

Meeting of the Corporate Overview and Scrutiny Committee

24 July 2025

Responses to Recommendations / Additional Information Requested

	Recommendations / Information Requested:	Response:	Accepted / Partially Accepted / Not Accepted:
Budget Monitoring – Quarter 1 Revenue Forecast 2025-26			
Additional Information Requested:			
1	<p>The Committee requested:</p> <p>a. the terms of reference for the fleet services review report be circulated to Members;</p> <p>b. that the scope of the report should include the extent of the losses and the importance of the fleet services function; and</p> <p>c. the date by which the Committee could expect the report scheduled.</p>	<p>a. The Terms of Reference of the Review will be circulated to Scrutiny.</p> <p>b. Agreed this can be included in the review.</p> <p>c. It is expected that the review will be concluded by May 2026 and can be scheduled for a Scrutiny Committee after that date.</p>	Accepted
2	<p>The Committee requested an update confirming when the exit terms of the recycling centre at Tythegston are likely to be finalised and the likely costs of any remediation works.</p>	<p>The exit negotiations are still ongoing with the legal representatives of both sides. It is hoped to conclude this by the end of the year and at that point the final costs will be understood.</p>	Partially Accepted
3	<p>The Committee requested the most up to date figure of deficit balances for schools.</p>	<p>At the start of 2025-26, projections indicated an overall deficit balance for school delegated budgets of £5.206 million at year end. At quarter 2 this has slightly reduced to a projected deficit of £5.087 million. There are 35 primary schools, 5 secondary schools and 2 special schools (71% of all schools) projecting a deficit balance at year end.</p>	

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Quarter 4 / Year End Performance 2024-25			
Recommendations			
4	The Committee expressed concern regarding the lack of a target regarding sickness levels and recommended that the issue of sickness and appraisals is strengthened in the Corporate Plan Delivery Plan which is scheduled to the December meeting of the Committee.	To be considered through the Corporate Plan Delivery Plan development process for 2026/27.	Accepted
5	The Committee recommended that the Deep Dive Group for the Chief Executive Directorate explore the support available for employees and the issues of staffing in the financial and legal departments.	Scrutiny actioned with Chair of Deep Dive Group.	
Additional Information Requested:			
6	The Committee requested comparative sickness data from other Welsh local authorities when available from Data Cymru.	<p>At this stage we only have data for 2023/2024, once 2024/2025 is available then the detail will be shared.</p> <p>The average days lost per FTE for BCBC in 2023/2024 was 12.4. This was 18th in Wales. The Welsh average was 11.7 days lost per FTE.</p> <p>The lowest days lost per FTE was 9.2 and the highest days lost per FTE was 17.</p>	

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7	<p>The Committee expressed concern regarding the achievability of the 100% target for mandatory e-learning modules and requested an update demonstrating the change to the Performance Indicator for the upcoming year and how mandatory e-learning will be managed. In addition, the Committee requested that Members be kept informed of the movement from the old to the new model.</p>	<p>These have been reviewed. The requirements and timescales have been amended.</p>	
8	<p>In relation to the staff survey, the Committee requested:</p> <ul style="list-style-type: none"> a. a written briefing on the work being undertaken; b. confirmation of when the Committee could receive a full report on the topic; and c. data demonstrating any directorates/service areas where the response rate has been particularly low. 	<p>The staff survey has recently been considered by CMB and a briefing note is being finalised which will be circulated as soon as possible.</p> <div style="text-align: center;">  <p>Staff survey review 2025 briefing note for</p> </div>	

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Self-Assessment 2024-25			
Recommendations			
9	The Committee recommended that the new Welsh-Medium Seedling School planned for Porthcawl be included in 'expanding Welsh medium education opportunities' section of the report.	Now included in the final self-assessment	Accepted
10	The Committee expressed concern regarding the Council's ability to recruit to certain technical positions and recommended that a recruitment plan be developed exploring creative approaches and a sustainability plan for recruitment.	The Director is working with HR colleagues to prepare a Recruitment Strategy for the Communities Directorate. Not only looking at creative approaches to recruitment but succession planning within the Directorate as this is also an issue, with over 50% of our staff over 50 years of age.	Accepted
Digital Strategy			
Recommendations			
11	The Committee expressed concern regarding the relatively low number of responses received to the consultation and recommended that responses be sought from young people in schools, Bridgend College and Bridgend Youth Council.	Discussions are taking place to ensure responses to the budget consultation are encouraged from all groups, including young people. This will include promoting the opportunity across our wider media channels and meeting some groups in person where possible.	Accepted

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Additional Information Requested:			
12	The Committee requested a copy of the draft Digital Strategy 2025-2029.	 Digital Strategy 2025-2029 v17.docx Circulated to Members of the Committee on 6 August 2025.	Accepted
13	The Committee requested the number of Hwb devices apportioned per School and further detail of the investment in the replacement programme.	This year, we received a Welsh Government grant of £576,058 and the following kit distributed to all schools, 326 laptops, 276 desktops, 193 monitors, 941 chrome books, 16 iMacs, 444 iPads, 19 charging trolleys and 11 audio visual screens.	
14	The Committee requested that detail of broadband social tariffs for individuals on means tested benefits be circulated to Members to allow them to update residents accordingly.	This information has been requested and will be provided.	
Forward Work Programme Update (FWP)			
15	The Committee requested that the Audit Wales Report, <i>Arrangements for Commissioning Services – Bridgend County Borough Council</i> referred from the Governance and Audit Committee be circulated to Members of the Committee for consideration and that an update on the report be added to the Committee's FWP on 23 October 2025.	Report attached.  Audit Wales - Bridgend_Commissioi Scrutiny actioning scheduling with Chair of COSC and relevant Officers.	Accepted

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