Bank (February 2025)	PAN – 21. The service provider has not adequately supported children and prepared them for moving on, ensuring they and care staff who know them best are consulted and involved in planning their transitions.	Group Manager Placement and Provider Services	Complete subject to CIW sign-off	This was regarding the transition of a young person out of the service, we appealed this decision, but it was rejected. Statement of Purpose amended to state all young people will have a minimum of a week transition (whilst still being person centred). A transition template has been created with help from Behaviour Clinic which will act as a default.	n/a	AMBER
CIW Inspection Report on Ty Ynysawdre (Residential) (January 2025)	AFI - Regulation 16 (Review of Personal Plan). Personal Plan / Care and Support Plans are not reflective of changes in need; it is a regulatory requirement to review every three months or when there has been changes in a person's needs	Group Manager – Direct Care Provider Services	March 2026	Each individual has had a monthly review of their care and support, measures have been put in place to ensure support plans are reflective of current risks and support needs. As a result, five individuals who have experienced changes in their care and support needs have had their documents updated to reflect these changes. Work has commenced in terms of standardised documentation and processes across older adults' accommodation services.	n/a	YELLOW
Audit Wales, Setting of Well-being Objectives (Oct 2024)	R1 The Council should ensure that it covers the full range of statutory requirements when developing its next well-being statement, including: • how it considers it has set well-being objectives in accordance with the sustainable development principle; and • how it proposes to ensure resources are allocated annually for the purpose of taking steps to meet its well-being objectives	Alex Rawlin	Jun-25	This is included in the Council's draft self-assessment 2024/25 which will be presented to Governance and Audit committee in July and Cabinet / Council in September 2025	n/a	BLUE
	R2 The Council should build on its current approach to engagement by considering ways to: • draw on citizens' views to inform the development of the Well-being objectives at an early stage; and • ensure that it is involving the full diversity of the population	Alex Rawlin	Mar-28	This will form part of the approach to the development of the next Corporate Plan and wellbeing objectives in 2028	n/a	GREEN
	R3 The Council should clearly set out in the corporate plan how it intends to work with partners to support the delivery of its well-being objectives	Alex Rawlin	Apr-25	This information has been requested as part of the directorate business planning process.	n/a	GREEN
Audit Wales, Review of Decision-Making Arrangements (Oct 2024)	R1 –The Council should ensure that its published forward work programme for committees is accessible, comprehensive, and covers a longer time frame than the current 4-month period to give more opportunity for robust pre-decision scrutiny and provide greater transparency around the decision-making process for both Members and the public	Kelly Watson	Dec-24	Six-month FWP for Cabinet, Council and Scrutiny has been published. Work will be ongoing to ensure this is regularly kept up to date.	n/a	BLUE
	R2 – The Council should ensure that its scheme of delegation is updated, to mitigate the risk of decisions being taken without the proper authority.	Kelly Watson	Oct-24	Completed	n/a	BLUE
	R3 – The Council should ensure that there is clarity on the role of scrutiny in the decision-making process. The lack of clarity on the role of the O&S committees, particularly in relation to pre-decision scrutiny is limiting O&S committees' ability to contribute fully and effectively to the decision-making process.	Kelly Watson	Dec-24	Training with Elected Members and Senior Officers has been undertaken including sessions on Roles, Responsibilities, LA Governance Arrangements and the importance of pre-decision Scrutiny. A scrutiny review and protocol was approved by Full Council in May 2025.	n/a	BLUE

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Page 138	R4 – The Council should ensure that it provides greater transparency regarding the remit of the different O&S committees. Naming the O&S committees 1, 2 and 3 does not help with transparency of the remit of the committees, particularly from a public perspective. It is also a potential barrier to encouraging public involvement in the scrutiny process.	Kelly Watson	Dec-24	Following a detailed Scrutiny Review, a report proposing new arrangements including the renaming of the Scrutiny Committees was agreed by Full Council in April and May 2025.	n/a	BLUE
	R5 – The Council should ensure that Members receive, and are encouraged to access, a relevant training programme to ensure they are well equipped to understand and undertake their role. This should include focussed training for specific roles, e.g. chairing skills.	Kelly Watson	Dec-24	Completed	n/a	BLUE
CIW Inspection of Golygfa'r Dolydd (Sept 2024)	AFI 18 - The service provider has not reviewed the provider assessment when timescales for children's stays have been extended, to ensure the service remains suitable. Childrens views have not been considered as part of the provider assessment.	Group Manager Placement and Provider Services	Complete subject to CIW sign-off	Impact risk assessments and provider assessments have been updated moving forward to mitigate this area of improvement. Provider assessments being updated now for any change in the care and support the young person has. There are also better ways to capture and document the young person's voice. This is implemented as they have been witnessed during recent REG73 and Quality assurance visits. Responsible Individual to continue to oversee during coming visits.	n/a	GREEN
	AFI 21- Childrens views are not included in the planning and review of their care and support. Reviews of plans, do not consider the progress being made by children to achieve their personal outcomes.	Group Manager Placement and Provider Services	Complete subject to CIW sign-off	Child friendly personal plans were in development at the time of inspection which CIW were made aware of and are now in operation. Outcomes and progress are now better captured on the personal plan. There has been a drive to really capture the words of the child using speech marks as much as possible. These are now being reviewed and updated weekly. They are also fed by creation of a How's my week form. This is working well as far as at this point but will need continued oversight by RI during statutory and quality assurance visits.	n/a	GREEN
	AFI 43 - The service provider must ensure the premises, facilities and equipment are suitable for the service and meet children's needs.	Group Manager Placement and Provider Services	Sept 2025	An ongoing review of the internal environment has been made and will continue for the future linked to individual children's needs. Improvements in this area have already been made. This is continuing with light furnishings etc. Funding has recently been accessed through the original capital pot which will really help push this. This will be a co-produced with children and fully captured to demonstrate to CIW not only improvements but that children contributed. Skate ramp has also been repaired and can be used (risk assessment in place)	n/a	AMBER
	AFI 6- The service provider has not ensured the service is provided with sufficient care, competence and skill, having regard to the statement of purpose.	Group Manager Placement and Provider Services	Complete subject to CIW sign-off	A review of the Statement of Purpose has taking place which accurately reflects the workforce and expertise in the service Now. Vocational Outreach Worker removed temporarily as that was the issue. Statement of Purpose submitted to CIW.	n/a	GREEN
	AFI 58- The service provider must have arrangements in place to ensure medicines are stored and administered safely.	Group Manager Placement and Provider Services	Complete subject to CIW sign-off	Review of Medication audit process. The system now involves a weekly audit on Wednesdays. This has worked very well. Medication cabinet keys to be locked away when not in use. RI overseeing this providing oversight during quality assurance visits and Reg 73 visits. All staff trained in medication. All staff have competency assessments. Medication procedure reviewed and read by all staff.	n/a	GREEN

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Audit Wales, Financial Sustainability Review (Aug 2024)	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	This have been completed and is now business as usual	n/a	BLUE
	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	This have been completed and is now business as usual	n/a	BLUE
CIW Inspection of Harwood (June 2024)	AFI 21- Young people have not received care and support in accordance with their personal plan.	Group Manager Placement and Provider Services	Complete subject to CIW sign-off	The Responsible Individual has put measures in place to review and monitor that care plans are delivered in line with identified need. This specifically draws on young person not being kept safe and incidents happening as a result of lack of support / supervision. These areas have been addressed by manager and reviewed / overseen during Reg73 visits and quality assurance audits. Continued oversight needed until inspection which is due by June 2025	n/a	GREEN
	AFI 35 - The service provider has not ensured agency staff have the same checks as permanently employed staff and have evidence to demonstrate checks have been undertaken. This may include confirmation and checklists supplied by any agency.	Group Manager Placement and Provider Services	Complete subject to CIW sign-off	The Responsible Individual has put in place checklists to ensure the relevant checks are in place and the agencies the service works with has also been advised of expectations. These checks are working and since this inspection, CIW haven't had raised any issues in regards this area. These same systems that have avoided sanctions are the same that Harwood now employs. These have been completed but will not be signed off as complete until the inspection.	n/a	GREEN
Audit Wales, Digital Strategy Review (April 2024)	Strengthening the evidence base R1 To help ensure that its next digital strategy is well informed and that its resources are effectively targeted, the Council should draw on evidence from a wide range of sources, both internally and externally including: • involving stakeholders with an interest in the digital strategy as well as drawing on the views of stakeholders from existing sources; and • aligning its strategic approach to digital both across the Council and with partners to help identify opportunities to share resources, avoid duplication of effort and deliver multiple benefits.	Martin Morgans	Aug-25	This is complete and these considerations were taken into account when developing the new Strategy	n/a	BLUE
	Identifying resource implications R2 To help ensure that its next digital strategy is deliverable and achieving value for money the Council should identify the short, medium and long-term resource implications of delivering it together with any intended savings.	Martin Morgans	Aug-25	Once the new Digital Strategy is in place, this recommendation will be considered as part of the development of the delivery plan which will underpin the new strategy.	December 2025	GREEN
	Arrangements for monitoring value for money R3 To help ensure that the Council can effectively monitor and evaluate value for money from its strategic approach to digital it should strengthen its arrangements for monitoring the progress and impact of its digital strategy over the short, medium and long term.	Martin Morgans	Aug-25	Once the new Digital Strategy is in place, a review of the Terms of Reference of the Digital Board will be undertaken, as well as implementing an improved process to monitor progress and impact over the short, medium and long term	December 2025	GREEN

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Page 40 IWW Inspection Report on Foster Wales Bridgend (Jan 2024)	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.	Group Manager Placement and Provider Services	Quarterly	We have continued our links with education, this is a wider corporate parenting responsibility. Education, Early Years and Young People Directorate have reported to Cabinet Corporate Parenting Committee on the role of the Education Engagement Team in supporting care experienced children. We have a complex needs policy in place for children not accessing education so that foster carers can receive enhanced payments to support children during school hours.	March 2026	YELLOW
	R3 Safeguarding procedures are not consistently followed. Information sharing between teams, consideration of risks and decision making is not robust.	Group Manager Placement and Provider Services	March 2024	The Fostering team manager has continued the link with our Local Authority Designated Officer LADO, Fostering Network have developed an allegation toolkit which will strengthen the processes around when an allegation is made against a foster carer.	n/a	BLUE
	R4 Foster care agreements and safer caring agreements are in place, but these are not completed thoroughly,	n/a	n/a	Complete	n/a	BLUE
	R5 There are shortfalls in the service considering the needs of all household members and carers capacity (matching)	Group Manager Placement and Provider Services	March 2024	The team manager continues to have oversight of the process and quality/consistency.	n/a	BLUE
	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	n/a	BLUE
	R7 Some children have experienced high numbers of moves, which impacts their stability and outcomes	Group Manager Placement and Provider Services	March 2025	8.71% have experienced 3 plus moves in 2024/25 so numbers remain low.	n/a	BLUE
	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	n/a	BLUE
	R9 As part of the matching process key information is shared during planning meetings, however, these meetings are not completed consistently.	Group Manager Placement and Provider Services	Quarterly	The team manager has put processes in place which means they sign off all of these documents, ensuring this is taking place consistently.	n/a	BLUE
	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.	Group Manager Placement and Provider Services	March 2025	The team manager has put processes in place which means they sign off all of these documents, ensuring this is taking place consistently.	n/a	BLUE
	R11 The service is reviewing how they can improve monitoring of children's personal outcomes.	n/a	n/a	Complete	n/a	BLUE

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Page 141	R12 Feedback from foster carers has been mixed regarding the foster carer charter implementation, information sharing and decision-making needing to be improved.	Group Manager Placement and Provider Services	June 2024	There is now a clear plan to embed the foster charter into practice across all of children's services, with a face-to-face implementation session planned.	n/a	BLUE
	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	n/a	BLUE
	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.	n/a	n/a	Complete	n/a	BLUE
	R15 The service has experienced a high turnover of staff in all areas.	Group Manager Placement and Provider Services	June 2024	There is a stable management team in place, with general fostering having a team manager and senior in place, although there are two vacancies in the general side this is being covered by a very experienced agency social worker. The kinship senior post has two internal candidates so we are confident this post will be filled by next quarter.	n/a	BLUE
	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.	Group Manager Placement and Provider Services	April 2024	There is a clear plan for the quality assurance (QA) framework to be implemented by July 2025. There have been observations of practice of Supervising Social Workers (SSW) and positive feedback received from foster carers about their SSW.	July 2025	YELLOW
	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	March 2024	Training plan is in place and training lead led our recent Information and Consultation Event (ICE), taking feedback from carers which will go into the training plans for the next year.	n/a	BLUE
	R20 Additional guides for children reflecting different ages and needs to be developed.	Group Manager Placement and Provider Services	Nov 2024	Children's guide to be launched in summer 2025. We have also developed more child friendly feedback forms as part of the annual review process (based on children's feedback).	Sept 2025	GREEN
Audit Wales, Use of Service User Perspective and Outcomes (Jan 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	April 2025	We are participating in the new Welsh Council's Performance Information Community of Practice aimed at enhancing the quality of performance information and providing opportunities to review performance management arrangements, share best practices, and collaborate on data development. The National Resident Survey (WLGA/Data Cymru) ran in the Autumn and findings have been analysed.	April 2026	AMBER
	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	April 2025	The revised Corporate Plan Delivery Plan (CPDP) was presented to Cabinet / Council in March 2025.	n/a	BLUE

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Page 142	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	Sept 2024	Complete	n/a	BLUE
CIW Improvement Check Children's Social Care Services (Nov 2022)	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	No change since last quarter. Agency use continues to be low, and recruitment and retention continues to be stable.	n/a	BLUE
	Pe10 - Continue to monitor the quality of social care records ensuring recording in relation to siblings, ethnicity, language, religion is strengthened, and a consistent approach taken	PO Training	April 2023	Completion rates are increasing with Quality Assurance system flexibility through the Interim Framework 2024. MOSAIC will enable us to establish mandatory field to address this completely.	n/a	BLUE
	Pe11 - Ensure people consistently feel listened to and treated with dignity and respect	HoS	Sept 2023	Tros Gynnal Plant (TGP) Cymru continue to support the LA In developing a Parents Charter and forum. Feedback from parents to TGP Cymru has highlighted areas that they feel would make their experience of child protection conference easier have been shared regionally. Positively, all the areas identified by parents are already being delivered in Bridgend.	March 2026	YELLOW
	Pr6 - Continue to closely monitor the position of children's social services and early help services to ensure any indicators of risks to achieving and sustaining improvement and compliance with statutory responsibilities, and pressure/ gaps in service provision are quickly identified and the required action is taken	Director/HoS/Deputy HoS	June 2023	Compliance across teams continues to be strong and where there are aspects of poor performance, these are recognised and plans in place to address preventing critical incidents occurring.	n/a	BLUE
	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	n/a	BLUE
	Pr8 - Ensure children are not placed in unregistered services and must continue its efforts to identify suitable, registered placements	GM Commissioning	Continuous	We presently have 2 children placed in Operating Without Registration placements. There continues to be challenges within the placement market, however, improved care planning has reduced some of the issues seen historically. The Health and Social Care Act has received royal assent. The intention of which is to remove profit from children's social care. Funding from WG will be provided over the coming year although only a reduced amount is guaranteed which presents risks. Our Placement commissioning strategy highlights clearly the pressures we face and how we best can respond. Our new residential provision should be operational in September 2025.	March 2030	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	June 2023	The final version of the threshold document has been presented to the regional safeguarding sub-group. A final review is being undertaken by that group to ensure the document is fit for purpose. It will then progress to publication in July 2025.	Sept 2025	YELLOW
	W6 - Performance indicators in relation to timeliness of meeting statutory requirements - maintain focus and scrutiny on ensuring compliance with all its statutory responsibilities	n/a	n/a	Complete	n/a	BLUE

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Page 143	W7 - Implement and embed consistent practice regarding identifying and responding to child exploitation, progress work as a matter of urgency	n/a	n/a	Complete	n/a	BLUE
	W8 - Closely monitor contact arrangements for children and their families	GM Case Management and Transition	June 2023	The contact team is now in place with a contact manager in post. This will allow a clear oversight of the contact arrangements for families and ensure consistency across teams.	n/a	BLUE
Audit Wales, Springing Forward – Strategic Workforce Management (Oct 2022)	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	n/a	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	Sept 2023	Revised workforce reporting is now in place and data is produced quarterly and shared with CMB and other key forums such as Directorate Management Teams, etc. This work will continue going forward, with focus on specific areas where needed.	n/a	BLUE
	R3 The Council should also explore opportunities to benchmark its own performance over time and its arrangements with other bodies to provide a different dimension to its performance management data. Whilst also offering an insight to how other bodies are performing and discovering notable practice elsewhere.	Kelly Watson	June 2023	We have developed some of our own performance measures. Benchmarking with others is a challenge and is being explored at a national level.	Sept 2025	YELLOW
Transformational Leadership Programme Board – Baseline governance Review – Cwm Taf Morgannwg Regional Partnership Board (Aug 2022)	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	n/a	BLUE
	R2 Governance Arrangements The Cross-Cutting Programme Board is yet to be established. It is intended to oversee the development and delivery of regional cross-cutting services and could have a role ensuring a more coherent and impactful integrated community model. The TPLB should establish the programme board to ensure that decision making arrangements are in place to help resolve cross-cutting issues and risks brought to the attention of the RPB	Head of Regional Commissioning Unit	2023-24	The regional Memorandum of Understanding, as a precursor to a binding Regional Partnership Agreement (RPA), has been agreed through each of the statutory organisations' governance fora. Development of a Regional Partnership (Section 33) Agreement is progressing and will be with Statutory organisation governance in July. This will provide the region with a shared accountability framework.	Sept 2025	GREEN

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Page 144	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	Head of Regional Commissioning Unit	n/a	Complete	n/a	BLUE
	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.	Head of Regional Commissioning Unit	ongoing	Multidisciplinary teams on a local footprint, and an integrated Navigation Hub, are key features of the ICCS model agreed. 'phase 1' will focus on aligning current community-based Health & Social Care teams by developing shared priorities and creating a team environment (Functional integration for Rhondda Cynon Taf and Merthyr Tydfil) Clinical Navigation Hub leads have been engaged and a project structure is being developed for Nav Hub/ Single Point of access alignment. Bridgend is at a different stage, and the next step is improving existing arrangement through the Regional Partnership Agreement (RPA). A paper highlighting issues for resolution prior to the agreement of the RPA is being developed for partners. A Delivery Subgroup has been established to drive these immediate priorities forwards. The intention is to move to a single regional model in Stage 2, with the above as steps towards that acknowledging the different starting points. Demand and Capacity work progressing. A paper proposing priorities and action for the Population Health Pathway will be presented to the Regional Commissioning Group on 4 April and to PLT on 25 April. A Business Case is being prepared to pull together all the above.	Sept 2025	AMBER
	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.	Head of Regional Commissioning Unit	2023-24	Complete	n/a	BLUE
	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	Additional Regional Capacity identified to support completion of Memorandum of understanding and Section 33 agreement. Ongoing discussions regarding changes required to existing legal agreements across the region.	Sept 2025	YELLOW

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Page 145	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	Detailed exercise being undertaken to generate granular detail on teams in scope for integrated model. Including: Geographical footprint of the team(s) if not already evident (i.e. neighbourhood/cluster/locality) Team establishment (FTEs and vacancies) Capacity and demand. Typical caseload level and waits. Management structure. Named individuals, contact details and reporting lines into organisations. Service responsiveness Access criteria. Referral processes. Pay scales and Terms & Conditions. ICT systems utilised. Main links with other services in the pathway.	Ongoing	AMBER
CIW, Performance Evaluation Inspection of Children's Services (May 2022)	PE1 - Opportunities for children's views to be consistently sought and appropriately recorded need to be strengthened	n/a	n/a	Complete	n/a	BLUE
	PE2 - Limited Evidence of Direct Work	n/a	n/a	Complete	n/a	BLUE
	PE3 - Inconsistent use of chronologies and genograms	n/a	n/a	Complete	n/a	BLUE
	PE4 - Strengthen business support for practitioners	n/a	n/a	Complete	n/a	BLUE
	PE5 - Variable evidence of management oversight/Quality of supervision	n/a	n/a	Complete	n/a	BLUE
	PE6 - Practice model – implementation of Signs of Safety	n/a	n/a	Complete	n/a	BLUE
	PE7 - Review of direct payments scheme	n/a	n/a	Complete	n/a	BLUE
	PE8 - Consistent offer of a carers assessment	Dep HoS/GM Case Management and Transition/ Carers Development Officer	March 2023	Performance indicators show 100% carers are being offered a carers assessment	n/a	BLUE
	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, HoS Children's Social Care/ HoS Education & Family Support	June 2023	The Family Support commissioning strategy has now been completed and a clear action plan is in place to respond to the identified areas within the strategy. This work will be taken into 2025/26.	March 2026	GREEN
	PR2 - Missed opportunities to thoroughly explore and mitigate risk and a lack of professional curiosity	n/a	n/a	Complete	n/a	BLUE

Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
Page 146	PR3 - Placement sufficiency and support	HoS/GM Placements and Provider Services	March 2023	<p>A Business Justification Case has been developed and approved by the relevant boards in respect of increasing capacity of provision of homes for children.</p> <p>A property has been identified for a multi-occupancy residential service and offer accepted. Search underway for the second home.</p> <p>We have continued to work closely with Foster Wales on recruiting and retaining foster carers. Our recruitment officer has supported national campaigns and led local activities such as information sessions and drop-ins. A new foster carer handbook and welcome pack for newly approved carers are nearly ready and awaiting final sign-off.</p> <p>We also held our latest Information and Communication Event (ICE), which was well attended and generated valuable ideas and feedback from carers and staff.</p> <p>A new front door process is now in place to strengthen the applicant journey—from the first enquiry right through to panel. This includes clearer communication with applicants, mid-point meetings to check progress and provide support, and a stronger quality assurance process of independent social worker assessments.</p> <p>We have also worked with regional groups to help shape national resources, including a Children’s Guide that we will be adapting for our local area.</p>	March 2030	RED
	PR4 - Accessibility of information, advice and assistance	n/a	n/a	Complete	n/a	BLUE
	PR5 - Strengthening of Quality Assurance (QA) framework and alignment of performance and quality assurance systems	Director/HoS/ Principal Officer Training	March 2023	The Principal Officer for Social Work Transformation commenced in post in March. This will assist the embedding of the framework and support teams in developing more emphasis on the quality of their work as compliance across teams is generally strong.	n/a	BLUE
	PI1 - Inconsistent thresholds and standards of practice	n/a	n/a	Complete	n/a	BLUE
	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	n/a	BLUE
	PI3 - Share learning from audits and reviews with staff and partners	n/a	n/a	Complete	n/a	BLUE
	W1 – Further work is required to improve the timeliness of meeting statutory responsibilities	n/a	n/a	Complete	n/a	BLUE
	W2 - Facilitation of supervised contact	GM Case Management & Transition/ GM Locality Hubs/Contact Monitoring MO	March 2023	The service is now centralised, and additional management support is also in place. It is already evident that the centralised nature of the service is providing more opportunities to maximise the service than when based in localities ensuring children and families are having quality family time together consistently.	n/a	BLUE

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Name of Audit / regulator	Recommendation / proposal for improvement	Responsible Officer	Initial Delivery Date	Action Update Q4 2024-25	Current Delivery Date	BRAYG Q4 24-25
	W3 - Consistent high quality written records	n/a	n/a	Complete	n/a	BLUE
	W4 - CSE and CCE – strengthen interventions and mapping	n/a	n/a	Complete	n/a	BLUE
	W5 - First year of practice – ensure competence and confidence of staff and provide consistent supervision and oversight	n/a	n/a	Complete	n/a	BLUE
Audit Wales, Review of Arrangements to Become a 'Digital Council' (June 2021)	P1 The Council could improve its digital strategy	Martin Morgans	Dec 2024	Draft Strategy has been completed with the public consultation starting in June 2025 with the aim to submit final Strategy to Cabinet in October 2025.	October 2025	AMBER
	P2 The Council should strengthen some governance arrangements to deliver the strategy	n/a	n/a	Complete	n/a	BLUE
	P3 - The Council should consider improving communication with staff / members to evoke the culture necessary to change	n/a	n/a	Complete	n/a	BLUE

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Meeting of:	COMMUNITY, ENVIRONMENT AND HOUSING OVERVIEW AND SCRUTINY COMMITTEE
Date of Meeting:	29 SEPTEMBER 2025
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.
Executive Summary:	The Council's Constitution requires each Overview and Scrutiny Committee to develop and implement a Forward Work Programme for the Committee. 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, and consider the Recommendations Monitoring Action Sheet for this Committee.

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 3.5 of this report;

- d) Present the Recommendations Monitoring Action Sheet (**Appendix B**) to track responses to the Committee's recommendations made at previous meetings;
- e) Advise that the Committee's Forward Work Programme as approved will be reported to the next meeting of Corporate Overview and Scrutiny Committee (COSC) for information, together with those from the other Overview and Scrutiny Committees, following their consideration in this cycle of Committee meetings.

2. Background

- 2.1 The Council's Constitution requires each Overview and Scrutiny Committee to develop and implement a Forward Work Programme for the Committee.
- 2.2 It also provides for the Committee to propose items for the Forward Work Programme having regard for the Council's Corporate Priorities and Risk Management framework. Where a matter for consideration by an Overview and Scrutiny Committee also falls within the remit of one or more other Committees, the decision as to which Committee will consider it will be resolved by the respective Chairs or, if they fail to agree, the Chair of the Corporate Overview and Scrutiny Committee.

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

- 3.1 Following the approval of the schedule of Scrutiny Committee meeting dates at the Annual Meeting of Council on 14 May 2025, the standing statutory reports to Scrutiny Committees 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 Forward Work Programme.
- 3.2 The Forward Work Programmes 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 2026, following which COSC will make conclusions and recommendations in a report on the overall strategic overview of Cabinet's draft Budget proposals to the meeting of Cabinet in February 2026.
- 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 reported to each COSC meeting for information.

Identification of Further Items

- 3.5 The Committee are reminded that the Scrutiny selection criteria used by Scrutiny Committee Members to consider, select and prioritise items emphasises the need to consider issues such as impact, risk, performance, budget and community perception when identifying topics for investigation to maximise the impact scrutiny can have on a topic and the outcomes for people. The 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

- 3.6 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.
- 37 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.
- 3.8 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.
- 3.9 The Forward Work Programme for the Committee is attached as **Appendix A** for the Committee's consideration.
- 3.10 The Recommendations Monitoring Action Sheet to track responses to the Committee's recommendations made at previous meetings is attached as **Appendix B**.
- 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 4 Wellbeing Objectives under the **Well-being of Future Generations (Wales) Act 2015** as follows:

1. A prosperous place with thriving communities
2. Creating modern, seamless public services
3. Enabling people to meet their potential
4. Supporting our most vulnerable

6. Climate Change and Nature 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 or Nature 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 the 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 3.5 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 that the Committee's Forward Work Programme as approved will be reported to the next meeting of Corporate Overview and Scrutiny Committee for information, together with those from the other Overview and Scrutiny Committees, following their consideration in this cycle of Committee meetings.

Background documents

None.

Communities, Environment and Housing Overview and Scrutiny Committee
2025-26 Forward Work Programme

Monday, 14 July 2025 at 4pm		
Report Topic	Information Required / Committee's Role	Invitees
Community Asset Transfers	<p>Position Update</p> <p>Outcome of review recommended by SOSC 3 to be undertaken by the Community Asset Transfer (CAT) Steering Group to assess and review the Council's current CAT programme, considering:</p> <ul style="list-style-type: none"> - Its impact - Success stories - Good practice researched from other Welsh local authorities - Reflection on lessons learned 	<p><u>Cabinet Member</u> Cabinet Member for Climate Change and the Environment;</p> <p><u>Officers</u> Corporate Director – Communities; Interim Head of Operations – Communities; and Community Asset Transfer Officer.</p>
Porthcawl Regeneration Masterplan	<p>Public Consultation Feedback from Feb/March 2025</p> <p>and</p> <p>Pre-Planning Consultation</p>	<p><u>Cabinet Member</u> Cabinet Member for Regeneration, Economic Development and Housing;</p> <p><u>Officers</u> Corporate Director – Communities; Group Manager – Strategic Regeneration; and Porthcawl Regeneration Programme Manager.</p>

Monday, 29 September 2025 at 4pm		
Report Topic	Information Required / Committee's Role	Invitees
United Kingdom Shared Prosperity Fund Update	<ul style="list-style-type: none"> - What we did - Lessons Learned - Progress Update - How the system has changed - A look back and a look forward. <p>Detailed Financial Information including:</p> <ul style="list-style-type: none"> - Funds received by which groups/organisations - Their purpose - How much 	<p><u>Cabinet Member</u> Cabinet Member for Regeneration, Economic Development and Housing;</p> <p><u>Officers</u> Corporate Director – Communities; Interim Head of Operations – Communities; and Group Manager – Economy, Natural Resources & Sustainability.</p>
Social Housing Allocation Policy	Pre-Decision	<p><u>Cabinet Member</u> Cabinet Member for Regeneration, Economic Development and Housing;</p> <p><u>Officers</u> Chief Officer – Finance, Housing and Change; Strategic Housing Commissioning Manager; and Housing Solutions Team Manager.</p>

Monday, 3 November 2025 at 4pm		
Report Topic	Information Required / Committee's Role	Invitees
Net Zero Strategy Review	Pre-Decision	<p><u>Cabinet Member</u> Cabinet Member for Climate Change and Environment;</p> <p><u>Officers</u> Corporate Director – Communities; Interim Head of Operations – Communities; Group Manager – Economy, Natural Resources & Sustainability; Decarbonisation Programme Manager; and</p> <p><u>External</u> Representatives from Carbon Trust.</p>
Electric Vehicle Charging Strategy	Pre-Decision	<p><u>Cabinet Member</u> Cabinet Member for Climate Change and Environment;</p> <p><u>Officers</u> Corporate Director – Communities; Interim Head of Operations – Communities; and</p>

		Group Manager – Economy, Natural Resources & Sustainability.
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Monday, 8 December 2025 at 4pm		
Report Topic	Information Required / Committee's Role	Invitees
Porthcawl Grand Pavilion	To include a walkaround before the meeting.	<p><u>Cabinet Member</u> Cabinet Member for Regeneration, Economic Development and Housing;</p> <p><u>Officers</u> Corporate Director – Communities; Group Manager – Strategic Regeneration; and Porthcawl Regeneration Programme Manager.</p> <p><u>External</u> Director of Development and Partnerships – Awen</p>

Monday, 23 February 2026 at 4pm		
Report Topic	Information Required / Committee's Role	Invitees
Maesteg Town Hall TBC	<p>To include a walkaround before the meeting.</p> <p>Lessons learned</p> <p>To include:</p> <ul style="list-style-type: none"> - Reasons for the overall project cost; - Detail of what led to the increased cost and challenges encountered; and - An appraisal of what could have changed or been done differently. 	<p><u>Cabinet Member</u> Cabinet Member for Regeneration, Economic Development and Housing;</p> <p><u>Officers</u> Corporate Director – Communities; Group Manager – Strategic Regeneration.</p>

Monday, 20 April 2026 at 4pm		
Report Topic	Information Required / Committee's Role	Invitees
Condition of the Highways and Status	<p>Including:</p> <ul style="list-style-type: none"> - Repairs, maintenance and prioritisation process; 	<p><u>Cabinet Member</u> Cabinet Member for Climate Change and the Environment;</p>

of Road Resurfacing Programme	<ul style="list-style-type: none"> - Road resurfacing and potholes; - Network management of utilities; and - The development of internal metrics for repairs and closing referrals. 	<u>Officers</u> Corporate Director – Communities; Interim Head of Operations – Communities; Group Manager – Highways and Green Spaces; and Highways Network Manager.
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Briefings and Workshops:

Topic	Information Required / Committee's Role	Invitees
Future Waste Services		All Member Briefing To be scheduled Early 2026
Corporate Joint Committees Regional Responsibilities		All Member Briefing Date to be confirmed

**Items to be Scheduled to the Committee's Forward Work Programme -
To be discussed in next Scrutiny Forward Work Programme Planning Meeting**

- A report on the CAT Programme to be added to the Forward Work Programme in 12-18 months to evaluate progress, including an update on the recommendations of an internal audit which took place in April 2025, set out in paragraph 2.1.6 of the report.
- Communities Directorate Target Operating Model (TOM) – Autumn 2025 TBC
- Bridgend Town Centre Masterplan and Regeneration
- Council's Preparedness to Respond to Storms and Adverse Weather
To Include:
 - Preventative measures against foreseeable damage;
 - Impact of adverse weather and any fallout (e.g. loss of power) on vulnerable residents;
 - Invitees from Communities and Social Services; and
 - Information shared during internal and Local Resilience Forum debrief sessions held following Storm Darragh and any other inclement weather events.
- Car Parking Charging Review
To Include:
 - Outcome of the review;
 - Free parking offers; and
 - The difference in revenue between the free parking period and a full charging model.
- Major Parks in the Borough
- Valleys to Coast.
-

Information reports to be provided

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

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Communities, Environment and Housing Overview and Scrutiny Committee

RECOMMENDATIONS MONITORING ACTION SHEET 2025-2026

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
14 July 2025	Porthcawl Regeneration	Members expressed their appreciation for the interesting and informative site visit earlier that day where questions of Officers could be asked and answered and the Committee recommended that the engagement with Members continues as the project evolves in the future.	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Group Manager - Strategic Regeneration	ACTIONED – response and information circulated on 22 September 2025.	Follow link here .
14 July 2025	Porthcawl Regeneration	The Committee recommended that resident concerns regarding the proposed height of apartment blocks, especially of those proposed for Salt Lake, be considered as part of the review into the height of buildings and that consideration be given to limiting the height to a maximum of two or three storeys.	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Group Manager - Strategic Regeneration	ACTIONED – response and information circulated on 22 September 2025.	Follow link here .
14 July 2025	Porthcawl Regeneration	The Committee expressed concern regarding the impact that the proposed 1100 new homes in Porthcawl would have on the availability of already stretched GP, other health-related and dental services and recommended to	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Group	ACTIONED – response and information circulated on 22 September 2025.	Follow link here .

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		support the lobbying efforts of the Deputy Leader and Cabinet Member for Social Services, Health and Wellbeing to the local health authority regarding service sufficiency in Porthcawl services as the regeneration project progresses.	Manager - Strategic Regeneration		
14 July 2025	Porthcawl Regeneration	The Committee acknowledged that the proposed regeneration was impressive, however expressed that it was critical that Porthcawl remains a destination seaside town and recommended that there was a need to ensure ongoing engagement with residents, modelling of the short-term economic impact of the project on local businesses and the creation of a year-round offer (with permanent attractions) to ensure a prosperous future for the town.	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Group Manager - Strategic Regeneration	ACTIONED – response and information circulated on 22 September 2025.	Follow link here .
14 July 2025	Porthcawl Regeneration	The Committee recommended that consideration be given to the support required for local businesses during the transformation, including minimising disruption during the critical summer months as the different phases of the project are implemented.	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Group Manager - Strategic Regeneration	ACTIONED – response and information circulated on 22 September 2025.	Follow link here .

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
14 July 2025	Porthcawl Regeneration	Given the nature emergency declared by the Council, the Committee recommended that assurance be provided that there will be no negative impact on the biodiversity of Sandy Bay as a result of the regeneration and that it continues to be protected.	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Group Manager - Strategic Regeneration	ACTIONED – response and information circulated on 22 September 2025.	Follow link here .
14 July 2025	Porthcawl Regeneration	The Committee discussed the significant number of proposed new homes, a substantial number of which would be apartments and some of which would be social housing and requested a written response outlining the current Welsh Government housing target for Bridgend County Borough Council (and the related social housing target), and its relationship to the number of proposed new homes as part of the Porthcawl Regeneration project.	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Group Manager - Strategic Regeneration	ACTIONED – response and information circulated on 22 September 2025.	Follow link here .
14 July 2025	Porthcawl Regeneration	The Committee requested that site visits be arranged prior to the future reports scheduled regarding Porthcawl Pavilion and Maesteg Town Hall.	Corporate Director – Communities/ Interim Head of Operations - Community	ACTIONED – response and information circulated on 22 September 2025.	Follow link here .

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
			Services/ Group Manager - Strategic Regeneration/ Scrutiny		
14 July 2025	Community Asset Transfer (CAT) Update	The Committee discussed the previously proposed significant increase in charges for the use of Council-owned pitches and sporting facilities and recommended that Cabinet consider whether the policy is still accurate and fit for purpose in the current financial climate and that the Deep Dive Group for the Communities Directorate explore the charging policy.	Scrutiny/ Chair	Recommendations circulated requesting response – to be provided.	
14 July 2025	Community Asset Transfer (CAT) Update	The Committee recommended that local Members and Town and Community Councils be advised of CATs that are initiated in their Ward to enable engagement and support.	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Community Asset Transfer Officer	Recommendations circulated requesting response – to be provided.	
14 July 2025	Community Asset Transfer (CAT) Update	The Committee discussed the reasons, including financial considerations, that clubs and community groups opt into the CAT process or not, including that the CAT route enables external funding	Corporate Director – Communities/ Interim Head of Operations - Community	Recommendations circulated requesting response – to be provided.	

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		bids to be made by clubs and community groups and requested a list of external funding available to such organisations.	Services/ Community Asset Transfer Officer		
14 July 2025	Community Asset Transfer (CAT) Update	The Committee requested that, in the interests of transparency, minutes of meetings of the CAT Steering Group be circulated to Members of the Committee.	Corporate Director – Communities/ Interim Head of Operations - Community Services	Recommendations circulated requesting response – to be provided.	
14 July 2025	Community Asset Transfer (CAT) Update	The Committee requested that they be advised when Cabinet are due to consider a report on the future of major parks in the County Borough	Corporate Director – Communities/ Interim Head of Operations - Community Services	Recommendations circulated requesting response – to be provided.	
14 July 2025	Community Asset Transfer (CAT) Update	The Committee requested a written update regarding the current lease and financial status and condition of the two pavilions at Newbridge Fields.	Corporate Director – Communities/ Interim Head of Operations - Community Services/ Community Asset Transfer Officer	Recommendations circulated requesting response – to be provided.	
14 July 2025	Community Asset Transfer (CAT) Update	The Committee requested that a report on the CAT Programme be added to their Forward Work Programme in 12-18 months to evaluate progress, including an update	Corporate Director – Communities/ Interim Head of Operations - Community	ACTIONED	

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		on the recommendations of an internal audit which took place in April 2025, set out in paragraph 2.1.6 of the report.	Services/ Community Asset Transfer Officer/ Scrutiny		

Communities, Environment and Housing Overview and Scrutiny Committee

RECOMMENDATIONS MONITORING ACTION SHEET 2024-2025

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
17 February 2025	Climate Change Response and Decarbonisation Activity Bridgend County Borough	The Committee expressed concern and requested an explanation setting out why the cross-party Member Committee to oversee the Climate Emergency Response Programme, agreed by Cabinet on 30 June 2020, had not been established and instead, that the Subject Overview Scrutiny Committee 3 had been given the remit for Climate Change and Nature and recommended that consideration be given to the cross-party Member Committee being established for the purposes intended.	Corporate Director for Communities/ Head of Operations – Community Services/ Climate Change Response Manager	Recommendations circulated requesting response – to be provided. Chased.	
17 February 2025	Climate Change Response and Decarbonisation Activity Bridgend County Borough	The Committee was advised that the Bridgend 2030 Net Zero Carbon Strategy (the Strategy) was under review and that a report would be presented to a subsequent meeting of the Committee providing detail on what had been accomplished, the achievability of the ambitions and the necessary steps to progress it.	Corporate Director for Communities/ Head of Operations – Community Services/ Climate Change Response Manager	Recommendations circulated requesting response – to be provided. Chased.	

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		<p>The Committee welcomed the proposed report but expressed their disappointment that it appeared that some aspects of the plan would not work and therefore were taken no further and their concern that there did not appear to be any delivery or decisive action taken in relation to the Strategy which was already at its halfway stage. The Committee therefore recommended that an action plan be put in place to include detail on the following:</p> <ul style="list-style-type: none"> - Timescales; - The objectives and achievement attained; - How the public are being engaged and listened to, including the means by which the community are engaged; and - The possibility of an annual engagement day. 			
17 February 2025	Climate Change Response and Decarbonisation Activity	The Committee discussed the impact of river flooding in the Valley areas causing erosion of the riverbank and encroaching onto gardens, fence lines and properties, acknowledged that it	Corporate Director for Communities/ Head of Operations – Community Services/ Climate	Recommendations circulated requesting response – to be provided.	

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	Bridgend County Borough	was a worrying situation for a those affected and recommended that the Council approach Welsh Government to request some safeguarding for those individuals who may be in danger of flooding to their homes and property in the future.	Change Response Manager	Chased.	
17 February 2025	Climate Change Response and Decarbonisation Activity Bridgend County Borough	Members were advised that the expectations arising from the Senedd Climate Committee's Halting and Reversing the Loss of Nature by 2023 report remain unclear as Welsh Government had yet to respond to the recommendations contained within. The Committee recommended that a letter be written to Welsh Government asking when a response is to be expected, in order to provide an understanding of the potential impact and challenges those recommendations could have on local authorities.	Corporate Director for Communities/ Head of Operations – Community Services/ Climate Change Response Manager	Recommendations circulated requesting response – to be provided. Chased.	
17 February 2025	Climate Change Response and Decarbonisation Activity	The Committee requested further detail/information regarding the national position, across all 22 Welsh local authorities, setting out their	Corporate Director for Communities/ Head of Operations – Community	Recommendations circulated requesting response – to be provided.	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	Bridgend County Borough	approach to Climate Change and Decarbonisation. The Committee expressed that it was important that Bridgend's Strategy aligns with other local authorities recognising that carbon capture does not stop at boundary lines. In addition, the Committee discussed the existence of strategic development plans for planning large scale properties and queried why there was no equivalent plan for Net Zero Carbon 2030 and recommended that consideration be given to including this in a future report to the Committee.	Services/ Climate Change Response Manager	Chased.	
17 February 2025	Climate Change Response and Decarbonisation Activity Bridgend County Borough	The Committee requested a copy of the Climate Change Risk Assessment which was undertaken in partnership with the Cwm Taf Morgannwg Public Service Board (PSB) and highlighted 11 climate risk priority areas across the PSB. The Committee also requested information regarding the actions being taken by the Health Board to respond to the action plan including any works to their buildings within the County Borough to make them more energy efficient.	Corporate Director for Communities/ Head of Operations – Community Services/ Climate Change Response Manager	Recommendations circulated requesting response – to be provided. Chased.	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
17 February 2025	Climate Change Response and Decarbonisation Activity Bridgend County Borough	The Committee requested further information regarding the Bridgend Local Nature Partnership to include details of its membership, how often it meets and its agenda in order to understand whether it could be used as a key engagement tool.	Corporate Director for Communities/ Head of Operations – Community Services/ Climate Change Response Manager	Recommendations circulated requesting response – to be provided. Chased.	
17 February 2025	Climate Change Response and Decarbonisation Activity Bridgend County Borough	Members discussed Electric Vehicle charging points, how long it took to complete repairs and whose responsibility it was to do so. Whilst the Committee acknowledged that it had been necessary for public bodies to lead the way in installing electric vehicle charging points, there was now an increased demand and need for higher voltage charging points. The Committee therefore requested whether consideration should be given to the Council leaving the market and facilitating the supply by private companies.	Corporate Director for Communities/ Head of Operations – Community Services/ Climate Change Response Manager	Recommendations circulated requesting response – to be provided. Chased.	
17 February 2025	Climate Change Response and Decarbonisation Activity	The Committee requested information regarding how much of the £1.4m funding for electric vehicles and infrastructure had been spent on	Corporate Director for Communities/ Head of Operations – Community	Recommendations circulated requesting response – to be provided.	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	Bridgend County Borough	<p>infrastructure, why the Council was not deriving an income from it and regarding the public charging points commissioned by the Cardiff Capital Region on Council land:</p> <ul style="list-style-type: none"> - Whether there was shared revenue? - Were there possibilities for revenue generation? - Whether capital expenditure to generate revenue been investigated? 	Services/ Climate Change Response Manager	Chased.	
7 April 2025	Bridgend County Borough Net Zero Strategy Review	<p>The Committee discussed the challenges of the Authority achieving Net Zero Carbon 2030 and recommended that consideration be given to approaching the Welsh Local Government Association (WLGA) to seek clarity as to the current status of strategies to reach net zero by 2030 in the other Welsh local authorities, following which, if other Welsh local authorities are experiencing similar challenges, the Committee further recommended that a follow-up request be made to ask the WLGA to make the Welsh Government aware of</p>	Corporate Director for Communities/ Head of Operations – Community Services/ Group Manager – Economy, Natural Resources and Sustainability	<p>Recommendations circulated requesting response – to be provided.</p> <p>Chased.</p>	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		the situation and consider extending its net zero carbon strategy from 2030 to align it with that of the UK Government, to reach net zero by 2050.			
7 April 2025	Bridgend County Borough Net Zero Strategy Review	The Committee recommended that the final version of the report by the Carbon Trust provide clarity as to the governance arrangements for the strategy including Member representation, for clear political leadership.	Corporate Director for Communities/ Head of Operations – Community Services/ Group Manager – Economy, Natural Resources and Sustainability	Recommendations circulated requesting response – to be provided. Chased.	
7 April 2025	Bridgend County Borough Net Zero Strategy Review	The Committee recommended that the strategy include focus on practical and achievable goals and that the carbon footprint of the supply chain be an appropriate priority.	Corporate Director for Communities/ Head of Operations – Community Services/ Group Manager – Economy, Natural Resources and Sustainability	Recommendations circulated requesting response – to be provided. Chased.	
7 April 2025	Bridgend County Borough Net Zero Strategy Review	The Committee recommended that the revised strategy be shared for a 12-week public consultation, as there was a need to engage with the public	Corporate Director for Communities/ Head of Operations – Community	Recommendations circulated requesting response – to be provided.	

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		and obtain views of residents and stakeholders of the county borough.	Services/ Group Manager – Economy, Natural Resources and Sustainability	Chased.	