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**THIS IS A MEETING WHICH THE PUBLIC ARE ENTITLED TO ATTEND**

11th December 2019

Dear Sir/Madam

**EXECUTIVE COMMITTEE**

A meeting of the Executive Committee will be held in Executive Room, Civic Centre, Ebbw Vale on Wednesday, 18th December, 2019 at 10.00 am.

Yours faithfully

Michelle Morris  
Managing Director

**AGENDA**

**Pages**

**1. SIMULTANEOUS TRANSLATION**

You are welcome to use Welsh at the meeting, a minimum notice period of 3 working days is required should you wish to do so. A simultaneous translation will be provided if requested.

**2. APOLOGIES**

To receive.

We welcome correspondence in the medium of Welsh or English. / Croesawn ohebiaith trwy gyfrwng y Gymraeg neu'r Saesneg.

3. **DECLARATIONS OF INTEREST AND DISPENSATIONS**

To receive.

**MINUTES**

4. **EXECUTIVE COMMITTEE** 7 - 20

To consider the Minutes of the Executive Committee held on 13<sup>th</sup> November, 2019.

**GENERAL MATTERS**

5. **CONFERENCES AND COURSES** 21 - 22

To consider the Conferences, Courses and Invitations.

6. **FORWARD WORK PROGRAMME - 29TH JANUARY 2020** 23 - 28

To receive the report.

**DECISION ITEMS - CORPORATE SERVICES MATTERS**

7. **THE CALCULATION OF THE COUNCIL TAX BASE FOR THE YEAR 2020/21** 29 - 32

To consider the report of the Chief Officer Resources.

8. **CAPITAL BUDGET MONITORING, APRIL TO SEPTEMBER, 2019/2020 FINANCIAL YEAR** 33 - 52

To consider the report of the Chief Officer Resources.

9. **REVENUE BUDGET MONITORING -2019/2020, FORECAST OUTTURN TO 31 MARCH 2020 (AS AT 30 SEPTEMBER 2019)** 53 - 90

To consider the report of the Chief Officer Resources.

10. **GRANTS TO ORGANISATIONS** 91 - 92

To consider the report of the Chief Officer Resources.

11. **GRANTS WORKING GROUP - 28TH NOVEMBER 2019** 93 - 96

To consider the report.

12. **GLOBAL RESETTLEMENT PROGRAMME** 97 - 104

To consider the report of the Head of Governance and Partnerships.

### **DECISION ITEMS - ENVIRONMENT MATTERS**

13. **ACTIVITIES REPORT – LITTERING AND DOG CONTROL ORDER ENFORCEMENT FOR THE FINANCIAL YEAR 2018/19** 105 - 130

To consider the report of the Corporate Director Regeneration and Community Services.

### **DECISION ITEMS - REGENERATION & ECONOMIC DEVELOPMENT MATTERS**

14. **ENERGY PROSPECTUS** 131 - 158

To consider the report of the Corporate Director Regeneration and Community Services.

### **DECISION ITEMS - EDUCATION MATTERS**

15. **QUALITY ASSURING SAFEGUARDING IN LOCAL GOVERNMENT EDUCATION SERVICES (LGES)** 159 - 170

To consider the report of the Corporate Director Education.

### **MONITORING ITEMS - CORPORATE SERVICES**

16. **USE OF GENERAL AND EARMARKED RESERVES 2019/2020** 171 - 182

To consider the report of the Chief Officer Resources.

17. **SICKNESS ABSENCE PERFORMANCE** 183 - 196

To consider the report of the Head of Organisational Development.

18. **STAFF SURVEY 2019 – SUMMARY RESULTS** 197 - 202

To consider the report of the Chief Officer Commercial.

19. **QUARTER 1 AND 2 (APRIL TO SEPTEMBER) JOINT** 203 - 258

## **FINANCE AND PERFORMANCE REPORT**

To consider the report of the Head of Governance and Partnerships.

### **MONITORING ITEMS - EDUCATION**

20. **EDUCATION ACHIEVEMENT SERVICES (EAS),  
VALUE FOR MONEY REPORT, FINANCIAL YEAR  
2018/19** 259 - 288

To consider the report of the Corporate Director Education.

21. **IMPROVING SCHOOLS PROGRAMME 2019** 289 - 302

To consider the report of the Corporate Director of Education.

### **MONITORING ITEMS - SOCIAL SERVICES**

22. **PROGRESS ON THE IMPLEMENTATION OF THE  
SAFE REDUCTION OF CHILDREN LOOKED AFTER  
STRATEGY 2017- 2020** 303 - 310

To consider the report of the Head of Children's Services.

23. **ADULTS SAFEGUARDING REPORT 1ST APRIL TO  
30TH JUNE 2019** 311 - 316

To consider the report of the Corporate Director Social Services.

24. **SAFEGUARDING PERFORMANCE INFORMATION  
FOR SOCIAL SERVICES AND EDUCATION – 1ST  
APRIL TO 30TH JUNE 2019** 317 - 342

To consider the report of the Corporate Director Social Services.

### **EXEMPT - DECISION ITEM - REGENERATION AND ECONOMIC DEVELOPMENT**

To receive and consider the following report(s) which in the opinion of the proper officer is/are an exempt item(s) taking into account consideration of the public interest test and that the press and public should be excluded from the meeting (the reason for the decision for the exemption is available on a schedule maintained by the proper officer).

**25. EBBW VALE HI TEC TEST FACILITY**

343 - 350

To consider the report of the Corporate Director  
Regeneration and Community Services.

**EXEMPT - MONITORING ITEM - ENVIRONMENT**

To receive and consider the following report(s) which in the opinion of the proper officer is/are an exempt item(s) taking into account consideration of the public interest test and that the press and public should be excluded from the meeting (the reason for the decision for the exemption is available on a schedule maintained by the proper officer).

**26. SILENT VALLEY WASTE SERVICES LTD  
PERFORMANCE REPORT**

351 - 388

To consider the report of the Head of Community  
Services.

To: Councillor N. Daniels (Chair)  
Councillor G. Collier  
Councillor J. Collins  
Councillor D. Davies  
Councillor J. Mason

All other Members (for information)  
Manager Director  
Chief Officers

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**COUNTY BOROUGH OF BLAENAU GWENT**

**REPORT TO: THE LEADER AND MEMBERS OF THE EXECUTIVE**

**SUBJECT: EXECUTIVE COMMITTEE – 13<sup>TH</sup> NOVEMBER, 2019**

**REPORT OF: LEADERSHIP AND DEMOCRATIC SUPPORT OFFICER**

**PRESENT: Leader of the Council/  
Executive Member Corporate Services  
Councillor N.J. Daniels**

**Deputy Leader of the Council/  
Executive Member – Environment  
Councillor G. Collier**

**Executive Member – Social Services  
Councillor J. Mason**

**Executive Member – Education  
Councillor J. Collins**

**WITH:** Chief Officer Resources  
Corporate Director Regeneration and Community Services  
Corporate Director Education  
Corporate Director Social Services  
Chief Officer Commercial  
Head of Legal and Corporate Compliance  
Head of Community Services  
Service Manager – Community Services  
Communications, Marketing and Customer Access Manager

**DECISIONS UNDER DELEGATED POWERS**

<b><u>ITEM</u></b>	<b><u>SUBJECT</u></b>	<b><u>ACTION</u></b>
<b>No. 1</b>	<p><b><u>SIMULTANEOUS TRANSLATION</u></b></p> <p>It was noted that no requests had been received for the simultaneous translation service.</p>	

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
No. 2	<p><b><u>APOLOGIES</u></b></p> <p>The following apologies for absence were received:-</p> <p>Councillor D. Davies Managing Director</p> <p><b><u>WELCOME</u></b></p> <p>The Leader welcomed Councillor Wilkins, Chair of the Community Services Scrutiny Committee to the meeting. The Leader advised that the Chair had been invited to feedback the comments/ recommendations made at the Community Services Scrutiny Committee in respect of the Waste Management and Recycling Strategy 2018-2025 and the Strategic Business Case – Development Of A Second Household Waste Recycling Centre (HWRC) Reports.</p>	
No. 3	<p><b><u>DECLARATIONS OF INTEREST AND DISPENSATIONS</u></b></p> <p>There were no declarations of interest or dispensations reported.</p>	
	<p><b><u>MINUTES</u></b></p>	
No. 4	<p><b><u>EXECUTIVE COMMITTEE</u></b></p> <p>The minutes of the Executive Committee held on 26<sup>th</sup> September, 2019 were submitted.</p> <p>RESOLVED that the minutes be accepted as a true record of proceedings.</p>	



<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
	<b><u>DECISION ITEMS</u></b>	
	<b><u>GENERAL MATTERS</u></b>	
<b>No. 5</b>	<p><b><u>CONFERENCES/COURSES</u></b></p> <p>Consideration was given to attendance at the following:-</p> <p><u>CLAW AGM &amp; Conference – 14<sup>th</sup> November, 2019</u></p> <p>RESOLVED that approval be granted for Councillor G. Collier, Deputy Leader/Executive Member – Environment and Clive Rogers, Head of Community Services to attend.</p> <p><u>Army Presentation Evening – 21<sup>st</sup> November, 2019</u></p> <p>RESOLVED that approval be granted for Councillor B. Thomas, Armed Forces Champion to attend.</p>	
	<b><u>DECISION ITEMS – CORPORATE SERVICES MATTERS</u></b>	
<b>No. 6</b>	<p><b><u>FORWARD WORK PROGRAMME – 18<sup>TH</sup> DECEMBER, 2019</u></b></p> <p>Consideration was given to the report of the Leader/Executive Member for Corporate Services.</p> <p>The Executive Member for Social Services advised that the Assisted Transport – Charging Policy report would need to be deferred to the January meeting.</p> <p>RESOLVED accordingly.</p> <p>FURTHER RESOLVED, subject to the foregoing, that the report be accepted and the forward work programme for 18<sup>th</sup> December, 2019 be noted.</p>	

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
No. 7	<p><b><u>GRANTS TO ORGANISATIONS</u></b></p> <p>Consideration was given to the report of the Chief Officer Resources.</p> <p>Members were further advised of the following additional grants that had been submitted for approval since the preparation of the report:-</p> <p><b><u>ABERTILLERY</u></b></p> <p><b><u>Abertillery Ward- Councillor N. Daniels</u></b></p> <p>1. Remembrance Parade £24</p> <p><b><u>Abertillery Ward- Councillor J. Holt</u></b></p> <p>1. Remembrance Parade £24</p> <p><b><u>Abertillery Ward- Councillor M. Cook</u></b></p> <p>1. Remembrance Parade £24</p> <p><b><u>Cwmtillery Ward- Councillor T. Sharrem</u></b></p> <p>1. Remembrance Parade £24</p> <p><b><u>Cwmtillery Ward- Councillor J. Wilkins</u></b></p> <p>1. Remembrance Parade £24</p> <p><b><u>Cwmtillery Ward- Councillor M. Day</u></b></p> <p>1. Remembrance Parade £24</p> <p><b><u>Llanhilleth Ward- Councillor H. McCarthy</u></b></p> <p>1. Remembrance Parade £24</p> <p><b><u>Llanhilleth Ward- Councillor J. Collins &amp; N. Parsons</u></b></p> <p>1. Remembrance Parade £48</p>	

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
	<b><u>Six Bells Ward – Councillor D. Hancock</u></b>	
1.	Remembrance Parade	£24
	<b><u>Six Bells Ward – Councillor M. Holland</u></b>	
1.	Remembrance Parade	£24
	<b><u>BRYNMAWR</u></b>	
	<b><u>Brynmawr Ward- Councillor J. Hill</u></b>	
1.	Remembrance Parade	£62
2.	Brynmawr Musical Theatre Company	£100
	<b><u>Brynmawr Ward- Councillor L. Elias</u></b>	
1.	Remembrance Parade	£62
2.	Brynmawr Musical Theatre Company	£100
3.	Ebbw Vale Mini Rugby	£50
	<b><u>Brynmawr Ward- Councillor W. Hodgins</u></b>	
1.	Remembrance Parade	£62

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
	<b><u>EBBW VALE</u></b>	
	<b><u>Badminton Ward – Councillor G. Paulsen</u></b>	
	1. Remembrance Parade	£95
	<b><u>Badminton Ward – Councillor C. Meredith</u></b>	
	1. Remembrance Parade	£95
	<b><u>Beaufort Ward – Councillor G. Thomas &amp; S. Healy</u></b>	
	1. Remembrance Parade	£232.50
	<b><u>Ebbw Vale North – Councillor D. Davies, P. Edwards &amp; R. Summers</u></b>	
	1. Remembrance Parade	£285
	2. Blaenau Gwent Otters	£100
	<b><u>Ebbw Vale South – Councillor J. Millard &amp; K. Pritchard</u></b>	
	1. Remembrance Parade	£190
	<b><u>Rassau Ward – Councillor G. Davies</u></b>	
	1. Remembrance Parade	£116.25
	<b><u>Rassau Ward – Councillor D. Wilkshire</u></b>	
	1. Remembrance Parade	£116.25
	<b><u>NANTYGLO &amp; BLAINA</u></b>	
	<b><u>Nantyglo Ward – Councillor P. Baldwin</u></b>	
	1. Remembrance Parade	£110.50

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
<b><u>Nantyglo Ward – Councillor J. Mason &amp; K. Rowson</u></b>		
1.	Remembrance Parade	£221
2.	Nantyglo OAP	£200
3.	Winchestown OAP	£200
4.	St Annes Church	£200
5.	Wesleyan Chapel	£200
6.	Hermons Cemetary Trust	£200
7.	Nantyglo RFC	£200
8.	Coed y Garn School	£200
9.	Ysgol Cymraeg Bro Helyg	£200
10.	275 Squadron Nantyglo & Blaina ATC	£100
11.	Nantyglo & Blaina Scouts	£100
12.	Falcon Martial Arts	£100
13.	PHAB	£100
14.	BGFM	£100
15.	Nantyglo Football Club	£100
16.	Nantyglo Community Shop	£100
17.	Hooks & Pins	£100
18.	Nantyglo & Blaina Town Council Xmas Lights	£100
19.	Blaenau Gwent Rhythm & Ukes	£100
20.	Nantyglo & Blaina Mayors Appeal	£100
<b><u>Blaina Ward – Councillor J. P. Morgan</u></b>		
1.	Remembrance Parade	£110.50
2.	Jacks Appeal ABUHB	£285
<b><u>Blaina Ward – Councillor L. Winnett</u></b>		
1.	Remembrance Parade	£110.50
2.	Jacks Appeal ABUHB	£285
<b><u>Blaina Ward – Councillor G. Collier</u></b>		
1.	Remembrance Parade	£110.50
RESOLVED, subject to the foregoing, that the report be accepted and the grants contained therein be approved.		

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
No. 8	<p><b><u>CHARTER OF COMMON AGREEMENT BETWEEN THE COMMUNITY AND TOWN COUNCILS AND BLAENAU GWENT COUNTY BOROUGH COUNCIL</u></b></p> <p>Consideration was given to the joint Officers' report.</p> <p>The Leader noted the Charter of Common Agreement between Blaenau Gwent County Borough Council and each of the four Community and Town Councils which had been agreed with all Town and Community Councils. The Leader advised that the Charter would provide a more strategic and relevant approach between Town Councils and the Borough Council.</p> <p>RESOLVED that the report be accepted and Option 1 be endorsed, namely that the new Charter of Common Agreement between BGCBC and the four CTCs be approved. This Charter was approved by the CTCs and endorsed by QLC members in September 2019.</p>	
No. 9	<p><b><u>TIME OFF FOR RESERVISTS POLICY</u></b></p> <p>The report of the Head of Organisational Development was submitted for consideration.</p> <p>The Leader noted the report which was self-explanatory in seeking endorsement for a new policy for the Authority for time off for Reservists. The Leader advised that providing support for reservists was an important element of the Silver Award which had been granted pending approval of the Policy.</p> <p>The Leader added that Blaenau Gwent was a lead organisation in delivering on the Armed Forces Covenant and wished to mention Councillor Brian Thomas the Armed Forces Champion who represented Blaenau Gwent very well at all related events</p> <p>RESOLVED that the report be accepted and Option 1 be endorsed, namely the Time Off for Reservists Policy be supported and endorsed.</p>	

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
No. 10	<p><b><u>THE ANNUAL REPORT OF THE PUBLIC SERVICES OMBUDSMAN FOR WALES 2018/19</u></b></p> <p>Members considered the report of the Head of Legal and Corporate Compliance.</p> <p>RESOLVED that the report be accepted and Option 1 be endorsed, namely the information contained therein be noted and the report be referred to the Audit Committee for assurance that the process for the monitoring of complaints was robust and the performance information provided reflected these practices.</p>	
	<p><b><u>DECISION ITEMS – ENVIRONMENT MATTERS</u></b></p>	
No. 11	<p><b><u>WASTE MANAGEMENT AND RECYCLING STRATEGY 2018 – 2025</u></b></p> <p>Consideration was given to the report of the Service Manager, Neighbourhood Services.</p> <p>The Head of Community Services spoke to the report which provided the Executive with the draft Waste Management and Recycling Strategy. The Officer advised that the Strategy had been developed in two parts with the Strategy outlined the vision, context, objectives and methods of delivery and the Action Plan detailed the actions and timelines which reflected the objectives and delivery requirements.</p> <p>The Head of Community Services advised that the Strategy set out the long term vision for waste management and recycling services. The Strategy went beyond meeting Welsh Government targets it identified a single integrated strategy which set out how Blaenau Gwent would achieve its vision, work with others, engage with residents and place the Well-Being and Future Generation goals and ways of working at the heart of all that it does. The vision for waste and recycling was further outlined as noted in the report.</p>	

<b><u>ITEM</u></b>	<b><u>SUBJECT</u></b>	<b><u>ACTION</u></b>
	<p>The Head of Community Services advised that the Scrutiny Committee supported the draft policy with the recommendation that any future service changes return to the Scrutiny Committee for consideration prior to implementation.</p> <p>The Head of Community Services noted the financial implications and the potential impact on both revenue and capital funding requirements associated with the development and implementation of the strategy. The Officer advised that these related matters would be brought forward in determining service changes moving forward.</p> <p>At this juncture the Leader invited the Chair of the Community Services Scrutiny to provide the observations of the Scrutiny Committee. The Chair advised that the draft strategy had been considered by the Scrutiny Committee and reiterated the recommendation made in terms of any future service changes be considered by the Scrutiny Committee prior to implementation.</p> <p>The Chair of the Community Services Committee also advised that there had been a request for officers to investigate ways in which pet waste could be collected.</p> <p>The Leader advised that he sat in the public gallery of the Scrutiny Committee and it had been a very good meeting and had been Chaired well by Councillor Wilkins who had kept Members on track really well. The Leader noted the issues raised in relation to pet waste and advised that this was an issue reflected at Streetscene Engagement Sessions. It was noted the Council run a successful hygiene collection therefore the same process could be explored for pet waste.</p> <p>The Deputy Leader/Executive Member for Environment supported the Policy which would help tackle recycling rates to avoid the Authority paying fines incurred. The Deputy Leader felt that the monies used for any potential fines are better spent on other services.</p>	



<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
	<p>The Deputy Leader further concurred with the suggestion to investigate pet waste collections which he felt was not an impossible task as a similar collection to hygiene waste could be introduced.</p> <p>The Executive Members concurred with the investigations to address pet waste and it was thereupon agreed that it be added to the recommendation that a report be drafted for consideration by the Scrutiny Committee and Executive accordingly. The Leader added that there would be a cost implication, however in this instance it would be a cost worth being considered.</p> <p>RESOLVED accordingly.</p> <p>FURTHER RESOLVED, subject to the foregoing that the report be accepted and Option 1 be endorsed, namely that the draft Waste Management and Recycling Strategy be approved. Also, a report be drafted in to develop a pet waste collection service and it be presented to the Community Services Scrutiny Committee and Executive Committee for consideration.</p>	
No. 12	<p><b><u>THE STRATEGIC BUSINESS CASE – DEVELOPMENT OF A SECOND HOUSEHOLD WASTE RECYCLING CENTRE (HWRC)</u></b></p> <p>The report of the Head of Community Services was submitted for consideration.</p> <p>The Service Manager – Neighbourhood Services spoke to the report and outlined the main points contained therein. The Service Manager noted the support provided by WRAP to develop the Strategic Business Case which formed part of the bid to Welsh Government. The Council’s Leadership had met with the Deputy Minister in July to outline the business case and confirm the Council’s commitment to meet the 64% and 70% recycling targets.</p> <p>It had now been confirmed by Welsh Government that the Council had been successful in obtaining the full award of capital funding for £2.8m and noted the estimated costs of the new HWRC which included the installation of traffic lights on A467 which was welcomed by Members due to the number of accidents on the junction to Roseheyworth Business Park.</p>	

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
	<p>The Service Manager referred to the options and advised that the Scrutiny Committee raised concerns around the continued fly tipping incidents if there was a reduction in the number of days the facility would be open. Therefore a recommendation had been agreed for a report to be presented to the January meeting to give consideration to the revenue costs of the facility being open 5, 6 and 7 days a week.</p> <p>The Corporate Director Regeneration and Community Services advised that in order to increase future recycling streams as we move beyond the 70% target, a wider range of services could be offered at the second Household Waste and Recycling Centre in the future and the proposed facility would allow provide the Council with future capacity to deal with these new opportunities and these would be brought forward at the appropriate time. The Service Manager added that there had been discussions around a re-use facility for bric-a-brac and small furniture as the Council does not perform well at the moment in this area. There were a number of opportunities to be explored as the site grew including an education centre and interest had been received from the Hospice of the Valleys to work together in this area.</p> <p>The Chair of the Community Services Scrutiny Committee advised that the report had been welcomed by Scrutiny and noted that concerns had been raised in relation to the revenue costs on the opening hours therefore it was requested a report be presented to the next Scrutiny Committee for consideration as a matter of urgency.</p> <p>The Deputy Leader felt that the second HWRC would address the flytipping issues in the Ebbw Fach area and address Welsh Government targets. The Deputy Leader extended thanks to WRAP for their support and to Welsh Government for awarding the grant to develop the facility.</p> <p>The Executive Members supported the development of the second HWRC which was the vision for the Borough and concurred that it would tackle the issues of flytipping in the Ebbw Fach Valley. The new site would also assist in the Authority meeting Welsh Government targets.</p>	

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
	<p>The Leader welcomed the full award of the grant from Welsh Government which reflected the confidence Welsh Government had in Blaenau Gwent in relation to waste and recycling. The Leader felt that recent meetings with the Minister had been very positive and it had been pleasing to be recognised for the work which had been undertaken.</p> <p>The Leader also wished to thank the Service Manager – Neighbourhood Services for the excellent presentation given to the Deputy Minister and her advisors and the Leader was sure the Managing Director would concur that it was an excellent presentation.</p> <p>RESOLVED that the report be accepted and Option 1 be endorsed, namely the Strategic Business Case for the development of a second Household Waste Recycling Centre be approved.</p>	
	<p><b><u>DECISION ITEMS – SOCIAL SERVICES MATTERS</u></b></p>	
<p><b>No. 13</b></p>	<p><b><u>WELSH GOVERNMENT CHILDCARE OFFER – BLAENAU GWENT AND TORFAEN</u></b></p> <p>Consideration was given to the report of the Head of Children’s Services.</p> <p>The Executive Member for Social Services noted the report and highlighted the progress made in delivering Welsh Government’s Childcare Offer Programme. It was added that there was a recommendation from the Scrutiny Committee for the Executive Member to write to Welsh Government to express their concerns around the cap in numbers of Flying Start placements for Blaenau Gwent as there are many more communities which would benefit from Flying Start Schemes.</p> <p>RESOLVED that the report be accepted and Option 2, namely the recommendation from the Scrutiny Committee as identified be approved.</p>	

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
	<b><u>MONITORING ITEMS – EDUCATION</u></b>	
No. 14	<p><b><u>2019 SCHOOL PERFORMANCE FOR: END OF FOUNDATION PHASE, KEY STAGE 2, KEY STAGE 3, KEY STAGE 4 (PROVISIONAL ONLY)</u></b></p> <p>Consideration was given to the report of the Corporate Director of Education.</p> <p>The Executive Member for Education provided an overview of the report and advised that this was a positive report for the Authority. The Corporate Director Education concurred with the comments and advised that Blaenau Gwent was performing in line with other authorities in South East Wales region. The Corporate Director added that this was due to the dedication of head teachers, teachers and support staff.</p> <p>RESOLVED that the report be accepted and Option 1, namely to accept the content and format of the report, noting feedback from Scrutiny, which sets out the requirement to continue to develop content and format in line with the changes in the interim Key Stage 4 measures over the coming years.</p>	

# Agenda Item 5

*Council only*

Date signed off by the Monitoring Officer: N/A

Date signed off by the Section 151 Officer: N/A

**Committee:** **Executive**

Date of meeting: **18<sup>th</sup> December, 2019**

Report Subject: **Conferences/Courses Report**

**General Matters**

Report Submitted by: **Democratic Services**

Report Written by: **Democratic Services**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
						18.12.19		

## 1. **Purpose of the Report**

To present a list of Conferences/Courses for consideration and determination by the Executive.

## 2. **Scope of the Report**

2.1 Armed Forces in Wales and Defence Employer Recognition Scheme Awards St Fagans Museum of Welsh Life, Cardiff on 28<sup>th</sup> November 2019.

To approve the attendance of Councillor Brian Thomas, Armed Forces Champion.

## 3. **Options for Consideration**

3.1 To seek approval for attendance at the above.

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# Agenda Item 6

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**  
Date of meeting: **18<sup>th</sup> December 2019**  
Report Subject: **Forward Work Programme – 29<sup>th</sup> January 2020**  
Portfolio Holder: **All Portfolios**  
Report Submitted by: **Cllr Nigel Daniels, Leader of the Council /  
Executive Member Corporate Services**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
	✓	02.12.19				18.12.19		

1. **Purpose of the Report**
  - 1.1 To present to Members the Executive Committee Forward Work Programme for the Meeting on 29<sup>th</sup> January 2020 for discussion and to update the Committee on any changes.
  
2. **Scope and Background**
  - 2.1 The Executive Work Programme is a key aspect of the Council's planning and governance arrangements and supports the requirements of the Constitution.  
The topics set out in the Forward Work Programme link to the strategic work of the Council as identified by the Council's Corporate Plan, corporate documents and supporting business plans. Effective work programmes are essential to ensure that the work of the Executive makes a positive impact upon the Council's delivery of services.
  - 2.2 The Committee's Forward Work Programme was agreed in July 2019, recognising the fluidity of the document to enable the Committee to respond to urgent and emerging issues, and included timescales when reports will be considered by the Committee. The work programme is managed and implemented by the Performance and Democratic Team under the direction of the Leader and Executive Members.
  - 2.3 The forward work programme for the forthcoming meeting will be presented to Committee on a 6 weekly cycle in order that Members can consider the work programme; request information is included within the reports, as appropriate and / or make amendments to the work programme.
  
3. **Options for Recommendation**
  - 3.1 **Option 1:** The Executive Committee consider the Forward Work Programme for the meeting on 29<sup>th</sup> January 2020, and:
    - Make any amendments to the topics scheduled for the meetings;

- Suggest any additional invitees that the committee requires to fully consider the reports; and
- Request any additional information to be included with regards to the topics to be discussed.

**Option 2:** The Executive Committee agree the Forward Programme for the meeting on 29<sup>th</sup> January 2020, as presented.

**Background Documents /Electronic Links**

- Appendix 1 – Forward Work Programme - Meeting on 29<sup>th</sup> January 2020



**Executive Committee  
Forward Work Programme**

**Executive Meeting Date:** Wednesday 29<sup>th</sup> January 2020

**Report Submission Deadline Date to Liz Thomas:** Wednesday 8<sup>th</sup> January 2020

\*Reports received after this date will be included on the next agenda of Executive

Decision: 10 Items Monitoring: 6 items Information: 9 items
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Report Title	Lead Officer	Purpose of report	CLT Sign Off Date	Scrutiny Meeting Date	Council Meeting Date
<b>DECISION ITEMS</b>					
<b>Portfolio: Social Services</b>					
Assisted Transport – Charging Policy	Alyson Hoskins	<b>Approval</b> To consider recommendations made by the scrutiny committee and approve the future charging for transport.	17.12.19	Social Services – 09.01.20	N/A
<b>Portfolio: Regeneration and Economic Development</b>					
Housing Strategy	Bethan McPherson	<b>Approval</b> To consider and approve the review of the Housing Strategy.	26.11.19	Regeneration – 12.12.19	N/A
<b>Portfolio: Leader / Corporate Services</b>					
Grants to Organisations	Rhian Daly	<b>Approval</b> To agree the Grants to Organisations.	07.01.20	N/A	N/A
<b>Portfolio: Education</b>					
Attendance Policy	Lynette Jones	<b>Approval</b> To approve the policy.	17.12.19	Education and Learning – 15.01.20	N/A
Blaenau Gwent Education Accessibility Strategy and Action Plan	Lynn Phillips / Claire Gardner	<b>Approval</b> Members to approve the strategy and associated action plan.	17.12.19	Education and Learning – 15.01.20	N/A
Penycwm Capacity Review	Clair Gardner	<b>Approval</b> To agree consultation.	17.12.19	Education and Learning – 15.01.20	N/A
<b>Portfolio: Deputy Leader / Environment</b>					

Report Title	Lead Officer	Purpose of report	CLT Sign Off Date	Scrutiny Meeting Date	Council Meeting Date
Proposed Designation and Declaration of five Local Nature Reserves (LNRs)	Liz Hancocks	<b>Approval</b> To approve the proposal to designate and declare Sirhowy Hill Woodlands, Beaufort Hill Ponds & Woodland, Parc Bryn Bach, Garden City and Central Valley as Local Nature Reserves (LNRs).	17.12.19	Community Services – 16.01.20	N/A
Housing Allocations Policy - Proposed Changes	Dave Thompson / Mark Congreve	<b>Approval</b> Members to consider Policy changes following consultation with Social Services and RSL partners.	19.11.19	Community Services – 05.12.19	N/A
Blaenau Gwent Cemeteries – Future Provision	Alun Watkins / Dave Watkins	<b>Approval</b> Members to consider the burial capacity review of existing cemeteries and the options presented to increase the capacity.	17.12.19	Community Services – 16.01.20	N/A
Leisure & Culture Services Review	Anne-Louise Clark	<b>Approval</b> To endorse the service review.	17.12.19	Community Services – 16.01.19	06.02.20
<b>MONITORING ITEMS</b>					
<b>Portfolio: Education</b>					
LAC Provision and Progress	Catherine Edwards / Gavin Metheringham	<b>Monitoring</b> To consider the information provided in the report and identify opportunities to further improve.	17.12.19	Education and Learning – 15.01.20	N/A
21 <sup>st</sup> Century Schools Programme Bands A / B Gateway Review Outcome	Lynn Phillips / Claire Gardner	<b>Monitoring</b> To provide Members with an update on the closure of the 21 <sup>st</sup> Century Schools Band A programme and the progress made on the Band B programme.	17.12.19	Education and Learning – 15.01.20	N/A
Welsh in Education Strategic Plan (WESP) <i>Please note the report and Plan will need to be translated to Welsh by the Directorate.</i>	Lynn Phillips / Claire Gardner	<b>Monitoring</b> Members to review performance annually, and monitor outcomes associated with the WESP in line with the vision, goals, targets and objectives; whilst ensuring that this process informs key strategic priorities from a Welsh-medium perspective.	17.12.19	Education and Learning – 15.01.20	N/A
<b>Portfolio: Deputy Leader / Environment</b>					

Report Title	Lead Officer	Purpose of report	CLT Sign Off Date	Scrutiny Meeting Date	Council Meeting Date
National Food Hygiene Rating Scheme <i>(Response to National Audit Findings)</i>	Dave Thompson / Lisa Griffin	<b>Monitoring</b> This report will outline the findings of the audit, the local position, and the actions that re being taken in response to the audit findings. Members' observations and recommendations will be considered as appropriate.	17.12.19	Community Services – 16.01.20	N/A
<b>Portfolio: Leader / Corporate Services</b>					
CCTV Progress Report	Bernadette Elias	<b>Monitoring</b> To receive progress update on CCTV.	10.12.19	Corporate Overview – 08.01.20	N/A
Future Generation Commissioner's Self Reflection Toolkit Blaenau Gwent	Michelle Morris/ Bernadette Elias	<b>Monitoring</b> To receive the Self Reflection Toolkit for Blaenau Gwent.	07.01.20	N/A	N/A
<b>INFORMATION ITEMS</b>					
Community Services Directorate – Six Monthly Performance	Richard Crook	<b>Information</b> Members to monitor the performance information for the Directorate.	19.11.19	Community Services – 05.12.19	N/A
Regeneration Directorate – Six Monthly Performance report	Richard Crook	<b>Information</b> Members to monitor the performance information for the Directorate.	19.11.19	Regeneration – 09.12.19	N/A
Corporate Parenting Progress Report	Tanya Evans	<b>Information</b> To demonstrate to members how outcomes for Looked After Children have been improved by the implementation of the Corporate Parenting Action Plan.	17.12.19	Social Services – 09.01.20	N/A
Annual Air Quality	Dave Thompson / Andrew Long	<b>Information</b> Annual report on the Authority's fulfilment of its duties under Part IV of the Environment Act 1995 in relation to air quality management.	17.12.19	Community Services – Info Item – 16.01.20	N/A
Planning Annual Performance	Steve Smith	<b>Information</b> To provide members with information on the Annual Performance Report (APR).	19.11.19	Community Services –	N/A

Report Title	Lead Officer	Purpose of report	CLT Sign Off Date	Scrutiny Meeting Date	Council Meeting Date
				Info Item – 05.12.19	
Pupil Exclusions	Gavin Metheringham / Lisa Adams	<b>Information</b> To provide members with information on the data and associated outcomes.	17.12.19	Education and Learning – 15.01.20	N/A
Regional Partnership Board - Quarterly	Damien McCann	<b>Information</b> To provide Members with quarterly updates from the work of the Regional Partnership Board developed as part of the Social Services and Well-being Act, Part 9, integration and partnership.	17.12.19	Social Services – 09.01.20	N/A
Legacy Funding six monthly Update	Bethan McPherson	<b>Information</b> To provide Members with the six-month review/position.	19.11.19	Regeneration – Info Item - 09.12.19	N/A
Trinity Chapel, Abertillery	Nick Landers / Amy Taylor	<b>Information</b> To update Members on the current position.	26.11.19	Regeneration – Info Item – 09.12.19	N/A

# Agenda Item 7

*Executive Committee and Council only*

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer: 03.12.19

Committee: **Executive Committee**

Date of meeting: **18<sup>th</sup> December 2019**

Report Subject: **The Calculation of the Council Tax Base for the year 2020/21**

Portfolio Holder: **Cllr Nigel Daniels – Leader / Executive Member Corporate Services**

Report Submitted by: **Rhian Hayden, Chief Officer - Resources**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
x	03.12.19	04.12.19				18.12.19		

## 1. Purpose of the Report

- 1.1 To set the Council Tax Base for the financial year 2020/21.

## 2. Scope and Background

- 2.1 The Council is statutorily required to calculate the Council Tax Base for each financial year.
- 2.2 The Council Tax Base is a measure of the Authority's tax-raising capacity. It is expressed in terms of the number of Band D equivalent dwellings taking account of exemptions, reductions for disabilities and discounts.
- 2.3 The Council's Tax Base is calculated by applying the formula **A x B**, where

**A** is the total of the "relevant amounts" for 2020/2021 for each of the valuation bands contained in the Council's valuation list and Band A\*, and

**B** is the Council's estimated collection rate for the year.

The "relevant amounts" for the financial year beginning on 1<sup>st</sup> April, 2020, for a valuation band, are based on the dwellings shown in the valuation list for the Authority as at 31<sup>st</sup> October, 2019, and is found by applying the formula,

$$(H-(I \times E)+J) \times \frac{F}{G}$$

Where

**H** Is the number of chargeable dwellings in the valuation band and Band A\*;

**I** Is the number of estimated discounts payable in respect of such dwellings;

**E** Is the appropriate percentage (25% in 2020/2021);

**J** Is the amount of adjustments in respect of the chargeable dwellings or discounts;

**F** Is the proportionate number of dwellings in that band:  
and

**G** Is the proportionate number applicable in respect of the Band D dwellings

2.4 The Council's Tax Base for the current year, 2019/2020, was set at 20,187.16.

### 3. **Options for Recommendation**

3.1 That the Executive Committee approves the Council Tax base calculation for 2020/21 as detailed in Appendix 1 tables 1 to 6, and that the council tax base for tax setting purposes be 20,662.45.

### 4. **Evidence of how this topic supports the achievement of the**

#### 4.1 **Council Priorities**

The report is linked to and instrumental in the budget strategy for the financial year 2020/21.

#### 4.2 **Statutory Responsibilities**

The calculation must comply with: -

- a) The Local Government Finance Act , 1992,
- b) The Local Authorities (Calculation of Council Tax Base) (Wales) Regulations, 1995,
- c) The Local Authorities (Calculation of Council Tax Base) and Council Tax (Prescribed Classes of Dwellings) (Wales) (Amendment) Regulation 2004.

### 5. **Implications Against Each Option**

#### 5.1 **Financial**

##### **Option 1**

The Council Tax base determines the Councils ability to raise revenue through Council Tax.

## 5.2 **Risk**

### **Option 1**

Failure to set the Council Tax base correctly can restrict the Council's ability to enforce the collection of Council Tax

## 5.3 **Personnel**

There are no direct staff implications to this report.

## 6. **Supporting Evidence**

### 6.1 **Performance Information and Data**

As previously reported, a review of council tax collection has been undertaken during the last 12 months resulting in some changes to collection methods. Whilst it is still at the early stages, analysis of in-year collection indicates that they are improving. I therefore consider it prudent to estimate the in-year collection for 2020/2021 to be 95%.

### 6.2 **Involvement**

The Community Council's within the Blaenau Gwent area will be informed of their appropriate council tax base for 2020/21.

### 6.3 **Thinking for the Long term**

The council tax base calculation is an annual calculation based on reference to the dwellings within a local authority area on the 31<sup>st</sup> October of the preceding year.

### 6.4 **Collaboration / partnership working**

Each individual local authority must calculate their relevant council tax base.

## 7. **Monitoring Arrangements**

7.1 The Revenue section will continue monitoring collection performance to inform future years calculations.

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# Agenda Item 8

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**  
Date of meeting: **18th December 2019**

Report Subject: **Capital Budget Monitoring, April To September, 2019/2020 Financial Year**

Portfolio Holder: **Cllr Daniels – Leader / Executive Member Corporate Services**

Report Submitted by: **Rhian Hayden – Chief Officer Resources**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
	29/10/2019	02.12.19			18/11/2019	18/12/2019		

## 1. Purpose of the Report

- 1.1 To provide members with an overview of each Portfolio's actual and forecast capital expenditure against funding approvals for the 2019/2020 financial year, as at 30<sup>th</sup> September 2019.

## 2. Scope and Background

- 2.1 This report provides details on the following:

- Forecast financial position to the end of March 2020 across all portfolios
- Details of any significant adverse and/or favourable variances

- 2.2 This report forms part of the quarterly financial reporting framework to Members.

## 3. Options for Recommendation

### 3.1 Option 1 (Recommended Option)

Members of the Executive Committee accept the report and

- Provide appropriate challenge to the financial outcomes in the report.
- Continue to support appropriate financial control procedures agreed by Council.
- To note the budgetary control and monitoring procedures in place to safeguard Authority funding.
- To approve the funding proposals in relation to the Industrial Units Improvement Programme and Household Waste Recycling Centre (HWRC) projects.

### 3.2 Option 2

Members of the Executive Committee do not accept the report and/or agree the funding proposals in relation to the Industrial Units Improvement Programme and Household Waste Recycling Centre (HWRC) projects.

The Joint Budget Scrutiny Committee, at its meeting on 18 November 2019 recommended Option 1.

**4. Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

4.1 This report supports the Council Priority, “Efficient Council”, as it is part of the financial planning and reporting arrangements which support the Council’s financial resilience.

**5. Implications Against Each Option**

**5.1 *Impact on Budget (short and long term impact)***

5.1.1 The overall financial position at 30<sup>th</sup> September 2019 shows a balanced budget against a total in year capital budget of £19.16m. It is anticipated that all in year capital expenditure will be fully funded.

Across all Portfolios, the overall position is shown below:-

Total Approvals Q2 (Sept 2019)	Future funding	In year funding	Actual Expenditure to 30/09/2019 (Month 6)	Forecast Expenditure 2019/2020	Forecast Variance underspent / (overspent)
£000	£000	£000	£000	£000	£000
63,244	44,085	19,159	6,531	19,159	-

5.1.2 It is imperative that capital reserves are not committed beyond affordable funding levels. Budget holders must therefore maintain spending within the overall total for the approved capital schemes.

5.1.3 Expenditure against external funding approvals needs to be maximised in order to avoid loss of funding. Where significant delays in capital expenditure have occurred or are anticipated, liaison with funding bodies is required at the earliest opportunity in order to secure approval for funding re-profile.

5.1.4 Where overall funding approvals are likely to be exceeded and additional compensatory funding sources cannot be identified, budget holders will initially report the consequences to the Corporate Leadership Team, including proposals to defer/cancel other approved schemes.

- 5.1.5 The Constitution requires budget virements in excess of £250,000 to be approved by the Executive
- 5.1.6 During 2019/20, the Council has received Welsh Government Economic Stimulus funding of £444,465. It is proposed that this funding be utilised for the Industrial Units Improvement Programme which would release £280,000 of the Councils own resources to the Capital contingency for allocation at a future date.
- 5.1.7 Welsh Government has also indicated that they will be awarding funding of £2.8m from Welsh Government for the HWRC. This represents 100% of the estimated build / development cost of the facility and results in the Council's own resources not being required. Subject to formal confirmation of this award it is therefore proposed that the £520,000 allocated for the HWRC in the Capital Programme be reallocated to the Capital contingency for allocation at a future date.

## 5.2 Risk including Mitigating Actions

- 5.2.1 If capital schemes are not kept within budget, then capital reserves may be committed beyond affordable levels, with the consequence that projects that have not yet commenced may be deferred or not undertaken, so impacting upon future Capital Programmes.
- 5.2.2 If capital schemes do not achieve the required level of expenditure within the correct financial year, funding may be lost to the Authority and be detrimental to the Authority's chances of securing future funding.
- 5.2.3 Both of the aforementioned risks are mitigated as far as possible through close working relationship with budget holders and external funding bodies such as Welsh Government. This ensures that where possible, funding is maximised or funding amendments are secured should the need arise.

## 5.3 Legal N/A

## 5.4 Human Resources N/A

## 6. Supporting Evidence

### 6.1 *Performance Information and Data*

- 6.1.1 Appendix 1.1 & 1.2 details the provisional financial position for 2019/2020.  
Appendix 2 provides information of funding changes since the first quarter report.

### 6.2 *Expected outcome for the public*

- 6.2.1 The report details the financial implications for the Council in providing capital investment for the communities of Blaenau Gwent.

All forecast overspends and underspends are managed in order that secured funding approvals are not lost and to mitigate any potential adverse impact upon future Capital investment in Blaenau Gwent.

6.3 ***Involvement (consultation, engagement, participation)***

Corporate Leadership Team & the Joint Budget Scrutiny Committee have considered the quarter two position for the 2019/2020 financial year.

6.4 ***Thinking for the Long term (forward planning)***

It is essential that all forecast overspends and underspends are managed in order that secured funding approvals are not lost and to mitigate any potential adverse impact upon the future capital programme.

6.5 ***Preventative focus***

The Capital Services Team to continue their close working relationship with budget holders and external funding bodies to ensure that funding is maximised or funding amendments are secured in future financial years.

6.6 ***Collaboration / partnership working***

The Capital Services Team works closely with budget holders in producing the financial forecast and with external funding bodies to ensure that where possible funding is maximised or funding amendments are secured should the need arise.

6.7 ***Integration(across service areas)***

N/A

6.8 ***EqIA(screening and identifying if full impact assessment is needed)***

N/A

7. **Monitoring Arrangements**

7.1 Financial reporting to the Joint Budget Scrutiny Committee and the Executive Committee is carried out on a quarterly basis. Where projects are reporting significant cost pressures, there is a requirement for Budget Holders to ensure that where possible funding is maximised or funding amendments are secured should the need arise.

**Background Documents /Electronic Link**

- Appendix 1.1
- Appendix 1.2
- Appendix 2

Management Reports

Reporting Year: and Period: 2020/6

Capital Programme Funding Estimates Summary

<i>Portfolio</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure To: September 2019</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
Corporate Services Portfolio	729,654	227,086	502,568	196,931	30,155	227,086	0
Social Services Portfolio	4,881,636	1,408,136	3,473,500	387,125	1,021,011	1,408,136	0
Economy Portfolio	15,713,656	3,717,820	11,995,836	515,776	3,202,044	3,717,820	0
Education and Active Living	32,178,361	6,627,214	25,551,147	3,627,854	2,999,361	6,627,214	0
Environment Portfolio	6,717,390	5,183,776	1,533,614	1,098,915	4,084,861	5,183,776	0
Infrastructure Portfolio	2,037,076	1,205,647	831,429	673,780	531,867	1,205,647	0
All Portfolios	985,888	788,925	196,963	30,636	758,289	788,925	0
<b>Total Capital Funding</b>	<b>63,243,661</b>	<b>19,158,604</b>	<b>44,085,057</b>	<b>6,531,016</b>	<b>12,627,588</b>	<b>19,158,604</b>	<b>0</b>

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**Capital Programme - 2019/20 Funding Estimates**  
**Capital Report 2019/20**

**Management Reports**

Reporting Year: and Period: 2020/6

**Capital Programme Funding Estimates**

<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2019</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
<b>Corporate Services Portfolio</b>								
<b>Corporate Services</b>								
101385	Workplace Transformation	124,914	26,339	98,575	26,339	0	26,339	0
327037	WPT - Civic Centre IT Network	194,740	0	194,740	0	0	0	0
327100	Ebbw Vale Test Track	20,000	20,000	0	20,000	0	20,000	0
327101	Emergency Electrical & IT Works Civic Ce	240,000	30,747	209,253	30,747	0	30,747	0
328090	CCTV Upgrade	150,000	150,000	0	119,845	30,155	150,000	0
<b>Corporate Services</b>		<b>729,654</b>	<b>227,086</b>	<b>502,568</b>	<b>196,931</b>	<b>30,155</b>	<b>227,086</b>	<b>0</b>
<b>Corporate Services Portfolio</b>		<b>729,654</b>	<b>227,086</b>	<b>502,568</b>	<b>196,931</b>	<b>30,155</b>	<b>227,086</b>	<b>0</b>

**Capital Programme - 2019/20 Funding Estimates**  
**Capital Report 2019/20**

**Management Reports**

Reporting Year: and Period: 2020/6

**Capital Programme Funding Estimates**

Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2019	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
<b>Social Services Portfolio</b>								
<b>Childrens Services</b>								
324718	Flying Start - First Friends Childcare	55,000	55,000	0	0	55,000	55,000	0
324719	Flying Start - Cwm 2	26,352	26,352	0	26,352	0	26,352	0
324721	Flying Start - Ebbw Vale North	150,000	150,000	0	0	150,000	150,000	0
324727	Flying Start - Swyffryd	19,500	19,500	0	0	19,500	19,500	0
324736	Flying Start Additional Works	60,000	60,000	0	9,702	50,298	60,000	0
324770	Childcare Offer - Sixbells Scheme	1,500,000	80,000	1,420,000	2,079	77,921	80,000	0
324771	Childcare Offer - Badminton Scheme	1,500,000	50,000	1,450,000	0	50,000	50,000	0
324772	Childcare Offer - Blaina ICC Scheme	500,000	50,000	450,000	43,496	6,504	50,000	0
324773	Childcare Offer - Swfryd Scheme	500,000	450,000	50,000	1,660	448,340	450,000	0
324774	Childcare Offer - Small Grants Scheme	100,000	0	100,000	0	0	0	0
<b>Childrens Services</b>		<b>4,410,852</b>	<b>940,852</b>	<b>3,470,000</b>	<b>83,289</b>	<b>857,563</b>	<b>940,852</b>	<b>0</b>
<b>Adult Services</b>								
323003	Health & Safety	63,943	63,943	0	0	63,943	63,943	0
323120	Disabled equipment	283,250	279,750	3,500	279,750	0	279,750	0
323147	Intermediate Care Fund	23,591	23,591	0	23,591	0	23,591	0
323149	Better Care Capital Project	50,000	50,000	0	0	50,000	50,000	0
323150	Cwrt Mytton Lift Refurbishment	50,000	50,000	0	495	49,505	50,000	0
<b>Adult Services</b>		<b>470,784</b>	<b>467,284</b>	<b>3,500</b>	<b>303,836</b>	<b>163,448</b>	<b>467,284</b>	<b>0</b>



**Capital Programme - 2019/20 Funding Estimates**  
**Capital Report 2019/20**

**Management Reports**

*Reporting Year: and Period: 2020/6*

**Capital Programme Funding Estimates**

<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2019</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
	<b>Social Services Portfolio</b>	<b>4,881,636</b>	<b>1,408,136</b>	<b>3,473,500</b>	<b>387,125</b>	<b>1,021,011</b>	<b>1,408,136</b>	<b>0</b>

Capital Programme - 2019/20 Funding Estimates  
Capital Report 2019/20

Management Reports

Reporting Year: and Period: 2020/6

Capital Programme Funding Estimates

Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2019	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
<b>Economy Portfolio</b>								
<b>Tredegar Regeneration</b>								
326163	Tredegar HLF	1,225,419	587,160	638,259	297,530	289,630	587,160	0
326167	Tredegar STAR Community Centre	8,282	4,682	3,600	3,980	702	4,682	0
<b>Tredegar Regeneration</b>		<b>1,233,701</b>	<b>591,842</b>	<b>641,859</b>	<b>301,510</b>	<b>290,332</b>	<b>591,842</b>	<b>0</b>
<b>Ebbw Vale Town Centre</b>								
326191	TRI - Urban Centre Commercial Property I	920,000	400,000	520,000	0	400,000	400,000	0
<b>Ebbw Vale Town Centre</b>		<b>920,000</b>	<b>400,000</b>	<b>520,000</b>	<b>0</b>	<b>400,000</b>	<b>400,000</b>	<b>0</b>
<b>Valleys Regional Park</b>								
326200	VRP Ebbw Fach Trail	2,274	0	2,274	0	0	0	0
326205	VRP - Parc Bryn Bach	500,000	500,000	0	0	500,000	500,000	0
<b>Valleys Regional Park</b>		<b>502,274</b>	<b>500,000</b>	<b>2,274</b>	<b>0</b>	<b>500,000</b>	<b>500,000</b>	<b>0</b>
<b>The Works Site</b>								
325097	Big Arch	1,058,000	25,362	1,032,638	25,362	0	25,362	0
325102	Learning Works - 11-16 school	34,835	34,835	0	34,835	0	34,835	0
325220	Site Investigation Works	19,000	0	19,000	0	0	0	0
325225	Ebbw Valley Railway - Northern Extension	2,441	0	2,441	0	0	0	0
326079	General Offices Refurb	20,000	20,000	0	20,000	0	20,000	0
<b>The Works Site</b>		<b>1,134,276</b>	<b>80,197</b>	<b>1,054,079</b>	<b>80,197</b>	<b>0</b>	<b>80,197</b>	<b>0</b>

**Capital Programme - 2019/20 Funding Estimates**  
**Capital Report 2019/20**

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Reporting Year: and Period: 2020/6

**Capital Programme Funding Estimates**

<b>Code</b>	<b>Scheme</b>	<b>Total Funding</b>	<b>In Year Budget</b>	<b>Future Funding</b>	<b>Expenditure to: September 2019</b>	<b>Remaining in Year Budget</b>	<b>Forecast Expenditure</b>	<b>Forecast Variance (Adv)/Fav</b>
<b>Other Regeneration</b>								
326006	Tech Valley's Initiative	500,000	0	500,000	0	0	0	0
326180	Lime Avenue Business Park	3,270,975	1,004,342	2,266,633	4,342	1,000,000	1,004,342	0
326181	Lime Avenue Employment park	2,701,654	78,453	2,623,201	78,453	0	78,453	0
326182	Box Works	1,012,234	1,012,234	0	3,295	1,008,939	1,012,234	0
326183	Regain 2	4,050,000	0	4,050,000	0	0	0	0
326225	Heat Networks Project	17,385	0	17,385	0	0	0	0
326251	Constrained Units	315,905	0	315,905	0	0	0	0
326262	Acquisition of Cwm Draw Units 1-6	4,500	0	4,500	0	0	0	0
326263	Ebbw Vale Cenotaph & War Memorial Gar	20,752	20,752	0	20,652	100	20,752	0
326264	Aneurin Bevan Memorial Stones	30,000	30,000	0	27,326	2,674	30,000	0
<b>Other Regeneration</b>		<b>11,923,405</b>	<b>2,145,781</b>	<b>9,777,624</b>	<b>134,069</b>	<b>2,011,712</b>	<b>2,145,781</b>	<b>0</b>
<b>Economy Portfolio</b>		<b>15,713,656</b>	<b>3,717,820</b>	<b>11,995,836</b>	<b>515,776</b>	<b>3,202,044</b>	<b>3,717,820</b>	<b>0</b>

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**Capital Programme Funding Estimates**

Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2019	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
<b>Education and Active Living</b>								
<b>Education Services</b>								
324125	Education Minor Works	102,477	102,477	0	16,605	85,872	102,477	0
324130	Abertillery Comprehensive Lighting Upgr	12,439	0	12,439	0	0	0	0
324135	School Works Programme - Tech Services	35,022	0	35,022	0	0	0	0
324138	Education Capital Maintenance	16,450	16,450	0	16,351	99	16,450	0
324140	Brynmawr Comp - Remodelling Reception	55,000	55,000	0	9,550	45,450	55,000	0
324141	Bryn Bach - Kitchen Rep & Classroom ren	112,000	112,000	0	89,532	22,468	112,000	0
324142	Georgetown Windows & Boiler Replaceme	95,000	95,000	0	25,011	69,989	95,000	0
324143	Rhos-y-fedwyn - Refurbishment	96,000	96,000	0	52,679	43,321	96,000	0
324144	St Marys - Refurbishment	60,000	60,000	0	0	60,000	60,000	0
324145	Tredegar Comp - Food & Technology	100,000	100,000	0	0	100,000	100,000	0
324146	Deighton - Kitchen	104,234	104,234	0	104,234	0	104,234	0
324201	Class Size - Willowtown	199,600	199,600	0	113,162	86,438	199,600	0
324202	Class Size - St. Illtyd's	70,000	70,000	0	65,335	4,665	70,000	0
324203	Period Poverty	6,579	6,579	0	6,579	0	6,579	0
324205	St. Marys CIW MUGA	89,125	89,125	0	51,870	37,255	89,125	0
324206	Georgetown S106	47,000	47,000	0	15,629	31,371	47,000	0
324515	Learning in Digital Wales	34,596	0	34,596	0	0	0	0
324530	ALN	122,298	0	122,298	0	0	0	0
324532	Ebbw Fawr ASD	3,890	0	3,890	0	0	0	0
324560	Schools IT Infrastructure	588,068	588,068	0	30,870	557,198	588,068	0
324580	Brynmawr 3G Pitch	650,657	650,657	0	3,405	647,252	650,657	0

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**Capital Programme Funding Estimates**

Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2019	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
324740	New Abertillery Primary School	29,164	0	29,164	0	0	0	0
324741	Band A - Tredegar Comprehensive	3,738	0	3,738	0	0	0	0
324743	21st Century Schools Six Bells Project	3,329,782	3,329,782	0	2,803,116	526,666	3,329,782	0
324744	Ystruth Primary Welsh Medium Primary	15,736	15,736	0	15,736	0	15,736	0
324750	Band B - Welsh Medium New Build	6,350,000	200,000	6,150,000	51,768	148,232	200,000	0
324751	Band B - New Primary Ebbw Fawr Valley	9,000,000	80,000	8,920,000	990	79,010	80,000	0
324752	Band B - Secondary Remodelling Brynma	3,200,000	0	3,200,000	0	0	0	0
324753	Band B - Secondary Remodelling Abertille	3,200,000	0	3,200,000	0	0	0	0
324754	Band B - Secondary Remodelling Tredega	3,200,000	0	3,200,000	0	0	0	0
324755	Band B - Welsh Medium Remodelling Bro	930,000	400,000	530,000	1,500	398,500	400,000	0
<b>Education Services</b>		<b>31,858,855</b>	<b>6,417,708</b>	<b>25,441,147</b>	<b>3,473,923</b>	<b>2,943,785</b>	<b>6,417,708</b>	<b>0</b>
<b>Active Living Services</b>								
329089	Abertillery LC Demolition	102,506	102,506	0	96,605	5,901	102,506	0
329095	Splash Pad	110,000	0	110,000	0	0	0	0
329097	Play Equipment	107,000	107,000	0	57,326	49,674	107,000	0
<b>Active Living Services</b>		<b>319,506</b>	<b>209,506</b>	<b>110,000</b>	<b>153,931</b>	<b>55,575</b>	<b>209,506</b>	<b>0</b>
<b>Education and Active Living</b>		<b>32,178,361</b>	<b>6,627,214</b>	<b>25,551,147</b>	<b>3,627,854</b>	<b>2,999,361</b>	<b>6,627,214</b>	<b>0</b>

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**Capital Programme Funding Estimates**

Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2019	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
<b>Environment Portfolio</b>								
<b>Environmental Services</b>								
327018	RCAF Long Term Organics Procurement	26,512	0	26,512	0	0	0	0
327036	WPT Business Resource Centre (SS)	100,000	100,000	0	0	100,000	100,000	0
327039	Kerbside Collections	15,919	8,300	7,619	8,300	0	8,300	0
327042	Collaborative Change Programme 18-19	296,873	296,873	0	106,005	190,868	296,873	0
327043	Household Waste Recycling Centre	520,000	0	520,000	0	0	0	0
327045	BRC Decommissioning Project	196,718	1,211	195,507	(1,231)	2,442	1,211	0
327055	Central Depot Project	2,185	0	2,185	0	0	0	0
327065	Re:Fit	4,110,381	4,110,381	0	716,384	3,393,997	4,110,381	0
327067	Market Hall - Asbestos Removal	92,000	92,000	0	864	91,136	92,000	0
327068	Cemeteries Investment Programme	210,000	0	210,000	0	0	0	0
<b>Environmental Services</b>		<b>5,570,588</b>	<b>4,608,765</b>	<b>961,823</b>	<b>830,323</b>	<b>3,778,442</b>	<b>4,608,765</b>	<b>0</b>
<b>Housing Environmental Health</b>								
328221	Remediation of Contaminated Land/Dereli	150,921	32,211	118,710	32,211	0	32,211	0
350510	Improvement grants - new scheme	843,565	400,000	443,565	187,894	212,106	400,000	0
350550	Support for Independent Living	152,316	142,800	9,516	48,487	94,313	142,800	0
<b>Housing Environmental Health</b>		<b>1,146,802</b>	<b>575,011</b>	<b>571,791</b>	<b>268,592</b>	<b>306,419</b>	<b>575,011</b>	<b>0</b>
<b>Environment Portfolio</b>		<b>6,717,390</b>	<b>5,183,776</b>	<b>1,533,614</b>	<b>1,098,915</b>	<b>4,084,861</b>	<b>5,183,776</b>	<b>0</b>

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**Capital Programme Funding Estimates**

Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2019	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
<b>Infrastructure Portfolio</b>								
<b>Engineering Services</b>								
328040	Cwm By Pass	13,970	0	13,970	0	0	0	0
328310	Local Transport Fund	150,000	150,000	0	0	150,000	150,000	0
328315	Local Transport Fund - Project Retention	22,988	0	22,988	0	0	0	0
328318	Active Travel Fund	166,000	166,000	0	284	165,716	166,000	0
<b>Engineering Services</b>		<b>352,958</b>	<b>316,000</b>	<b>36,958</b>	<b>284</b>	<b>315,716</b>	<b>316,000</b>	<b>0</b>
<b>Highways Network Management</b>								
328063	Bridge Strengthening Works	1,311	0	1,311	0	0	0	0
328269	Highways PB Imp. Works.	20,946	0	20,946	0	0	0	0
328270	Highways Improvement Works	1,596,041	889,227	706,814	673,076	216,151	889,227	0
328334	LGBI - Trinant Hall	65,820	420	65,400	420	0	420	0
<b>Highways Network Management</b>		<b>1,684,118</b>	<b>889,647</b>	<b>794,471</b>	<b>673,496</b>	<b>216,151</b>	<b>889,647</b>	<b>0</b>
<b>Infrastructure Portfolio</b>		<b>2,037,076</b>	<b>1,205,647</b>	<b>831,429</b>	<b>673,780</b>	<b>531,867</b>	<b>1,205,647</b>	<b>0</b>

**Capital Programme - 2019/20 Funding Estimates**  
**Capital Report 2019/20**

<b>Management Reports</b>	<b>Capital Programme Funding Estimates</b>
<i>Reporting Year: and Period: 2020/6</i>	

Code	Scheme	Total Funding	In Year Budget	Future Funding	Expenditure to: September 2019	Remaining in Year Budget	Forecast Expenditure	Forecast Variance (Adv)/Fav
<b>All Portfolios</b>								
<b>All Portfolios</b>								
300300	City Deal	233,500	233,500	0	0	233,500	233,500	0
303990	OS Capital Admin/Design & Supervision	524,000	524,000	0	0	524,000	524,000	0
321112	Disabled Access - Special Programme	28,388	28,388	0	27,599	789	28,388	0
324672	The Company Shop - Tred	200,000	3,037	196,963	3,037	0	3,037	0
<b>All Portfolios</b>		<b>985,888</b>	<b>788,925</b>	<b>196,963</b>	<b>30,636</b>	<b>758,289</b>	<b>788,925</b>	<b>0</b>
<b>All Portfolios</b>		<b>985,888</b>	<b>788,925</b>	<b>196,963</b>	<b>30,636</b>	<b>758,289</b>	<b>788,925</b>	<b>0</b>



**Capital Programme - 2019/20 Funding Estimates**  
**Capital Report 2019/20**

<b>Management Reports</b>		<b>Capital Programme Funding Estimates</b>						
<i>Reporting Year: and Period: 2020/6</i>								

<i>Code</i>	<i>Scheme</i>	<i>Total Funding</i>	<i>In Year Budget</i>	<i>Future Funding</i>	<i>Expenditure to: September 2019</i>	<i>Remaining in Year Budget</i>	<i>Forecast Expenditure</i>	<i>Forecast Variance (Adv)/Fav</i>
	<b>Total Capital Funding</b>	<b>63,243,661</b>	<b>19,158,604</b>	<b>44,085,057</b>	<b>6,531,016</b>	<b>12,627,588</b>	<b>19,158,604</b>	<b>0</b>

End of Report

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APPENDIX 2

**Information on Capital Funding Changes 2019/20**

**New Approvals and/or material Funding Changes in Quarter 2**

Portfolio	Cost Centre	Scheme	Amount (£)	Funding Body	Type	Additional Information
<b>Corporate Governance</b>						
	327100	Ebbw Vale Test Track	20,000	Blaenau Gwent	Capital Programme	Slippage identified in Improvements Grants Budget Capital Programme 2019/20 - 2025/26
	327101	Emergency Electrical & IT Works Civic Centre	240,000	Blaenau Gwent	Capital Programme	
<b>Social Services - Adult &amp; Children</b>						
	323003	Health & Safety	-50,000	Blaenau Gwent	Capital Programme	
	323150	Cwrt Mytton Lift Refurbishment	50,000	Blaenau Gwent	Capital Programme	
<b>Economy</b>						
	326205	VRP - Parc Bryn Bach	500,000	Welsh Government	New Approval	Creation of an iconic Discovery Gateway site to grow visitor economy within the Valleys Regional Park.
	325102	Learning Works - 11-16 school	34,835	Blaenau Gwent	Retention Reserve	
	326079	General Offices Refurb	20,000	Blaenau Gwent	Retention Reserve	Final Account payment
	326006	Tech Valley Initiative	500,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
	326251	Constrained Units/ Industrial Units Improvement Programme	280,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
<b>Education, Active Living and Learning</b>						
	324560	Schools IT Infrastructure	139,057	Welsh Government	New Approval	HWB in schools
	329089	Abertillery LC - Demolition	39,000	Blaenau Gwent	Capital Receipts	Utilisation of Earmarked Capital Receipt to fund demolition to completion.
	329097	Play Equipment	107,000	Welsh Government	New Approval	
	324750	Band B - Welsh Medium New Build	350,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
	324751	Band B - New Primary Ebbw Fawr Valley	3,150,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
	324752	Band B - Secondary Remodelling Brynmawr	1,120,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
	324753	Band B - Secondary Remodelling Abertillery	1,120,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
	324754	Band B - Secondary Remodelling Tredegar	1,120,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
	324755	Band B - Welsh Medium Remodelling Bro Helyg	280,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
<b>Environment</b>						
	327067	Market Hall - Asbestos Removal	80,000	Blaenau Gwent	Capital Programme	
	327067	Market Hall - Asbestos Removal	12,000	Aneurin Leisure	Contribution to costs	
	350510	Improvement grants - new scheme	-70,000	Blaenau Gwent	Capital Programme	£20k Vired to fund Ebbw Vale Test Track & £50k to Support for independent living to enable disabled adaptations
	350550	Support For Independent Living	50,000	Blaenau Gwent	Capital Programme	£50k to Support for independent living to enable disabled adaptations
	327068	Cemeteries Investment Programme	210,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
	327043	Household Waste Recycling Centre	520,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
<b>Infrastructure</b>						
<b>All Portfolios</b>						
	324672	Tredegar Company Shop	200,000	Blaenau Gwent	Capital Programme	Capital Programme 2019/20 - 2025/26
<b>Unallocated Funding</b>						
		Household Waste Recycling Centre	2,800,000	Welsh Government	New Approval	100% funding for Project
		Economic Stimulus	444,654	Welsh Government	Economic Stimulus within Local Authorities	

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It should be noted that the funding changes detailed above will not balance to total funding changes between Q1 to Q2

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# Agenda Item 9

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**

Date of meeting: **18 December 2019**

Report Subject: **Revenue Budget Monitoring -2019/2020, Forecast Outturn To 31 March 2020 (As At 30 September 2019)**

Portfolio Holder: **Cllr Daniels – Leader / Executive Member Corporate Services**

Report Submitted by: **Rhian Hayden – Chief Officer Resources**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
	29/10/2019	02.12.19			18.11.19	18.12.19		

## 1. Purpose of the Report

- 1.1 The purpose of the report is to provide Members with the forecast financial outturn position across all portfolios for the financial year 2019/2020 (as forecast at 30 September 2019) and to review the actions taken forward to move towards a balanced out turn position.

## 2. Scope and Background

- 2.1 This report provides details on the following:
- Forecast financial position to the end of March 2020 across all portfolios
  - Budget virements actioned in the period July 2019 to September 2019
  - Details of significant adverse variances
  - Forecast outturn for Fees & Charges
  - Progress on the achievement of the Financial Efficiency Projects for 2019/2020
  - Action Plans developed to address significant adverse variances
- 2.12 This report forms part of the quarterly financial reporting framework to Members.

## 3. Options for Recommendation

### 3.1 Option 1 (Recommended Option)

Members of the Executive Committee consider the report and

- Provide appropriate challenge to the financial outcomes in the report
- Consider the action plans attached at Appendix 4 developed to address the forecast adverse variances at the end of September 2019.
- Approve the budget virements attached at Appendix 5 which exceed £250,000.

### 3.2 Option 2

Do not accept the report.

4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

4.1 This report supports the Council Priority, “Efficient Council”, as it is part of the financial planning and reporting arrangements which support the Councils’ financial resilience.

5. **Implications Against Each Option**

5.1 **Impact on Budget**

5.1.1 In setting the Council budget for 2019/2020 financial year, financial efficiency projects totalling £3.35m were approved and £1.5m cost pressure funding was awarded across all portfolios, including:-

- £0.6m for Environmental Services
- £0.67m to fund cost pressures which cut across all portfolios - including increases in employer’s pension contributions and pay scale realignment for APT&C Staff.

5.1.2 The forecast overall financial position across all portfolios at 31 March 2020, is a relatively small adverse variance of £7,200, against a total net revenue budget of £147m.

Across all Portfolios, the overall position is shown below:-

<b>Portfolio/ Committee</b>	<b>2019/2020 Revised Revenue Budget</b>	<b>2019/2020 Forecast Outturn @ 31 March 2020</b>	<b>Favourable/ (Adverse) March 2020</b>	<b>Append ref:</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	
<b>Underspending Portfolios</b>				
Corporate Services & Financial Management & Strategy	14.72	14.64	0.08	2a
Social Services	44.92	44.74	0.18	2b
Economy	1.52	1.44	0.08	2d
<b>Sub Total (1)</b>	<b>61.16</b>	<b>60.82</b>	<b>0.34</b>	
<b>Overspending Portfolios</b>				
Education	55.48	55.54	(0.06)	2c

Environment	29.53	29.79	(0.26)	2e
Planning	1.06	1.06	0.00	2f
Licensing	0.07	0.08	(0.01)	2g
<b>Sub Total (2)</b>	<b>86.14</b>	<b>86.47</b>	<b>(0.33)</b>	
<b>Total</b>	<b><u>147.30</u></b>	<b><u>147.29</u></b>	<b><u>(0.01)</u></b>	

5.1.3 The table indicates that the provisional outturn is higher than the budget by £7,200 (across all services). This is after the application of £0.5m from specific reserves to address “one-off” in year planned expenditure.

#### 5.1.4 **PORTFOLIO ANALYSIS**

5.1.5 There are four portfolios forecasting adverse variances totalling £0.34m, however there are a number of cost pressures identified across all portfolios. Appendix 1 identifies those services where the adverse variance exceeds £15,000, and Action Plans to address these cost pressures are attached at Appendix 4.

#### 5.1.6 **Social Services - £180,000 favourable variance**

5.1.7 Social Services are forecasting a favourable variance of £180,000 against a budget of £45m.

5.1.8 Children’s Services is currently forecasting a favourable variance of £0.150m and this is due to the Welsh Government Grant, Supporting Sustainable Social Services, for £762,000 which has contributed towards mitigating the cost pressure within Looked After Children and a number of social worker vacancies.

5.1.9 A number of preventative measures have been implemented including the Supporting Change Team, which supports children and families to prevent children coming into care, and the MYST project which works with children with complex need to reduce the requirement for residential placements. Both these initiatives are having a positive impact on expenditure for 2019/2020.

#### 5.1.10 **Education - £64,000 adverse variance**

5.1.11 The overall forecast adverse position is mainly attributed to 2 areas:

- AWPU Clawback - £81,000
- Home to School transport - £44,000

- 5.1.12 However, these adverse variances have been partly offset by a number of forecast underspends within the Portfolio.
- 5.1.13 **Environment - £259,000 adverse variance**
- 5.1.14 The Environment Portfolio is forecasting an overall adverse variance of £0.259m across a number of services areas, the most significant being Waste Services at £104,000. This has reduced from quarter 1 adverse of £434,000, see Environment action plan for details of reduction.
- 5.1.15 **Fees & Charges**
- 5.1.16 The 2019/2020 portfolio estimates include income budgets in relation to fees & charges (excluding Council Tax) of £14.7m across all portfolios. Attached at Appendix 3 is an analysis of income received against budget for the financial year for individual portfolios, and current forecast indicates an adverse variance against this target of £0.572m, primarily relating to charges within Social Services.
- 5.1.17 Whilst this analysis is useful, it should not be considered in isolation, as elements of any shortfall within Portfolios can be inextricably linked to underspends in expenditure within the same budget heading. Where this is the case, budget holders should action budget virements to ensure that the income targets reflect more accurately expected income. Likewise, any over achievement in income which offset overspends in expenditure within the same budget, should be treated in the same way.
- 5.1.18 **Budget Virements**
- 5.1.19 The Constitution requires budget virements in excess of £250,000 to be approved by the Executive.
- 5.1.20 A number of budget virements have been actioned during the period July to September 2019 to mitigate cost pressures, which exceed £250,000 and require Executive approval and details are attached at Appendix 5. For information, a virement of £60,000 from Children's Services (Social Services Portfolio) to Recoupment (Education Portfolio) has been agreed, to assist with the education of Looked After Children outside of BGCBC schools
- 5.1.21 **Financial Efficiency Projects (FEP)**
- 5.1.22 In setting the 2019/2020 budget Financial Efficiency Projects (FEPs) were approved to deliver savings of £3.34m. Of this target £3.26m (97.3%) is forecast to be achieved, with a shortfall of £77,377, primarily from the delayed operation of machinery at the waste transfer station (resulting in a lower level of achievable income).
- 5.1.23 This shortfall forms part of the overall portfolio out turn position and a summary of progress against the FEPs is attached at Appendix 6.



## 5.2 **Risk including Mitigating Actions**

- 5.2.1 Grants form a significant element of the Council's income and support the delivery of priority services to the people of Blaenau Gwent. There is a risk that a reduction or cessation of grant funding will result in service levels reducing or services no longer being delivered.
- 5.2.2 A grants register has been developed and is being maintained and will be considered as part of the Medium Term Financial Strategy.
- 5.2.3 The Sustainable Social Services Grant of £762,000 may not be awarded in future years, creating a cost pressure for Children's Services.
- 5.2.4 This will be considered as part of the Medium Term Financial Strategy when considering cost pressures, and a number of preventative measures have been introduced within Children's Services (Supporting Change Team and MYST) which are having a positive impact on expenditure for Looked After Children.
- 5.2.5 Action Plans do not address the cost pressures identified.
- 5.2.6 The Action Plans will be monitored as part of the Budget Monitoring and Reporting Framework and the impact reported to the Joint Budget Scrutiny Committee, Executive Committee and the Cost Pressure Sub Group.
- 5.2.7 There is a risk of increase costs for food, fuel and other essential goods and services following the ongoing situation regarding Brexit.
- 5.2.8 Brexit has been added as an organisational risk to the corporate risk register, whilst a separate, more detailed Brexit high level action plan has been developed and is being monitored by the Brexit Core planning Group.

5.3 Legal  
N/A

5.4 Human Resources  
N/A

## 6. **Supporting Evidence**

### 6.1 **Performance Information and Data**

- 6.1.1 A summary page for each portfolio is contained in Appendices 2a to 2g.

### 6.2 **Expected outcome for the public**

- 6.2.1 The report details the financial implications for the Council in providing services to the communities of Blaenau Gwent.

6.2.2 If overspends continue into the medium term, resources will be diminished and this may impact on the Council's ability to provide services to the public.

6.3 **Involvement (consultation, engagement, participation)**

6.3.1 CLT and the Joint Budget Scrutiny Committee have considered the forecast financial position for 2019/2020 (as 30<sup>th</sup> September 2019).

6.4 **Thinking for the Long term (forward planning)**

6.4.1 For new and emerging cost pressures identified during the financial year, budget holders will be required to produce Action Plans which should address the cost pressure during the year. These Action Plans will form part of the quarterly budget reports and will be submitted to the Cost Pressure Sub Group for scrutiny, challenge and monitoring.

6.4.2 Cost Pressures are also considered as part of the Medium Term Financial Plan.

6.5 **Preventative focus**

6.5.1 Budget holders have developed Action Plans which should mitigate the forecast adverse variance during the financial year. However, should the overall forecast variance continue, further action may need to be considered across the Council to limit/delay expenditure where possible, to prevent any unplanned draw from reserves at the year end.

6.6 **Collaboration / partnership working**

6.6.1 The Financial Management Accounting Team works closely with budget holders during the financial year in producing the financial forecast, identifying cost pressures and in developing Action Plans.

6.7 *Integration(across service areas)*  
N/A

6.8 **EqlA(screening and identifying if full impact assessment is needed)**

6.9 All Financial Efficiency Projects that were approved as part of the budget setting process had gone through the EqlA process.

7. **Monitoring Arrangements**

7.1 Financial reporting to the Joint Budget Scrutiny Committee and the Executive Committee is carried out on a quarterly basis. Where services are reporting significant cost pressures, there will be a requirement for Budget Holders to develop and implement Action Plans these will be reported to the Cost Pressure Sub Group, on a quarterly basis.

## **Background Documents /Electronic Links**

*Appendix 1 – Summary of Main Variances*

*Appendix 2 – Department Portfolios*

*Appendix 3 – Fees and Charges*

*Appendix 4 – Action Plan*

*Appendix 5 – Virements*

*Appendix 6 – Financial Efficiency Projects (FEPs)*

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**SUMMARY OF MAIN FORECAST ADVERSE VARIANCES 2019/2020**

		<b><u>Adverse Variance at Mar 2019 (Provisional)</u></b>  <b><u>£</u></b>	<b><u>Forecast Adverse Variance at September 2019 Forecast</u></b>  <b><u>£</u></b>	<b><u>Action Plan Ref:</u></b>
	<b><u>Adverse variances in Excess of £15,000</u></b>			
1.	<b><u>Corporate Services</u></b>			
	Housing Benefits	(137,283)	(107,333)	4a
	ICT	0	(100,000)	4a
3.	<b><u>Education</u></b>			
	AWPU Clawback	(81,136)	(81,000)	4b
	Home to School Transport	1,617	(43,973)	4b
4.	<b><u>Environment</u></b>			
	Waste Services	(142,167)	(103,495)	4c
	Meals on Wheels	(53,685)	(22,588)	4c
	Corporate Landlord	0	(63,449)	4c
	Cwmcraehen Caravan Site	(20,578)	(53,713)	4c

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## CORPORATE SERVICES PORTFOLIO

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse)  30 Jun 2019
	£	£	£	£
<b>SUMMARY</b>				
<b><u>DEPARTMENTAL AND OTHER RECHARGEABLE SERVICES</u></b>				
Corporate Services Department	(59,620)	(273,698)	214,078	220,268
Resources Department	147,180	160,399	(13,219)	2,009
<i>Sub Total</i>	<i>87,560</i>	<i>(113,298)</i>	<i>200,858</i>	<i>222,277</i>
<b><u>COMMERCIAL SERVICES</u></b>				
Archives	148,670	142,789	5,881	5,881
Festival Park	91,000	87,617	3,383	3,383
Housing Benefit	(224,130)	(116,797)	(107,333)	(107,205)
ICT Service	280,310	380,310	(100,000)	(100,000)
<i>Sub Total</i>	<i>295,850</i>	<i>493,920</i>	<i>(198,070)</i>	<i>(197,941)</i>
<b><u>LEGAL &amp; CORPORATE COMPLIANCE SERVICES</u></b>				
Registration of Electors	16,340	16,368	(28)	(28)
Registration of Births, Marriages and Deaths	48,550	50,878	(2,328)	(10,887)
<i>Sub Total</i>	<i>64,890</i>	<i>67,247</i>	<i>(2,357)</i>	<i>(10,915)</i>
<b><u>GOVERNANCE &amp; PARTNERSHIP SERVICES</u></b>				
Corporate Management	107,370	117,308	(9,938)	(11,709)
Democratic Representation and Management	1,210,600	1,223,202	(12,602)	(14,775)
CCTV Cameras	85,990	58,511	27,479	27,163
<i>Sub Total</i>	<i>1,403,960</i>	<i>1,399,021</i>	<i>4,939</i>	<i>679</i>
<b><u>RESOURCES SERVICES</u></b>				
Corporate Management	348,810	325,999	22,811	(1,922)
Non Distributed Costs	746,240	746,156	84	84
Apprenticeship Levy	320,000	312,335	7,665	5,030
Council Tax Collection	(1,557,770)	(1,577,306)	19,536	26,243
Council Tax Reduction Scheme	8,795,900	8,768,559	27,341	66,076
N.N.D.R. Collection	(107,040)	(111,485)	4,445	6,259
Grants and Subscriptions	57,270	57,270	0	0
Voluntary Sector Schemes	0	0	0	0
<i>Sub Total</i>	<i>8,603,410</i>	<i>8,521,529</i>	<i>81,881</i>	<i>101,770</i>
<b><u>CORPORATE CHARGES</u></b>				
Corporate Recharges	4,274,560	4,274,556	4	4
Senior Management Restructure	(12,590)	0	(12,590)	(12,590)
<i>Sub Total</i>	<i>4,261,970</i>	<i>4,274,556</i>	<i>(12,586)</i>	<i>(12,586)</i>
<b>CORPORATE SERVICES TOTAL EXPENDITURE</b>	<b>14,717,640</b>	<b>14,642,974</b>	<b>74,666</b>	<b>103,284</b>

## SOCIAL SERVICES PORTFOLIO

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse)  30 Jun 2019
	£	£	£	£
<b>SUMMARY</b>				
<b><u>SOCIAL SERVICES</u></b>				
Children's Services - Commissioning and Social Work	3,226,040	3,198,232	27,808	(627)
Looked After Children	7,084,640	7,084,316	324	(5,489)
Family Support Services	191,240	186,602	4,638	2,637
Youth Justice	237,820	228,118	9,702	202
Other Children's and Family Services	2,183,800	2,131,458	52,342	37,630
Older People Aged 65 or Over	5,911,180	5,847,263	63,917	24,580
Adults Aged Under 65 with a Physical Disability or Sensory Impairment	41,800	41,650	150	150
Adults Aged Under 65 with Learning Disabilities	3,449,760	3,400,723	49,037	55,987
Adults Aged Under 65 with Mental Health Needs	628,420	643,931	(15,511)	(7,008)
Other Adult Services	357,430	360,596	(3,166)	(3,757)
Community Care	15,662,660	15,677,604	(14,944)	(6,866)
Support Service and Management Costs	921,990	921,348	642	136,328
Corporate Recharges	5,018,490	5,018,487	3	3
<i>Sub Total</i>	<i>44,915,270</i>	<i>44,740,328</i>	<i>174,942</i>	<i>233,770</i>
Reallocation of Procurement Savings			0	0
Staff Support Adjustment re Capital			0	0
Supporting Sustainable Social Services Grant 18-19			0	0
Funding from General Reserves			0	0
<b>Total Expenditure</b>	<b>44,915,270</b>	<b>44,740,328</b>	<b>174,942</b>	<b>233,770</b>



## EDUCATION PORTFOLIO

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse)  30 Jun 2019
	£	£	£	£
<b>SUMMARY</b>				
<b>SCHOOLS BUDGET</b>				
Individual Schools Budget	42,833,880	42,833,880	0	0
Education Improvement Grant	257,800	259,431	(1,631)	270
Other Costs	662,320	664,546	(2,226)	(107)
Supporting Special Education Needs	1,779,810	1,862,077	(82,267)	(141,708)
<i>Schools Budget Total Expenditure</i>	<b>45,533,810</b>	<b>45,619,934</b>	<b>(86,124)</b>	<b>(141,545)</b>
<b>LEA BUDGET</b>				
Strategic Management	2,217,480	2,221,632	(4,152)	(4,151)
Assuring Access to Schools	2,086,540	2,122,721	(36,181)	(36,366)
Facilitating School Improvement	419,760	423,777	(4,017)	(3,517)
Supporting Special Education Needs	328,130	259,619	68,511	72,397
<i>LEA Budget Total Expenditure</i>	<b>5,051,910</b>	<b>5,027,749</b>	<b>24,161</b>	<b>28,363</b>
<b>OTHER EDUCATION SERVICES</b>				
Further Education and Training	133,290	132,710	580	580
Youth Service	365,130	353,966	11,164	4,197
Other Expenditure	141,040	145,257	(4,217)	(5,144)
Education Departmental Budget	22,000	31,969	(9,969)	148
<i>Other Education Services Total Expenditure</i>	<b>661,460</b>	<b>663,902</b>	<b>(2,442)</b>	<b>(219)</b>
<b>CORPORATE CHARGES</b>				
Corporate Support Recharges	4,230,270	4,230,270	0	0
Reallocation of Procurement Savings	0		0	0
Funding from General Reserves	0		0	0
<i>Corporate Charges Total Expenditure</i>	<b>4,230,270</b>	<b>4,230,270</b>	<b>0</b>	<b>0</b>
<b>Total Expenditure</b>	<b>55,477,450</b>	<b>55,541,854</b>	<b>(64,404)</b>	<b>(113,401)</b>

## ECONOMY PORTFOLIO

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse)  30 Jun 2019
	£	£	£	£
<b>SUMMARY</b>				
<b><u>DEPARTMENTAL SERVICES</u></b>				
Economic Strategy and Development - Departmental Budget	(106,013)	(137,337)	31,324	5,098
Estates Management - Rechargeable	106,013	91,111	14,902	(8,550)
<i>Sub Total</i>	<i>0</i>	<i>(46,226)</i>	<i>46,226</i>	<i>(3,452)</i>
<b><u>ECONOMY SERVICES</u></b>				
Affordable Housing	0	0	0	0
Aspire	0	0	0	0
Community Benefits Investment	0	0	0	9,600
CSCS	0	(621)	621	748
Destination Management	16,150	15,650	500	100
DRIVE	0	0	0	0
Financial Support to Business	6,790	2,925	3,865	4,125
General Offices	(59,630)	(76,074)	16,444	5,571
Industrial Land	7,000	6,199	801	3,800
Inspire	0	0	0	0
Nursery Units/Misc. Industrial Premises	(680,650)	(685,738)	5,088	37,149
Pentagon	0	0	0	0
Regeneration Projects	4,900	6,075	(1,175)	(1,175)
Resilient Project	0	0	0	0
Estates Management Non Rechargeable	(70,490)	(76,251)	5,761	5,852
<i>Sub Total</i>	<i>(775,930)</i>	<i>(807,835)</i>	<i>31,905</i>	<i>65,770</i>
Corporate Recharges	2,291,480	2,291,470	10	10
Funding from General Reserves	0	0	0	0
<b>Total Expenditure</b>	<b>1,515,550</b>	<b>1,437,409</b>	<b>78,141</b>	<b>62,328</b>

## ENVIRONMENT PORTFOLIO

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse)  30 Jun 2019
	£	£	£	£
<b>SUMMARY</b>				
<b><u>COMMUNITY SERVICES</u></b>				
<b><u>DEPARTMENTAL SERVICES</u></b>				
Environment Department - Corporate Division	0	(10,816)	10,816	21,017
Environmental Services Division	(8,537)	(6,023)	(2,514)	512
Technical Services - Engineering & Property Management	0	0	0	0
<i>Sub Total</i>	<i>(8,537)</i>	<i>(16,839)</i>	<i>8,302</i>	<i>21,529</i>
<b><u>WASTE SERVICES</u></b>				
Waste Services Team	40,276	40,276	0	0
<i>Sub Total</i>	<i>40,276</i>	<i>40,276</i>	<i>0</i>	<i>0</i>
<b><u>WASTE COLLECTION</u></b>				
Household and Trade Waste Collection	510,900	515,317	(4,417)	(41,340)
Recycling Collection	2,122,470	2,156,873	(34,403)	(134,228)
Bulky Waste Collection	15	3,450	(3,435)	(5,166)
<i>Sub Total</i>	<i>2,633,385</i>	<i>2,675,640</i>	<i>(42,255)</i>	<i>(180,734)</i>
<b><u>WASTE TRANSFER</u></b>				
Civic Amenity Sites	303,920	307,984	(4,064)	(29,198)
Transfer Station	675,140	739,775	(64,635)	(19,994)
<i>Sub Total</i>	<i>979,060</i>	<i>1,047,759</i>	<i>(68,699)</i>	<i>(49,192)</i>
<b><u>WASTE DISPOSAL</u></b>				
Disposal Of Waste	1,108,870	1,102,445	6,425	(33,261)
Recycling Disposal	229,895	228,861	1,034	(49,958)
<i>Sub Total</i>	<i>1,338,765</i>	<i>1,331,306</i>	<i>7,459</i>	<i>(83,219)</i>
<b><u>PUBLIC SERVICES</u></b>				
County Borough Cleansing	1,200,952	1,200,249	703	(28,237)
Cemeteries / Crematorium	(287,860)	(279,692)	(8,168)	(37,248)
Meals On Wheels	(1,200)	21,388	(22,588)	(25,375)
Grounds Maintenance	918,220	928,373	(10,153)	(10,797)
Countryside Recreation Sites	34,690	32,597	2,093	2,093
<i>Sub Total</i>	<i>1,864,802</i>	<i>1,902,915</i>	<i>(38,113)</i>	<i>(99,564)</i>
<b><u>FACILITIES MANAGEMENT</u></b>				
Corporate Landlord	1,452,680	1,516,129	(63,449)	(89)
Corporate Property	6,360	6,360	0	0
Building Cleaning	67,880	73,836	(5,956)	(8,970)
Catering Account	120,850	134,905	(14,055)	(4,779)
Appetite For Life	42,010	40,124	1,886	4
School Breakfast Club	373,950	388,500	(14,550)	(14,826)
<i>Sub Total</i>	<i>2,063,730</i>	<i>2,159,854</i>	<i>(96,124)</i>	<i>(28,660)</i>

## ENVIRONMENT PORTFOLIO

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse)  30 Jun 2019
	£	£	£	£
<b><u>HIGHWAYS &amp; ROADS SERVICES</u></b>				
Highways - Street Care Team	0	1,248	(1,248)	(2,500)
Non Operational Land	1,460	1,460	0	0
Licensing (Highway Permits)	(40,692)	(40,692)	0	5
Shopping Arcade, Abertillery	2,780	2,780	0	0
Road and Street Works Acts	(51,295)	(52,133)	838	0
Multi-Storey Car Parks	272,740	271,080	1,660	2,306
On Street Parking	1,100	1,012	88	88
Surface Car Parks	31,790	30,257	1,533	1,596
Public Transport Co-Ordination	920	2,245	(1,325)	(1,325)
Bridges	7,590	7,590	0	0
Structural Maintenance (Principal and Other Roads)	166,870	164,857	2,013	2,161
	19,440	19,440	0	0
Environmental Maintenance (Principal and Other Roads)				
Safety Maintenance (Principal and Other Roads)	65,790	65,790	0	0
Routine Repairs (Principal and Other Roads)	636,430	636,430	0	0
Street Lighting	1,111,620	1,111,620	0	0
Winter Maintenance	387,360	387,360	0	0
<i>Sub Total</i>	<i>2,613,903</i>	<i>2,610,344</i>	<i>3,559</i>	<i>2,331</i>
<b><u>TRANSPORT SERVICES</u></b>				
Traffic Orders	(14,330)	(14,647)	317	0
Highways Adoptions	(9,070)	(9,070)	0	(5)
Traffic / Accident Research	15,690	15,690	0	0
Traffic Management	6,760	6,706	54	0
Parking Enforcement	0	0	0	0
Road Safety Education	17,250	14,189	3,061	4,425
Crossing Patrols	145,160	145,160	0	6,139
Concessionary fares and Support to Operators	281,050	281,050	0	0
Local Transport Plans	2,620	23	2,597	2,597
Home to School Transport	0	0	0	0
Transport and Heavy Plant	29,440	29,445	(5)	(5)
<i>Sub Total</i>	<i>474,570</i>	<i>468,546</i>	<i>6,024</i>	<i>13,151</i>
<b><u>CULTURAL &amp; ENVIRONMENTAL SERVICES</u></b>				
General Administration and Markets	(24,170)	(19,322)	(4,848)	0
Countryside Programme and Management	1,990	1,990	0	0
Landscaping and Afforestation	20,660	20,660	0	0
Reservoirs, Tips, Quarries and Mines	10,130	5,192	4,938	6,708
Flood Defence And Land Drainage	55,380	55,380	0	0
City Deal	45,900	45,900	0	0
<i>Sub Total</i>	<i>109,890</i>	<i>109,800</i>	<i>90</i>	<i>6,708</i>
<b>COMMUNITY SERVICES TOTAL EXPENDITURE</b>	<b>12,109,844</b>	<b>12,329,601</b>	<b>(219,757)</b>	<b>(397,650)</b>

## ENVIRONMENT PORTFOLIO

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse)  30 Jun 2019
	£	£	£	£
<b><u>PUBLIC PROTECTION</u></b>				
<b><u>DEPARTMENTAL SERVICES</u></b>				
Environmental Health	20,735	21,900	(1,165)	(1,886)
<i>Sub Total</i>	<u>20,735</u>	<u>21,900</u>	<u>(1,165)</u>	<u>(1,886)</u>
<b><u>CARAVAN SITES</u></b>				
Cwmcrachen Caravan Site	(56,170)	(2,457)	(53,713)	(53,713)
<i>Sub Total</i>	<u>(56,170)</u>	<u>(2,457)</u>	<u>(53,713)</u>	<u>(53,713)</u>
<b><u>ENVIRONMENTAL HEALTH</u></b>				
Food Safety	6,390	9,360	(2,970)	(2,911)
Control of Pollution	10,040	8,760	1,280	1,281
Dog Wardens	10,500	1,393	9,107	9,107
Animal Health and Welfare	23,360	20,000	3,360	3,360
Pest Control	60,180	70,000	(9,820)	(9,820)
Littering and Dog Control Orders	0	14,729	(14,729)	(14,418)
Health and Safety at Work (Commercial Prem.)	1,510	3,663	(2,153)	0
<i>Sub Total</i>	<u>111,980</u>	<u>127,905</u>	<u>(15,925)</u>	<u>(13,401)</u>
<b><u>HOUSING SERVICES</u></b>				
Homelessness	234,204	214,942	19,262	15,887
20 Church Street	19,236	24,632	(5,396)	0
General Properties	(7,590)	(7,416)	(174)	0
Housing Access	60,420	47,701	12,719	13,097
Works in Default	275	280	(5)	(5)
Disabled Facilities Grants	1,040	102	938	896
<i>Sub Total</i>	<u>307,585</u>	<u>280,241</u>	<u>27,344</u>	<u>29,875</u>
<b><u>TRADING STANDARDS</u></b>				
Trading Standards	(28,318)	(31,677)	3,359	3,358
Inspection and Enforcement	7,906	6,938	968	966
<i>Sub Total</i>	<u>(20,412)</u>	<u>(24,739)</u>	<u>4,327</u>	<u>4,324</u>
<b>PUBLIC PROTECTION TOTAL EXPENDITURE</b>	<u>363,718</u>	<u>402,850</u>	<u>(39,132)</u>	<u>(34,801)</u>

## ENVIRONMENT PORTFOLIO

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse)  30 Jun 2019
	£	£	£	£
<b><u>CORPORATE CHARGES</u></b>				
Fire Service	3,398,900	3,398,900	0	0
Coroner's Court	89,460	90,498	(1,038)	(1,038)
Corporate Recharges	9,194,740	9,194,740	0	0
Procurement Saving	0	0	0	0
Prudential Borrowing	0	0	0	0
Income Generation	(50,000)	(50,000)	0	0
<b>CORPORATE CHARGES TOTAL EXPENDITURE</b>	<b>12,633,100</b>	<b>12,634,138</b>	<b>(1,038)</b>	<b>(1,038)</b>
<b><u>ANEURIN LEISURE TRUST</u></b>				
<b><u>ANEURIN LEISURE TRUST</u></b>				
Aneurin Leisure Trust	3,178,800	3,178,800	0	0
<i>Sub Total</i>	<i>3,178,800</i>	<i>3,178,800</i>	<i>0</i>	<i>0</i>
<b><u>RETAINED SERVICES</u></b>				
General Entertainment	2,580	2,580	0	0
Corporate Recharges	1,242,610	1,241,994	616	(405)
<i>Sub Total</i>	<i>1,245,190</i>	<i>1,244,574</i>	<i>616</i>	<i>(405)</i>
<b>ANEURIN LEISURE TRUST TOTAL EXPENDITURE</b>	<b>4,423,990</b>	<b>4,423,374</b>	<b>616</b>	<b>(405)</b>
<b>TOTAL EXPENDITURE</b>	<b>29,530,652</b>	<b>29,789,963</b>	<b>(259,311)</b>	<b>(433,894)</b>

## PLANNING COMMITTEE AND LICENSING COMMITTEE

Item	Revised Estimate 2019/2020	Total Forecast Expenditure to March 2020	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) 30 Jun 2019
	£	£	£	£
<b>PLANNING COMMITTEE SUMMARY</b>				
<b><u>BUILDING CONTROL</u></b>				
<b><u>DEPARTMENTAL SERVICES</u></b>				
Building Control	0	0	0	(11)
<b><u>BUILDING CONTROL SERVICES</u></b>				
Building Regulations	(6,580)	(6,580)	0	0
Dangerous Structures	22,200	21,099	1,101	0
<i>Building Control Total Expenditure</i>	<u>15,620</u>	<u>14,519</u>	<u>1,101</u>	<u>(11)</u>
<b><u>DEVELOPMENT MANAGEMENT</u></b>				
<b><u>DEPARTMENTAL SERVICES</u></b>				
Development Management	8,076	10,220	(2,144)	(1,747)
<b><u>DEVELOPMENT MANAGEMENT SERVICES</u></b>				
Dealing with Applications	(202,740)	(202,740)	0	0
Planning Appeals	3,190	3,190	0	0
Enforcement	(30)	24	(54)	(39)
<i>Development Management Total Expenditure</i>	<u>(191,504)</u>	<u>(189,306)</u>	<u>(2,198)</u>	<u>(1,786)</u>
<b><u>DEVELOPMENT PLANS</u></b>				
<b><u>DEPARTMENTAL SERVICES</u></b>				
Development Plans	(6,276)	(6,298)	22	7,058
<b><u>DEVELOPMENT PLANS SERVICES</u></b>				
Development Plans	7,080	7,079	1	5,164
<i>Development Plans Total Expenditure</i>	<u>804</u>	<u>781</u>	<u>23</u>	<u>12,222</u>
Corporate Recharges	1,231,080	1,231,080	0	0
Funding from General Reserves	0		0	0
<b>Planning Committee Total Expenditure</b>	<b><u>1,056,000</u></b>	<b><u>1,057,074</u></b>	<b><u>(1,074)</u></b>	<b><u>10,425</u></b>
<b>LICENSING COMMITTEE SUMMARY</b>				
Licensing	29,090	39,056	(9,966)	(9,870)
Internal Recharges	36,100	36,098	2	2
Funding from General Reserves	0	0	0	0
<b>Licensing Committee Total Expenditure</b>	<b><u>65,190</u></b>	<b><u>75,154</u></b>	<b><u>(9,964)</u></b>	<b><u>(9,867)</u></b>

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## Fees and Charges Forecast 2019/2020 (As at September 2019)

Portfolio	Service	Description of Income	Income Source	Revised Estimate 2019/2020	Forecast	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 2019
				£	£	£	£
<b>Fees &amp; Charges</b>							
Corporate Services	Communications	Advertising	Fees & Charges	19,070	3,806	(15,264)	(15,264)
Corporate Services	Business Support	External Printing and photocopying charges.	Fees & Charges	8,000	8,070	70	(523)
Corporate Services	Legal Fees	Legal Charges	Fees & Charges	13,380	13,313	(67)	934
Corporate Services	Corporate Support	Land Charges	Fixed - Set Locally	30,450	37,894	7,444	7,444
Economy	General Offices	Rental Income	Fees & Charges	49,260	58,322	9,062	(2,709)
Economy	Departmental	Reimbursement of staff costs and receipts for external works	SLA	62,990	26,925	(36,065)	(36,065)
Environment	Household and Trade Waste Collection		Fees & Charges	97,305	106,706	9,401	8,615
Environment	Recycling Collection	Recycling Collection & Disposal Income - Commercial Customers	Fees & Charges	24,890	21,945	(2,945)	4,740
Environment	Bulky Waste Collection	Bulky Waste Collection	Fees & Charges	66,660	59,349	(7,311)	(9,690)
Environment	Recycling Disposal	Sale of Recyclate Materials	Fees & Charges	393,200	499,114	105,914	45,480
Environment	County Borough Cleansing	C&CR - External Cleansing Works	Fees & Charges	210	0	(210)	(210)
Environment	Cemeteries / Crematorium	Burial Fees	Fees & Charges	491,470	461,759	(29,711)	(75,536)
Environment	Cemeteries / Crematorium	General Properties	Fees & Charges	2,580	3,000	420	420
Environment	Meals On Wheels	Sale of Meals	Fees & Charges	166,030	124,666	(41,364)	(37,004)
Environment	Grounds Maintenance	Income from Letting of Playing Fields, Ground Rent & Way Leaves	Fees & Charges	55,700	58,479	2,779	0
Environment	General Properties	Rental Income	Fees & Charges	7,590	7,416	(174)	0
Environment	Cwmcrachen Caravan Site	Rental	Fees & Charges	109,840	90,869	(18,971)	(9,004)
Environment	Dog Wardens	Byelaw Enforcement Fees	Fees & Charges	5,364	2,912	(2,452)	(2,452)
Environment	Corporate Landlord	Civic Centre - Rental of Land	Miscellaneous	755	844	89	89
Environment	School Catering Service	Sale of Meals		775,325	847,221	71,896	814
Environment	Cleaning Services	External Cleaning Services		43,052	43,052	0	0
Financial Management and Strategy	Accountancy Division	Administration charges for administering Appointeeships	Fees & Charges	25,150	15,690	(9,460)	(9,300)
Infrastructure	Technical Services - Engineering & Property Management	Reimbursement of staff costs and receipts for external works	Fees & Charges	305,231	351,419	46,188	15,637
Infrastructure	FEP - Increase in Income	Fees	Fees & Charges	50,000	50,000	0	0
Infrastructure	Licensing (Highway Permits)	Skips & Scaffolding Permits	Fees & Charges	40,692	41,290	598	598
Infrastructure	General Administration and Markets	Rental income	Fees & Charges	24,172	19,322	(4,850)	0
Infrastructure	Traffic Orders	Income from contractors, Welsh Water etc. for road works	Fees & Charges	22,634	22,947	313	0
Infrastructure	Road and Street Works Acts	Inspection fees, section 74's,FPN, coring, Dropped kerbs etc.	Fees & Charges	81,115	81,971	856	0
Infrastructure	Highways Adoptions	Highway Searches	Fees & Charges	9,065	9,065	0	0
Infrastructure	Multi-storey Carparks	Charge to Coleg Gwent	Fees & Charges	30,000	30,000	0	0
Infrastructure	Public Transport Co-Ordination	Charge to bus companies for use of Brynmawr Bus Station	Fees & Charges	400	400	0	0
Licensing	Hackney Carriages	Licence Fees	Fees & Charges	76,460	58,423	(18,037)	(17,743)
Licensing	Private Hire Vehicles	Licence Fees	Fees & Charges	1,830	1,117	(713)	(671)
Licensing	Scrap Metal	Sale of Scrap Metal	Fees & Charges	600	702	102	(232)
Planning	Enforcement	Enforcement Fees	Fees & Charges	610	0	(610)	(610)
Planning	Development Plans	Heritage Officer Income	Fees & Charges	0	0	0	0
Social Services	Other Children's and Family Services	Training Fees (Early Years tied in with expenditure which is set	Fees & Charges	0	0	0	1,318
Social Services	Older People aged 65 or over	Fees & Charges in respect of Care (Cwrt Mytton, Home Care, Extra Care & Joint Day Care Unit)	Fees & Charges	571,300	505,493	(65,807)	(74,192)
Social Services	Adults aged under 65 with Learning Disabilities	Fees & Charges in respect of Care (Augusta, Supported Living Bungalows & Community Options)	Fees & Charges	453,550	306,484	(147,066)	(135,578)
Social Services	Adults aged under 65 with Mental Health Needs	Fees & Charges in respect of Care (Vision House & Ysbyty'r Tri Chwm)	Fees & Charges	24,430	19,037	(5,393)	(3,320)
Social Services	Support Service and Management Costs	Fees & Charges in respect of Piper Alarms (IAA)	Fees & Charges	0	0	0	0
		<b>Sub - Total</b>		<b>4,140,360</b>	<b>3,989,022</b>	<b>(151,338)</b>	<b>(344,014)</b>

## Fees and Charges Forecast 2019/2020 (As at September 2019)

Portfolio	Service	Description of Income	Income Source	Revised Estimate 2019/2020	Forecast	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 2019
				£	£	£	£
<b>Fees &amp; Charges - Set Nationally</b>							
Corporate Services	Registration of Births, Marriages and Deaths	Registration of Births, Marriages and Deaths	Fixed - Set Nationally	86,770	75,344	(11,426)	(13,484)
Environment	Food Safety	Hygiene ratings & Health Certificates	Fixed - Set Nationally	2,000	7,678	5,678	5,678
Environment	Control of Pollution	Environmental Permits	Fixed - Set Nationally	16,238	16,238	0	0
Environment	Health and Safety at Work (Commercial Prem.)	Petroleum + Tattoo Licences	Fixed - Set Nationally	0	3,942	3,942	3,942
Environment	Trading Standards	Explosives Licences	Fixed - Set Nationally	761	876	115	115
Licensing	Licence Fees	Various (Gambling, Premises/ Clubs & Street Trading)	Fixed - Set Nationally	57,900	60,154	2,254	5,857
Planning	Dealing with Applications	Planning Application Fees	Fees & Charges	213,360	213,360	0	0
Planning	Building Regulations	Building Regulation Fees	Fixed - Set Nationally	95,620	95,620	0	24
Social Services	Older People aged 65 or over	CHC Income (Home Care and Extra Care Provision)	Fixed - Set Nationally	0	0	0	85,194
Social Services	Adults aged under 65 with Learning Disabilities	CHC Income (Augusta House; Supported Living Bungalows; Community Options)	Fixed - Set Nationally	62,500	261,917	199,417	223,494
Social Services	Community Care	Fees & Charges in respect of Care	Fixed - Set Nationally	3,324,670	2,913,562	(411,108)	(354,483)
Social Services	Community Care	Sale of Property	Fixed - Set Nationally	286,620	286,620	0	(19,789)
Social Services	Community Care	CHC Income	Fixed - Set Nationally	371,220	100,000	(271,220)	(308,220)
Social Services	Support Service and Management Costs	CHC Income (Adult Service Managers)	Fixed - Set Nationally	0	0	0	0
		<b>Sub - Total</b>		<b>4,517,659</b>	<b>4,035,311</b>	<b>(482,348)</b>	<b>(371,672)</b>
<b>Fees &amp; Charges - In Line with Local Agreements</b>							
Economy	Industrial Land	Ground rent and commercial bookings	Fixed - Set Locally	2,750	2,900	150	150
Economy	Nursery Units/Misc. Industrial Premises	Rental income for industrial units	Fixed - Set Locally	694,530	747,349	52,819	39,880
Economy	Estates - Non Rechargeable	Ground Rent	Fixed - Set Locally	120,850	130,399	9,549	9,647
Economy	Financial Support to Business	Ground rent and commercial bookings	Fixed - Set Locally	0	2,650	2,650	2,650
Economy	CSCS	Charges for Construction Skills Certificates	Fixed - Set Locally	0	10,137	10,137	8,364
Environment	Corporate Landlord	Little Stars Nursery - Rent (Recovery of costs)	Miscellaneous	8,329	14,694	6,365	6,365
Education	Inter Authority Recoupment	Charges to other Local Authorities for SEN placements within Blaenau Gwent Schools	Fixed - Set Locally	612,000	704,458	92,458	93,516
		<b>Sub - Total</b>		<b>1,438,459</b>	<b>1,612,587</b>	<b>174,128</b>	<b>160,572</b>
		<b>Total - Fees &amp; Charges</b>		<b>10,096,478</b>	<b>9,636,920</b>	<b>(459,558)</b>	<b>(555,114)</b>

## Fees and Charges Forecast 2019/2020 (As at September 2019)

Portfolio	Service	Description of Income	Income Source	Revised Estimate 2019/2020	Forecast	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 2019
				£	£	£	£
<b>SLA</b>							
Aneurin Leisure Trust	SLA Income	Provision of Support Services	SLA	238,820	238,822	2	0
Environment	Grounds Maintenance	SLA	SLA	189,220	167,610	(21,610)	(21,610)
Environment	Building Maintenance	SLA	SLA				
Financial Management and Strategy	Accountancy Division	Support Services SLA with Schools	SLA	178,480	178,480	0	0
Corporate Services	Organisational Development, Payroll & Health & Safety	Support Services SLA with Schools	SLA	303,480	303,480	0	0
Corporate Services	Legal Fees & GDPR	Support Services SLA with Schools	SLA	39,680	39,680	0	0
Corporate Services	Communications	Support Services SLA with Schools	SLA	3,070	3,070	0	0
Corporate Services	Performance (SIMS Support)	Support Services SLA with Schools	SLA	81,610	81,610	0	0
Corporate Services	Business Support (Courier)	Support Services SLA with Schools	SLA	3,950	3,950	0	0
Financial Management and Strategy	Creditors Division	Support Services SLA with Schools	SLA	7,570	7,570	0	0
Corporate Services	ICT	Support Services SLA with Schools	SLA	406,013	406,013	0	0
Environment	School Catering	SLA with Schools (excludes Corporate Landlord)	SLA	1,060,605	1,060,605	0	0
Environment	Cleaning Services	SLA with Schools	SLA	1,028,298	1,028,295	(3)	0
Infrastructure	CPM - Schools Biodiversity SLA	SLA with Schools	SLA	7,220	7,220	0	0
Infrastructure	Winter Maintenance	SLA with LA's for salt Storage	SLA	12,500	12,500	0	0
		<b>Sub - Total</b>		<b>3,560,516</b>	<b>3,538,905</b>	<b>(21,611)</b>	<b>(21,610)</b>
<b>Court Fees/Fixed Penalty Notices/Fines</b>							
Corporate Services	Corporate Services and Strategy	Legal income and land charges. Advertising.	Court Fees/FPN/Fines/Legal	10,000	9,647	(353)	(353)
Education	Welfare Service	Fixed Penalty Notices	Court Fees/FPN/Fines/Legal	2,070	2,070	0	0
Environment	Littering and Dog Control Orders	Income in relation to FPNs	Court Fees/FPN/Fines/Leg	128,765	109,100	(19,665)	(24,665)
Corporate Services	Payroll Division	Attachment Orders	Court Fees/FPN/Fines/Legal	1,020	832	(188)	(382)
Financial Management and Strategy	Council Tax Collection	Court Costs	Court Fees/FPN/Fines/Legal	162,680	162,680	0	0
Financial Management and Strategy	NNDR	Court Costs	Court Fees/FPN/Fines/Legal	1,800	1,800	0	0
Corporate Services	Housing Benefits Account	Admin Penalties	Court Fees/FPN/Fines/Legal	25,000	25,000	0	0
		<b>Sub - Total</b>		<b>331,335</b>	<b>311,129</b>	<b>(20,206)</b>	<b>(25,400)</b>

## Fees and Charges Forecast 2019/2020 (As at September 2019)

Portfolio	Service	Description of Income	Income Source	Revised Estimate 2019/2020	Forecast	Variance Favourable / (Adverse)	Variance Favourable / (Adverse) as at June 2019
				£	£	£	£
<b>Consortium Arrangements</b>							
Economy	General Offices	Annual Service & Rental Charge to Torfaen CBC in relation to Archives	Consortium Arrangements	74,940	85,022	10,082	10,082
Environment	Disposal Of Waste	Contribution from SVWS	Consortium Arrangements	110,000	110,000	0	0
Environment	Cemeteries / Crematorium	Crematorium Income - Reallocation of surplus at year end	Consortium Arrangements	131,925	131,925	0	12,825
Environment	20 Church Street	Housing Advice Centre Contribution	Consortium Arrangements	11,740	12,400	660	660
Environment	Housing Access	Income from Housing Associations in relation to Administration of the Common Housing Register	Consortium Arrangements	86,050	104,326	18,276	18,276
Environment	Environmental Health	Public Protection Collaboration with Torfaen CC	Consortium Arrangements	108,400	86,118	(22,282)	(22,282)
		<b>Sub - Total</b>		<b>523,055</b>	<b>529,791</b>	<b>6,736</b>	<b>19,561</b>
<b>Miscellaneous</b>							
Education	Supporting Special Educational Needs	Internal Income - Recovery of pupil lead funding from schools.	Internal Income	100,000	19,000	(81,000)	(81,000)
Corporate Services	Corporate Procurement Division	Rebates - Energy & Randstad	Miscellaneous	95,700	95,513	(187)	(54)
Corporate Services	Corporate Procurement Division	Purchase Card Income	Miscellaneous	1,640	5,024	3,384	3,360
Infrastructure	L&A - Invasive Weeds	Contribution from Caerphilly for Treatment of Knotweed	Miscellaneous	10,000	10,000	0	0
		<b>Sub - Total</b>		<b>207,340</b>	<b>129,537</b>	<b>(77,803)</b>	<b>(77,694)</b>
		<b>TOTAL</b>		<b>14,718,724</b>	<b>14,146,282</b>	<b>(572,442)</b>	<b>(660,257)</b>

## Action Plan

### Corporate Services 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4a

Service Area	2018/19 Provisional Outturn Variance £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact  £	Responsible Officer
IT Service	0	(100,000)	<p>In the original IT Collaboration Business Plan, £100,000 income was built into the budget to be funded from reserves, with the view that future savings, due to merging of software systems, would produce savings and therefore reduce the need of reserve funding.</p> <p>These savings have not yet been achieved, as the Software Contracts are still Blaenau Gwent's responsibility.</p> <p>A Working Group is being formed to review and re-negotiate all Council contracts; the Software contracts will form a part of this. The bulk of the savings produced from this will not benefit the IT Service until 2020/21, as most of the high value contracts have already been renewed for 2019/20.</p> <p>There is also a Digital Steering Group, which includes the SRS, to look at transferring the Software contract to the SRS and combine them with the other partners, to produce savings.</p>	Not Currently Known	Anne-Louise Clark

## Action Plan

### Corporate Services 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4a

Service Area	2018/19 Provisional Outturn Variance £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact  £	Responsible Officer
<b>Housing Benefits</b>	(137,273)	(107,205)	<p>At this time, the forecast overspend is due to external audit fees (£43,000) for which there is no budget and an anticipated shortfall on the Administration Subsidy grant of £64,000. For the last financial year, these costs were offset by an in year budget virement.</p> <p>Work is currently being undertaken into reviewing the overpayments process with the view of hopefully addressing this cost pressure by quarter 2.</p> <p>This work is still progressing due to a profiled aged debt breakdown being required, which has taken longer than anticipated. Hopefully this review will be completed by quarter 3.</p>	Not Currently Known	Anne-Louise Clark

## Action Plan

### Education

#### 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4b

Service Area	2018/19 Provisional Outturn Variance £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact	Responsible Officer
				Not Known	Gavin Metheringham
Home to School transport	1,617	(43,973)	<p><b><u>Reason for Adverse variance</u></b></p> <p>The adverse variance is due to the full year financial impact of new contracts that commenced during the year and new contracts required during this financial year in order to meet the increased demand for Pen-y-Cwm and the River Centre Special Schools.</p> <p><b><u>Proposed Action</u></b></p> <p>The River Centre is currently at capacity and is likely to remain so for the foreseeable future. Pen-y-Cwm is also at capacity and has seen a marked increase in demand for places resulting in the need to consider increasing the school's capacity. The transport requirements for both schools are demand-led, but monitored closely and efficiencies made where possible.</p>	Not Known	Lynn Phillips

## Action Plan

### Education

#### 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4b

Service Area	2018/19 Provisional Outturn Variance £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact	Responsible Officer
<b>AWPU Clawback</b>	(81,136)	(81,000)	<p><b><u>Reason for Adverse variance</u></b></p> <p>The anticipated funding recovered from Schools as a result of the LA providing alternative education provision has reduced due to schools increasingly providing provision to meet pupils needs as an alternative to requiring specialist placement and as a result of the River Centre being at capacity.</p> <p><b><u>Proposed Action</u></b></p> <p>Areas have been identified where guidance requires or advises AWPU clawback from schools. This will be taken forward following appropriate awareness raising.</p> <p>Mechanisms for identifying AWPU clawback eligibility are being devised with the River Centre.</p>	Not Known	Gavin Metheringham



## Action Plan

### Environment

#### 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4c

Service Area	2019/2020 Variance at June 2019 Forecast £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact	Responsible Officer
Waste Services	(313,145)	(103,495)	<p><b><u>Reason for Adverse variance</u></b>                      The adverse variance is due to:</p> <ul style="list-style-type: none"> <li>• Transfer Station Costs have increased due to additional hours being worked as a result of black bag sorting and increased recyclate - £50,000</li> <li>• The Sustainable Waste Management grant is lower than estimated by £45,000, due to the grant reduction being higher than anticipated.</li> </ul> <p><b><u>Actions:</u></b></p> <ul style="list-style-type: none"> <li>• Further virements into Waste Services from underspending budgets will be a priority.</li> <li>• There are likely to be further savings associated with 'keeping up with the Joneses' campaign which has seen a reduction in residual waste.</li> <li>• The waste recycling disposal contracts will continue to be monitored and reviewed.</li> </ul> <p><b><u>Updates:</u></b></p> <ul style="list-style-type: none"> <li>• The waste recycling disposal contracts have been reviewed resulting in a reduction in costs and increases in recyclate income £51,000</li> <li>• A risk based approach has resulted in the security</li> </ul>	Estimated net saving £104,000	M Perry / M Stent

## Action Plan

### Environment

#### 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4c

Service Area	2019/2020 Variance at June 2019 Forecast £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact	Responsible Officer
			<p>contract being terminated from October 2019. However, due to issues with insurance etc this will need to be reviewed prior to the third quarter £40,000.</p> <ul style="list-style-type: none"><li>• The 'keeping up with the Joneses' campaign has assisted in a reduction in residual waste costs £130,000.</li><li>• In year virements have also been undertaken to offset the additional revenue costs incurred from the narrow access and rear loading vehicles.</li><li>• The baler at the Transfer Station has now commenced operation, allowing for the potential to generate additional income from the increased levels and quality of recyclate.</li></ul>		

## Action Plan

### Environment

#### 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4c

Service Area	2019/2020 Variance at June 2019 Forecast £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact	Responsible Officer
Meals on Wheels	(25,375)	(22,588)	<p><b><u>Reason for Adverse variance</u></b></p> <ul style="list-style-type: none"> <li>• This overspend is due to the income from the sale of meals not achieving the target income.</li> <li>• Meal prices have been increased and marketing undertaken to try to increase revenue. Staff hours have been reduced. However, the service continues to struggle to breakeven as a result of the income targets set against this service.</li> </ul> <p><b><u>Actions:</u></b></p> <ul style="list-style-type: none"> <li>• Continue to market to try to increase sales</li> <li>• Review of staff hours to deliver the service.</li> </ul>		C Rogers / M Price
Corporate Landlord	0	(63,449)	<p><b><u>Reason for Variance</u></b></p> <ul style="list-style-type: none"> <li>• This overspend is mainly due to the expenditure incurred on Community Asset Transfers and securing non operational buildings.</li> <li>• Non-operational buildings - £21,000. This is an unfunded budget and includes one off cost pressures relating to the transfer of redundant buildings to the Corporate Landlord.</li> <li>• Community Asset Transfer - £42,000 – This relates</li> </ul>		C Rogers / M Price

## Action Plan

### Environment

#### 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4c

Service Area	2019/2020 Variance at June 2019 Forecast £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact	Responsible Officer
			<p>to buildings transferred to Community Organisations involved with the Recreation Grounds CATS.</p> <p><b>Actions:</b></p> <ul style="list-style-type: none"> <li>• Minimise expenditure on all non-essential maintenance buildings.</li> <li>• Continue to reduce Non Operational buildings via CATs, Sale or demolition.</li> <li>• Review of costs associated with Non Operational buildings to be carried out. (E.g. review of security and alarm costs)</li> </ul>		
County Borough Cleansing	(28,237)	(703)	<p><b>Reason for Adverse variance</b></p> <ul style="list-style-type: none"> <li>• This is partly due to the cost of the Public Conveniences, including the contribution paid to the management of Public Conveniences towards the running costs and maintenance costs. A one off grant was received in 2018/2019 of £17,200, but this is not anticipated for the current year at this stage.</li> <li>• It is also due to an increase in hired vehicle costs.</li> </ul>		M Perry / D Watkins

## Action Plan

### Environment

#### 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4c

Service Area	2019/2020 Variance at June 2019 Forecast £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact	Responsible Officer
			<p><b><u>Actions:</u></b></p> <ul style="list-style-type: none"> <li>• Cease spend for Deep cleans at Town Centres.</li> <li>• Reduce Weedspraying.</li> <li>• Review of transport costs of sweeper. Potential to remove one unit</li> </ul> <p><b><u>Updates:</u></b></p> <ul style="list-style-type: none"> <li>• Reduction in Town Centre deep cleans</li> <li>• Reduce Weedspraying</li> <li>• Reduction of 1 sweeper</li> </ul>		
Cemeteries	(37,248)	(8,168)	<p><b><u>Reason for Adverse variance</u></b></p> <ul style="list-style-type: none"> <li>• There is a forecast net surplus (income over expenditure) on this budget of £287,000, however, the income target of £491,000 is not being achieved by £29,000.</li> </ul> <p><b><u>Actions:</u></b></p> <ul style="list-style-type: none"> <li>• The income forecast is based on 2018/2019, and will be monitored during the financial year.</li> <li>• Consideration to increase fees and charges for residential and non residential fees, from 01/01/20</li> </ul>		M Perry / D Watkins

## Action Plan

### Environment

#### 2019/20 Forecast Adverse Variances (as at 30 September 2019)

#### Appendix 4c

Service Area	2019/2020 Variance at June 2019 Forecast £	2019/2020 Variance at Sept 2019 Forecast £	Action Required & Timescale	Financial Impact	Responsible Officer
			<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• An in-year virement was made from within Environment budgets of £33,000.</li> </ul>		
Cwmcrachen Caravan Site	(53,713)	(53,713)	<p><b>Reason for Variance</b></p> <ul style="list-style-type: none"> <li>• Utility bills far higher than anticipated.</li> </ul> <p><b>Actions:</b></p> <ul style="list-style-type: none"> <li>• Investigation into corporate utility bill arrangements at the site to ensure correct billing.</li> <li>• Review to ensure that the council is full cost recovering against these costs.</li> </ul>		D Thompson

	Budget Virement Out of Portfolio	Budget Virement Into Portfolio	Budget Virement Within Portfolio	COMMENTS
	£	£	£	
<b><u>SOCIAL SERVICES</u></b>				
<b><u>Children's Services</u></b>				
Fostering Out County Agencies			(288,000)	Budget Realignments
Legal Costs Care Proceedings			288,000	Budget Realignments
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	

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## FINANCIAL EFFICIENCY PROJECTS - 2019/2020 PROGR

Jun-19

No.	Project Ref.	Project Name	Lead Directorate	Service Area	Director	Approved Savings	Savings Delivered	(Under)/Over Achievement	Position Update
1		<b>SOCIAL SERVICES</b>							
2	SSA008	Alternative delivery of Cwrt Mytton Dementia Care Home	Social Services	Adults	Damien McCann	21,253	21,253	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
3	SSA010	Alternative delivery of Supported Living Service	Social Services	Adults	Damien McCann	289,000	289,000	0	Savings have been achieved.
4	SSA011	Reduction/Review in front line staff across Adult Care Management Teams	Social Services	Adults	Damien McCann	75,000	75,000	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
5	SSA014	Alternative delivery of Community Options Services - Alternative Models of Delivery	Social Services	Adults	Damien McCann	71,355	71,355	0	Savings have been achieved.
6	SS19001	Development of a regional approach to delivery of Direct Payments	Social Services	Adults	Damien McCann	15,000	15,000	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
7	SS19002	Initial reduction in Assisted Transport following implementation of new assessment and eligibility criteria from April 19	Social Services	Adults	Damien McCann	41,000	41,000	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
8	SS19003	Phase 2 review of Lake View Community Options Service Review - Reconfiguration of	Social Services	Adults	Damien McCann	20,000	20,000	0	Savings have been achieved.
		<b>SOCIAL SERVICES TOTAL</b>				<b>532,608</b>	<b>532,608</b>	-	
		<b>CORPORATE SERVICES</b>							
9	GOV19001	Reduction in Members Allowances	Corporate Services	DRM	Michelle Morris	15,000	15,000	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
10	GOV19002	Reduction in Staffing - Policy and Democratic Services	Corporate Services	Policy	Michelle Morris	48,217	48,217	0	Budget has been reduced due to los of 1 FTE, costs being monitored to ensure that the savings is achieved
11	GOV19003	CCTV Review	Corporate Services	CCTV	Michelle Morris	66,390	66,390	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
12	FMS003	Employee Downsizing - Payroll	Resources	Payroll	Anne Louise Clark	20,800	20,800	0	Budget has been reduced due to loss of 1 FTE, costs being monitored to ensure that the savings is achieved
13	FMS013	Procurement - Income Generation	Resources	Procurement	Anne Louise Clark	18,160	16,408	(1,752)	Budget has been reduced, costs being monitored to ensure that the savings is achieved. However as at quarter 2 there is a slight forecast under achievement of this saving.
14	CS19001	Reduction in Mileage Budget - Business Support	Corporate Services	Business Support	Michelle Morris	2,000	2,000	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
15	LEG19001	Reduction in supplies and services - Legal Services	Corporate Services	Legal	Michelle Morris	1,000	1,000	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
16	LEG19002	Reduction of budget - Electoral Register/ Canvassing budget	Corporate Services	Legal	Michelle Morris	3,500	3,500	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
		<b>CORPORATE SERVICES - TOTAL</b>				<b>175,067</b>	<b>173,315</b>	<b>(1,752)</b>	
		<b>RESOURCES</b>							
17	FMS002	Accountancy Division - Service Review and Staff Downsizing	Resources	Accountancy	Rhian Hayden	110,000	110,000	0	Budget has been reduced, however there has been a delay in implementing SMR2. This cost pressure has been addressed in year by a budget virement. Savngs will be achieved in full in future years.
18		Cease Voluntary Contribution to Care & Repair	Resources	Grants	Rhian Hayden	25,000	25,000	0	Budget has been reduced, contribution has ceased.
19	FMS019	Cease Voluntary Sector Contributions to Care & Repair and Citizen's Advice Bureau	Resources	Grants	Rhian Hayden	60,000	60,000	0	Budget has been reduced, however the contribution will not cease until the end of 2019/20. The overspend will be funded from earmarked reserves set up in 2018/19 due to alternative funding being identified.
20	FMS020	Service Review in the Revenues & Social Service Income areas	Resources	Revenues	Rhian Hayden	88,532	88,532	0	Budget has been reduced, however there has been a delay in implementing SMR2. This cost pressure has been addressed in year by a budget virement. The savings will be achieved in full in futue years.
21	RES19001	General & Allotment Grants	Resources	Grants	Rhian Hayden	22,700	22,700	0	Budget has been reduced, grants no longer awarded.
22	RES19003	Resources Directorate Budget Reductions	Resources	CTRS	Rhian Hayden	116,000	116,000	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
		<b>RESOURCES TOTAL</b>				<b>422,232</b>	<b>422,232</b>	<b>0</b>	
		<b>ENVIRONMENT &amp; REGENERATION</b>							
23	ENV005	Review of regeneration activity and staffing structure	Environment & Regeneration	Regeneration	Richard Crook	22,500	22,500	0	
24	ENV018	Full cost recovery of premises related costs for occupancy of Town & Community Councils	Environment & Regeneration	Estates	Richard Crook	10,625	0	(10,625)	This saving has not been achieved (neither has the previous saving from 2018/2019). No progression has been made in relation to this FEP.
25	ENV026	Increase fees of Grounds Maintenance whilst undertaking Community Asset Transfers (CAT)	Environment & Regeneration	Grounds Maintenance	Richard Crook	50,000	50,000	0	

No.	Project Ref.	Project Name	Lead Directorate	Service Area	Director	Approved Savings	Savings Delivered	(Under)/Over Achievement	Position Update
26	ENV029	Destination Management Collaboration	Environment & Regeneration	Regeneration	Richard Crook	5,000	5,000	0	
27	ENV032	Development of an Integrated Transport Unit	Environment & Regeneration	Highways	Richard Crook	10,000	10,000	0	
28	ENV19003	Reduction in refuse fleet	Environment & Regeneration	Highways	Richard Crook	10,000	10,000	0	
29	ENV19004	Reduction in the number of staff in each Cleansing Team	Environment & Regeneration	Environment	Richard Crook	128,000	128,000	0	
30	ENV19005	Infrastructure and Property Services - Budget Reductions	Environment & Regeneration	Technical Services	Richard Crook	11,000	11,000	0	
31	ENV19007	Planning - Reduction in staffing	Environment & Regeneration	Planning	Richard Crook	40,000	40,000	0	Savings achieved through loss of 1 post.
32	ENV19008	Reduction in Housing Solutions Supplies & Services budget	Environment & Regeneration	Housing	Richard Crook	13,000	13,000	0	
33	ENV9009	Environmental Protection - Staff restructure - Residual savings	Environment & Regeneration	Public Protection	Richard Crook	14,000	14,000	0	
34	ENV190010	Generate additional income through the sale of recycle	Environment & Regeneration	Waste	Richard Crook	50,000	0	(50,000)	The baler at the Transfer Station will commence operation from 14/08/19 which could generate additional income from the increased levels and quality of recycle.
35	ENV19012	Community Services - Increase in professional fee income	Environment & Regeneration	Technical Services	Richard Crook	50,000	50,000	0	
36	ENV19013	Increase in Taxi & Private Hire Vehicle Licensing Income	Environment & Regeneration	Licensing	Richard Crook	5,000	0	(5,000)	The annual uplift to the fees & charges was not approved.
37	ENV19016	Utilise Capital Grant to fund Highways Improvement Works (with corresponding reduction in Highways Maintenance Revenue Budget)	Environment & Regeneration	Technical Services	Richard Crook	200,000	200,000	0	
38	ENV19017	Completion of CAT transfers for all sports facilities	Environment & Regeneration	Environment	Richard Crook	210,000	200,000	(10,000)	
		<b>ENVIRONMENT TOTAL</b>				<b>829,125</b>	<b>753,500</b>	<b>-75,625</b>	
		<b>EDUCATION</b>							
39	EDU001	Reduction in Service Level Agreement costs within the Education Directorate	Education	Education	Lynette Jones	25,570	25,570	0	Reduced SLA costs for 2019/2020 and savings achieved
40	EDU003	Reduction in Service Level Agreement for Outdoor Education	Education	Education	Lynette Jones	23,230	23,230	0	SLA has ended and savings achieved
41	EDU1900	Budget Reduction - Education Improvement Grant Match Funding	Education	Education	Lynette Jones	5,000	5,000	0	Reduction in grant, therefore reduced match funding requirement - savings achieved
42	EDU1900	Reduce the Education Premature Retirement Costs (PRC Budget)	Education	Education	Lynette Jones	200,000	200,000	0	Budget has been reduced, costs being monitored to ensure that the savings is achieved
43	EDU1900	Reduction in inflationary increase - Individual School Budget	Education	Education	Lynette Jones	842,650	842,650	0	Cashflat budget to schools, budget savings achieved
44	EDU1900	Transfer payment of DBS (Disclosure & Barring Service) checks for school based staff	Education	Education	Lynette Jones	15,000	15,000	0	Costs now being funded by school budgets, savings achieved
		<b>EDUCATION TOTAL</b>				<b>1,111,450</b>	<b>1,111,450</b>	<b>0</b>	
		<b>CROSS CUTTING PROJECTS</b>							
45	CC002	Cash Flat Budgets - No inflationary increase to non-employee budgets	Resources	Corporate	Rhian Hayden	105,000	105,000	0	Savings delivered no inflationary increase applied.
46	CC006	Management Review - Phase 2	Managing Director	Corporate	Michelle Morris	150,000	137,410	(12,590)	Savings mainly delivered however due to delays in implementing SMR2 this has not been wholly met in 2019/20. The savings will be fully achieved in 2020/21.
47	CC19001	Staff Reward Scheme - Reduced costs in relation to the employers National Insurance & Pension Contributions from staff buying into	Resources	Corporate	Rhian Hayden	3,000	3,000	0	Savings achieved, budgets reduced.
48	RES19002	Fees and charges budget - Increase above inflation	Resources	Corporate	Rhian Hayden	20,000	20,000	0	Savings achieved, income budgets increased.
		<b>CROSS CUTTING TOTAL SAVINGS</b>				<b>278,000</b>	<b>265,410</b>		
		<b>TOTAL OVERALL SAVINGS</b>				<b>3,348,482</b>	<b>3,258,515</b>	<b>(77,377)</b>	

**COUNTY BOROUGH OF BLAENAU GWENT**

**REPORT TO:** **THE LEADER AND MEMBERS OF EXECUTIVE COMMITTEE**

**REPORT SUBJECT:** **GRANTS TO ORGANISATIONS – 18<sup>th</sup> December 2019**

**REPORT AUTHOR:** **RHIAN HAYDEN**

**LEAD OFFICER/  
DEPARTMENT** **CHIEF OFFICER RESOURCES,  
RESOURCES**

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**NANTYGLO & BLAINA**

**Blaina Ward – Councillor G. Collier**

1. Blaina Bowls Club £100

**Nantyglo Ward – Councillor P. Baldwin**

1. Ysgol Gymraeg Bro Helyg £50  
2. Ysgol Gymraeg Bro Helyg PTA £50

**CHIEF OFFICER RESOURCES**

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**EXECUTIVE – CORPORATE SERVICE**

**Report of Meeting held 28<sup>th</sup> November 2019**

PRESENT : **Executive Member – Corporate Services**

Councillor N Daniels (CHAIR)

Councillors L. Parsons

J. Hill

G. Thomas

D. Wilkshire

R. Summers

J. C. Morgan

WITH : Rhian Daly – Group Accountant

John Griffin – Assistant Portfolio Accountant

Apologies were received from Councillor T. Sharrem

**WELCOME**

The Chair welcomed Members and Officers to the meeting of the Grants Working Group.

The Group agreed a consistent approach, (and grant amount) be undertaken across the various applicant groups unless a lower amount had been requested by an organisation.

**WELSH CHURCH FUND**

Details of the applications received were submitted, whereupon it was

RESOLVED to recommend that the following Grants be made:-

Abertillery Methodist Church	£500
Beaufort Hill Zion Methodist Church	£740
Bethesda Congregational Church, Brynmawr	£400
Blaenau Gwent Baptist Church	£250
Castle Street Church, Tredegar	£250

Christ Church, Ebbw Vale	£600
Ebenezer Baptist Church, Abertillery	£570
Ebenezer Independant Chapel, Tredegar	£740
Garnlydan Presbyterian Church, Ebbw Vale	£250
Holy Trinity and St. Annes Church, Nantyglo	£740
Libanus Presbyterian Church, Brynmawr	£740
St Davids Church, Beaufort	£740
St James Methodist Church, Ebbw Vale	£290
St Pauls Church, Cwm	£350
St Peters Church, Blaina	£740
The Mothers Union, Tredegar (St George and St James Church)	£200
Tirzah Baptist Church, Cwm	£250
Tyllwyn Methodist Church, Ebbw Vale	£740
Zion Baptist Church, Ebbw Vale	£740
Zion Miners Chapel, Llanhilleth	£250
Waunlwyd OAP Association	£250
Brynithel Senior Citizens	£250
Sirhowy Senior Citizens, Tredegar	£250
Aberbeeg Community Centre	£250
Blaina Community Centre Ltd	£250
Sirhowy Community Centre Ltd, Tredegar	£250
Six Bells Community Centre	£250
Waunlwyd Youth & Community Centre	£250
Ystrad Deri Community Centre, Tredegar	£250

**Councillor G. Thomas declared an interest in the following application**

Beaufort Tenants & Residents Association	£200
Cwm Celyn Tenants & Residents, Blaina	£250

**Councillor L. Parsons declared an interest in the following application**

Llanhilleth Tenants & Residents Association	£250
Abertillery & District Museum Society	£400
Blaenau Gwent Heritage Forum, Tredegar	£300

**Councillor J. Hill declared an interest in the following application**

Brynmawr & District Museum Society	£740
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Ebbw Vale Works Museum	£740
Llanhilleth Heritage Society	£169
1st Blaina Scout Group, Nantyglo	£250
2nd Beaufort & Rassau Scout Group	£250
Blaenau Gwent Welsh Dragonz, Ebbw Vale	£200
Tredeggar Scout Group	£250
Abertillery Business & Professional Ladies Association	£250
Brynithel Activities Group	£250
Brynmawr Community Millenium Fund	£250
Friends of Parc Nant y Waun, Brynmawr	£250
Nantyglo Action Group (Trevor Rowson Wildlife and Heritage Park)	£250
Chillzone Disability Support Group, Ebbw Vale	£250
Kidz Klub, Brynithel	£250
Supporters of Mini Me's, Abertillery	£200
Tirzah Kids & Community Group, Ebbw Vale	£250
Knit & Natter, Llanhilleth	£250

**Councillor G. Thomas declared an interest in the following applications**

Rassau & Beaufort Royal British Legion	£250
Royal British Legion Ebbw Vale Branch	£250
The Salvation Army Cwm Corps	£250

**Councillor L. Parsons declared an interest in the following application**

Friends of St Illtyds, Llanhilleth	£740
Save our Stute, Abertillery Workingmans Institute	£250
Blaenau Gwent Foster Carers Association	£250
Gwent Defibbers	£493
Heads of the Valleys Astronomical Society, Ebbw Vale	£250
St Johns Ambulance Tredeggar Division	£250
Gwent Area of the Welsh Pony & Cob Society, Tredeggar	£200
Tredeggar Horse Show	£250
Tredeggar Twinning Association	£250
Bedwellty Park Bowls Club	£250
Abertillery Amatuer Dramatic & Musical Society	£250
Brynmawr Musical Theatre Company	£250
Blaina Institute Modern Dance Club	£100
Ffin Dance, Ebbw Vale	£250
Kidz R Us, Tredeggar	£200

Parentz R Us, Tredegar	£200
KLA Dance	£250
Ebbw Vale Choir	£250
St George Church Choir, Tredegar	£250
Tredegar Orpheus Male Voice Choir	£250
Ebbw Valley Brass, Ebbw Vale	£134
Tredegar Community Band	£240
Music in Hospitals and Care	£250

and the following applications not be acceded to:-

Llanhilleth Miners Institute - declined, as it is a Social Enterprise.

The following applications were also declined, as it was felt that they should be supported via the Members Special Levy Grants:

Abertillery Excelsiors Junior Football Club  
 Brynmawr Dragons FC  
 Bush Ironsides Youth Rugby Team, Tredegar  
 Tredegar Ironsides RFC  
 Tredegar Women & Girls AFC  
 Blaina Community Sports Club  
 Abertillery Bowls Club  
 Blaenau Gwent Indoor Bowls, Ebbw Vale  
 Blaina Bowls Club  
 Falcons Martial Arts, Blaina  
 Liam James Davies

The Chair thereupon thanked Members and Officers for attending and declared the meeting closed.

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RMD



# Agenda Item 12

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**

Date of meeting: **18<sup>th</sup> December 2019**

Report Subject: **Global resettlement Programme**

Portfolio Holder: **Councillor Nigel Daniels, Leader / Executive Member Corporate Services**

Report Submitted by: **Bernadette Elias  
Head of Governance and Partnerships**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
W/C 18/11/19	26/11/19	02.12.19				18/12/19		Member working group

## 1. Purpose of the Report

To seek approval for commitment to the UK Government's Global Resettlement Scheme.

## 2. Scope and Background

2.1 In 2015, the UK Government expanded their existing resettlement programme and made a commitment to resettle up to 20,000 Syrian refugees throughout the course of 5 years.

2.2 Recognising the vital role in helping refugees resettle into the UK, local authorities and community partners were encouraged to support the national programme which at that stage had also gained universal backing from devolved governments. Since the resettlement programme has been in operation local authorities throughout the UK have played a critical role in helping support new arrivals rebuild their lives and resettle into Wales.

2.3 In 2016, the Council approved the Authority's participation in the resettlement programme outlining a degree of commitment proportionate to the local capacity of services and in keeping with the all Wales response.

2.4 In July 2017, the UK Government took the decision to expand the scope of the scheme to include not only Syrian nationals but other refugees fleeing surrounding countries in the Middle East and North Africa (MENA) region.

2.5 The Council also became one of the first councils in the UK to support the UK's Vulnerable Children's Relocation Programme

## 2.6 Global Resettlement Scheme

The new Global Resettlement Scheme was announced by the UK Government in June 2019.

- It will aim to consolidate the existing Vulnerable person's resettlement scheme (VPRS) Vulnerable children resettlement scheme (VCRS) and the Gateway Protection Programme.
- The new programme will be simpler to operate and provide greater consistency in the way that the UK Government resettles refugees. It will broaden the geographical focus beyond the Middle East and North Africa.
- New processes for emergency resettlement will also be developed, allowing the UK to respond quickly to instances when there is a heightened need for protection, providing a faster route to resettlement where lives are at risk.
- As the UK Government's efforts in meeting their international obligations to provide humanitarian protection to those most in need continues, local authorities are being asked to indicate if they continue their commitment and participate in the Global Resettlement Scheme.

### 3. **Options for Recommendation**

That the Executive Committee:

#### **Option One (Preferred Option)**

- Note the update on current participation;
- Approve the continued commitment of support via the Global Resettlement Scheme proportionate to local capacity of services; and
- Receive further updates of progress made under the scheme.

#### **Option Two**

- Note the update on current participation; and
- Do not approve the continued commitment of support via the Global Resettlement Scheme

### 4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

This work supports the delivery of the Well Being Plan for the area, the Council's Corporate Plan and its community leadership role. It also supports delivery of the Strategic Equality Plan.

### 5. **Implications Against Each Option**

#### ***Impact on Budget (short and long term impact)***

The funding arrangements that currently exist will remain in place for the future Global resettlement programme.

The first 12 months of a refugee's resettlement costs are funded by central government using the overseas aid budget (£8,500 per person plus education costs for school aged children – based on the ages of the child on arrival). The UK Government has also provided an additional £10m ESOL funding to enhance the English language skills of adults to improve their resettlement and

integration experience and employability (this equates to a one off payment to the host authority of £850 per adult over 19 years of age).

For years 2-5 of the programme funding is tapered from £5,000 per person in their second year, to £1,000 per person in year five. There is also an exceptional cases fund to assist the most vulnerable refugees. This is allocated on a case by case basis and is applied for by the host authority, this enables local authorities to support those more complex and vulnerable people as they rebuild their lives in the UK.

**5.1 Risk including Mitigating Actions**

There is a reputational risk to the Council if there is not a continued commitment to support the UK Government's efforts in meeting their international obligations to provide humanitarian protection to those most in need.

The commitment would continue to be proportionate to the local capacity of services to support resettlement.

**5.2 Legal**

The UK Government works closely with the United Nations High Commissioner for Refugees (UNHCR) to identify those most in need of support and evaluates each application to determine who would benefit most from relocation. The process ensures that the resettlement programme prioritises those who cannot be supported effectively in their region of origin: women and children at risk, people in severe need of medical care and survivors of torture and violence amongst others.

**5.3 Human Resources**

The officer working group is chaired by the Head of Governance and Partnerships and has representation from across the Council and key partners.

**6. Supporting Evidence**

6.1 Figures as of March 2019 evidences the UK has welcomed 15977 refugees (including children) from across the MENA region. 1072 refugees have relocated into Wales. All 22 authorities in Wales have received families under the scheme.

6.2 During the past 3 years Blaenau Gwent has successfully resettled 4 families from across the MENA region.

6.3 The global need for resettlement continues to grow, the United Nations High Commissioner for Refugees (UNHCR) estimate that in 2020 more than 1.4 million refugees will need to be resettled.

**7. Expected outcome for the public**

7.1 ***Involvement (consultation, engagement, participation)***

The resettlement programme includes support services who work directly with the resettled families. A working group of Elected members has also been established to receive updates from the Head of Governance and Partnerships to support the Council commitment to participation in the resettlement programme.

7.2 ***Thinking for the Long term (forward planning)***

The ambition of Welsh Government and organisations working across Wales is to become a Nation of Sanctuary, welcoming those who are seeking sanctuary from conflict all over the world.

7.3 ***Preventative focus***

Resettlement continues to be a critical protection tool, providing a pathway to safety for refugees who can no longer remain in their host countries.

7.4 ***Collaboration / partnership working***

The participating in the resettlement programmes is aided by a West Gwent regional approach to commissioning support services. This has enabled commissioning with clearer outcomes and shared learning across the three Local Authority areas. The officer working group includes key partners.

7.5 ***Integration (across service areas)***

With representation from across services areas the officer group is involved in case review prior to acceptance, to ensure that the relevant support is available and matched to anticipated need.

8. ***EqlA (screening and identifying if full impact assessment is needed)***

This work positively supports people from within the protected characteristics.

9. **Monitoring Arrangements**

Case review is undertaken via the officer group. Regular monitoring arrangements of the commissioned support services are in place. Updates are provided to the Members working group and reports are presented through the democratic arrangements.

**Background Documents /Electronic Links**

*Appendix 1 – UK Resettlement Scheme – Notes for Local Authorities*



**Appendix 1 - UK  
Resettlement Schem**



Home Office

# UK Resettlement Scheme

## Note for Local Authorities

August 2019

## Introduction

Resettlement continues to be a critical protection tool, providing a pathway to safety for refugees who can no longer remain in their host-countries. With the support of local government, the UK's existing schemes have provided safe and legal routes for tens of thousands of people to start new lives. However, the global need for resettlement continues to grow; the United Nations High Commissioner for Refugees (UNHCR) estimate that in 2020 more than 1.4 million refugees will need to be resettled.

The UK Government confirmed on 17 June 2019 its ongoing commitment to resettlement, announcing plans for a new UK Resettlement Scheme which will see thousands more refugees provided with a route to protection when it begins in 2020. This briefing note sets out further information for local authorities about the new scheme.

## Overview

The UK Resettlement Scheme will consolidate the existing Vulnerable Persons' Resettlement Scheme (VPRS), Vulnerable Children's Resettlement Scheme (VCRS) and Gateway Protection Programme which will all naturally come to an end in 2020. This new scheme will be open to refugees identified by UNHCR to be in need of resettlement to the UK because of their vulnerability and does not have a specific geographical focus. Those resettled through our Community Sponsorship and Mandate routes will be in addition to our yearly, global commitment.<sup>1</sup>

We are looking for the ongoing support and participation of local government across the UK and encourage local authorities to submit their offer of places for the new scheme as soon as possible. We continue to warmly welcome interest from those authorities who have yet to take part in resettlement.

We are planning a smooth transition, with arrivals under the new scheme expected to start once arrivals under the VPRS are completed; this is estimated to be in Spring 2020. We expect there to be a seamless continuation of arrivals between the current and the new scheme. This is in line with feedback from regional Strategic Migration Partnerships (SMPs) on what local authorities would find most helpful in transition.

We would also welcome conversations with local authorities who are able to offer additional places under the current schemes. This would enable authorities to maintain momentum with their arrivals and ensure consistency in provision of services as we move towards the start of the new scheme.

## Eligibility

The new UK Resettlement Scheme will continue to be based on vulnerability, with refugees assessed for resettlement by UNHCR against their [resettlement submission categories](#). We will work closely with UNHCR to identify vulnerable refugees from around the world where resettlement to the UK offers the best durable solution.

## Who we will resettle

In the first year of the new scheme it is anticipated that the caseloads of refugees we resettle will continue to look broadly similar to those we see under our existing schemes, with the majority coming from the Middle East and North Africa region. We already operate in line with UNHCR's global

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<sup>1</sup> More information on all current resettlement schemes can be found [here](#)

priorities and will continue to do so, however over time the nationalities of refugees resettled may change in response to world events and the global context.

As the profiles of those we resettle change, the Home Office will continue to work closely with SMPs and local authorities to match refugees to housing availability in areas that can provide appropriate support to those we resettle.

### **How many people we will resettle**

In the first year of operation of the new scheme, the UK will aim to resettle in the region of 5000 refugees with those arriving through our Mandate and Community Sponsorship routes additional to this number. The Government remains committed to resettlement, and decisions on the number of refugees to be resettled in subsequent years will be determined through future spending rounds.

Year on year, resettlement volumes are likely to fluctuate according to the flow of referrals from overseas and the availability of suitable accommodation and support in the UK.

### **Role of local authorities**

Local authority participation in the new scheme will continue to be voluntary, with refugees allocated in the same way as currently under VPRS and VCRS. We will continue to work closely with local authorities across the UK to ensure they are able to support those who are allocated to them for resettlement under the new scheme.

Local authorities will retain the same role in the community sponsorship process and we would ask they continue to engage positively with groups that come forward to participate in community sponsorship.

### **Role of regional Strategic Migration Partnerships**

SMPs will continue to provide support to local authorities to help deliver resettlement, including coordinating offers of places and planning for the arrival of refugees, together with sharing of expertise and knowledge to enable councils to resettle successfully.

### **Funding package**

The funding package available under the new scheme will mirror that currently paid under VPRS and VCRS; a local authority will receive a five-year tariff of £20,520<sup>2</sup> for each refugee with an additional education tariff (for year one) for children aged 3-18 years. Additional funding will continue to be made available, on a case by case basis, for exceptional costs incurred by local authorities, including; property adaptations, void costs for larger (4 bed) properties, special educational needs, and adult social care.

The post-arrival resettlement support requirements of local authorities will mirror those issued under the VPRS and VCRS.

### **Healthcare**

All refugees referred for potential resettlement undergo a health assessment through International Organization for Migration as part of the resettlement process. The findings of these assessments will continue to be passed to local authorities considering resettlement of that individual to ensure suitable treatment/support can be provided upon arrival.

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<sup>2</sup> £20,000 in Northern Ireland as social care element paid directly to Department of Health

As with existing schemes, resettled refugees under the new scheme will be able to access healthcare via the NHS free of charge. The £2600 per refugee for health costs made available to healthcare providers under the VPRS and VCRS will continue to be available under the new scheme.

### **Access to benefits and work**

Refugees resettled under the new scheme will have access to mainstream benefits and services to enable their integration; work continues across Government to ensure services meet the needs of refugees. They will also have immediate and unrestricted access to the labour market.

### **Language learning**

Learning English is a key factor in integration and is vital for gaining access to the employment market. The vast majority of refugees arriving under the scheme will require at least some level of additional English language learning. In Wales, it's also recognised that learning Welsh can be of advantage in some communities and, should they wish, refugees can also be supported in gaining access to Welsh classes

In England, refugees can access English language tuition funded through the Adult Education Budget (AEB) if they are unemployed and in receipt of certain benefits. In Wales, where Education is devolved, ESOL Policy considers English as an essential basic skill. Along with literacy and numeracy, and classes are available free of charge up to the level of functionality. ESOL is available in all Welsh colleges and in many community settings. Children in full time education will receive English language support in schools.

Additional funding will continue to be provided through the tariff for year one and specific ESOL funding of £850pp. This is intended to boost local capacity and supplement mainstream provision. As with the current scheme, Home Office will include outcomes associated with this additional funding in the funding instruction

### **Community Sponsorship**

The community sponsorship scheme has been a real success and is established now, with a broad range of experience, training and support available to community groups, through Reset, the organisation established to build capacity amongst potential community sponsors. Reset currently provides services including in-person training, a range of online material to support groups in preparing their application and supporting a family <https://training-resetuk.org/> an application checking service and a post-arrival advice line. Reset are also developing resources for local authorities about the process of providing consent.

***Please get in touch with your Resettlement Contact Officer and regional SMP lead if you require further information, and to discuss your offer of new resettlement places under the current or future scheme.***



# Agenda Item 13

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**

Date of meeting: **18<sup>th</sup> December 2019**

Report Subject: **Activities Report – Littering and Dog Control Order Enforcement For The Financial Year 2018/19**

Portfolio Holder: **Cllr G. Collier, Deputy Leader / Executive Member Environment**

Report Submitted by: **Corporate Director – Regeneration & Community Services**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
1.10.19	8.10.19	02.12.19			11.11.19	18.12.19		

1. **Purpose of the Report**
  - 1.1 To provide performance information in relation to Litter and Dog Control enforcement for the financial year of 2018/19 and to seek agreement to continue to contract out the Service or to model an alternative as part of a wider review of front line enforcement services (as per the Options under Section 3).
  
2. **Scope and Background**
  - 2.1 The report will detail how the partnership with the Kingdom Local Authority Support Service has tackled the community and corporate priority of improving street cleanliness. Against the backdrop of a difficult financial climate, Blaenau Gwent has utilised a cost effective environmental enforcement service that reinforces the Authority's zero-tolerance approach to these Environmental Offences.
  - 2.2 For several years Blaenau Gwent has been identified as having some of the dirtiest streets in Wales by annual surveys carried out by Keep Wales Tidy. Street cleanliness is consistently considered to be a priority for both Councillors and constituents.
  - 2.3 During 2017/18, Blaenau Gwent CBC was one of the top performing local Authorities in Wales for Litter and Dog Control Order Enforcement. National figures for 2018/19 are yet to be released. In addition to having full-time patrols of our streets and problematic areas for littering and dog control offences by four dedicated Enforcement Officers, the scheme has delivered the following benefits;
    - i. 1,111 Fixed Penalty Notices (FPN) have been issued in 2018/19 for Litter and dog control offences;
    - ii. There has been a significant increase in the number of fixed penalty notices issued for littering compared to 2017/18 and a slight increase for dog control offences. Complaints/service requests relating to dog fouling have significantly reduced;

- iii. 349 prosecutions were undertaken following non-payment of a fixed penalty notice for littering and dog control order offences;
  - iv. a cost effective enforcement solution in a difficult economic climate;
  - v. Up to 4 full-time jobs for local people.
- 2.3 The Corporate Plan 2018-22 identifies street and environmental cleanliness as a priority and, as such, a zero-tolerance, cost effective, enforcement capability is key to ensure offences such as littering and dog fouling are detected and dealt with appropriately.
- 2.4 The service standards of the existing Kingdom contract provides for 4 full time enforcement officers and administrative support to be provided to the Authority. These officers are provided on the following financial terms.
- Two officers are provided on an hourly rate. This is currently £20 per hour per officer and the Authority retains all income received from fixed penalty notices issued by these hourly rate officers. Fixed penalty rates are currently £125 for a littering offence, reduced to £100 if paid within 14 days and £100 for dog control offences with no early repayment reduction.
  - Two officers are provided on the basis that Kingdom Security Limited receive £50 for every fixed penalty notice that these officers issue, with the Authority receiving the residual amount from each fixed penalty.
- 2.5 On this basis, with income received from fines and court costs awarded to the Authority following successful prosecutions, the service generated a small net cost in 2018/19 of £14,462 (see Appendix 2). This still represents good value for the number of staff employed to undertake the work. (This does not include internal management and other recharges and imputed costs.)
- 2.6 The current contract is now due for retendering after being extended until December 2019 last year. Discussions have been held with the Executive Member, Environment as to how to move forward with the Environmental Enforcement service. The main options are outlined below:
3. **Options for Recommendation**
- 3.1 **Option 1** – That Members comment on the performance elements of the report and support the continuation of the contracted out service;
- 3.2 **Option 2 (Preferred Option)** – That Members comment on the performance elements of the report and agree to the extension of the current contract with Kingdom for a further 12 months (with a 2 month notice period) subject to service and cost information that will need to be modelled as part of a wider review. (Extension of the current contract will be subject to Strategic Procurement Board approval).
- 4 **Recommendation(s)/Endorsements by other Groups**
- 4.1 Corporate Leadership Team and Regeneration & Community Services Leadership Team have considered this report.

4.2 Community Services Scrutiny committee has considered this report (11<sup>th</sup> November 2019) and supported Option 2, above.

5 **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

5.1 Well-being Plan, Objective 2 – Blaenau Gwent wants safe and friendly communities. The use of proactive enforcement to target littering and dog control offences helps to create clean and safe environments. By identifying and issuing financial penalties to those individuals who choose to commit environmental crimes in the Borough, the Authority is taking positive steps to try to create clean and safe streets and open spaces.

5.2 Corporate Plan – Strong and Environmentally Smart Communities Priority objective - To re-invest in environmental services to address the issues created by fly-tipping, dog fouling, littering, grass cutting, street cleansing and pest control. The use of proactive enforcement to target environmental offences will assist in achieving this goal.

5.3 While the Local Authority is not under a statutory duty to enforce litter and dog control legislation, it does receive hundreds of service requests annually in relation to street cleanliness and alleged environmental offences, so by retaining a strong enforcement presence the Authority can respond to service demand and take steps to achieving the goals set out in the Wellbeing and Corporate Plan.

6. **Implications Against Each Option**

6.1 **Impact on Budget (short and long term impact)**

6.2 After income received from fines and court costs awarded to the Authority following successful prosecutions, the net cost of the service was £14,462 (see appendix 2). This does not include internal management and other recharges and imputed costs.

7. **Risk including Mitigating Actions**

7.1 Reputational risk - While litter and dog control enforcement are not a statutory duty the use of fixed penalty enforcement enables the Authority to proactively target environmental offences while also responding to service requests for improvements in street cleanliness and helps in achieving the Authority's corporate goals.

8. **Legal**

8.1 There is no legal duty to provide the environmental enforcement service currently provided by Kingdom Security Limited however the benefits that it provides have been highlighted.

9. **Human Resources**

9.1 There are no implications for Blaenau Gwent staff associated with this report.

10. **Supporting Evidence**

10.1 **Performance Information and Data**

- 10.2 **Enforcement Activity.** Table 1, below, outlines the number of fixed penalty notices issued for the full year of 2018/19 and a comparison against outcomes from previous years.

Table 1	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
<b>FPN Type</b>						
<b>Public Space Protection Order (Fouling)</b>	152	48	29	11	17	14
<b>Public Space Protection Order (Exclusion)</b>	92	60	3	4	8	5
<b>Public Space Protection Order (Lead Only)</b>	27	37	20	14	10	22
<b>Sub-Total</b>	<b>271</b>	<b>145</b>	<b>52</b>	<b>29</b>	<b>35</b>	<b>41</b>
<b>Litter</b>	1,288	1,497	1,381	1,631	726	1,070
<b>Total</b>	<b>1,559</b>	<b>1,642</b>	<b>1,433</b>	<b>1,660</b>	<b>761</b>	<b>1,111</b>

- 10.3 1,111 FPNs were served for the full year for 2018/19. This is a significant increase in the total numbers issued for the previous year. The key issues to point out are as follows:

10.3.1 **The total number of litter fines has increased.** In 2018/19, there was a 47% increase in the number of fixed penalty notices issued for littering offences. This is likely to be due to reduced staff turnover in year on the part of Kingdom, compared to 2017/18, (which led to reduced numbers). Littering complaints also increased by 18% in 2018/19 (see Table 2, below) i. Latest figures Quarter 1 19/20 indicate that 295 FPN's have been issued for litter which is more in line with historical performance where 4 Officers have consistently been in post.

10.3.2 **The number of fines being issued for Dog Control Order offences has increased.** While there has been a slight increase in fines issued for dog control offences, the 16% (6) rise in numbers is not considered significant given the overall numbers involved (41 for 2018/19 compared with 35 in 2017/18). Complaints about dog fouling decreased significantly during 2018/19, reducing from 635 in 2017/18 to 352 last year. Complaints about dog fouling are significantly lower than they were when the enforcement initiative began (see Table 2, below), however, dog fouling remains a significant concern with the public (as confirmed by the recent consultation on the renewal of the Public Space Protection Orders relating to dog controls) and that continued enforcement to target this offence is still a priority.

10.3.3 Enforcement Officers are directed to patrol specific areas based on complaints received from both Councillors and members of the public, particularly in relation to dog control offences. Enforcement Officers work closely with the Authority's dog warden to identify and seize unattended stray dogs, which can be the cause

of significant issues associated with dog fouling. A list of the current hotspot areas for dog fouling patrols has been provided in Appendix 3.

- 10.3.4 **Keep Wales Tidy.** Keep Wales Tidy (KWT) compile an annual report on the street cleanliness of all Local Authorities in Wales. For a number of years Blaenau Gwent's Authority area was considered to have the lowest standard of street cleanliness in Wales. In the 2018/19 report, Blaenau Gwent was placed twenty first in the street cleanliness index with only Newport considered to have a lower level of street cleanliness, highlighting the need for continued enforcement in this area. For the full KWT 2018/19 report visit: <https://www.keepwalestidy.cymru/surveys>.
- 10.3.5 **Comparative Performance.** Based on 2017/18 data, Blaenau Gwent served the ninth highest number of fixed penalty notices. Members are directed to the returns made by each local Authority annually to Welsh Government (see Appendix 4 - also accessed by via: [Welsh Government Environmental Fixed Penalty Notice Data 2017-18-](#)). At the time of writing, the 2018/19 comparative data had not been published.
- 10.3.6 In general, in 2017/18, local authorities reporting the highest numbers of fixed penalty notices had contracted out services compared to those that have much lower numbers who provide services in-house via multidisciplinary teams. Since 2017/18, a number of local authorities have discontinued contracted out services (e.g. most of the north Wales Authorities and Torfaen). Swansea Council has successfully used 3GS for a number of years and is currently preparing to re-tender.
- 10.3.7 Further detailed breakdowns of the FPNs issued can be found in Appendix 1. This shows FPNs served by location, age group, gender etc and there is also a breakdown by outcomes. The three potential outcomes for each FPN issued are:
- - 1. Fixed Penalty Notice paid.
  - 2. No further action, (due to mitigating circumstances or administrative errors etc).
  - 3. Offender faces prosecution for the original offence in the event of non-payment
- 10.3.8 **Prosecutions.** The payment rate in 2018/19, of 61%, represents a decrease compared to 64% in 2017/18, so this has led to an increase in prosecutions. There is an early repayment reduction scheme in place for the offence of littering, which means the fine level is reduced to £100 from £125 if the fixed penalty notice is paid within the first 14 days of receipt. (A full financial breakdown of the service is provided in appendix 2).
- 10.3.9 Non-payment leads to prosecution in most cases. In 2018/19 there were 349 cases subject to prosecution resulting from non-payment of fixed penalty notices (in 2016/17 there were 161 cases prosecuted) representing a 116% increase. Typically, guilty pleas incur a fine of £125 and a £20 victim surcharge with up to

£120 costs awarded to the Authority, although receipt of costs can take several months to come thorough to the Council as the court will allow many offenders to pay in instalments. Other cases can incur higher fines/costs especially where a not-guilty plea fails. Income from Court costs has been increasing as fines/costs from previous prosecutions are being paid in full.

10.3.10 **Service requests.** Table 2, below, shows the number of service requests received from constituents and Members over the last seven years:

Table 2	12/13	13/14	14/15	15/16	16/17	17/18	18/19
<b>Service Requests</b>							
<b>Dog Fouling</b>	789	841	655	327	348	635	352
<b>Litter</b>	323	325	420	397	335	506	597
<b>Total</b>	1112	1166	1075	724	683	1141	949

11. **Expected outcome for the public**

11.1 Improved street cleanliness and the ability to respond to service requests in relation to street cleanliness and environmental offences.

12 **Involvement (consultation, engagement, participation)**

12.1 Relevant internal colleagues in Cleansing have been consulted on the content of this report.

13. **Thinking for the Long term (forward planning)**

13.1 The scheme outlined in this report is necessary to ensure long-term improvements in the Authority's street cleanliness and to create pleasant public open spaces.

14. **Preventative focus**

14.1 The scheme will help to change cultural attitudes to littering and dog control by ensuring offending behaviour is punished appropriately.

15. **Collaboration / partnership working**

15.1 The scheme is run in partnership with a local authority support service.

16 **Integration(across service areas)**

16.1 The scheme contributes to relevant well-being and environment Agendas.

17 **EqlA (screening and identifying if full impact assessment is needed)**

17.1. The proposals will no adverse effects against the protected characteristics.

18. **Monitoring Arrangements**

18.1. The scheme will be monitored by Public Protection Managers and by way of relevant reports to the Corporate Director Regeneration & Community Services, CLT and Scrutiny Committee, as necessary.

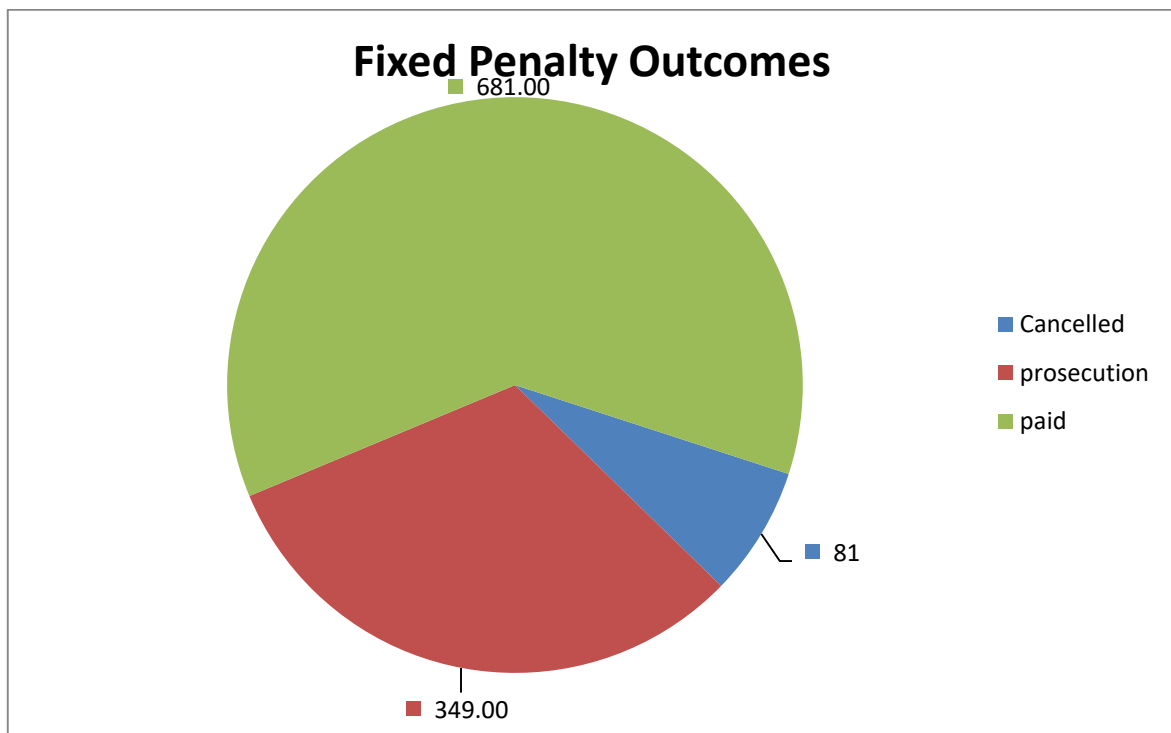
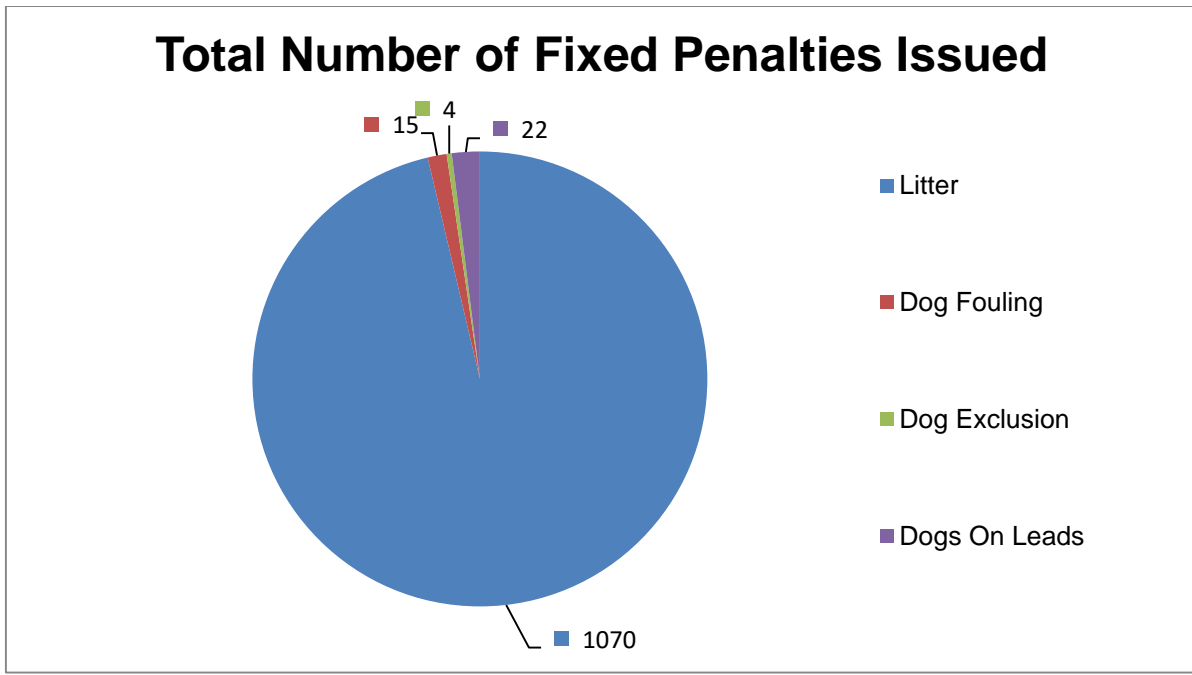
19 **Background Documents /Electronic Links**

Appendix 1 – Fixed Penalty Notice Geographical Breakdown  
Appendix 2 – Financial Breakdown Service Cost  
Appendix 3 – Dog Patrol Areas  
Appendix 4 – Fixed Penalty Notice – National Summary

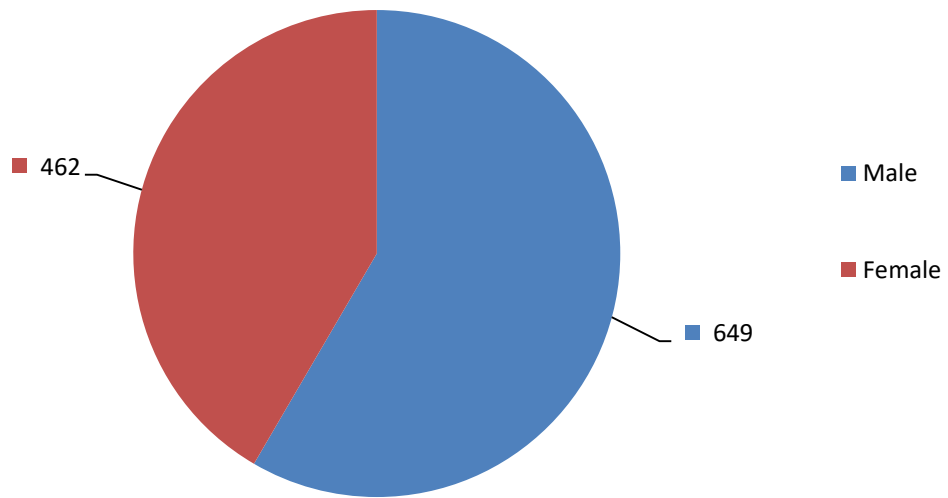
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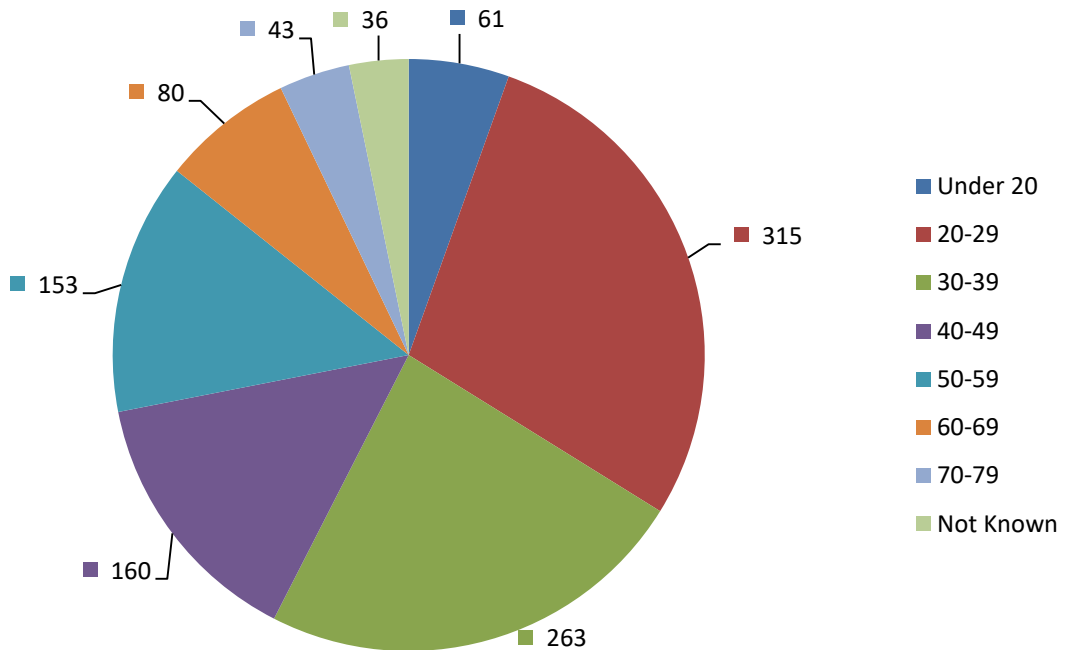
## Appendix 1 Fixed Penalty Notice Geographical Breakdown

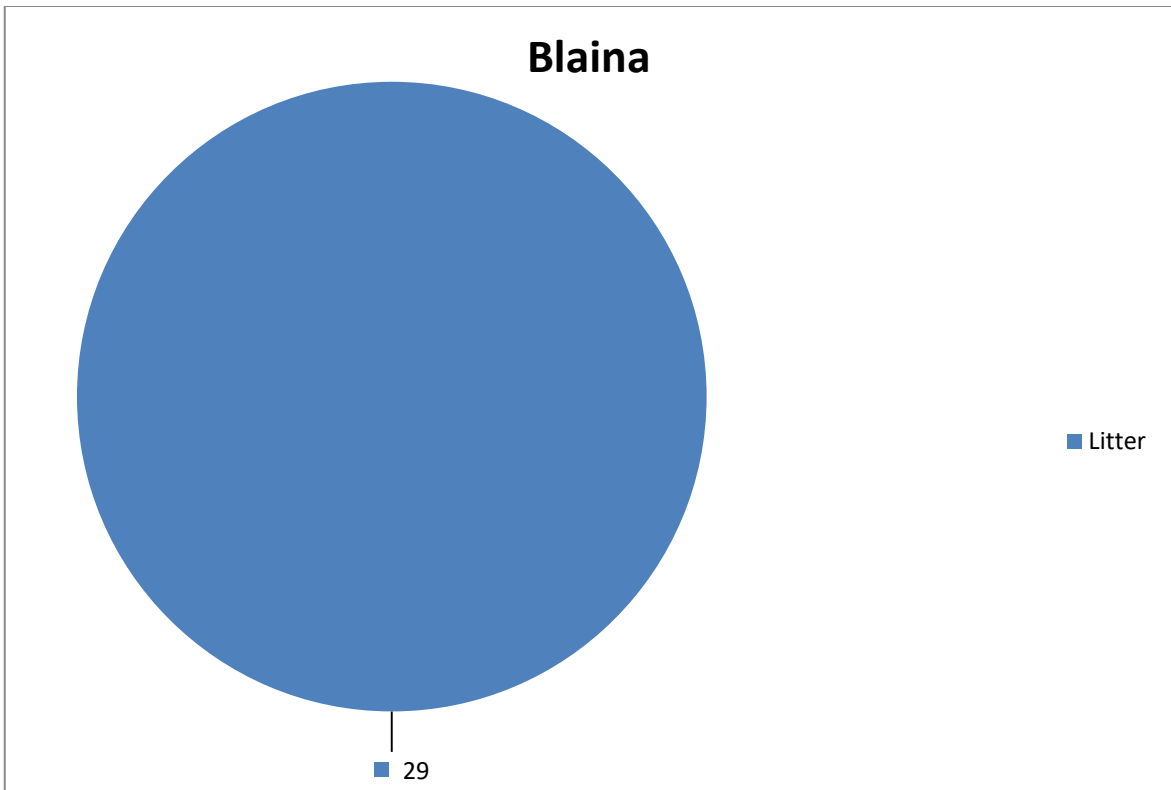
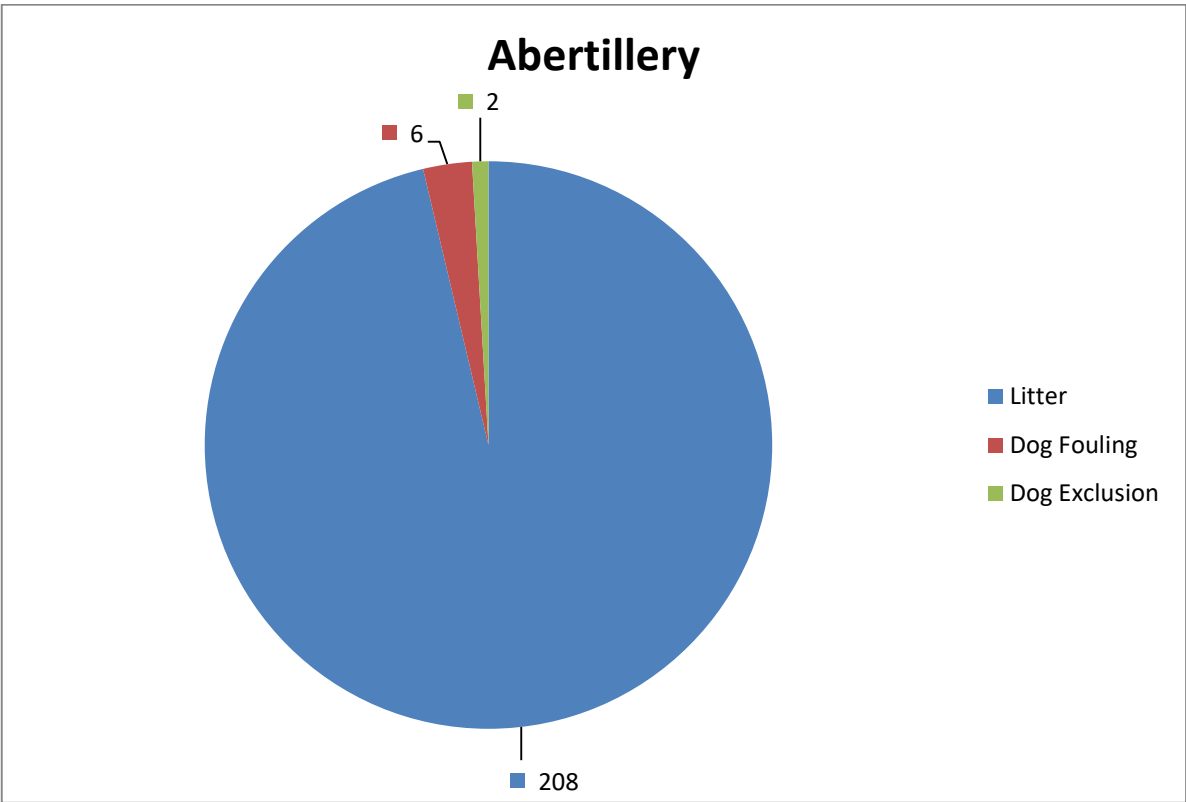


### Number of FPN's Served by Gender

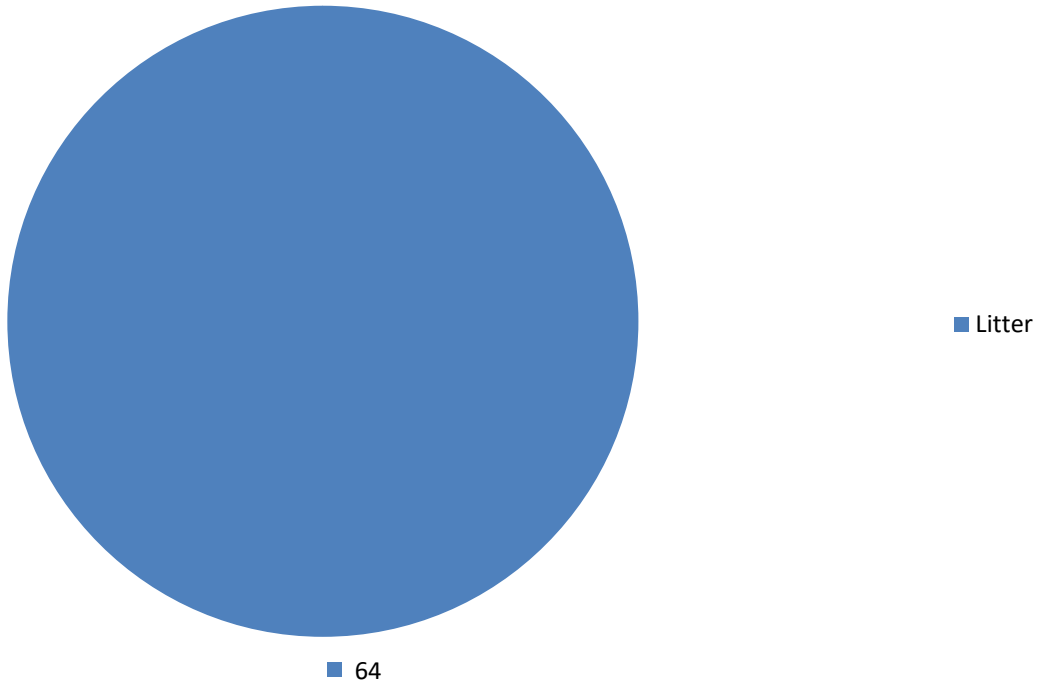


### Number of FPN's Served-Age Group

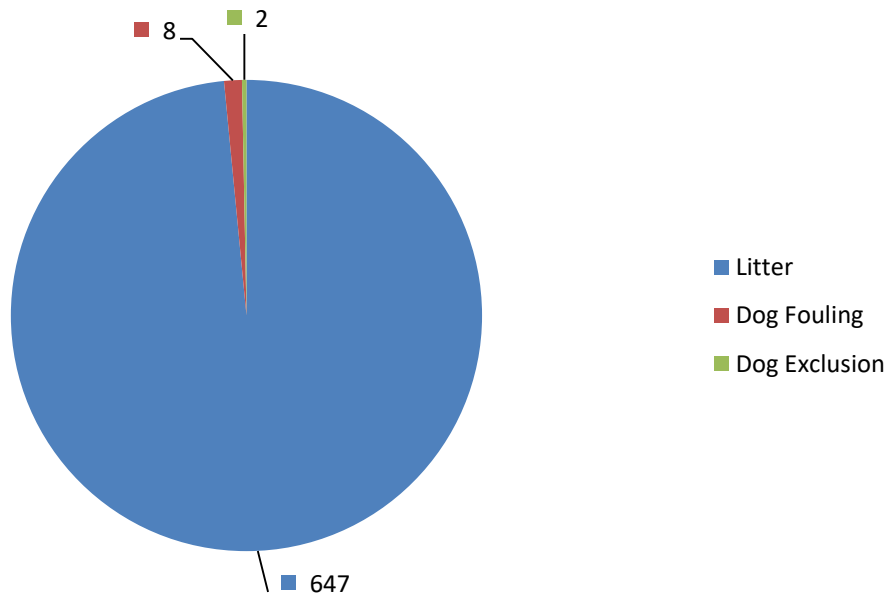




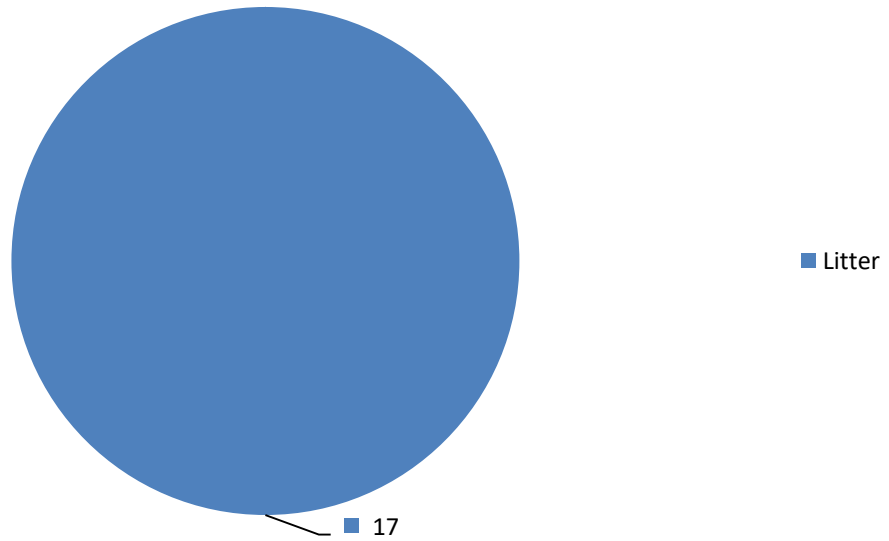
### Brynmawr



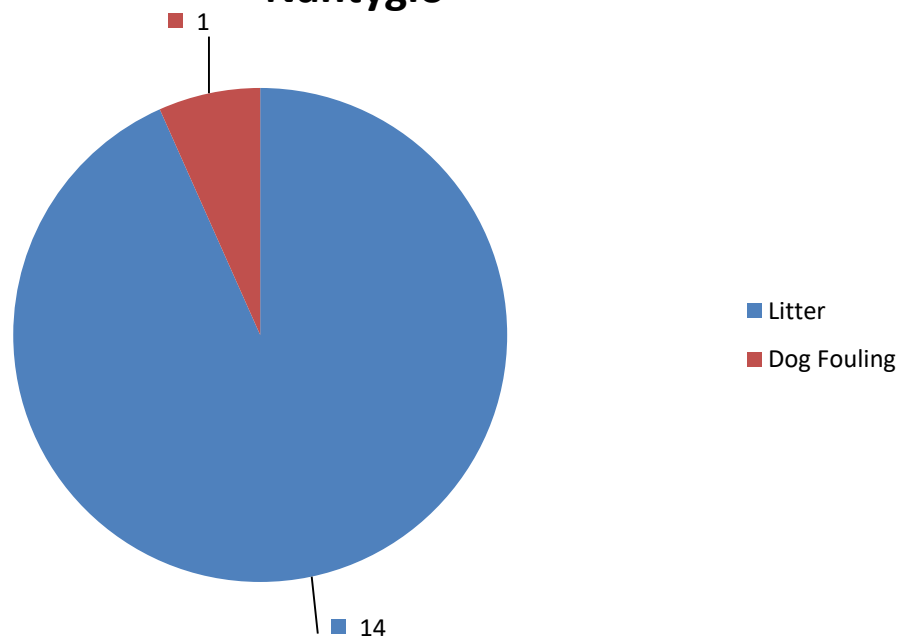
### Ebbw Vale



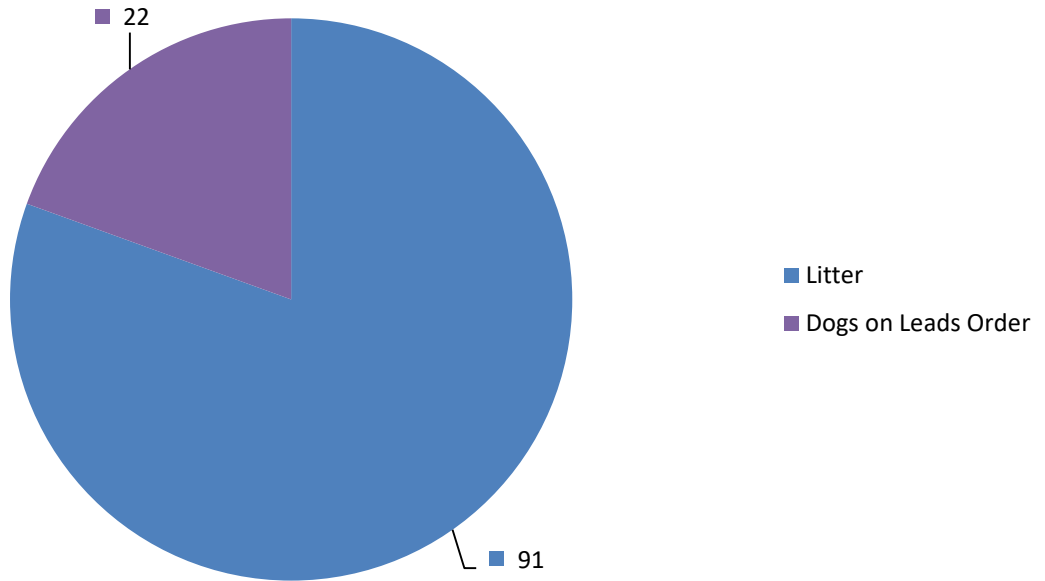
## Llanhilleth



## Nantyglo



## Tredegar





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**APPENDIX 2  
BUDGET MONITORING 31st March 2019**

**Littering & Dog Control Orders**

	<b>Revised Estimate 2018/2019 £</b>	<b>Actual Expenditure Month 12 £</b>	<b>Variance (Over)/ Underspent £</b>
<b><u>Expenditure</u></b>			
<b>Employees</b>	0	0	0
<b>Premises Related Expenses</b>	0	0	0
<b>Transport Related Expenses</b>	0	0	0
<b>Supplies &amp; Services</b>			
Printing/Photocopying	0	287	(287)
Kingdom	126,040	114,511	11,529
Corporate and Business Support Services	140	820	(680)
Fleet and Transport	0	0	0
Food and Drink	0	0	0
Information & Communications Technology	60	0	60
People Services and Utilities	0	0	0
Professional Services	0	0	0
Other (Bank Charges)	0	44	(44)
<b>Total Expenditure</b>	<b>126,240</b>	<b>115,662</b>	<b>10,578</b>
<b><u>Income</u></b>			
Customer & Client Receipts	0	100	100
Court Income	0	25,940	25,940
Fine Income	130,260	75,160	(55,100)
<b>Total Income</b>	<b>130,260</b>	<b>101,200</b>	<b>(29,060)</b>
<b>Net Expenditure</b>	<b>(4,020)</b>	<b>14,462</b>	<b>(18,482)</b>



## **Appendix 3 Dog Fouling Patrol Areas**

### **Ebbw Vale**

Cwm - Curre St, Canning St, (rear lanes) King St, Marine St (front and rear)) Shops, Carne Street, Station Terrace, Cycle Path by river, Stewart St, Cwm Bridge, Scout Hut Canning St rear lane, Crosscombe Terrace, Emlyn Rd Stanfield St (rear land)

Garden Festival - Playground at Garden City, Victoria area Cwm Craig Bungalows, Victoria Business Park Acorn Villas, Victoria, Ebbw Vale

Waunllwyd - Brynhyfryd Terrace, Cwm Road, Excelsior St, Park View green foot bridge that is up from Pen y cwm Junior School, Waun-lwyd

Ty Llwyn - Eastville Rd rear of Clovelly Avenue In the vicinity of Greenfield Terrace, Ebbw Vale

Beaufort - Yard Row. Land by Bryn Coch, lane behind Frost Road, Beaufort Canterbury Road, Beaufort Rise, Park Place, Beaufort Terrace, Baptist Place Bangor Road Heol Siloam, Arfryn Terr, By the Farmers Pub Southbank, Bryn Kendall, Waungoch Estate, Church View, Primitive Place Hereford Road early morning Beaufort Rise, path way next to the War Memorial. lane leading from Park Place down to Beaufort Rise Reservoir Road, Beaufort Blaen Cendl, Beaufort pavement front of pant-y-forest

Rassau - Graig Ebbw, Land at the rear of Honey Field Rd, Howy Rd, Rassau Rd, Rowen Way, Honeysuckle Close, Stonebridge Road Maes Glas Nant y Croft Moor View, Usk Place, Ivy Close, Ferndale Close Morgans Row Coed Cae, Rassau pavement opposite the Ty Bryn Club, Rassau Road, Rassau, Ebbw Vale

Central - Heol Cae Ffwrnais, Eureka place, Pennant Street, Alfred Street rear of odd numbers Letchworth Road, Willowtown Stores Mount Pleasant Road rear lane Brynheulog and Square Council Street Garfield Terrace, Libanus Road, Fairview, Vicinity of Hughes Avenue, junction of mount pleasant road and Hughes ave Ebbw Vale Green at the rear of Western Terrace, Bryn y Gwynt, Mount Street Victoria Rd, Church Cres, Harcourt St Valley Road Holland Street Western Terrace Most roads leading to Willowtown School Newtown Bridge Road (Town – Newtown) the front and rear of Tynewydd, Newtown, Ebbw Vale Fair View Vicinity of Valley Road, Ebbw Vale Pleasant View rear lane Excelsior Street, Ebbw Vale The Crescent, Ebbw Vale Mount Pleasant View Mount Pleasant road Eureka Place Garage Church Crescent to Eureka Place, including Spencer Street, Palace sq, Church Street, armoury terrace lane to the rear of Eureka Place, Ebbw Vale Church Street, Ebbw Vale, George Parry Court residential home situated on Rees Street Drysiog Street Bottchers UK Incline by G.O. Bethcar Street, Ebbw Vale, on the green in front of houses Wordsworth Close, Ebbw Vale Armoury Court, Armoury Hill, Ebbw Vale Beaufort Yard Row. Land by Bryn Coch, lane behind Frost Road, Beaufort Canterbury Road, Beaufort Rise, Park Place, Beaufort Terrace, Baptist Place Bangor Road, Heol

Siloam, Arfryn Terr, By the Farmers Pub Southbank, Bryn Kendall, Waungoch Estate, Church View, Primitive Place Hereford Road early morning

Rassau Graig Ebbw, Land at the rear of Honey Field Rd, Howy Rd, Rassau Rd, Rowen Way, Honeysuckle Close, Stonebridge Road Maes Glas Nant y Croft Moor View, Usk Place, Ivy Close, Ferndale Close Morgans Row Coed Cae, Rassau pavement opposite the Ty Bryn Club, Rassau Road, Rassau, Ebbw Vale

Newtown - Princess Court Flats, Adams Square, Pant Y Fforest

Garnlydan - Prince Phillip Avenue Queensway Commonwealth Rd

Briery Hill - Church Street, Angel Square Bethesda Place

Glyn Coed - Glyn Coed Area, Heol Pen Y Cae, Cwm Hir, Queen Villas, Beaufort Road, Beaufort Terrace Clos Gwaith Dur, Badminton Grove Rear lane Lillian Grove, Bevan Crescent, Bryn Ebbw Glan yr Afon Pen Y Lan, Fitzroy Ave, Bevan Crescent Emllyn Avenue, Panteg, Glanfryd Avenue Cambridge Gardens, Bryn Kendall, Bryn Awelon, Beaufort Ter, (back land and green area) Tir Y Berth, Lansbury Terrace, South Bank. Gantref Way back alley opposite, Badminton Grove, the alley connecting to the back of Lillian Grove Verge along pathway leading up to Newchurch Road Shakespear avenue green off bryn deri ebbw vale Willowtown - Old Willowtown School, Top of Brynheulog Street and Moor View, Fitzroy Avenue and Glanffrwd Terrace, Letchworth Road, Willow Close, Gwaun Helyg Hill

Hilltop - Pentwyn, Tredegar Avenue, Hilltop Shopping Centre Flats, Greenways Gwaun Helyg Road Brynteg Terrace St Davids Close, Hilltop, Ebbw Vale Green by Blaen Wern, Ebbw Vale

Willowtown- Old Willowtown School, Top of Brynheulog Street and Moor View, Fitzroy Avenue and Glanffrwd Terrace Letchworth Road Willow Close, Gwaun Helyg Hill

### **Tredegar**

Georgetown - Whitworth Terrace Walter Street, Vale Terrace, Brompton Place, Parkville, James Street, Southend, Rhyd Terrace, Oakfield Road, Troedrhiwgwair, Park Place, Transport Road, Bowens Terrace, by the subway and in between the links to the houses, land at the rear of Walter Street, St James Way, Victoria Terrace St James Park, Rhyd Terrace Vale Terrace Peacehaven Hill View, Alexandra Terrace, Woodfield Court rear lane Glyn Terrace, Kimberly Ter St James Reservoir cycle path down by Heathfield to Bedwellty Pits Georgetown Primary School on Fields Rd, Tredegar leading onto Poplar road and up to Witworth Road. Pochin Crescent, Tredegar Church Street, Tredegar On grass verge to the rear of Ystrad Deri Tredegar Walter Street, Tredegar

Central - Charles Street, Georges Court, Church Street, Church Square, Western Crescent, Queen Victoria Street, Park View, Cefn Parc, Glandovey Terrace, The

Granary Stable lane by bus stops at Comp School Castle Street, Market Street , Morgan Street Prospect Place York Terrace Hill leading up to Georgetown School Gladstone Place Family Vision, Mount Street, Tredegar. Rear lane of Alexandra Place, Tredegar. Stockton Way, Tredegar.

Dukestown - Lindsay Gardens, Twyn Star, Picton Road, Nine Arches, Glanhwy Street, Cross Way Meadow Crescent, Cwrt Pen-Y-Twyn, Carmel Street Dukestown Stores Scwrfa Road Martindale Close Bryn Pica Glanhwy Street, Scwrfa whole rear lane and front of glanhwy street crossways Scwrfa, Tredegar

Sirhowy - Beaufort Road, Harford Street, Bryn Pica, Rear of Alexandra Place, Ysguborwen, Rhoslan, Shepards Cloise, Greenmeadow Nursery Terrace, Tredegar, Glanhwy School (Coach Bach) Glanhwy Street Tredegar (Lane to the Side)

Cefn Golau - Attlee Way, Cripps Ave, Gainsborough Road, Walter Conway Avenue

Ashvale- Ashvale Ashvale, Greenwood Avenue, The Crescent, Fairview

Nantylwch- Pen Y Bont, Waundeg Estate, Arches Close Golwg Y Mynydd, Tynewydd, Arches Viaduct Bryn Bach Parc

Trefil- outside the front of Golwg yr Afon all along the pavement

Bedwellty Pits

### **Abertillery**

Abertillery Town - Abertillery Cwm Farm Rd, Cwm Cottage Road Valley View, Tillery St, Tillery Road, Powell St, Gray St, (rear lanes) Rhiw Park Rd, Hill Crest View Back Lane at Bishop St, Rose Heyworth Estate, Darren Rd, Oak St, Vivian St Ty Bryn Hill, Pantypwryn Road, Tillery Road, Coed Cae Du Oxford St Blaenau Gwent Rows Lower Gwastod Terrace, Woodland Terrace, Road above Westbank Lawrence Av, Cross Street East Side Row. Preston St Valley View Duke Street Abertillery, Lower Brynhyfred Terrace, Glandwr St Upper Royal Lane, Spring Bank, Crown St, Morgan St, Gaen St, Alma St, Norman St, Grosvenor Road, Earl St, Cross St, Victoria St Grosvenor Rd, Ashfield Rd, Portland St-rr lane, Cromwell St-rear lane Morley Road Florence Close, rear lane of Duke St, Chapel Street, Bournville Road, Glandwr Street, Gladstone Street, Queen Street, Oak Street (by Hair Lines) Vivian Street (rear lanes) Castle Street Powell Street TY DAN Y WAL Road (by gates to forest walk) Roseheyworth South Business Park Footbridge by Sudan Terrace Vicinity of Garages on Ty Bryn Road, Abertillery Vicinity of Princess Street, Abertillery Vicinity of Cwmheilig House, Brynheulog St Ebbw Vale Forge Road, Abertillery Summer Houses, Cwmtillery, Abertillery Glandwr Street, Carlyle St, George Dagger Av, George Baker Av, Roberts Houses, Adam St, Gelli Grug Rd, Blaenau Gwent Rows, Princess St, Montague St, Walkway from Blyth St to James St, Cwm Cottage Rd, Cycle path Abertillery to Aberbeeg, Lower Gwastod Terrace Land at the rear of Mitre Street

Somerset St, Smith Rd, Queen St, Hill St Heol Gerrig, Areal View Estate, Chapel Street, Gladstone Street Rose Heyworth Estate Vivian St, George Barker Av. Gwern Berthi Rd, Tyleri Gardens, Woodland Terrace

Cwmtillery- Montague Street Valley View, Cwmtillery Cwmtillery Lakes, King St Car Park Clarence St, Roch St, Gelli Grug, Oak St, Granville St Duke St Alma St Alma Street opposite Blaenau Gwent Church Cemetery. Princess St Somerset Street, Abertillery ( Town Centre) Oak Street Portland Street / Cromwell Street Church Street Jim Owen Fields Sports Pavillion, Gwern Berthi Road, Cwmtillery rear alley of Gray Street Florence Close

Six Bells - Windsor Road Richmond Road (rear lane) & School Front and Rear Marlborough Road. ( Full Length ) Bryngwyn Road (Front & Rear) Garages at top end of Llwynon Road, High Street rear lane, Back Lane Arrail Street , bridge that goes over the river on Griffin St, Sixbells Griffin St , West View Six Bells Cwmcottage Rd, Cwmmfarm Rd, Six bells leading to the junior school ( at School Times Morning Start & PM finish ) Upper Ariel Street, Coronation Road, Six Bells cycle path at the side of the community centre in Sixbells leading up to the skate park which is behind the old Leisure Centre, Rear of Coronation Street, Sixbells Llwynon Road, Six Bells Victoria Road, Six Bells and around Six Bells Hotel

Llanhilleth Pleasant View, Victoria Rd, Partridge Road, Meadow St, Caefelin St, Railway Street, High St, Commercial Road shops area, Upper Court Terrace Glandwr Ind Est, Walk bridge onto Meadow street, Blaencuffin Road Brooklyn Ter Woodside Ter Hillside Ter King Street, Footpath from Pen y Graig Ter to Montague Terrace, Llanhilleth Park Ebbw Fach Tral Upper Court Terrace, Llanhilleth Oxford Place-Kick about area Childrens play area opposite Troy Road foot bridge from the fields to commercail road Llanhilleth

Brynithel - Bryn Terrace, Brynithel Ter, , Brynhyfred Ter, Penrhiw Estate, Mount Pleasant Estate, Bryn Crescent, Hafodarthen Estate, Bryn Gaer Ter, By the Post Office Belmont Terrace

Swffryd-Lewis Street Keir Hardy Terrace ( Rear Lane ) Hector Avenue . Swffryd Road Ballie Smith Av Bronawelon.rear of Rectory Road, Lloyd Avenue Walters Avenue (outside NISA and Community Centre), Gordon Av Hector Av Lloyd Avenue

Blaina - Back lane between Part St and Maeshafod, East Pentwyn Estate Glanystroth, Cwmcelyn Pond Cwmcelyn Road and Surrounding area, Cwm Celyn Neuadd, Tanglewood and Southlands, Surgery Road (by bungalows), Stones Houses, Lancaster Street, rear Lane Bounville Rd Bennett Street Church Street High Street Southlands Estate Rear Lane Part Street, Abertillery Road (from queens upwards) Rear of Abertillery Road, Blaina Steps between Yew Tree Public House and Railway Terrace leading to Chapel Road, SHOP ROW Mill Street Mill Street, Blaina Ebenezer Chapel Cottages , West side, Blaina, River Row, Blaina

Brynmawr - Bronhafod St, Somerset St, Alma St, Fitzroy St, Birch Grove, Greenland Rd, Stalybridge Terrace Bryn Farm (Heol Onen Heol Derw Heol Ganol), Bailey St, Lower Baily Street Worcester St, Chapel Street Orchard St Beaufort St, Gurnos Estate, Brynmawr Behind Market Hall, Osborne Road Rear of and Market Square, King Street, Garages behind Cozy Place Flats Cycle Track Noble Square Industrial Estate Mountain View, Chapel Road, Brynmawr Heol Ganol, Cemetery Road, King Street Rear of King Street Brynmawr Top of George Street Junction of King Street Clydach Street Bath lane leading to windsor road

Nantyglo-Winchestown ,Brynawelon, Milfrean Av, Garn Road Gwent Terrace, School Av, Ffosmaen Rd King St Parc nant y waun- path from winchestown to beaufort Verwy Rd, Beacon View (mornings) Round house Close, Dale view, Beaumont Close, Pant View, Limestone Road, Gwent Terrace, Waen Ebbw Road, Attlee Road, Waunheulog, Glas y Gors Lower Coadcae Limestone Road/Ty Heulwen Outside Garn Flats School Avenue all around upper coedcae and Verwey Road

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## Appendix 4

### Total Number of Fixed Penalty Notices Issued by Local Authorities in Wales: 2007 - 2018

Local Authority	No of fixed penalties issued 2007-08	No of fixed penalties issued 2008-09	No of fixed penalties issued 2009-10	No of fixed penalties issued 2010-11	No of fixed penalties issued 2011-12	No of fixed penalties issued 2012-13	No of fixed penalties issued 2013-14	No of fixed penalties issued 2014-15	No of fixed penalties issued 2015-16	No of fixed penalties issued 2016-17	No of fixed penalties issued 2017-18
Isle of Anglesey County Council	4	0	11	5	2	13	16	2	5	16	2,962
Blaenau Gwent County Borough Council	10	0	12	17	1,198	2,262	1,440	1,545	1,410	1,642	744
Bridgend County Borough Council	552	163	137	57	66	66	59	18	16	2	0
Caerphilly County Borough Council	111	134	101	105	195	431	286	318	210	216	182
Cardiff Council	409	269	70	88	150	612	727	300	569	874	193
Carmarthenshire County Council	124	204	137	227	220	381	487	256	244	160	190
Ceredigion County Council	5	7	5	4	4	2	2	2	0	1	4
Conwy County Borough Council	98	153	105	224	130	842	2,359	2,512	2,746	4,098	3,725
Denbighshire County Council	45	0	78	238	272	1,730	3,168	3,371	4,294	5,921	3,340
Flintshire County Council	0	0	1	11	3	0	73	241	117	4,130	6,757
Gwynedd Council	116	0	96	185	214	360	97	102	127	69	111
Merthyr Tydfil County Borough Council	24	25	11	0	4	3	0	2	2	1,018	0
Monmouthshire County Council	19	0	2	0	1	3	2	0	0	0	3
Neath Port Talbot County Borough Council	410	431	422	428	202	290	329	355	310	90	160
Newport City Council	9	0	62	127	111	110	301	298	840	939	415
Pembrokeshire County Council	5	0	5	3	3	4	4	5	3	13	1
Powys County Council	4	0	5	0	0	0	5	3	1	2	47
Rhondda Cynon Taff County Borough Council	160	0	259	259	278	460	254	1,339	2,655	1,774	2,110
Swansea City and County Council	23	0	20	23	25	27	2,263	2,744	5,222	2,174	1,444
Torfaen County Borough Council	26	86	25	38	8	322	1,516	593	13	9	379
Vale of Glamorgan Council	73	31	56	37	60	1,330	73	41	36	253	426
Wrexham County Borough Council	654	367	412	275	204	197	137	199	47	6,357	4,670
<b>Total</b>	<b>2,881</b>	<b>1,870</b>	<b>2,032</b>	<b>2,351</b>	<b>3,350</b>	<b>9,445</b>	<b>13,598</b>	<b>14,246</b>	<b>18,867</b>	<b>29,758</b>	<b>27,863</b>

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# Agenda Item 14

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**  
Date of meeting: **18<sup>th</sup> December 2019**  
Report Subject: **Energy Prospectus**  
Portfolio Holder: **Cllr D Davies, Executive Member Regeneration and Economic Development**  
Report Submitted by: **Richard Crook, Corporate Director Regeneration and Community Services**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
18.06.19	03.09.19	02.12.19			09.12.19	18.12.19		

## 1. Purpose of the Report

- 1.1. To present the draft Energy Prospectus to the Executive Committee and seek approval for the prospectus to be released and marketed to potential project partners and investors. It is hoped that the prospectus will demonstrate the proactive approach being taken by the Council to increase local energy generation and offer a significant contribution towards the reduction of our carbon footprint.

## 2. Scope and Background

- 2.1. In October 2015, the Council's Executive Committee received a report on the proposed development of a Regeneration Energy Projects Programme and agreed to support the proposal for the Environment and Regeneration Directorate to continue the development of a series of Projects.
- 2.2. The series of Projects were to be designed in order to address a number of challenges including:
  - Supply of lower cost energy (smarter selection of providers);
  - Supply of Low Carbon Energy (reducing our carbon footprint);
  - Reducing energy losses (such as improvements to building fabric);
  - Reduced usage through behavioural change (using less); and
  - Potentially through the generation (and movement) of energy.
- 2.3. Aligned to this, Regeneration has a commitment to managing a sustainable future energy delivery programme to allow a choice of affordable energy and to reduce fuel poverty for future generations, with the aim of:
  - Improving the choice of supply;
  - Developing models that enable community ownership of energy; and
  - Meeting the energy needs of vulnerable households

- 2.4. A range of measures are in place, as part of efforts to mitigate these key challenges and meet the aims set out within the Corporate Plan, including:
- Development of a local energy prospectus, as a tool to prompt and stimulate proactive engagement within the energy sector;
  - Managing a research and development programme, to support delivery of affordable renewable energy provision for business, commercial and communities; and
  - Exploring collaborative working opportunities to stimulate development including partnership working across the commercial, industrial, private and public sector.
- 2.5. The projects contained within the prospectus are also being fed into the Bridging the Gap, Low Carbon Business Review which is looking at our current Carbon Footprint and how we can put in places measures to reduce it in the future.
- 2.6. The energy prospectus attached to the report as Appendix 1, seeks to highlight the many benefits to developing within Blaenau Gwent, including;
- Capitalising wider regeneration opportunities such as Cardiff Capital Region City Deal, Enterprise Zone Status, Tech Valleys and Valleys Task Force,
  - Key transport infrastructure through METRO, Heads of the Valleys A465 duelling and M4 corridor connections
- 2.7. The prospectus document provides a mechanism through which, a range of available development opportunities within Blaenau Gwent can be promoted; and as a means of engaging proactively with potential investors, scheme developers, other Local Authorities and community groups in an effort to stimulate local energy development and supply. This will in turn address the fuel poverty challenges we currently face.
- 2.8. The document lists the major development opportunities, focused on sites large enough to deliver the greatest impact and contribution to our Borough's local renewable energy targets.
- 2.9. The available sites are presented by renewable energy opportunity, providing key information relating to:
- Technology – method of renewable energy generation
  - Anticipated Lifecycle Revenue
  - A communication plan will be developed in consultation with the Communications Team, to outline the broad methods to be utilised in promoting the prospectus and the sites within it. This will include:
    - Energy events and conferences;
    - BGCBC website;
    - Social Media;

- Existing energy developer contacts and networks; and
- Local Authority, Welsh Government and other Stakeholder meetings

### **3. Options for Recommendation**

#### **Option 1 – Do Nothing**

- 3.1. A decision not to approve the energy prospectus would result in a reliance on existing documents, limiting the methods through which to proactively promote available energy development, with potential developers.

#### **Option 2 – Approve and Launch the Blaenau Gwent Energy Prospectus**

- 3.2. Approval of the energy prospectus (including associated communication plan), enabling a proactive approach in the councils efforts to increase the reliance on renewable sources of energy and associated business and community energy models developed.

#### **Preferred Option**

- 3.3. Option two is the preferred option as this provides us with basis to engage with potential project partners and investors to deliver some of the opportunities we have already identified. The prospectus demonstrates our ambition and commitment provides assurance that we are taking steps to contribute more positively to the environment.

### **4. Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

- 4.1. This topic supports the achievement of the Council's Corporate Plan 2018-2022 in the following areas:

- To create strong and environmentally smart communities we are taking a strategic approach to the management of buildings;
- To develop a portfolio of potential energy opportunities to deliver economic, business and community benefits; and
- To develop a more commercial organisation to generate income and deliver cost reductions to make local services sustainable and raise money to re-invest in our priorities.

- 4.2. The work contained within the energy prospectus cuts across a number of the current Strategic Business Reviews being progressed through the Bridging the Gap programme including:

- Commercial activity, investment and new income;
- Assets and property;
- Growth Strategy; and
- Low Carbon

## 5. Implications Against Each Option

### 5.1. *Impact on Budget (short and long term impact)*

- 5.1.1. There are no short term budget implications associated with the options presented within the report. All of the feasibility work carried out to date has been completed with either external grant funding or support from the Welsh Government Funded, Welsh Government Energy Service.
- 5.1.2. The long term impact of option 2 outlined within this report, is the opportunity to increase the amount of locally generated energy, generate income from working with energy suppliers and community energy groups.
- 5.1.3. Within the energy prospectus we have provided a snapshot of the level of investment required to deliver each of the projects together with some high level projections of the level of return per annum that could be achieved once completed. Further financial modelling has been carried out for the projects where possible and this will be built into business cases for investment over the coming months.
- 5.1.4. By way of example, the type of investment and return potential for one of the projects is listed below:

Wind Generation Opportunity Two – To provide up to 2MW of wind energy generation

Capital Investment required	£3.58m
Project Internal Rate of Return	5.03%
Project Payback	13.4 Years
Total Project cash surplus	£1.39m (£69,500 per annum)
Carbon savings	circa. 1942 tonnes per annum

- 5.1.5. The typical design life of a wind turbine is 20 years and in some cases the turbine could last longer than this (up to 25 years +). There will however be costs associated with maintenance and parts replacement but this will be built into the business cases that are prepared.
- 5.1.6. For each business case that is prepared we will utilise the information above together with any other potential costs that may be incurred throughout the life of the turbine (or other technology) to form a picture of the potential return on investment.
- 5.1.7. Work at the CCRCD, aligned with the Development Bank for Wales, may unlock financial investment to enable energy developments take place and to promote and encourage community energy development locally.
- 5.1.8. Salix funding would continue to present an opportunity for interest free loans to support investment in energy initiatives. The main criteria for securing such funding would be that investments must achieve carbon savings and have a return on investment of below eight years.

- 5.1.9. There are also some more modern forms of generating funding which offer the local community a chance to become involved in creating a better future for Blaenau Gwent. Platforms such as crowdfunding or green bonds.
- 5.1.10. Green bonds are those where the proceeds of their purchase are utilised to fund environmentally friendly projects.
- 5.1.11. Even though we would be looking for potential investors to assist in delivering the projects within the energy prospectus the Council will continue to investigate the opportunities to find the investment required to progress the projects and any benefits that such projects may bring.

## 5.2. ***Risk including Mitigating Actions***

- 5.2.1. The risks associated with option 1 outlined within the report is that energy development within Blaenau Gwent remains low, especially relating to private open market development.
- 5.2.2. The absence of a prospectus would limit available material and mechanisms through which to promote the sites and engage with potential developers.
- 5.2.3. The risks associated with option 2 outlined within the report are minimal. There is a risk that the prospectus fails to stimulate interest; utilising the prospectus as a method through which relationships with a range of interested parties within the Welsh energy sector would reduce this risk.
- 5.2.4. A further risk is the pressure on staff resources to facilitate and manage enquiries should there be a significant level of interest. Where possible we will continue to utilise the support of the Welsh Government Energy Service.

## 5.3. ***Legal***

- 5.3.1. There are no legal implications associated with this report. The potential projects identified within the prospectus are located on sites within the ownership of Blaenau Gwent.
- 5.3.2. Any update to the Local Development Plan would also take account of any changes in proposed land use on these sites and potential investors would be notified of any resulting changes to the LDP in advance of project commencement.

## 5.4. ***Human Resources***

- 5.4.1. Enquiries will be managed by the Strategic Projects Team, with input from relevant departments as necessary, not least planning policy and Estates, Legal Services and Asset Management.
- 5.4.2. Promotion of the prospectus and developing and maintaining proactive relationships with developers and other interested parties within the energy sector and community energy projects will require staff resource.

## 6. **Supporting Evidence**

### 6.1. ***Performance Information and Data***

- 6.1.1. The impact of the prospectus could be measured in a number of ways, including enquiries received, planning applications submitted and ultimately carbon reduction methods through projects delivered.
- 6.1.2. Approving the prospectus will demonstrate the Council's commitment towards achieving the Welsh Government target of generating 70% of energy from renewable sources by 2030 and 1GW of renewable electricity capacity to be locally owned in Wales by 2030.

### 6.2. ***Expected outcome for the public***

- 6.2.1.
  - Increased energy choices (private/social rented/business/industrial)
  - More efficient homes and communities
  - Reduction in carbon emissions and improved air quality
  - Stimulation of other related benefits including green transport

### 6.3. ***Involvement (consultation, engagement, participation)***

- 6.3.1. Officers from across Regeneration and Community Services have been involved in development of the prospectus. In addition project development support has been received from the Welsh Government Energy Service.
- 6.3.2. Proactive engagement with potential energy developers will be essential to maximising the impact of the prospectus. A Blaenau Gwent Energy Event is being considered for Autumn 2019. To bring Smart Living Catalyst partners together from Welsh Government, AECOM and Miller Research to further engage with local businesses to develop Phase 3 of the R&D programme to expand renewable energy generation to the industrial sector and commence community engagement in moving and sharing locally produced energy.

### 6.4. ***Thinking for the Long term (forward planning)***

- 6.4.1. The prospectus is designed to be a method to stimulate interest and appetite to undertake energy development within Blaenau Gwent that in turn will facilitate a supply of renewable energy that will meet the changing and future energy needs of Blaenau Gwent.

### 6.5. ***Collaboration / partnership working***

- 6.5.1. Maximising the impact of the prospectus will be dependent on strong collaboration and partnership working with communities, the public and private sector and businesses. Progressing opportunities from the prospectus would require partnership working across the Council.



6.6. ***Integration (across service areas)***

- 6.6.1. Stimulating interest in available energy project sites, especially BG owned land would potentially have an impact on the planning division, technical services, estates and assets management and legal.

7. **Monitoring Arrangements**

8. **Background Documents /Electronic Links**

*Appendix 1 – Energy Prospectus*

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# Discover Energy Generation Opportunities

in Blaenau Gwent

ENERGY  
PROSPECTUS

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**Cover Image:** Ebbw Vale

Bedwellty House and Park, Tredegar

View of Ebbw Fach from St. Illtyd's Church, Abertillery

## BLAENAU GWENT - A SENSE OF PLACE

**Blaenau Gwent is an area steeped in industrial heritage, surrounded by areas of outstanding natural beauty and home to friendly and passionate communities in South East Wales; it offers a wealth of untapped potential, which alongside a range of emerging opportunities, makes it an ideal time to consider investing. We have a population of circa 70,000 residents or 31,000 households.**

**We are at the start of our energy journey, building upon the successful heritage of our former steel and coal mining industry. With Welsh Government support, collaborative partnership ventures including the Cardiff Capital Region City Deal of £1.25Bn and Tech Valleys investment we are in a strong position to support future energy growth.**

We want to create an environmentally friendly and sustainable retail and business environment, diversifying the evening and night time economy, creating improved transport connectivity through the County Borough and energy is central to our ambitious programme. We have experience in low carbon heat and power networks, improving energy efficiency of homes, public and commercial buildings and highways infrastructure.

The Council's core vision reflects upon who we are as a Council, how we do things and how we can shape the future by ensuring that these values apply to everything we do.

In Blaenau Gwent we recognise that increasing the choice of energy provision and security of renewable energy supply is integral to our wider social and economic regeneration plans. Having a strong environmental programme not only meets Welsh Government carbon reduction targets but is essential to creating sustainable and vibrant communities for the future.

Ebbw Vale Enterprise Zone Status has enabled Blaenau Gwent to confirm its position as a strategically important area in the region with a focus on advanced manufacturing, automotive, pharmaceutical and food businesses. Investment through the Enterprise Zone has provided a platform on which further opportunities can be explored not least through City Deal and Tech Valleys. Heavy investment in connectivity through road and rail infrastructure mean we are only a 1 hour drive from Cardiff International Airport, 1 ¾ hour drive from Birmingham and 2 ½ hour drive from London.



# OUR PLANS

**Our plans are ambitious and challenging but we believe that the time is right to capitalise on the exciting opportunities that lie before us including Cardiff Capital City Region, South Wales Metro and Tech Valleys investment. Not least to capitalise on the proximity to our beautiful natural landscape and clean energy potential.**

**Our prospectus offers a range of opportunities for collaboration with forward thinking and innovative partners from across the UK and Europe. From conceptual and speculative projects through to immediately available projects we are able to offer something for everyone who has an appetite for investing or becoming involved in creating a Low Carbon Future.**

In Wales the Welsh Government have set an ambitious target to achieve a 30% reduction in carbon emissions by 2030. We aim to meet this target and the opportunities contained within this Prospectus will help us achieve it.

The prospectus' aim is to support the Council to achieve it's ambitious targets for Blaenau Gwent to become a local Low Carbon Borough.

- Enhance energy and carbon efficiency
- A reduction in fuel poverty
- An improvement in the resilience of the local distribution network
- Maximise revenue generation potential

In November 2018, Britain's electricity grid reached a major green milestone. For the first time total energy capacity from renewable energy sources overtook capacity from fossil fuels. (Drax Electric Insights Quarterly, July to September 2018).



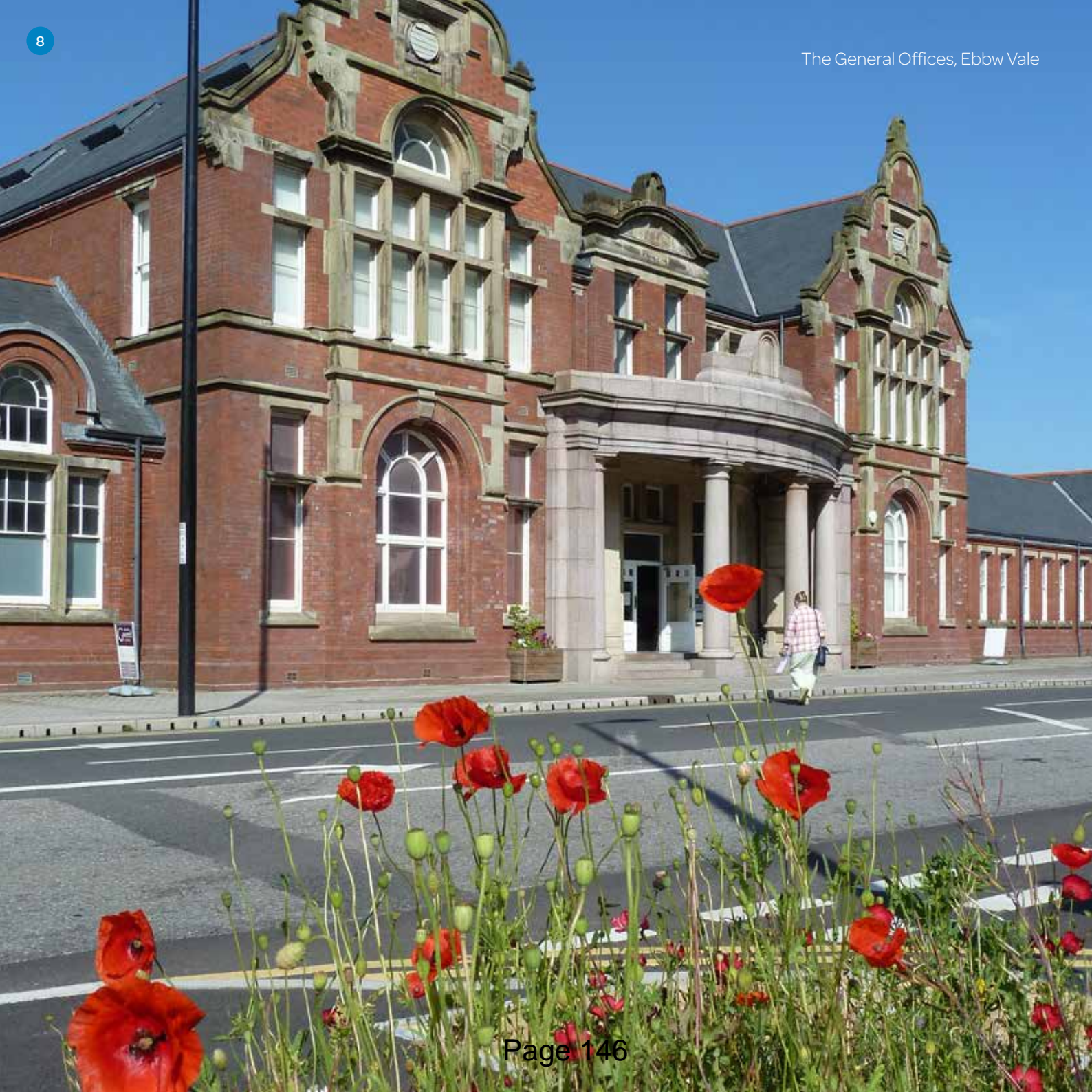




## PROJECTS AT A GLANCE

The table provides a quick reference of the current project opportunities. Each of the projects are still subject to further project development therefore it is possible that costs etc. may be subject to change.

Project Name	Technology	Lifecycle Revenue	Total Cost / Capex	Payback / Years	Investment Opportunity
*RE:FIT	Lighting, CHP, Solar, PV et al.	£518k annum	£4.1m	8 Years	Salix Loan
The Works Expansion	Gas CHP, Biomass Boilers	£80k annum	£1.24m	15 Years	Private sector Council & Community
District Energy Network Development	Gas CHP	£2.5m annum	£9m	3.5 Years	Private sector Council & Community
Opportunity One Wind Project	Wind	£65k annum	£1.05m	10 Years	Prudential Borrowing
Opportunity Two Wind Project	Wind	£69,500k per annum	£3.58m	13.4 Years	Prudential Borrowing
Hydro Generation	Hydro	£3.5k annum	£500k	10 Years	Private sector & Community
Pentagon	Power to gas	N/A	£324k	N/A	EU Commission H2020
Drive	Demand Response	N/A	£300k	N/A	EU Commission H2020
Energy Brokering	Energy Purchase and Sale	£1.2m per annum saving to businesses	TBC	TBC	Council & Blaenau Gwent Businesses
Material Broker	Solar Lighting	£3.9m one off cost saving to businesses	TBC	TBC	Council, Private sector & Blaenau Gwent Businesses
Regional Collaboration	Electric Vehicle Charging	Subject to Procurement	£636k	TBC	OLEV, Local Authorities
Council Fleet Review	Transport	Subject to Procurement	TBC	TBC	Public / Private Partnership



# ENERGY EFFICIENCY

The Council is actively seeking to reduce both energy costs and carbon emissions across our property portfolio. We have considered a range of alternative delivery models to improve our buildings. Adopting the RE:FIT model offers the Council a commercial model to achieve financial savings, improve energy performance of buildings and importantly reduce their CO<sub>2</sub> footprint – typically range in the order of 10-35%.

By using the RE:FIT model the Council will place an obligation on the contractor installing energy conservation measures to guarantee potential energy savings the specific technologies will bring through robust monitoring, measurement and verification measures to assess savings performance.

A portfolio of buildings across the Council portfolio have been selected as having potential to benefit from the RE:FIT model. These include Council Buildings, Leisure Trust Locations and Schools.

To achieve the annual energy and carbon savings the Council has agreed to work with our Preferred Supplier, E.ON Solutions Limited to investigate the retrofitting of a range of Energy Conservation Measures across the selected estate.

Current project estimates indicate that the project will cost in the region of £4.1m to deliver. Capital funding for this project has been secured through the Welsh Government Salix Interest Free Loan scheme for Local Authorities.

Monitoring and evaluation of the performance of the Energy Conservation Measures is an essential requirement of the Contract and through this we will be able to monitor the success and improved energy efficiency that the measures bring to the portfolio.

Although not an immediate project opportunity, inclusion of this project within this prospectus demonstrates the Council's commitment to developing a portfolio of energy projects offering both immediate savings and long term investment in our estate.





## DISTRICT ENERGY NETWORKS

### OPPORTUNITY: EXPANSION OF THE WORKS DISTRICT HEATING NETWORK

The Works development in Ebbw Vale is a 200 acre site with a capital investment of over £200M incorporating a district energy network. The Network is a centralised energy system that provides electricity and heat to buildings throughout the site.

- Leisure Centre – heat supply
- General Offices and Gwent Archives – heat supply
- Secondary School – heat supply
- Multi Story Car Park – electricity supply
- Learning Zone – heat and electricity supply
- Funicular Railway – electricity supply

The district energy network is owned and operated by the Local Authority. It is run by a 375kW Gas Combined Heat and Power (CHP) Unit, 2x495kW Biomass Pellet Boilers along with 4 x 1,750 kW Gas Boilers.

Existing technology within the Energy Centre has sufficient capacity to meet future opportunities offering potential housing, industrial and commercial developers an investment which would gain the environmental and economic benefits of being linked to a district energy network through provision of over 250 homes per annum up to 2021. We are also developing new industrial premises on site which will connect to the network and demonstrate the benefits of district energy to businesses.

### OPPORTUNITY: DISTRICT ENERGY NETWORK DEVELOPMENT

Following on from the success of The Works Network, the Council secured up to £155,000 of funding via the Heat Network's Delivery Unit of the Department for Business, Energy and Industrial Strategy, the Ebbw Vale Enterprise Zone Board, Welsh Government and Blaenau Gwent County Borough Council to investigate further opportunities to develop district energy across Blaenau Gwent.

The opportunities have been investigated in a series of stages including:

- Heat demand mapping
- Master-planning and Project Prioritisation
- Feasibility Study
- Business Case Development

To date we have completed heat demand mapping throughout Blaenau Gwent and utilised the masterplanning and project prioritisation stage to identify Northern Ebbw Vale as a site with potential for development of a new network.

This area has been investigated through a feasibility study. This alongside the Welsh Government announcement to invest up to £100m over the next 10 years in Blaenau Gwent means we have the opportunity to meet future energy demands and deliver in a sustainable way. The next stage is to undertake soft market testing to identify potential project partners and funding sources to find the investment required to take a project forward.

**We therefore present this speculative opportunity to developers and investors seeking prospective opportunities in the area through district energy network development network.**



# FUTURE RENEWABLE ENERGY GENERATION

## OPPORTUNITY: WIND GENERATION

In 2016, we reviewed energy installations across Blaenau Gwent and found we have the lowest rate of renewable energy development in Wales. We are a small Welsh Local Authority but ambitious, and have a small percentage of land that is suitable for large-scale renewable energy installations.

However, the Council are active research partners in the Welsh Government Smart Living Initiative and we are fully committed to investigating all opportunities to increase the level of locally generated electricity and we hope that this is highlighted in our prospectus.

At our highest point, we are 1,300 metres above sea level and have identified two Council owned sites that could be suitable wind generation opportunities.

## OPPORTUNITY ONE

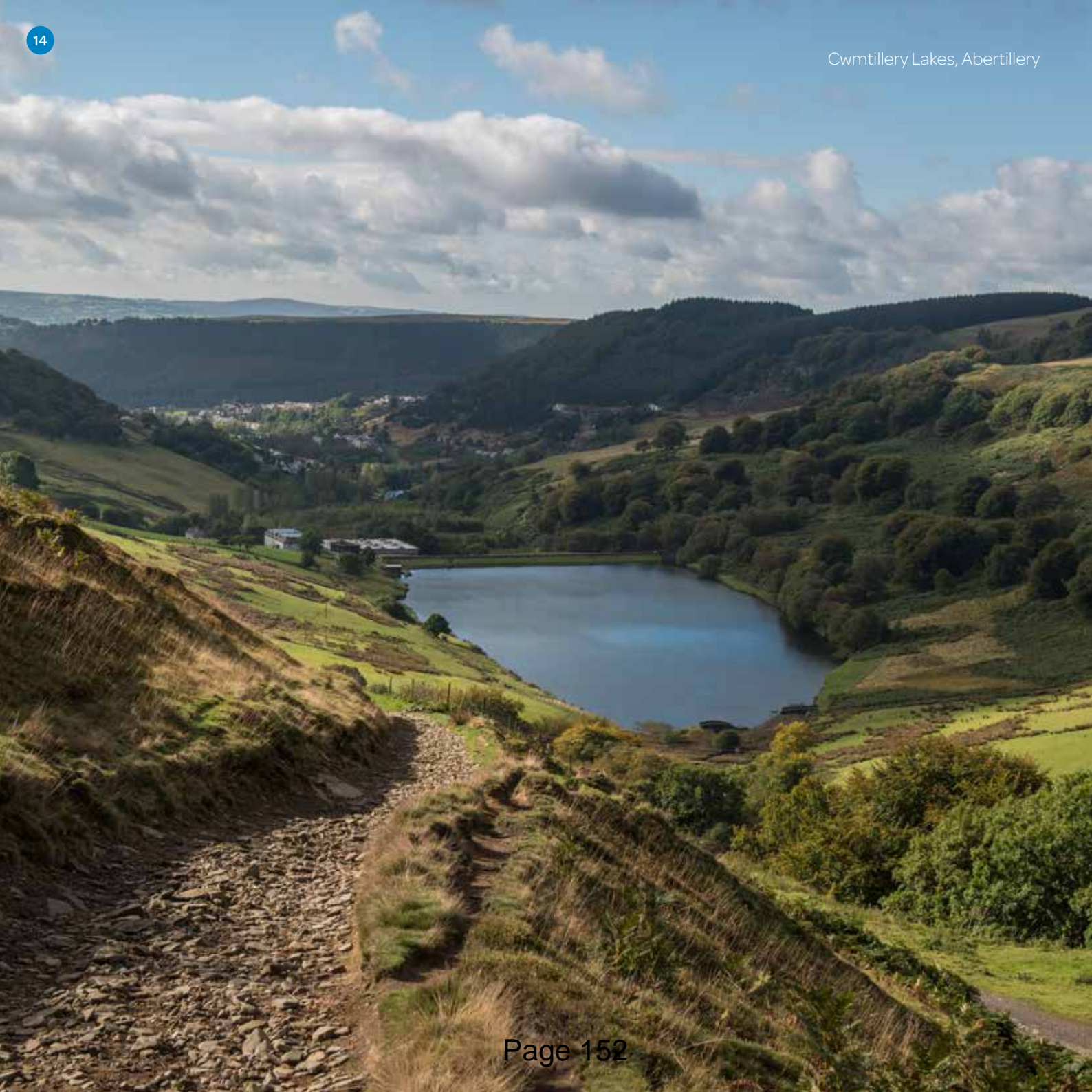
The first site being presented is in excess of 50 acres and is used for a range of activities. The Council has explored a range of options and feels that the site offers potential for a wind project consisting of a 1.3MW single new or refurbished turbine of circa 80m subject to planning consent being obtained.

## OPPORTUNITY TWO

The second site also owned by the Council offers high wind speeds, easy access from an adjoining A-road and sufficient separation distance from residential properties to develop up to 2MW of wind energy generation, including two medium-scale wind turbines with a wind turbine blade tip height of no more than 80m with an installed capacity of up to 2MW.

The site offers potential for an annual average generation of up to 4,517MWh based on 1.7MW project made up of 2x850KW turbines subject to planning consent.







## OPPORTUNITY: HYDRO POWERED ENERGY GENERATION

In collaboration with Cardiff University, opportunities for small scale hydro schemes have been investigated and several micro-hydro schemes in the range of 6kW system with a maximum usable energy output of 3kW have been identified across the Borough.

Examples of some of the sites have been included below:

	Town	Location	Power Output (kw)	Total Estimated Investment (GBP)	Payback Years
1	Abertillery	Anvil Court Culvert	8 – 16	25,000	8
2	Abertillery	Cwmtillery Lake	1 – 5	15,000	16
3	Blaina	Waun Pond	6	41,000	34
4	Blaina	Tanglewood Stream	6	21,000	16
5	Ebbw Vale	Rassau Industrial Estate Culvert (a, b)	8	12,000	8
6	Ebbw Vale	Carno Reservoir Rassau runoff	2	6,000	15
7	Ebbw Vale	Carno Reservoir	10	15,000	8
8	Tredegar	Sirhowy Tributary (b)	38	64,000	8
9	Tredegar	Culvert off Parc Bryn Bach	5	20,000	18

The list of sites listed above is not exhaustive and it is possible that further sites will be investigated in the future.

Guardian, Six Bells, Abertillery  
Waterfall, Rassau, Ebbw Vale



## RESEARCH AND INNOVATION

**The Council is committed to delivering low carbon heat to our residents and businesses. We can only achieve this in the future if research and innovation in how our energy is delivered is carried out. We want to play a role in undertaking such research and through established partner relationships we have been successful in securing participation in a number of EU Research and Innovation funded projects.**

The first of these projects, RESILIENT was a four-year project, which commenced in 2012 and included 14 Partners from 5 European countries, including Italy, Belgium, France, UK and Spain with a budget of €8.1 million. The project designed, developed and installed a system of interconnectivity between buildings, Distributed Energy Resources (DER), grids and other networks at a district level, assessing the associated energy and environmental benefits.

### ONGOING: PENTAGON

Upon completion of RESILIENT the Council secured additional European Research opportunities funded through the Horizon 2020 programme. PENTAGON is a consortium consisting of 10 partners from 5 different Countries across Europe including the United Kingdom, Switzerland, Belgium, France and Italy.

PENTAGON is creating the next generation of eco-districts, leveraging on enhanced energy conversion systems and a fully fledged integrated management platform simultaneously acting on different energy carriers (thermal, gas and electric).

The core of the project focuses on two ground-breaking technologies:

- An innovative power to gas technology at the district level;
- An intelligent versatile and service based IoT (Internet of Things) platform for holistic, multi-vector energy management.

Our district energy network on the Works Site is key partner in this project and provides data and information about the operation of our network to assist in development of computer simulation models that will be used to simulate and test future renewable technologies.

**Power to gas is one of the most promising future smart grid technologies because it has the potential to solve the problem of renewable energy curtailments.**



# RESEARCH AND INNOVATION

## ONGOING: DRIVE

DRIVE, a consortium of 8 partners representing 7 EU countries are exploring flexibility in Variable Renewable Energy Sources (VRES), or the ability of a power system to maintain continuous service during rapid and large swings in supply and demand from the grid.

It is the second project funded through the Horizon 2020 programme and again we are using our District Energy Network at the Works to act as the demonstration site to provide data and information to build the models that will enable demand response in to practice

DRIVE will unlock the Demand Response potential of residential and tertiary buildings which represent 70% of the total Demand Response in the distribution grid through a full-fledge platform bridging seamlessly the value-chain from planning and design of assets/buildings towards optimal operations in the next generation Smart Grids.

**We are always seeking businesses and Research Organisations within the UK and across Europe with an interest in collaborating with us. In return we bring both our experience of European research-led projects together with the assets and equipment available in our demonstration site at The Works.**



## RESEARCH AND INNOVATION

### BLAENAU GWENT SMART LIVING ENERGY CATALYST MODEL

Blaenau Gwent County Borough Council is continually assessing opportunities to reduce its costs whilst at the same time looking to provide real benefits for its communities and residents. An illustration of this is the Blaenau Gwent Energy Catalyst Model, one of seven demonstrator projects across Wales identified under the Smart Living Framework developed by Welsh Government.

The aspiration is to alleviate fuel poverty in the Borough, encouraging industry and commerce to invest in the region, improve energy efficiency and reduce carbon emissions across Blaenau Gwent. Our ultimate ambition is to become an area which generates sufficient energy through renewable sources to meet the power demands of the Borough.

To do this we have developed collaborative methods of working with energy researchers, business, the public sector and academia. Investors will be able to build upon and invest in these relationships pursuing the potential for developing an 'Energy Catalyst' model for the district.

By creating smart platforms for energy demand management we can connect commercial and business premises and private and social housing, leading to the bundling of resources or services to residents and businesses. Communication and education about energy behaviours will also form a key element of the project.

Recognising this, the Council and Welsh Government through the Smart Living Framework sought to investigate current demand and supply requirements from four identifiable groups in the area: **Public Sector Buildings, Industrial and Commercial, Private and Social Housing.**

The aspiration of Blaenau Gwent is to create the first energy catalyst model in the district that will create, move and use energy and bundle with other services to encourage equality of support for residents. As part of this research we have mapped key characteristics of our industrial estates and business parks which include a "model business park" tool. We will create a series of smart platforms for energy which would connect commercial and business premises and private and social housing. This will offer investment opportunities for the bundling of services to residents and educating businesses about energy behaviours have formed a key element of the wider project.

Research to date has illustrated businesses are interested in energy generation, simplification of acquisition of energy and bulk purchase of energy. Phase two of the research has built upon the initial thoughts to investigate opportunities including:

- Energy Brokering
- Material Brokering e.g. lighting, solar PV etc

Such opportunities could make savings for those participating but further engagement with businesses and key stakeholders is needed to help inform our ideas and test opportunities.

## COLLABORATIVE PROJECTS

### ELECTRIC VEHICLE CHARGING INFRASTRUCTURE

The five Local Authorities in Gwent jointly commissioned a feasibility study across the region to investigate the potential to provide electric vehicle charging points across the Gwent area with the aim of working towards a greener, cleaner environment.

The consortium of Local Authorities includes:

- Blaenau Gwent County Borough Council;
- Caerphilly County Borough Council;
- Monmouthshire County Council;
- Newport City Council; and
- Torfaen County Borough Council

The Authorities were successful in obtaining funding from the Office for Low Electric Vehicles (OLEV) to purchase and install On-Street Residential Charge Point Scheme infrastructure in June 2019. The funding of £450,000 together with funding from the Local Authorities will be used to install a total of 73 charge points across 33 sites in the Gwent region.

Proposed locations were chosen to meet the current defined needs and future demands of residents, ensuring we have a coordinated approach across Gwent, so residents can easily charge their vehicles as they travel between the five Local Authorities.

Further funds have been announced by OLEV and the consortium will continue to develop proposals and consider bidding for funding to expand the electric vehicle charging network as part of regional working to develop low carbon travel solutions in South East Wales.

Transport Minister, Ken Skates announced up to £1m for 4 trials to look at innovative forms of demand responsive bus travel. Blaenau Gwent has been chosen as one of the locations.

### REVIEW OF COUNCIL FLEET

The Gwent Local Authorities have also recently commissioned a carbon reduction – fleet review and this included collecting data about mileage driven, fuel used by the directly operated fleets (owned, leased and rented) along with the business mileage driven by the staff owned grey fleet. Each of the Authorities received a report for their area alongside a Gwent wide report.

Alongside current targets in Wales for us all to reduce carbon emissions by 95% by 2050 there is also a target whereby Welsh Public Sector Fleets should transition to Ultra Low Emissions vehicles by 2025 for cars and small vans, 2030 for all other vehicles and 2040 is the target date for ending the sale of new petrol or diesel vehicles.

Next steps following the review are to develop a plan for the transition of our current fleet to ultra-low emission vehicles when making decisions around the purchase or new or replacement fleet.



## The Regeneration Opportunities Team

welcomes the opportunity to provide you with Energy Project Development advice. Guidance on what we expect from you and what we can provide is contained on the Blaenau Gwent website.

[www.blaenau-gwent.gov.uk](http://www.blaenau-gwent.gov.uk)



## Regeneration & Community Services

Municipal Offices, Civic Centre,  
Ebbw Vale. NP23 6XB

**Tel:** 01495 311556

**Email:** [regeneration-projects@blaenau-gwent.gov.uk](mailto:regeneration-projects@blaenau-gwent.gov.uk)



# Agenda Item 15

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive**  
Date of meeting: **18<sup>th</sup> December 2019**  
Report Subject: **Quality Assuring Safeguarding in Local Government Education Services (LGES)**  
Portfolio Holder: **Cllr J Collins Executive Member for Education**  
Report Submitted by: **Michelle Jones, Strategic Education Improvement Manager**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
✓	01.10.19	02.12.19			02.12.19	18.12.19		

## 1. Purpose of the Report

- 1.1 To seek members views on the revised quality assurance protocol for safeguarding arrangements in Local Government Education Services (LGES).
- 1.2 This report presents the revised quality assurance protocol for safeguarding in LGES. The revised protocol sets out the now established approach that the Education Directorate takes to checking that the safeguarding arrangements across its settings and commissioned services are robust and fit for purpose.

## 2. Scope and Background

- 2.1 The Safeguarding section (3.4) of the Estyn Framework for Local Government Education Services (LGES) requires inspectors to evaluate how well the authority fulfils its statutory responsibilities relating to safeguarding.
- 2.2 Whilst this is fulfilled in a number of ways the question that naturally arises is how does the Directorate know that our safeguarding systems are robust and fit for purpose and are being consistently applied?
- 2.3 Over the past two years a quality assurance or system test protocol has been developed and the information from this is now routinely included in the Performance report to this Committee. This protocol has been reviewed and has been refined in the light of areas of learning with a view to ensuring that the system test continues to focus on key areas.
- 2.4 The report requires members to consider the contents of the revised protocol and to offer views to further inform the development of the final document.
- 2.5 Through this activity, members will continue to demonstrate their understanding of safeguarding processes that are in place as well as the Directorates approach to the management of risks.

### 3. **Options for Recommendation**

This report was considered by the Joint Education and Learning and Social Services (Safeguarding) Scrutiny Committee on 2<sup>nd</sup> December 2019 and any comments from this Committee will be provided verbally to the Executive.

#### 3.1 **Option 1**

Members are asked to consider the revised protocol and contribute to the continuous assessment of effectiveness by making appropriate recommendations to the final version.

#### 3.2 **Option 2**

Accept the report as provided.

### 4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

#### 4.1 **Corporate Plan**

- **Education Aims**

- “To improve pupil outcomes, progress and wellbeing, particularly for our more able and most vulnerable learners
- To improve the quality of our education services and our school buildings to help learners achieve great outcomes
- To continue to support our school leaders to help our pupils achieve their ambitions.”

#### 4.2 **Blaenau Gwent Wellbeing Plan Objectives**

The process of rigorous self-evaluation as detailed in the revised policy makes a valued contribution to Blaenau Gwent PSB Wellbeing Plan Objectives. Blaenau Gwent Council wants;

- everyone to have the best start in life;
- safe and friendly communities;
- to look after and protect its natural environments;
- to forge new pathways to prosperity, and
- wants to encourage and enable people to make healthy lifestyle choices in the places that they live, work and play.

### 5. **Implications Against Each Option**

- 5.1 The revised quality assurance protocol is cognisant of the ongoing austerity measures and its implementation is managed through existing resources.



## 5.2 ***Risk including Mitigating Actions***

The Directorate Risk register identifies safeguarding risks for the Directorate and is informed by the findings from this process. Such risks are monitored as part of the routine Directorate risk management business activity.

## 5.3 ***Legal***

Safeguarding arrangements comply with relevant legislation and guidance which includes the Welsh Government Keeping Learners Safe Guidance.

## 5.4 ***Human Resources***

There is no direct staffing or workforce implications arising from this report.

## 6. **Supporting Evidence**

### 6.1 ***Performance Information and Data***

6.1.1 The reporting of quality assurance visits are now shared with this Committee through the Performance Report and provides Elected Members with an overview as to how management assures itself that the safeguarding arrangements within Local Government Education Services (LGES) are fit for purpose and do not present a risk.

6.1.2 During the last two years there have been sixteen quality assurance visits to schools and quality assurance visits to each of the following service areas: Leisure Trust; Early Years, Childcare and Play; Home to School transport and Catering (schools).

6.1.3 From these visits, evidence has been gathered which has provided reassurance that appropriate safeguarding arrangements are in place in schools and other education services. Learning from these visits informs future policy and practice and is included in the Directorates self- evaluation process.

### 6.2 ***Expected outcome for the public***

### 6.3 ***Involvement (consultation, engagement, participation)***

Quality Assurance visits involve the Safeguarding in Education Manager meeting with the leadership of the setting, a representative sample of staff and in the case of schools, listening to the views of learners.

The high level learning from these visits is shared at termly meetings which take place with the Safeguarding Leads from LGES representatives. More detailed information is shared with the individual establishment, at monthly meetings between the safeguarding team and lead education staff and on a regular basis with Education DMT and on a quarterly basis with CLT and Members of the Joint Safeguarding Scrutiny Committee through the Performance Report.

### 6.4 ***Thinking for the Long term (forward planning)***

The Annual Council Reporting Framework (ACRF) and self-evaluation process enables the Education Directorate to plan for the future as spend, risk and

performance is continuously reported on and provides a baseline of where the directorate is currently and where it needs to be in the future.

**6.5 Preventative focus**

The work undertaken through this process seeks to promote a preventative approach to practice through early identification and intervention and the sharing of key areas of learning across Local Government Education settings.

**6.6 Collaboration / partnership working**

The Council collaborates with a range of services to discharge its Local Government Education Service (LGES) functions. The Safeguarding in Education Manager participates in the local, regional and national safeguarding groups and shares learning with Safeguarding Leads from LGES settings.

6.6.1 The South East Wales Safeguarding Children's Board and its sub groups ensure a multi-agency collaborative approach to safeguarding. Blaenau Gwent fully participates in the Children's and Adults Safeguarding Boards.

**6.7 Integration (across service areas)**

All local authorities and partner agencies work together on safeguarding through the South East Wales Safeguarding Children Board.

**6.8 EqIA (screening and identifying if full impact assessment is needed)**

Not required for this report.

**7. Monitoring Arrangements**

7.1 Education DMT, CLT and the Joint Education and Learning and Social Services (Safeguarding) Scrutiny Committee monitors the outcomes of this quality assurance process. The Performance report to the Executive Committee provides The Leader and Members of the Executive with high level management information. The learning from this activity is shared with Safeguarding Leads and also informs the work of the Safeguarding in Education Manager through changes to policy and practice within LGES safeguarding.

**8. Background Documents /Electronic Links**

Appendix 1 – A Protocol to Quality Assure the Safeguarding in Education Processes

## **A Protocol to Quality Assure the Safeguarding in Education Processes in Blaenau Gwent Council**

**August 2019**

### **1.0 Background**

Blaenau Gwent Council and the Education Directorate are committed to ensuring that Safeguarding in Education processes are robust, fit for purpose and are being consistently applied. To support this aim, we have reviewed our practice from the last two years and further developed the following quality assurance, or system testing protocol. This protocol underpins, and is supportive of, the Education Directorate's Self –Evaluation Policy and practice.

This protocol sets out how officers assure themselves, via a process of gathering evidence, arriving at judgements and making changes that children and young people are appropriately protected and kept safe from harm and that staff and volunteers are well placed to make informed and confident responses to specific safeguarding issues.

### **2.0 Current processes:**

#### **2.1 Monitoring (gathering first-hand evidence)**

The Safeguarding in Education Manager (SEG Manager) and Strategic Education Improvement Manager (SEIM) have established a safeguarding matrix that holds information on:

- training and policy adoption for all schools
- training for education directorate staff
- DBS and EWC escalation
- Volunteer information for school settings

The matrix information is provided by schools and updated on a half yearly basis at October half term and at the end of the spring term by business support. At the commencement of each year the SEG Manager sends the Safeguarding protocol to schools. The protocol sets out the expectations for data submission and return from schools for the current academic year.

Within 2 weeks of each reporting period the SEG completes an evaluation (FADE) which is submitted to the Strategic Education Improvement Manager in the first instance and then to Education DMT for consideration.

To supplement this, the SEG Manager meets on a termly basis with safeguarding leads for

- Schools
- Youth Service
- Aneurin Bevan Leisure Trust
- Early years
- Organisational Development
- Home to school transport
- Catering

The SEM formally shares the minutes in the monthly meetings with the Strategic Safeguarding Lead for Education, Quality Assurance Manager and Service Manager for Children Services.

### 2.1.1 Quality assurance or system testing arrangements:

**A range of ‘dip-test activity’ is undertaken by the SEG over a two-year period as set out below:**

	<b><u>Sample Of</u></b>	<b><u>Expected Evidence</u></b>
<b>Schools</b>	<ul style="list-style-type: none"> <li>• Training register</li> <li>• Safeguarding policy / self-evaluation report(SER)</li> <li>• Pupil voice</li> <li>• Leadership discussion</li> <li>• Discussion with wider staff (via interview)</li> <li>• Staff personnel file including volunteers</li> <li>• Supply staff</li> <li>• Record keeping of concerns</li> <li>• Governor DBS</li> <li>• Volunteers records (schools)</li> <li>• RPI reporting</li> <li>• Health and safety incidents</li> </ul>	<ul style="list-style-type: none"> <li>• Register of training with dates and course attended</li> <li>• Policy adoption and distribution (parents, staff, pupils)/ updated SER</li> <li>• Response to questions from SEG Manager</li> <li>• Response to questions and an open narrative with SEG Manager</li> <li>• References, application form, Disclosure and Barring Service (DBS) verification for employed and supply staff</li> <li>• Chronology of concerns, Multi- agency referral form (MARF), actions, and any multi agency correspondence organised in a systematic way</li> <li>• Leadership discussion on Restrictive Physical Interventions (RPI’s) and health and safety incidents.</li> <li>• Volunteer coordinator identified</li> </ul>
<b>Out of County Schools (via link SEG in LA)</b>	<ul style="list-style-type: none"> <li>• Conversation with relevant team as to factors considered when placing child</li> <li>• Training register</li> <li>• Safeguarding policy/ SER</li> <li>• Staff personnel file including volunteers</li> <li>• Supply staff</li> <li>• Record keeping of concerns</li> </ul>	<ul style="list-style-type: none"> <li>• To follow the agreed collection of data by Local Authority (LA)</li> <li>• Policy adoption and distribution (parents, staff, pupils)/ updated SER</li> <li>• Arrangements for sage recruitment to include supply staff</li> <li>• Appropriate record keeping of concerns</li> </ul>
<b>OD</b>	<ul style="list-style-type: none"> <li>• Reporting of concerns on an exception basis to SEG Manager/ Strategic</li> </ul>	<ul style="list-style-type: none"> <li>• DBS and Education Workforce Council (EWC) escalation protocol in place</li> <li>• Tracking of DBS and EWC escalations through the safeguarding log</li> </ul>

	Safeguarding Lead for Education (SSLE) and CLT.	
<b>Youth Service</b>	<ul style="list-style-type: none"> <li>• Training</li> <li>• Safeguarding policy</li> <li>• Staff personnel file including volunteers</li> <li>• Record keeping of concerns</li> <li>• Assurance arrangements for external provides</li> </ul>	<ul style="list-style-type: none"> <li>• Register of training with dates and course attended</li> <li>• Policy distribution to staff</li> <li>• References, application form, DBS verification</li> <li>• Chronology of concerns, MARF, actions, and any multi agency correspondence organised in a systematic way</li> <li>• Safeguarding policy/ staff list DBS</li> </ul>
<b>Leisure Trust</b>	<ul style="list-style-type: none"> <li>• Training</li> <li>• Safeguarding policy</li> <li>• Record keeping of concerns</li> </ul>	<ul style="list-style-type: none"> <li>• Register of training with dates and course attended</li> <li>• Policy adoption and distribution</li> <li>• Response to questions from SEG Manager</li> <li>• Response to questions and an open narrative with SEG Manager</li> <li>• Information brought to safeguarding leads meeting</li> <li>• Chronology of concerns, MARF, actions, and any multi agency correspondence organised in a systematic way</li> </ul>
<b>Early years childcare and play</b>	<ul style="list-style-type: none"> <li>• Joint monitoring visits with early years staff</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of actions addressed through Quality Assurance (QA) tool</li> <li>• Leadership discussion</li> </ul>
<b>Home to school transport</b>	<p><u>Corporate arrangements</u></p> <ul style="list-style-type: none"> <li>• Training</li> <li>• Safeguarding policy</li> <li>• Contractor personnel log</li> <li>• Record keeping of concerns</li> </ul> <p><u>Brynmawr Foundation</u></p> <ul style="list-style-type: none"> <li>• Safeguarding arrangements to mirror those of the LA and explicit within the schools safeguarding SER</li> </ul>	<ul style="list-style-type: none"> <li>• Register of training with dates and course attended</li> <li>• Policy distribution to contractors and personnel working on contracted routes</li> <li>• References, application form, DBS verification (licensing arrangements)</li> <li>• Chronology of concerns, MARF, actions, and any multi agency correspondence organised in a systematic way</li> </ul>
<b>Catering (including breakfast clubs)</b>	<ul style="list-style-type: none"> <li>• Training</li> <li>• DBS</li> <li>• Supply staff</li> <li>• Ratios for supervision</li> <li>• Reporting arrangements</li> </ul>	<ul style="list-style-type: none"> <li>• Register of training with dates and course attended for corporate staff and setting staff</li> <li>• References, application form, DBS verification</li> </ul>

### 2.1.2 Reporting:

A Safeguarding evaluation (FADE) is completed after each activity the findings of which are shared on a monthly basis at the safeguarding meeting referred to in section 2.1 and with

the establishment/service area visited. Findings are then reported to Education DMT on a termly basis by exception of non-compliance in any area and as appropriate feed into South East Wales Consortia (SEWC) regional sub-groups as appropriate.

Completed evaluations (FADEs) feed into the Directorate self-evaluation process and updates of the Local Government Education Services (LGES) self-evaluation report (SER) as well as being reflected in Directorate, Service and Team plans.

Findings are shared with elected members and Chairs of school Governors via relevant reporting avenues such as the quarterly Joint Safeguarding Report to the joint Safeguarding Scrutiny Committee. Such items will be included on the forward work programme of both.

Findings from this quality assurance process informs the ongoing development of effective approaches to safeguarding as well as informing the professional practice of Challenge Advisers in our commissioned school improvement service Education Achievement Service (EAS).

This work influences the Council's aim of improving the identification and support of children experiencing Adverse Childhood Experiences (ACEs).

## **2.2 Evaluation/Review**

Through the business reporting activities, the SEG Manager updates the business plan identifying key areas and uses this information to inform future practice. In addition to the reporting arrangements aforementioned, findings are reported to the Corporate Safeguarding Leads Group on a termly basis.

In line with the Directorate's Self- Evaluation Policy and on an annual basis, the SEG Manager will complete an evaluation (FADE) report detailing the following:

- Focus of activity over the past year by service area
- Analysis
- Recommendations
- Evaluation of impact of the work

This work will inform the update of the self- evaluation report (SER) and the daily practice to keep children and young people safe and help to ensure that safeguarding systems and processes are robust, continue to be fit for purpose, withstand intense scrutiny and inform further improvement.

**Blaenau Gwent County Borough Council**

**Education Directorate Self-Evaluation**

**Team/Service: Safeguarding**

**Title of the evaluation:**

**Date of report:**

**Report author: Sarah Dixon**

<b>Report author:</b>	
<b>Service Area:</b>	
<b>Date report written:</b>	
<b>Focus for the evaluation (F)</b>  A sentence to describe the area you are focussing on.	
<b>Analysis (A)</b>  Your analysis of the: <ul style="list-style-type: none"><li>• outcomes or process or change</li></ul>	
<b>Evaluation (E)</b>  By way of: <ul style="list-style-type: none"><li>• Outcomes (or process or change)</li><li>• Provision</li><li>• Leadership and management</li></ul>	

<p>Development/Improvement required/Recommendation</p> <p>(R) and Way Forward:</p> <p>By way of:</p> <ul style="list-style-type: none"><li>• Outcomes (or process or change)</li><li>• Provision</li><li>• Leadership and management</li></ul>	
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**Timetable for QA Safeguarding in Education Process**

<b>Academic Year</b>	<b>Autumn</b>	<b>Spring</b>	<b>Summer</b>
<b>2019/20</b>	Alternative provision (3) Schools (1) Out of County (1) Early years child care and play (1) (6)	Leisure Trust (1)  After school clubs School (2)  (4)	Youth Service (1) Schools (2) Out of County (1) Home to School transport (1) (5)
<b>2020/21</b>	OD (1) Early years child care and play (1) Catering (1)  Schools (3)  (6)	4 Schools (4)      (4)	Schools (4)      (4)

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# Agenda Item 16

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**

Date of meeting: **18<sup>th</sup> December 2019**

Report Subject: **Use of General and Earmarked Reserves  
2019/2020**

Portfolio Holder: **Cllr N Daniels, Leader / Executive Member  
Corporate Services**

Report Submitted by: **Rhian Hayden, Chief Officer Resources**

Reporting Pathway								
DMT	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
	25/10/2019	02.12.19			18/11/2019	18/12/2019		

1. **Purpose of the Report**
  - 1.1 To report to the members of the Executive Committee the forecast reserves position for 2019/2020 as at Quarter 2 (30 September 2019).
  
2. **Scope and Background**
  - 2.1 There are a number of statutory requirements concerning Local Authority Reserves, including:
    - The Local Government Act 1972;
    - The Local Government Finance Act 1988;
    - The Local Government Finance Act 1992;
    - The Local Government Act 2003; and
    - The Accounts and Audit (Wales) Regulations 2014.
  - 2.2 The CIPFA Local Authority Accounting Panel (LAAP) issued Bulletin 99: Local Authority Reserves and Balances in July 2014. This provides non-statutory guidance on relevant issues including:
    - Proper accounting treatment; and
    - Principles to assess the adequacy of reserves.
  - 2.3 To ensure compliance with CIPFA Local Authority Accounting Panel Bulletin 99 and identified best practice, the Council revised its protocol for managing reserves, with effect from April 2015.
  - 2.4 One aspect of the revised protocol concerns the enhancement of Elected Member engagement and scrutiny, and to this end quarterly reports detailing the actual and forecast use of general and earmarked reserves, including changes in requirement/amounts and risk assessments, are prepared and presented to Executive and Joint Budget Scrutiny Committee during the financial year.
  - 2.5 In order to adopt a long-term approach to the need to provide services to the citizens of Blaenau Gwent, the protocol was amended and agreed by Council in March 2016 to include a target level for general reserves. This was set as 4% of the last reported actual net revenue expenditure (as included in the Revenue Outturn return).

### **3. Options for Recommendation**

3.1 That the Executive Committee considers the attached report of forecast use of general and earmarked reserves for 2019/2020 and:

- note the planned forecast increase of the General Reserve to 4.58% (above the 4% target level) for 2019/2020 and future years strengthening the Council's Financial Resilience.
- consider the impact the £0.007m forecast adverse variance for 2019/2020 would have on the General Reserve target; and
- continue to challenge budget overspends and implement appropriate service Action Plans, where required.

Maintenance of general reserves at an adequate level is crucial to the Council being able to meet future liabilities arising from risks for which specific provision has not been made.

### **4. Evidence of how this topic supports the achievement of Council Priorities / Statutory Responsibilities / National Well-being Goals etc.**

#### **4.1 National Well-being Goals**

The management of earmarked and general reserves (in recognition of the need to plan for known or predicted future obligations, unexpected events or emergencies), allows the Authority to deliver services in pursuance of its obligations under the national well-being goals.

#### **4.2 Corporate Priorities**

This report supports the Council Priority, "Efficient Council", as it is part of the financial planning and reporting arrangements which support the Council's financial resilience.

### **5. Implications Against Each Option**

#### **5.1 Financial Impact**

5.1.1 Section 6 provides an overall summary of the forecast financial position in relation to the remaining balances in general and earmarked reserves at 31 March 2020.

5.1.2 Table 1 at 6.1.3 (below) shows the forecast position for the general reserve at year-end 2019/2020 to be an increase of £0.242m, to £6.136m. This balance would represent 4.58% of net revenue expenditure, £0.775m above the 4% target level of £5.361m, indicating some progress towards strengthening the financial resilience of the Council and allowing a buffer to deal with unexpected future issues.

5.1.3 The increase in general reserves is due to:

- £117,000 contribution as agreed by Council during the 2019/2020 budget setting process
- £132,000 as a result of a reduction in the Fire Service Precept charge following additional funding from Welsh Government for the increase in employers pension contributions.

5.1.4 Table 2 at 6.1.7 (below) shows the forecast level of earmarked reserves at 31 March 2020 to be £3.600m, an in year reduction of £3.229m. A substantial element of this reduction relates to school balances which are currently estimated to reduce by £1.061m over the financial year.

5.1.5 To maintain the general reserve at the 4% target level will potentially require further transfers into the reserve, dependent on budgeted use of the reserve and in-year over/under spends against service budgets. Further reserve adjustments should therefore be considered as part of the Medium Term Financial Strategy and will impact upon the Council's savings targets for future years.

## 5.2 Risk

5.2.1 The Council must ensure an appropriate level and use of reserves to support its financial sustainability.

5.2.2 Failure to comply with the requirements set out in CIPFA LAAP Bulletin 99: *Local Authority Reserves and Balances*, which include the implementation of a clear protocol for the establishment, use, control and review of reserves, could result in adverse comments by regulators.

5.2.3 If the level of general reserves is not maintained at an adequate level, the Authority may be unable to meet future liabilities arising from risks for which specific provision has not been made. In addition, if the Authority has not maintained sufficient reserves, the successor authority may have difficulty in meeting liabilities arising and/or providing required services following a future local government reorganisation or collaboration.

5.2.4 A protocol for the management of reserves was adopted in April 2015 to mitigate the risk of non-compliance with CIPFA LAAP Bulletin 99 and identified best practice.

5.2.5 In the short-term, the level and adequacy of reserves are regularly reviewed and monitored through regular outturn/ forecast reporting. In the medium term, reserves are assessed as part of the budget-setting process and the Medium Term Financial Strategy. Maintenance or replenishment plans will be developed if necessary and implemented to maintain earmarked and general reserves in accordance with the approved protocol.

5.2.6 To address the potential risk that the level of general reserves will fall below the protocol target level, the Council should develop a replenishment/maintenance plan as part of the Medium Term Financial Strategy for 2020/2021 and future years.

- 5.2.7 In its Annual Audit Letter relating to the 2017/2018 financial year, the Wales Audit Office noted the continued fall in total general and earmarked revenue reserves (i.e. usable reserves). In comparison to all other Welsh Authorities, the letter indicates that, as at 31 March 2018, Blaenau Gwent had the lowest level of general and earmarked reserves expressed as a percentage of Gross Revenue Expenditure (4.63%, compared with a maximum of 23.62% and an average of 11.44%).
- 5.2.8 In order to meet this Welsh average, general and earmarked reserves would need to increase significantly to approximately £20.7m.
- 5.2.9 There is a risk that failure to increase reserves further will attract adverse criticism from regulators. This risk can be mitigated by increasing the Council fund Reserve.

### 5.3 **Legal**

- 5.3.1 The Local Government Finance Act 1992 requires authorities in England and Wales to have regard to the level of reserves needed for meeting estimated future expenditure when calculating the budget requirement.
- 5.3.2 Section 25 of the Local Government Act 2003 places a duty on chief finance officers' to report on the robustness of estimates and adequacy of reserves when the authority is considering its budget requirement.
- 5.3.3 Section 114 of the Local Government Finance Act 1988 requires the chief finance officer to report to all the authority's councillors if there is or is likely to be unlawful expenditure or an unbalanced budget. This would include situations where reserves have become seriously depleted and it is forecast that the authority will not have the resources to meet its expenditure in a particular financial year.

### 5.4 **Personnel**

- 5.4.1 There are no direct personnel/staffing implications arising out of this report.

## 6. **Supporting Evidence**

### 6.1 Performance Information and Data

- 6.1.1 The level of the Council's general reserve disclosed in the draft statutory accounts presented to Audit Committee in June 2019 for the financial year ended 31 March 2019 was £5.894m equating to 4.40% of net revenue expenditure (as reported in the 2018/2019 Revenue Outturn forms). The current 4% target level of general reserves in accordance with the reserves protocol is £5.361m.
- 6.1.2 The revenue budget forecast year-end position for 2019/2020 (as at end of Quarter 2) indicates an overspend of £0.007m after the application of £0.369m from earmarked reserves.

6.1.3 Therefore, the potential impact on the forecast outturn position for the general reserve at 31 March 2020 would be as follows:

Table 1: General Reserve	£000
Balance at 31 March 2019	5,894
Contribution to General Reserve	117
Reduction in Fire Authority Precept	132
Use of reserve: funding of forecast overspend	(7)
Forecast Balance at 31 March 2020	6,136

6.1.4 The forecast general reserve balance at 31 March 2020 of £6.136m would represent 4.58% of net revenue expenditure as reported in the 2018/2019 Revenue Outturn forms. The general reserve would therefore be £0.775m above the 4% target level of £5.361m

6.1.5 Appendix 1 gives details of the total earmarked reserves held at the start of the 2019/2020 financial year (£6.829m) with actual reserve movements to the end of quarter 2 (30 September 2019) and forecast movements to 31 March 2020.

6.1.6 The level of earmarked reserves has been determined in accordance with the reserves protocol agreed by Corporate Management Team in April 2016. The level of usable reserves available to the Authority increased by £1.720m in 2018/2019.

6.1.7 The current summary forecast outturn position for earmarked reserves at 31 March 2020 is as follows:

Table 2: Earmarked Reserves	£000
Balance at 31 March 2019	6,829
Reserve Adjustments	2
Actual Expenditure to Q2	(369)
Forecast Expenditure to Q4	(2,862)
Forecast Balance at 31 March 2020	3,600

6.1.8 For those reserves that have been utilised to fund actual expenditure to 30 September 2019 (£0.369m), details of the expenditure funded have been provided in Appendix 2. Details of additional income transferred to earmarked reserves (£0.002m) have been provided in Appendix 3.

6.1.9 During Quarter 2, earmarked reserves have been assessed for purpose, requirement and adequacy and adjusted where necessary to meet identified liabilities.

## 6.2 **Expected outcome for the public**

6.2.1 The management of earmarked and general reserves (in recognition of the need to plan for known or predicted future obligations, unexpected events or emergencies), helps demonstrate stewardship of the Authority's resources and its ability to provide services to the local community.

## 6.3 **Involvement** (*consultation, engagement, participation*)

6.3.1 Not applicable.

## 6.4 **Thinking for the Long term** (*forward planning*)

6.4.1 Stewardship of the Authority's resources allows for the provision of services to the local community in the short and long term.

## 6.5 **Preventative focus**

6.5.1 Not applicable.

## 6.6 **Collaboration / partnership working**

6.6.1 Not applicable.

## 6.7 **Integration(across service areas)**

6.7.1 Not applicable.

## 6.8 **EqIA**

6.8.1 An EQIA is not required as this report provides an estimated outturn position in relation to the Authority's reserve balances for the financial year, on an objective basis in accordance with relevant accounting standards, codes, concepts, principles, guidance and legislation.

## 7. **Monitoring Arrangements** (*State how the work will be monitored e.g. through scrutiny or directorate performance management arrangements*)

7.1 In the short-term, the level and adequacy of reserves are regularly reviewed and monitored through regular outturn/forecast reports.



- 7.2 There are legal requirements in respect of the reporting of reserves when setting the annual budget and the statutory outturn position is considered by the Authority's external auditors in their audit of the annual Statement of Accounts.
- 7.3 In the medium term, reserves are assessed as part of the Medium Term Financial Strategy.

**Background Documents /Electronic Links**

Appendix 1 – Reserves to Quarter 2

Appendix 2 – Reserves to Quarter 2

REF: UOGER18/19.120

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**Appendix 1: Earmarked Reserves Movements 2019-2020**

<u>Name of Reserve</u>	<u>Balance Brought Fwd 1 April 2019</u>	<u>Reserve Adjustments</u>		<u>Actual Expenditure</u>	<u>Forecast Expenditure</u>	<u>Balance Carried Fwd 31 March 2020</u>
		<u>Increases</u>	<u>Decreases</u>			
	£	£	£	£	£	£
Deminimis Capital Works	87,812.13	0.00	0.00	0.00	(8,781.21)	79,030.92
Facilities	121,963.00	0.00	0.00	(44,000.00)	(77,963.00)	0.00
Energy Centre	55,659.00	0.00	0.00	0.00	(5,565.90)	50,093.10
IT Infrastructure	133,809.48	0.00	0.00	0.00	(26,761.90)	107,047.58
Land at Blaenant Road	136,200.00	0.00	0.00	0.00	0.00	136,200.00
WRAP Regional Vehicles	51,944.85	0.00	0.00	0.00	0.00	51,944.85
Budget Contingency Fund	71,347.89	0.00	0.00	(6,996.00)	(42,947.52)	21,404.37
Building Control Fees	83,180.01	0.00	0.00	0.00	(27,449.40)	55,730.61
Business Support	9,005.50	0.00	0.00	(2,350.00)	(6,655.50)	0.00
Cardiff Capital Region City Deal	187,836.00	0.00	0.00	0.00	0.00	187,836.00
Community Asset Transfers	13,868.63	0.00	0.00	(13,868.63)	0.00	0.00
Deposits and Bonds	3,200.00	0.00	0.00	0.00	(160.00)	3,040.00
Downsizing, Redundancy & Transitional Costs	216,227.51	0.00	0.00	(45,740.37)	(105,618.89)	64,868.25
Election Costs	36,228.83	0.00	0.00	0.00	(7,245.77)	28,983.06
Future Interest Rate	106,000.00	0.00	0.00	0.00	(106,000.00)	0.00
General/ Voluntary Sector Grants	60,000.00	0.00	0.00	(30,000.00)	(30,000.00)	0.00
ICT	272,120.31	0.00	0.00	0.00	(48,981.66)	223,138.65
Insurance Liabilities	922,662.65	0.00	0.00	0.00	(230,665.66)	691,996.99
Individual Schools Budget (ISB)	186,153.00	0.00	0.00	0.00	(33,507.54)	152,645.46
Land & Property Charges	98,591.14	0.00	0.00	0.00	(4,929.56)	93,661.58
Leisure Termination Costs	165,238.28	0.00	0.00	(160,648.00)	(4,590.28)	0.00
Local Development Plan	192,166.54	0.00	0.00	(5,375.00)	(33,058.31)	153,733.23
LMS Balances	1,009,644.58	0.00	0.00	0.00	(1,061,000.00)	(51,355.42)
Members Local Grants	33,834.67	0.00	0.00	0.00	(13,533.87)	20,300.80
Payroll Project Management	23,529.97	0.00	0.00	0.00	(23,529.97)	0.00
Person Centred Practice	7,093.00	0.00	0.00	0.00	(7,093.00)	0.00
Prudential Borrowing	200,000.00	0.00	0.00	0.00	0.00	200,000.00
Specialist Commercial Advice (Leisure Trust Review)	64,538.00	0.00	0.00	(9,474.00)	(22,795.00)	32,269.00
Specialist Commercial Advice (Waste Arrangements)	28,522.07	0.00	0.00	(11,256.50)	(3,004.54)	14,261.04
Stock Conditions Survey	12,137.34	0.00	0.00	0.00	(2,184.72)	9,952.62
Strategic Business Reviews	250,000.00	0.00	0.00	0.00	(62,500.00)	187,500.00
Superannuation	500,000.00	0.00	0.00	0.00	(25,000.00)	475,000.00

**Appendix 1: Earmarked Reserves Movements 2019-2020**

<u>Name of Reserve</u>	<u>Balance Brought Fwd 1 April 2019</u>	<u>Reserve Adjustments</u>		<u>Actual Expenditure</u>	<u>Forecast Expenditure</u>	<u>Balance Carried Fwd 31 March 2020</u>
		<u>Increases</u>	<u>Decreases</u>			
	£	£	£	£	£	£
Taxation	141,917.68	0.00	0.00	(2,820.00)	(4,275.88)	134,821.80
Technology Park Feasibility Study	80,000.00	0.00	0.00	0.00	(80,000.00)	0.00
Transport Oncost	23,127.00	0.00	0.00	0.00	(4,162.86)	18,964.14
Waste Services	120,000.00	0.00	0.00	0.00	(120,000.00)	0.00
Winter Maintenance	200,000.00	0.00	0.00	0.00	(36,000.00)	164,000.00
Aneurin Bevan Health Board - Education	55,664.00	0.00	0.00	0.00	(55,664.00)	0.00
Corporate Procurement	44,633.86	0.00	0.00	0.00	(44,633.86)	0.00
CRASB	11,058.00	0.00	0.00	0.00	(11,058.00)	0.00
Education - Gypsy Travellers	43,618.42	0.00	0.00	(8,729.00)	(34,889.42)	0.00
EU Exit Preparations for Food Enforcement	9,738.00	0.00	0.00	0.00	(9,738.00)	0.00
Leadership Hallmark	24,837.66	0.00	0.00	(21,745.25)	0.00	11,902.64
Planning WAG Grant Planning Committee	6,264.27	0.00	0.00	0.00	(6,264.27)	0.00
Prevent	10,000.00	0.00	0.00	0.00	(10,000.00)	0.00
Regen General Contributions Unapplied (Town Centre Management)	47,588.25	0.00	0.00	0.00	(8,565.89)	39,022.37
Rights of Way Diversions	20,255.00	0.00	0.00	0.00	(3,645.90)	16,609.10
Section 106 Agreements	225,390.20	0.00	0.00	0.00	(40,570.24)	184,819.96
SEW Adoption Collaboration	231,394.30	0.00	0.00	0.00	(231,394.30)	0.00
SMIFFs	13,558.11	0.00	0.00	0.00	(4,474.18)	9,083.93
SSIA/PLOF Grant	20,171.39	0.00	0.00	0.00	(10,085.70)	10,085.70
Workforce Development Collaboration	93,985.04	0.00	0.00	0.00	(93,985.04)	0.00
Restrictive Physical Intervention	5,903.75	0.00	0.00	0.00	(1,948.24)	3,955.51
School Based Counselling	2,385.00	0.00	0.00	0.00	(2,385.00)	0.00
Youth Service	23,030.81	2,500.00	0.00	0.00	(8,425.17)	17,105.64
<b>Total:</b>	<b>6,828,683.01</b>	<b>2,500.00</b>	<b>0.00</b>	<b>(369,241.18)</b>	<b>(2,862,288.35)</b>	<b>3,599,653.48</b>

**Appendix 2: Expenditure Funded by Earmarked Reserves, 2019-2020**

<u>Name of Reserve</u>	<u>Actual Expenditure to Q2</u>	<u>Purpose of Expenditure</u>
	£	
Facilities	44,000.00	Works carried out at Brynmawr Market Hall Cinema.
Budget Contingency Fund	6,996.00	Funding the safeguarding of Teacher & Learning Responsibility payments at Abertillery Learning Campus following a restructure.
Business Support	2,350.00	Staff training costs.
Community Asset Transfers	13,868.63	Reserve fully utilised to fund Grounds CAT transfers.
Downsizing, Redundancy & Transitional Costs	45,740.37	Redundancies relating to staff downsizing .
General/ Voluntary Sector Grants	30,000.00	Funding the Authority's contribution towards the Citizens Advice Bureau.
Leisure Termination Costs	160,648.00	Additional financial support to Aneurin Leisure to fund early termination costs.
Local Development Plan	5,375.00	Payment of invoice - AECOM Integrated Sustainability Appraisal.
Specialist Commercial Advice (Leisure Trust Review)	9,474.00	Procurement of specialist advice for reviewing the delivery model.
Specialist Commercial Advice (Waste Arrangements)	11,256.50	Fees in respect of financial due diligence on Silent Valley Waste Services Ltd.
Taxation	2,820.00	To fund cost in relation to HMRC Making Tax Digital requirements.
Education - Gypsy Travellers	(8,729.00)	Contribution towards employee costs in relation to Early Years.
IER	21,745.25	Stationery & Postage costs in relation to the Individual Electoral Register.
Leadership Hallmark	(6,238.43)	Staff costs in relation a CCTV agency worker.
<b>Total to Qtr 2:</b>	<b>(369,241.18)</b>	

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Committee: **Executive Committee**  
 Date of meeting: **18<sup>th</sup> December 2019**  
 Report Subject: **Sickness Absence Performance**  
 Portfolio Holder: **Councillor Daniels, Leader / Executive Member**  
 Report Submitted by: **Andrea J Prosser, Head of Organisational Development**

Reporting Pathway								
DMT	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
	01.10.19	02.12.19			19.11.19	18.12.19		

**1. Purpose of the Report**

1.1 The purpose of this report is to provide Elected Members the opportunity to review sickness absence performance 2018/19 and the proposed actions for improvement further to the Corporate Overview Scrutiny Committee meeting held on the 19<sup>th</sup> November 2019.

**2. Scope and Background**

2.1 Staff attendance is critical in delivering services and the Council’s priorities and is a key performance indicator reflected in the quarterly Finance and Performance report. Improving attendance remains a key priority for the Council and is linked to the need to create efficiencies and improve service delivery.

2.2 Sickness absence within the Authority is identified as a key risk and it is acknowledged that high levels of sickness absence will have a detrimental impact on the ability of the Council to deliver services effectively. Therefore, the need to reduce the impact and cost of sickness absence has been identified as a corporate priority.

**2.3 Performance Information 2018/2019**

2.3.1 There have been various initiatives including a fundamental review of policy (Elected Members Task and Finish Group 2018), however, sickness absence rates remain high and above target.

2.3.2 The overall year end outturn figure for the Council of 12.66 days per full time equivalent (FTE) employee in 2018/19 sees an increase from the previous year’s outturn of 11.2 days and exceeds the target set of 8.5 days.

2.3.3 The total days lost represents a loss in productivity equating to 135 extra employees being available to work for the full year. The calculation applied is based on 220 working days per year per FTE employee.

- 2.3.4 Whilst sickness levels remain high it is important to note that the majority of employees have little or no sickness absence and attend work regularly. The vast majority of Council employees have excellent attendance levels as data indicates that 2463 employees attended work every day during the period from April 2018 to March 2019 with the Council having an attendance level of 94.3%.
- 2.3.5 Prior to 2011/12 the Council's performance of 8.9 days was in the upper quartile performance across Wales. Over the last six years the Council has had sustained absence levels that average 11.8 days with the average days lost per month across the Authority totalling 2479. The table and graph at Appendix 1 set out the trend over the current and previous years.
- 2.3.6 The absence pattern is further illustrated at Appendix 2 (Table 1 and 2) which details the rank order of days lost and the highest three months of absence and the lowest month of absence within the reporting period.
- 2.3.7 It is recognised that typically when comparing different organisations that absence is normally more heavily weighted towards short term with a 70/30 split between short and long term. 62.71% of all absences in the Council are more than 4 weeks and are classed as long term. The Council is almost meeting its total FTE days lost target in long term absence alone. Table 3 at Appendix 2 details the breakdown of short and long term absence by directorate.
- 2.3.8 In managing long term absence, the Health and Safety Executive (HSE) report *that 'if you have been off work for six months you have an 80 per cent chance of being off for five years'*. In reviewing all absences opened prior to, or at any point during the year 2018/19 there were 60 employees who had absences that have lasted more than six calendar months in duration. These 60 employees have contributed a total of 8,815 calendar days to the Council's absence performance for the year 2018/2019. Effective management to facilitate a return to work sooner or to expedite a termination where a fair process has been followed and a return to work is not foreseeable – would significantly impact in reducing sickness absence. The breakdown by Directorate of the 60 employees with greater than 6 months absence is set out at Table 4 at Appendix 2.
- 2.3.9 There is no policy right to exhaust the full entitlement to Occupational Sick Pay (OSP) before an ill health termination is considered as a possible option. However, the evidence available quantifies that such long term absence dismissals are taking place after entitlement to OSP has firstly been exhausted. 37 of the employees who had an absence of more than six calendar months in duration are now no longer employed by the Council. The typical profile of such a leaver is an employee who had absence duration at the point of termination of 295 days. On reviewing the nature of the specific absences of these 37 leavers the main reasons are 41% Mental Health, 14% Musculoskeletal and 11% Cancer.
- 2.3.10 For those employees who have had an absence of more than 6 calendar months, who remain employed and absent from work, the typical absence duration is 326 days.



- 2.3.11 In line with the Attendance Management Policy where an employee's absence exceeds the absence triggers identified in the policy an Absence Review Meeting is held. These reviews are an essential way of managing sickness absence, maintaining contact and reinforcing the level of expectation in relation to attendance at work. Table 5 at Appendix 2 details the number of formal warnings, dismissals and ill health retirements during 2017/18 and 2018/19.
- 2.3.12 The Office of National Statistics (ONS) latest published data quantifies that more than a quarter (26.2%) of all days lost through sickness absence in the UK were attributed to minor illness such as coughs and colds and as such minor illness remained the predominant reason for all sickness absences. There are more individual classifications of coughs, colds and flu in the Council than any other form of absence but the main cause of **total days lost** in the authority is related to mental health (stress personal, stress at work, anxiety and depression).
- 2.3.13 The table at Appendix 3 sets out the top 20 reasons for sickness absence in the Council during 2018/2019. The table is ranked by calendar days and includes absences that commenced prior to the reporting year that remained open during the year. The table also provides the detail regarding the breakdown of male to female absences represented as a percentage of headcount and the average age of the employees who have been absent with the specific condition. Finally details of the average duration of the absences to date are noted.

## 2.4 External Benchmarking - latest insights

- 2.4.1 The all Wales comparative data is set out in Appendix 4. The Council reports the highest days lost of all reporting councils moving from the fourth highest reporting in 2017/18- this is the second largest deterioration.
- 2.4.2 Blaenau Gwent, Wrexham, Cardiff and Caerphilly all report lower quartile results for two consecutive years'. Bridgend and Monmouthshire also report lower quartile results for 2018/19 with Ceredigion and Torfaen moving out of the lower quartile for 2018/19.
- 2.4.3 Denbighshire remains the local Authority with the best reported result year on year and is the only Authority to deliver a result that is less than 8.5 FTE Target.

## 2.5 Historical Measures to Improve Attendance

- 2.5.1 The Council has, over many years, introduced a range of initiatives to assist in the effective management of attendance. Detailed below, are some of the key aspects of the Council's improvement programme:
- An Attendance Management Policy (reviewed by an Elected Member Task and Finish Group 2018) that defines the expectations for attendance and sets out guidance on the management of sickness absence.

- Guidelines, regular training and briefing sessions for front line managers on the management of attendance.
- A new Occupational Health Service – working in partnership with the Council to better shape the service.
- Change management training for managers and coping with change and resilience training offered to staff.
- A policy and practical toolkit for managers to use in managing stress related issues and an immediate referral to the Occupational Health Service for stress related absences.
- A Corporate Task and Finish Working Group lead by the Corporate Director of Education to implement an action plan further to an internal audit of managerial compliance.
- An extensive range of flexible working arrangements which are more than comparable to other Local Authorities in Wales.
- Performance Information provided to senior management and reported into Corporate Overview Scrutiny Committee as part of the performance management framework.
- Regular discussion and learning nationally and regionally in managing sickness absence.

## 2.6 **Ongoing Measures to support improvements in attendance**

### 2.6.1 **HR/Payroll system (iTrent)**

Managerial self-service rolled out in April 2018 (Schools December 2018) is an enabler in managing sickness absence, the manager can record and view sickness absence directly in iTrent. Developments are ongoing which will enhance the system to provide detailed sickness performance information removing the reliance on manual recording systems. Furthermore, such development will also allow for enhanced analysis of sickness trends and managerial compliance e.g. completion rate of return to work interviews.

### 2.6.2 **Performance information**

Quarterly sickness absence outturn figures are provided to senior management and reported into Corporate Overview Scrutiny Committee as part of the performance management framework. Workforce profiles providing service workforce data and management information to help managers to plan and lead service performance and improvement are issued to directorates and all Schools. The Corporate Leadership Team considers a corporate workforce profile for the Council and Schools.

Sickness absence targets have been set by the Corporate Leadership Team for the next three years – 11 days for 2019/20, 10.5 days for 2020/21 and 10 days for 2021/22. These targets are set based on an analysis of previous performance and recognising the need for the targets to be realistic but also challenging.

### 2.6.3 Corporate Leadership Team Engagement

Sickness absence information for 2018/19 was reviewed at CLT July 2019 including whole Council and Directorate position statements resulting in the following recommendations:

#### **Managerial actions**

- Target setting per service and seasonally
- Hold focussed sessions quarterly to review sickness absence – on agenda for team meetings, etc
- Hold managers to account for managing sickness – end to end
- Objective for managers as part of annual performance coaching and regular 121s
- Ensure managers are using ITrent effectively and timely
- Application of the Managing Attendance Policy ‘to the letter’
- Managers recognising good attendance
- Push ownership to the individual

#### **Organisational Development support**

- Simplify layout of policy
- Report to Scrutiny October 2019 – Review of Sickness Absence
- Relaunch management guidance and awareness raising
- Relaunch/communication to employee on the impact of sickness
- OD Senior Business Partners to work with Directorate Management Teams to give targeted action for ‘hotspots’
- Workforce Well-Being to be strategic theme in new OD Strategy
- Mental Health awareness training for staff and managers and consideration of introducing mindfulness
- Case Study targeted training for managers (pilot held September 2019)
- Introduction of organisational mental health first aiders
- Review of policy for schools – workshop planned autumn 2019
- Develop a standard template for return to work interviews

### 2.6.4 2018/2019 Top Trigger Case Review

A review was conducted in June 2019 to consider the cases that are regarded as the top 20 triggers for both the Council and Schools. This review focused on the top 20 triggers (most occasions, longest absences or both) as opposed to the top 20 employees and therefore consists of greater than 20 cases reviewed with the absences of 43 employees considered in total. There are detailed multiple observations from this exercise and a non-exhaustive summary of the findings includes:

- Policy framework fit for purpose – triggers appropriate – potential for policy layout to be simplified.
- Evidence of extreme levels of patterning in the top trigger cases with repeated examples of poor attendance i.e. triggers being met and exceeded and this pattern then being repeated over multiple years.
- Welfare meetings are poorly documented and inconsistently conducted.

- There is an issue evidenced that more action could be taken at stage 2 and stage 3 attendance review meetings i.e. those in which formal disciplinary action could procedurally be the outcome.
- Application of policy poor and inconsistent - no consequence for managers for failing to adhere to Council Policy.
- Risk aversion in decision making.
- Lack of evidence that sickness absence documentation being completed.
- Disciplinary action consideration inconsistent and low for the level of absence.
- Issues with use of ITrent and managers not ending absence and completing working patterns – affecting calculation of data.

#### 2.6.5 **Attendance Management Policy**

The Policy remains a key aspect of the Authority's commitment to improving performance and the policy supports a modernised, strategic approach to the management of attendance. The framework of the Attendance Management policy was considered by the Absence Task and Finish Group, who concluded that in the main the principles on which the 2015 policy had been written are still considered in 2019 to be fit for purpose. Following the recent review of cases, it is proposed to simplify the layout of the policy document and make better use of managerial guidance.

Annual focussed sessions are held at each school where analysis and action planning for sickness is discussed. Targeted support is given from OD to schools that have been highlighted as sickness 'hotspots'. A workshop is planned with the Strategic HR Headteachers Group to plan the review of the policy for Schools.

#### 2.6.6 **Training**

In addition to the development of managerial guidance, a reviewed line management training session has been developed utilising case studies. The Corporate Leadership Team has approved that this training becomes mandatory for all managers.

Mental health training will be targeted to different audiences and will be available for managers and staff. There will be differing formats and content to ensure that managers are upskilled in managing mental health issues and that staff also benefit from increased awareness of how we can all work together to support employees with mental health problems to remain in work. The sessions are currently being piloted during September.

A guide signposting managers and employees to sources of practical advice to improve support for staff experiencing stress or dealing with mental health issues has been made available on the intranet.

## 2.6.7 Wellbeing

The Attendance Task and Finish Group identified the need to take a more strategic and integrated approach to employee wellbeing. The Charter Institute of Personnel and Development (CIPD) defines wellbeing as 'creating an environment to promote a state of contentment, which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation' *wellbeing* refers to 'feeling good' and 'functioning well' - both physically and emotionally.

Employee wellbeing is consequently intrinsically linked to levels of attendance. Wellbeing is more than an avoidance of becoming physically sick. It represents a broader concept that includes physical, mental and social health. Employers play a key role in how employees feel at work and this will have a direct correlation on how well the employee performs.

The Wellbeing of Future Generations (Wales) Act of 2015 is about improving the social, economic, environmental and cultural well-being of Wales. Specifically, with regard to the wellbeing goal of '*a healthier Wales*' the aim is to have '*a society in which people's physical and mental wellbeing is maximised and in which choices and behaviours that benefit future health are understood.*' Under the requirements of the Act, in June 2018, Blaenau Gwent Public Services Board (PSB) launched its wellbeing Plan-'the Blaenau Gwent we want 2018-2023'.

The reviewed Organisation Development Strategy for 2020 will include a strategic focus on wellbeing. An externally facilitated workshop on developing a 'Healthy Organisation' was held in August 2019 with senior management representation from each directorate. The outcome of this workshop will be reported to the Council in Autumn 2019 and will inform the development of the OD Strategy.

The Employee Assistance Programme (EAP) for employees ceased as part of the financial efficiency programme. Reintroducing an EAP could assist the Council in managing and promoting employee wellbeing. This can contribute to employee wellbeing, help to restore productivity, reduce sickness absence and turnover, including helping individuals with problems to stay in work. It is planned to consider the EAP service as part of a retendering of the Occupational Health Service to commence from 1<sup>st</sup> April 2020.

Other initiatives implemented to support employee wellbeing include:

- Introduction of an annual leave purchase system (July 2018)
- Further extension of the staff benefit scheme
- Agreement with trade unions to align to the principles of the Dying to Work Charter (TUC) (unable to formally sign up due to the Council not have an Employee Assistance Programme)
- Signposting and encouragement of employees to self-access the flu immunisation
- Bi annual staff survey

## 2.6.8 **Flexible working and special leave**

The Council continues to offer an extensive range of flexible working and special leave provisions which compare favourably with other Local Authorities. These policies provide a range of support for employees which could support a reduction in sickness absence. Managers play a key role in promoting these policies to employees.

## **3. Options for Recommendation**

3.1 The Corporate Overview Scrutiny Committee having scrutinised the sickness absence performance information support the proposed arrangements to improve attendance rates within the Council. The Committee added to proposals; that processes be put in place for individual Directorates to report quarterly to their specific scrutiny committees for challenge and scrutiny on Directorate's sickness absence performance; and that the Executive Committee also have the opportunity to review this report.

### **3.2 Option 1**

That the Executive Committee review the staff sickness absence performance for 2018/19 and ratify the proposed actions for improvement and the proposals made from the Corporate Overview Scrutiny Committee.

### **3.3 Option 2**

That the Executive Committee review the staff sickness absence performance for 2018/19 and consider any further actions for improvement.

## **4. Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

### **4.1 Impact on Budget (short and long term impact)**

There are direct and indirect costs of sickness absence which are a key driver in the Council's approach to effectively improve attendance at work.

### **4.2 Risk including Mitigating Actions**

The underperformance in relation to the high levels of sickness absence does present a significant risk in terms of the impact on front line service delivery and continuity through lost time and staffing changes. In addition, the financial implications associated with sickness absence directly impact on the Council's financial efficiency targets and the level of financial savings that the Council needs to achieve. Mitigating actions are detailed within the report.

### **4.3 Legal**

There are no legal implications arising from this report.

### **4.4 Human Resources**

The staffing implications are detailed within the content of the report.

## **5. Supporting Evidence**

- 5.1 Performance Information and Data  
The detailed performance evidence is detailed in the body of the report as well as the actions taken to address the level of underperformance.
- 5.2 Expected outcome for the public  
Information included within the report will provide opportunity for the public to scrutinise the Council's performance and provide accountability across the Council.
- 5.3 Involvement (consultation, engagement, participation)

### **Trade Union Comments**

The Trade Unions believe it is everyone's interest to reduce sickness absence levels to an acceptable level and will continue to work positively with the Council to achieve this. High sickness levels have a significant impact on staff who have to undertake a greater compressed workload for absentees resulting in those helpful staff reporting sick themselves with stress and anxiety.

Since 2010 staff have endured continual uncertainty around their future and livelihoods. There have been continual change programmes and staff downsizing as well as changing strategic leadership. The Council will be aware; staff are required to do more with less.

In previous scrutiny meetings The Trade Unions have stated there needs to be a consistency in approach by managers in addressing absenteeism in staff's one to one meetings. Over 95% of the current workforce as a whole do not take sick leave. The Trade Unions call upon the Council to ensure that the current sickness and absenteeism policies and procedures are being followed by all managers, and to address the small percentage of sickness absenteeism.

- 5.4 Thinking for the Long term (forward planning)  
Options detailed in this report contribute directly to enabling the workforce for the future.
- 5.5 Preventative focus  
The review of the Organisational Development Strategy will focus on prevention.
- 5.6 Collaboration / partnership working  
There are regular discussions with the national Human Resources Directors Network and regionally in terms of good practice or emerging practice in reducing sickness absence. There are early discussions with the WLGAs to launch a project to learn from England any initiatives in relation to wellbeing.
- 5.7 Integration (across service areas)  
NA
- 5.8 EqlA (screening and identifying if full impact assessment is needed)  
The review of sickness absence performance was carried out and included all employees of the Council.

**6. Monitoring Arrangements**

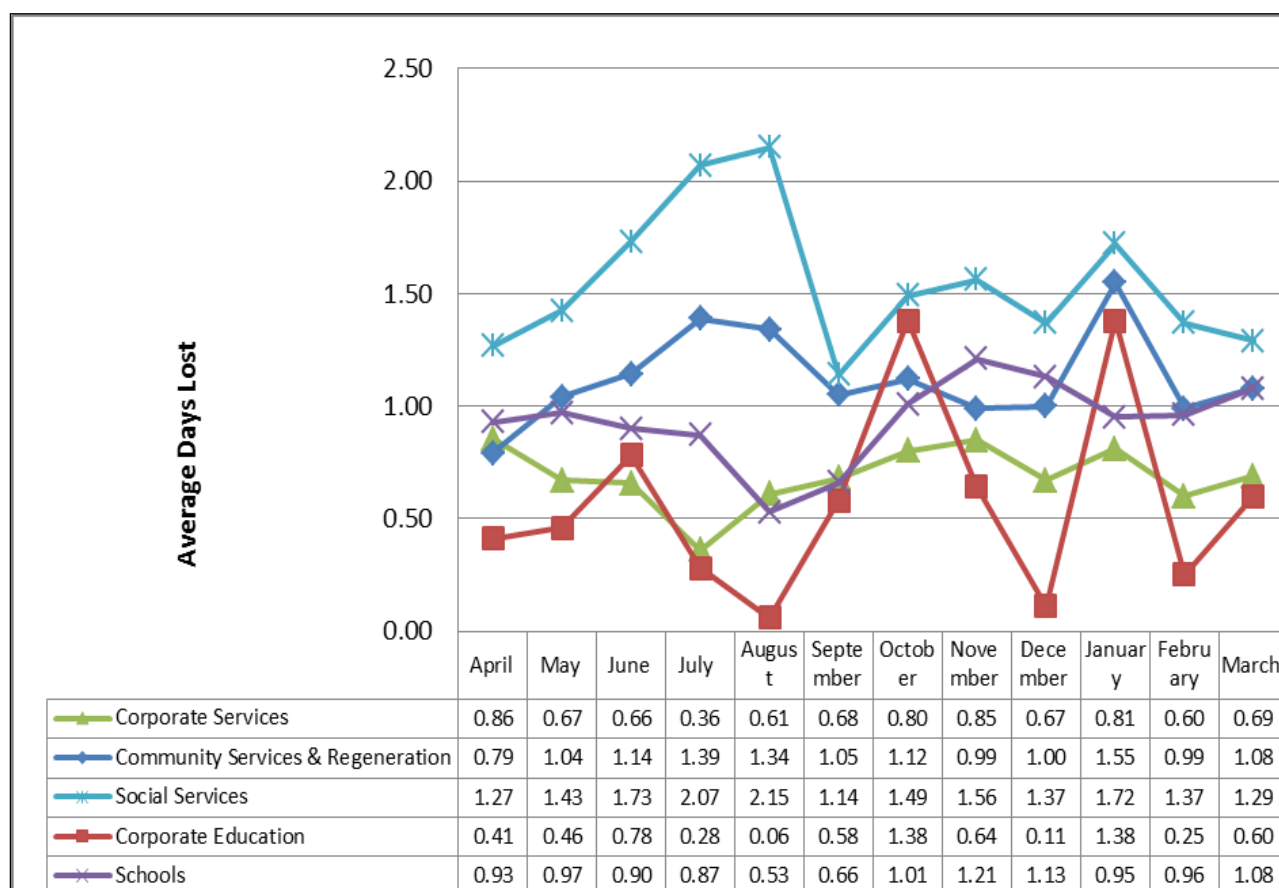
- 6.1 Sickness absence statistics are reported to the Corporate Leadership Team (CLT) and Scrutiny Committee on a quarterly basis and an annual performance report is presented to Corporate Overview Scrutiny Committee. Biannual workforce profiles are discussed with Managers and Headteachers.

**7. Background Documents /Electronic Links**



**Council – Sickness Days Lost per Full Time Equivalent Employee**

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19		
11.47	11.50	11.39	12.49	11.23	12.66		
Directorate - Days Lost per FTE							
Directorate historical name	2013/14	2014/15	2015/16	2016/17	2017/18	Directorate current name	2018/19
Resources	7.63	6.02	4.83	5.46	7.38	Corporate Services	8.29
Corporate Services & Strategy	11.82	8.10	7.07	11.08	6.65		
Education	5.90	9.54	14.94	8.19	6.11	Education	6.94
Education School based (Teachers)	11.83	13.59	13.65	11.82	9.07	Education School based (Teachers)	12.20
Education School based (excluding Teachers)			11.29	9.77	9.71	Education School based (excluding Teachers)	10.64
Environment	11.38	8.74	10.35	18.67	19.19	Regeneration and Community Services	11.21
Social Services	12.86	12.60	12.59	14.45	13.60	Social Services	18.19



**Table 1 - Rank order of days lost per month.**

Rank	Month	Total days lost	% of total days lost
12th	Jan	2888	9.7
10th	Nov	2786	9.3
11th	July	2667	8.9
9th	Oct	2660	8.9
8th	June	2535	8.5
7th	Dec	2472	8.3
6th	May	2470	8.3
5th	March	2464	8.2
4th	Aug	2381	8
3rd	April	2261	7.5
2nd	Feb	2247	7.5
1st	Sept	1914	6.4

**Table 2**

Directorate	Bottom 3 months ( i.e. highest absence)			Best month (lowest)
	12th	11th	10th	1st
Corporate Services	April	November	January	July
Regeneration & Community Services	January	July	August	April
Social Services	August	July	June	September
Corporate Education	January	October	June	August
Schools	November	December	March	August

**Table 3 - Short and long term sickness absence by directorate.**

Directorate	Short Term	Long Term
Corporate Services	38.65%	61.35%
Regeneration & Community Services	34.04%	65.96%
Social Services	38.40%	61.60%
Education including Schools	37.93%	62.07%
Schools Total	36.62%	63.38%
BGCBC	37.29%	62.71%

**Table 4 - Breakdown of the 60 employees with greater than 6 months absence**

Directorate	%
Education (including Schools)	44%
Regeneration & Community Services	30%
Social Services	19%
Corporate Services	6%

**Table 5 - Number of formal warnings, dismissals and ill health retirements**

	2017/18	2018/19
Number of formal warnings issued	11	28
Dismissals	17	12
Number of ill health Retirements	7	9

## Sickness Absence Reasons

Rank	Reason	Number of absences	Calendar days	% of male headcount 23%	% of female headcount 77%	Average age of employee	Average days of absence
1	Stress – Personal	200	6975	3.9%	7.3%	47	35
2	Stress-Work related	55	2932	1.4%	1.9%	55	53
3	Anxiety	106	2885	3.0%	3.62%	43	27
4	Surgery/Minor Op	78	2816	1.8%	2.7%	50	37
5	Joint Problem/Pain	75	2547	1.7%	2.6%	52	34
6	Cancers (All)	13	1746	0.4%	0.4%	52	134
7	Back pain/injury	117	1656	6.1%	3.1%	47	14
8	Influenza	232	1340	6.5%	7.9%	46	6
9	Sickness & Diarrhoea	358	1218	6.5%	13.3%	44	3
10	Fracture	38	1195	1.3%	1.2%	46	31
11	Chest Infection	126	883	2.6%	4.6%	45	7
12	Myocardial infarction	94	850	0.2%	0.2%	55	94
13	Abdominal Problems	58	723	1.1%	2.1%	40	12
14	Depression	8	680	0.2%	0.2%	40	85
15	Gynaecological	11	670	0	0.4%	43	61
16	Allergies	20	661	0.7%	2.1%	49	33
17	Pregnancy related	48	620	0	2.0%	32	13
18	Ligament/tendon injury/surgery	23	578	0.7%	0.7%	46	25
19	Migraine	133	549	2.3%	4.9%	41	4
20	Faints	12	413	0.1%	0.4%	41	34

## All Wales Comparative Data

Local Authority	FY 2018-19	FY 2017-18	Movement Year on Year
Blaenau Gwent	12.7	11.2	1.5 ↑
Bridgend	11.9	10.8	1.1 ↑
Wrexham	11.5	10.9	0.6 ↑
Cardiff	11.5	11.3	0.2 ↓
Monmouthshire	11.5	10.9	0.6 ↑
Caerphilly	11.3	12.3	1.0 ↑
Torfaen	11.2	11.1	0.1 ↓
Swansea	11	10.8	0.2 ↓
Ceredigion	10.9	13.6	2.7 ↓
Flintshire	10.5	8.9	1.6 ↑
Isle of Anglesey	10.3	10	0.3 ↑
Conwy	10.1	9.7	0.4 ↑
Newport	10.1	10.1	→
Carmarthenshire	9.8	10.1	0.3 ↓
Neath Port Talbot	9.8	9.5	0.3 ↑
Gwynedd	9.5	8.7	0.8 ↑
Pembrokeshire	9.3	10.2	0.9 ↓
Powys	9.1	9.7	0.6 ↓
The Vale of Glamorgan	9.1	10.1	1.0 ↓
Merthyr Tydfil	8.7	7.8	0.9 ↑
Denbighshire	8.3	8.4	0.1 ↓

# Agenda Item 18

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**

Date of meeting: **18<sup>th</sup> December 2019**

Report Subject: **Staff Survey 2019 – Summary Results**

Portfolio Holder: **Councillor N Daniels, Leader / Executive Member Corporate Services**

Report Submitted by: **Michelle Morris, Managing Director  
Anne-Louise Clark, Chief Officer Commercial**

Reporting Pathway – report deadline 28								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive /Committee	Council	Other (please state)
w/c 4/11/19	12/11/19	02.12.19			5/12/19	18/12/19		

## 1. Purpose of the Report

To present the high level findings of the 2019 Staff Survey and the resulting management actions.

## 2. Scope and Background

- 2.1 Staff Engagement is about developing productive working relationships and a working environment where employees are willing and able to make the best use of their skills and abilities for the benefit of their employer and themselves. Team leaders and line managers have a vital role which is to motivate and inspire those they manage, to set direction for the team and provide an environment which enables people to work productively together. Organisations where employees show high levels of engagement demonstrate a greater capacity for innovation, experience higher retention rates, less absenteeism and fewer work related accidents.
- 2.2 Staff engagement typically assessing employee's willingness to:
- Go beyond individual job roles to assist colleagues or customers
  - Take advantage of new opportunities
  - Adapt readily to new circumstances
  - Make suggestions for improvements
  - Put forward new ideas
- 2.3 Typically organisations conduct a regular staff survey to assess levels of staff engagement. Since 2014 Blaenau Gwent County Borough Council has undertaken a staff survey every two years as a means of gauging its levels of staff engagement. Employees remain anonymous in completing the survey and are only asked to provide high level details e.g. their work area, and information related to equalities and diversity.

2.3 The 2019 staff survey was conducted between 18<sup>th</sup> January and 3<sup>rd</sup> March 2019 and open to all employees (excluding school based teaching staff).

2.4 The data from the survey was analysed and the following activities undertaken:

- High level findings presented to CLT and Wider CLT in May 2019.
- Directorate specific analysis provided to support service area action planning, supported by Organisational Development.
- Action plans discussed with members of WCLT through the performance coaching sessions with particular attention to any specific hot spots.
- A high level overview of the results and findings provided to all staff via the Managing Directors Message.
- Relaunch of a bi monthly revised staff newsletter to share the vision of the organisation and create a shared sense of purpose.
- The introduction of the Manager's Brief to facilitate two way communication. This is published on a bi monthly basis.
- Launch of the Managers Conference in October 2019.
- Commitment to ongoing engagement with managers to encourage participation in decision making.
- The second round of staff engagement events for all staff with political and professional leadership are being planned, following the events held in autumn 2018.
- Commitment to a Leadership Development Programme to include empowering leadership as a topic.
- CLT meetings to take place a various locations across the borough to increase visibility of senior leaders.

### 3. **Options for Recommendation**

The report will be considered by the Corporate Overview Scrutiny Committee at its meeting on 5<sup>th</sup> December 2019 and any comments will be presented verbally to the Executive.

#### **Option 1**

That the Executive committee agrees the report.

#### **Option 2**

That the Executive Committee makes specific comments prior to agreement.

### 4. **Evidence of how this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

4.1 The survey builds on the commitment to staff engagement outlined in the Council's Engagement Strategy, recognising the vital contribution of staff in delivering positive outcomes for the community. Staff engagement provides a sense of satisfaction and meaning in work, a feeling of belonging and the opportunity to develop and use personal skills and abilities to make a contribution that is valued and appreciated.

## 5. Implications Against Each Option

### 5.1 *Impact on Budget (short and long term impact)*

There are no specific budget considerations from this report.

### 5.2 *Risk including Mitigating Actions*

Channels to participate were actively promoted across staff. The findings related to those who chose to respond, therefore is not representative of all staff. The survey is recognised as one method of hearing the views of staff.

### 5.3 *Legal*

There are no specific legal implications of this report.

### 5.4 *Human Resources*

The results of the survey are used as part of the Annual Performance Coaching Reviews of WCLT. OD supports directorates in developing actions to respond to the findings.

## 6 Supporting Evidence Performance Information and Data

### 6.1 Summary of headline findings from the survey:

- i. An improved response rate of employees participating from previous years. A total of 726 staff members completed the survey giving an overall response rate of 45% which is an improvement on both the 2016 and 2014 surveys (33% and 41% respectively);
- ii. Improvement in staff job satisfaction (those who are very or fairly satisfied with their job) up 4% from 2014 to 76%;
- iii. 81% of staff agree that they 'always' or 'most of the time' feel motivated to do a good job, up from 79% in 2016;
- iv. Some notable positive trends on key relationship issues such as 'feeling valued', 'decision-making' and 'well-being';
- v. Improvement in the perception of the usefulness of team meetings and one to one meetings. The latter are considered by 78% of staff as the most effective way of being kept informed, an improvement from 72% in 2016 and 74% in 2014;
- vi. Improvement in communication within and across teams. 83% of staff were in agreement their team communication is effective up from 78% in 2016 and 52% in 2014;
- vii. Some signs of reduced frequency of monthly performance coaching and team meetings for some staff (compared with 2016);
- viii. More than three quarters of staff (78%) agree or strongly agree their immediate line manager gives them feedback on how they are doing. This shows a successive increase from 2016 (70%) and 2014 (61%);
- ix. 79% of staff stated they are able to strike the right work/home life balance, up from 75% (in 2014 and 2016);
- x. 86% of staff feel inclined to speak positively about the council to others outside of work.

## Response rate and breakdown - Fig 1

Department	Overall staff number	No. returned	Response rate
Corporate Services	310	207	66.8%
Education (non-school)	59	30	50.8%
Regeneration & Community Services	615	235	38.2%
Social Services	628	226	36.0%
Multiple departments	-	18	-
Did not specify departments	-	10	-
<b>Total</b>	<b>1612</b>	<b>726</b>	<b>45.0%</b>

Note: 10 respondents did not select their work area and a further 18 selected more than one area. Both types of respondents have been included in the all staff averages but not in the directorate figures.

## Completion channels – Fig 2

Method	No. targeted	No. returned	Response rate
Paper	731	186	22.4%
Web	881	540	61.3%
<b>Grand Total</b>	<b>1612</b>	<b>726</b>	<b>45.0%</b>

Options for completion via paper or the web were offered. Those with work email addresses were asked to complete the web version, paper copies were distributed to team leaders/managers of those without. In total 731 members of staff (45.7%) were targeted for a paper survey and 881 (54.3%) for the web version.

The web version of the survey proved far more successful than the paper version with close two thirds of those staff targeted responding (61.3%), whereas less than a quarter of those targeted for a paper survey responded (22.4%).

### 6.2 ***Expected outcome for the public***

The positive difference well led, engaged employees make to the services they deliver is well established. The results will enable the targeting of support where it is needed. The outcome for the public is in their positive experience when interacting with and receiving services from The Council.

### 6.3 ***Involvement (consultation, engagement, participation)***

The staff survey was developed through the Staff and Well-being Group which is chaired by the Head of Organisational Development and has representation of staff from across Council Directorates, as well as representation from Unions.



6.4 ***Thinking for the Long term (forward planning)***

Over time the results of the survey enable trends to be identified and more strategic planning to take place e.g. the development of policies and activities to enhance employee engagement and welfare. The data is also used in the Annual Performance Coaching of members of WCLT, with a view to ensuring sustainable improvements in engagement through the management line.

6.5 ***Preventative focus***

Identifying issues through the survey supports positive interventions and actions to enhance staff engagement and well-being.

6.6 ***Collaboration / partnership working***

Not applicable as the staff survey is specific to employees within the Council.

6.7 ***Integration(across service areas)***

The staff survey is an organisational approach and results are presented at both a corporate and directorate level.

6.8 ***EqlA(screening and identifying if full impact assessment is needed)***

High level equality information was collected (sex, age and disability). The data can be cross-referenced against those demographics.

7. **Monitoring Arrangements**

7.1 Monitoring of actions is undertaken within Directorates. The results of the survey are used as part of the Annual Performance Coaching Reviews of WCLT.

**Background Documents /Electronic Links**

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# Agenda Item 19

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 04.12.19

Date signed off by the Section 151 Officer:

Committee: **Executive Committee**  
Date of meeting: **18<sup>th</sup> December 2019**  
Report Subject: **Quarter 1 and 2 (April to September) Joint Finance and Performance Report**  
Portfolio Holder: **Leader / Executive Member Corporate Services**  
Report Submitted by: **Bernadette Elias, Head of Governance and Partnerships**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
	19/11/19	02.12.19			5/12/19	18/12/19		

1. **Purpose of the Report**
  - 1.1 The purpose of the report is to present to the Executive Committee the Joint Finance and Performance Report for quarters 1 and 2, covering the period April to September 2019 (attached at Appendix 1).
2. **Scope and Background**
  - 2.1 The Joint Finance and Performance Report has been reviewed to ensure that it is fit for purpose and can be used as a management tool.
  - 2.2 The report is presented to the Corporate Overview Scrutiny Committee to provide detail of the work that has been undertaken throughout the Council and where further development is required.
  - 2.3 The Finance and Performance Report includes the following information:
    - Key messages against the priorities within the Corporate Plan
    - Expenditure – Revenue and Capital
    - Key improvement actions
    - Key performance indicators and Public Accountability Measures
    - Corporate Risk
  - 2.4 The information previously reported has been enhanced and presented in a more user friendly format. It will be used as a key improvement tool for the Authority.
  - 2.5 Information included within the report has been gathered from a number of different sources including updates from business plans and drawing evidence from strategic reports. This has provided a detailed view of the activity and performance of directorates throughout quarters 1 and 2.
  - 2.6 The report forms part of an on-going process of development within the Council's Performance Management Framework in identifying further areas for improvement and areas of good practice and performance.

- 2.7 The key themes and notable activity across the Council are included in Appendix 1.
- 2.8 The recently published Corporate Plan 2018-2022 was agreed at Council on 26<sup>th</sup> April 2018 which includes the Council's agreed priorities. These priorities will be monitored over the next 4 years and an agreed set of measures will be used to evidence progress.

### 3. **Options for Recommendation**

- 3.1 The Joint Finance and Performance Report has been approved by CLT at their meeting on 19<sup>th</sup> November 2019.
- 3.2 The report will be considered and accepted by the Corporate Overview Scrutiny Committee on 5<sup>th</sup> December 2019.

#### 3.3 **Option 1**

Provide suggestions to the content of the Joint Finance and Performance Report in order to make it more efficient and effective as a management tool.

#### **Option 2**

Accept the information as presented.

### 4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

The Council has responsibility to provide performance-related information to the public in order to scrutinise the Council's performance and to gauge how well the Council is doing. There is also a requirement for Members to scrutinise the Council's performance. Reporting of such information contributes to the Council's Performance Framework.

### 5. **Implications Against Each Option**

#### 5.1 ***Impact on Budget (short and long term impact)***

Financial information is included within Appendix 1 and is split per directorate.

#### 5.2 ***Risk including Mitigating Actions***

Risk information is included within Appendix 1 and is split per directorate.

The Joint Finance and Performance Report acts as a key monitoring tool for the Council and is considered by external regulators which can have an impact on the reputation of the Council.

#### 5.3 ***Legal***

There are no legal implications arising from this report.

#### 5.4 ***Human Resources***

Sickness information is included within Appendix 1 and is split per directorate.

## 6. **Supporting Evidence**

### 6.1 ***Performance Information and Data***

Performance information and data is included within Appendix 1 and is split per directorate.

### 6.2 ***Expected outcome for the public***

The information included within the report will provide opportunity for the public to scrutinise the Council's performance and provide accountability across the Council.

### 6.3 ***Involvement (consultation, engagement, participation)***

Services look to involve partners and involve citizens in consultation where possible. This information is included as part of the planning arrangements of the Council.

### 6.4 ***Thinking for the Long term (forward planning)***

The Joint Finance and Performance Report is reported on regularly and is aligned to the Council's Corporate Plan.

### 6.5 ***Preventative focus***

The Council aims to work using a preventative approach wherever possible so that problems can be tackled before they are escalated. Preventative actions are included in the Council's business plans.

### 6.6 ***Collaboration / partnership working***

There are a number of collaborations that the Council is involved with and, where relevant, information on some of these has been included within the Finance and Performance Report.

### 6.7 ***Integration(across service areas)***

The Council's business plan include where an integrated approach to planning and delivery is taking place.

### 6.8 ***EqIA(screening and identifying if full impact assessment is needed)***

The Joint Finance and Performance Report has no negative impact on the protected characteristics.

## 7. **Monitoring Arrangements**

7.1 The report will be monitored quarterly through the Corporate Overview Scrutiny Committee and the Executive Committee.

### **Background Documents /Electronic Links**

- Appendix 1 – Joint Finance and Performance Report Quarters 1 and 2

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Finance and Performance Report  
2019/20  
Quarter 1 & 2 (April to September)

## Foreword

The purpose of the report is to present the performance of the Council for the quarter 1 and 2 period (April to September 2019), setting out the key activities and measures used to monitor performance against the priority areas as identified within the Council's Corporate Plan 2018/22, which includes the following five priority areas:

- Social Services;
- Education;
- Environmentally Smart Communities;
- Economic Development and Regeneration; and
- Efficient Council.

All of these priorities have identified supporting actions and measures which are monitored as part of the Council's business planning process. The Council has fully aligned all of its planning to the Corporate Plan which includes the Well-being Objectives. These are central to the organisation and future work planning and strategies are aligned to these areas.



The Well-being of Future Generations (Wales) Act 2015 is ground-breaking legislation which aims to improve the social, economic, environmental and cultural well-being of Wales. The vision of this legislation is expressed in the seven National well-being goals.

The Act also puts a duty on public bodies to apply the sustainable development principle which states they '**must meet the needs of the present without compromising the ability of future generations to meet their own needs**'. The sustainable development principle is made up of the following five ways of working and progress against these areas is evidenced throughout the report.

The Council's performance supports delivery of the core vision of the Corporate Plan:

Blaenau Gwent Vision -

Proud Heritage

Strong Communities

Brighter Future



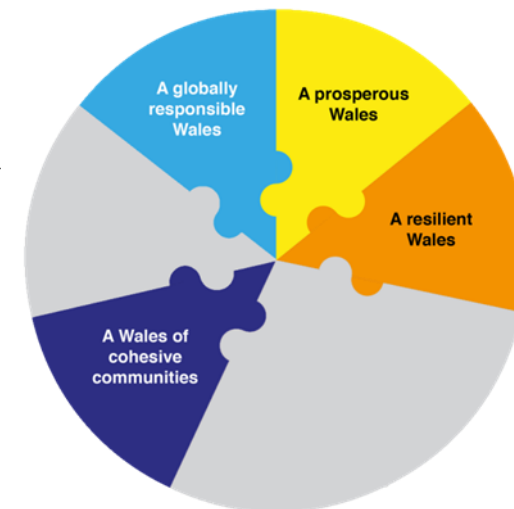
## BRAG Rating

The Council uses a BRAG rating system to assess progress against actions and measures, the definitions are provided in the table below:

Status	Description
Blue	The action/priority has been completed; all performance factors set have been achieved (time, quality, financial aspects).
Green	The action/priority is performing to plan; all performance factors are within the acceptable variance levels set.
Amber	Issues have been identified with the action/priority that will/may negatively impact on performance; the priority owner is able to resolve the problem or make corrective decisions without assistance; action/priority is at risk of failing on one or more of the performance factors set.
Red	Significant issues identified with the action/priority that requires corrective action in order to meet objectives; the priority owner requires assistance to resolve the issue; action/priority is failing on one or more of the performance factors set.

## Why this is important

Our Corporate Plan provides the focus for delivering lasting change for the area. It also provides the platform for transforming Blaenau Gwent into a more confident and capable Council. Our ambition is to deliver better outcomes for the people of Blaenau Gwent and that ambition is underpinned by solid and sustainable plans, ensuring the Council can be held to account for what it has promised to deliver. Maximising the impact of our resources to deliver those outcomes sits at the heart of this priority. This includes understanding our costs, controlling expenditure, maximising our income and aligning our resources to the needs of our residents, businesses and visitors to build a Blaenau Gwent for the future.



## Progress against actions

A number of high level priorities (shown below) have been identified to support delivery of the 'Efficient Council' corporate theme. These are detailed in the following overview pages along with some associated achievements and challenges.

### Priorities:-

- To demonstrate clear and visible leadership to deliver a viable and resilient Council;
- To continue our programme of public engagement and respond in a timely and effective way to feedback;
- To ensure effective forward financial planning arrangements are in place to support the Council's financial resilience;
- To support and develop a workforce that has the capacity and capability to be productive and responsive to future demands;
- To improve online public services and ensure people have access to the appropriate digital technology and skills to use it properly;
- To develop a more commercial organisation to generate income and deliver cost reductions to make local services sustainable and raise money to re-invest in our priorities; and
- To be a strong and effective partner and collaborate where possible to deliver financial, business and community benefits.

The following section reflects the overall progress position for the delivery of the 'Efficient Council' priority theme of the Corporate Plan, along with a breakdown of each individual priority, highlighting progress, achievements and challenges

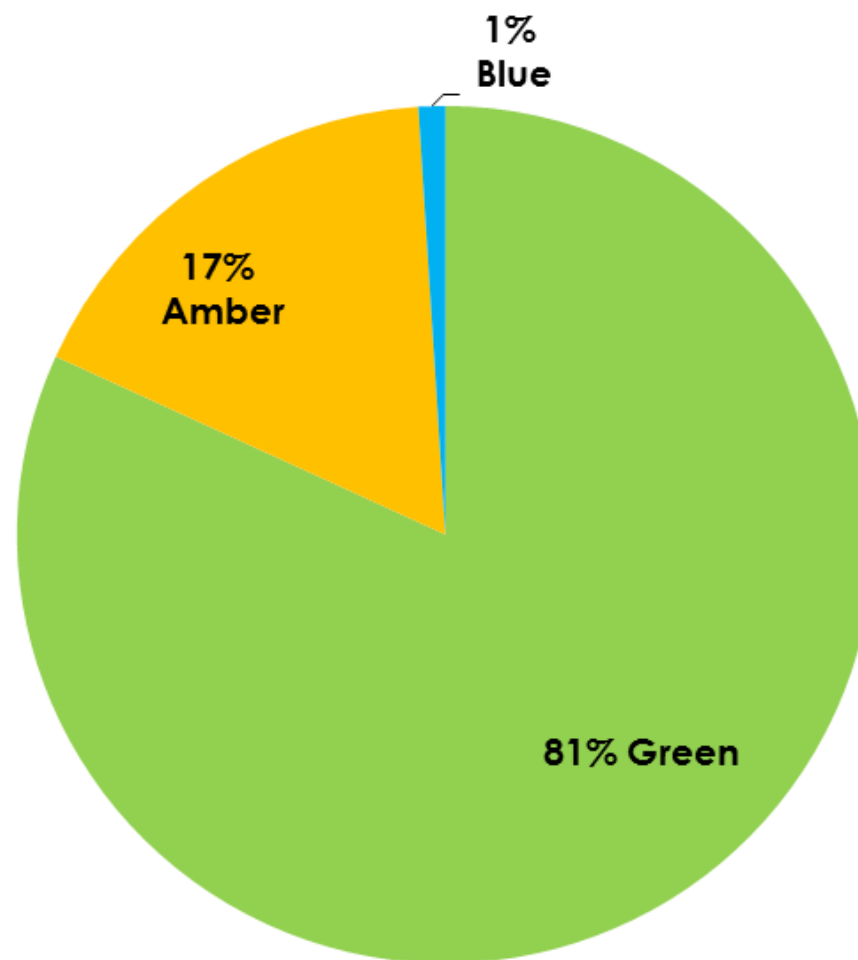
## How we performed

Throughout quarter 1 & 2 there has been progress in the implementation of the 'Efficient Council' priorities but it is recognised that there is still further work to do to fully implement the aims and objectives.

As at the 30<sup>th</sup> September 2019, the performance of 'Efficient Council' was evaluated as being **mainly successful as 81% of actions were green (on target), 18% were amber (behind target) and 1% was blue (completed).**

Central to the Efficient Council priority is looking at an approach to working in a cost effective and efficient way across the Council. This ambitious programme is called 'Bridging the Gap' and is an integral part of the Council's Medium Term Financial Strategy and delivery of the Corporate Plan. This programme of activity is looking at delivering a council that is more commercially minded in the way it delivers services. Progress of this programme will be seen over the remainder of the Corporate Plan.

Overall 'Efficient Council' corporate theme delivery position as at 30th September 2019.



## Overview - Quarters 1 & 2

### To demonstrate clear and visible leadership to deliver a viable and resilient Council

- WLGA funding has been provided to each local authority to support corporate planning. This has been utilised by employing a Policy Officer who has a role in supporting the Council to prepare for exiting the EU which includes sitting on the WLGA National Coordinators Network for exiting the EU.
- There has been a launch of refreshed internal communication mechanisms to improve engagement, share good stories and ensure staff and managers promote core organisational ways of working.
- Two managers Conferences will take place in October in order to consider our progress as a Council – in delivering on our strategic priorities and positive outcomes for our communities, strengthening our financial resilience, regenerating the area and defining our ambition to be a commercially minded council.

### To continue our programme of public engagement and respond in a timely and effective way to feedback

- Discussions are ongoing with the Youth Forum to identify how best young people can engage in the democratic process.
- Nine Streetscene engagement events have been held in markets, supermarkets and town centres across the area. A corresponding web survey was published with 159 people taking part in the survey at the events and 120 completing via the web. Many more engaged with us at roadshows.
- An Open Data event was held alongside Data Cymru to promote the sharing of data across organisations as a means to improving the design of services for the public.
- There is a focus on aligning the relevant work streams of the Public Service Board and Regional Partnership Board. Initial discussions have taken place relating to the integrated well-being programme recently launched which has a whole population focus.

## How we currently perform



As at 30.09.19 the average number of days lost per FTE (cumulative) was 5.93



There were 162,559 website visitors from April to September.



89% of Internal Audits were completed within the time allocated.



Income Collection rates showing slight increase on 2018/19 figures.



Five year Medium Term Financial Strategy drafted.

## Overview - Quarters 1 & 2

### To ensure effective forward financial planning arrangements are in place to support the Council's financial resilience

- The Council recognises the challenges that it faces in the short, medium and long term and has developed a programme of Strategic Business Reviews to deal with potential gaps between anticipated funding and expenditure that aims to build financial resilience.  
Based on strategic themes our 'Bridging the Gap' programme will identify savings opportunities, potential cost avoidance and new revenue streams.
- A draft Medium Term Financial Strategy covering a 5 year period and including an overview of the 'Bridging the Gap' programme and individual strategic business reviews has been approved by Council. The final Medium Term Financial Strategy will be considered by Council during quarter 3.
- There has been finance business partner engagement on all 'Bridging the Gap' working Groups, including the development of a full cost recovery model which is currently being tested.
- Capacity to support the 'Bridging the Gap' projects is a challenge. This is being monitored through supervision and prioritisation of work load and relocating duties.



### COLLABORATION

Collaborative relationships have been established with Monmouthshire, Newport and Torfaen Councils through SRS working arrangements.

Work has been carried out to ensure that Blaenau Gwent are at the heart of conversations with Welsh Government about public sector reform and have involvement in Wales Digital Transformation.

## Overview - Quarters 1 & 2

### To support and develop a workforce that has the capacity and capability to be productive and responsive to future demands

The importance of our responsibility to manage attendance is recognised and is done so via procedures that incorporate mechanisms to monitor individual attendance levels and, where appropriate, reduce high levels of sickness absence through proactive management action. Sickness absence information for 2018/19 was reviewed at CLT July 2019 including whole Council and Directorate position statements resulting in the following recommendations:

- Target setting per service and seasonally;
- Hold focussed sessions quarterly to review sickness absence – on agenda for team meetings, etc;
- Hold managers to account for managing sickness – end to end;
- Objective for managers as part of annual performance coaching and regular 121s;
- Ensure managers are using ITrent effectively and timely;
- Application of the Managing Attendance Policy 'to the letter';
- Managers recognising good attendance; and
- Push ownership to the individual.

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Directorate	Number of Full Time Equivalent Staff (FTE) As at 30.06.19	Quarter 1 Average Days lost per FTE (cumulative)	Number of Full Time Equivalent Staff (FTE) As at 30.09.19	Quarter 2 Average Days lost per FTE (cumulative)
Corporate Services	284.97	1.71	284.85	4.34
Regeneration & Community Services	442.14	3.78	464.81	7.09
Social Services	457.62	3.62	469.18	7.45
Education	945.12	2.84	935.72	5.09
<b>Target</b>	-	<b>2.75</b>	-	<b>5.50</b>
<b>Council Total</b>	<b>2129.85</b>	<b>3.06</b>	<b>2154.56</b>	<b>5.93</b>

## Overview - Quarters 1 & 2

### To improve online public services and ensure people have access to the appropriate digital technology and skills to use it properly

- The Council's Customer & Digital Programme continues to develop accessible services for the resident. Usage of online services has increased.
- A project has commenced to enable Council Tax payers and Housing Benefits claimants to self-service (Citizens Access).
- The Council has engaged with Government Digital Service (GDS) to explore the use of their platform to improve services for customers.
- A review of current IT systems and their capabilities, cost and usage is being undertaken to ensure that a system is fit for purpose and cost effective. The customer & digital programme continues to implement digital solutions to working practices to enable the Council to become more efficient and effective in dealing with customer demand.

### To be a strong and effective partner and collaborate where possible to deliver financial, business and community benefits.

- The partnership arrangements secured through the creation of SRS ensure that joint working on digital projects is maximised. This has strengthened contract management and opportunities for spend control with third party suppliers. Working in partnership with Newport City Council, a Project Team has been established to manage developments within the Council's ITrent system and relationship with the provider.
- We continue to seek opportunities to work differently through partnership and collaboration not only across Gwent but across the Public Sector. As part of this the Council has provided a response to the Welsh Government and Welsh Local Government Association on the review of Strategic partnerships. Findings from the review are anticipated in early autumn and will assist in shaping the focus of local work.
- The Council has commenced a review of Leisure and Culture Services in order to determine the future management options available to the Council for the provision of sustainable Leisure Services.
- The Council has undertaken a review of Silent Valley which was reported to Council in December 2017. At that meeting the Council agreed to undertake due diligence on the company. That work has been completed and that report, and recommendations for next steps, are to be presented to the Community Services Scrutiny Committee.



### LONG TERM (forward planning) -

The Council's Statutory Strategic Equality Plan will outline the Council's intentions for meeting the requirements of the Act over a four year period (2020-24).

## Overview - Quarters 1 & 2

**To develop a more commercial organisation to generate income and deliver cost reductions to make local services sustainable and raise money to re-invest in our priorities**

- Creation of 'Bridging the Gap' proposals and initial discovery has been completed and project sponsors have been identified for all projects. Capacity and capability is an ongoing challenge. In order to mitigate this, external support is now on-board in order to expose people to new ways of working whilst work is being completed.
- Opportunities to share transformation synergies have been established with Newport and Torfaen Councils. Re-negotiating some IT contracts has taken place along with identifying the sharing of Transformation resources and capabilities.
- A Commercial Strategy, that includes identified opportunities through Regeneration and Community Services, has progressed with links being established between growth strategy investment opportunities and existing commercial activities. This will be reported to Council in quarter 4.
- A forensic examination of 3rd party spend has been carried out as the pre-requisite to identifying potential savings for 2020/21 and future years.
- A review of fees and charges is now included in the Bridging the Gap Programme, alongside income recovery strategic business reviews.
- Collection rates during the period have been in line with expectations, showing a slight increase on 2018/19 figures.



## Case Study – How we are ‘Bridging the Gap’... financial planning for the future

Financial planning is a year round task!

Our exciting new approach – Bridging the Gap - isn't just about making it from budget to budget it's a much wider plan to become a more financially resilient and commercial minded organisation which maximises and creates income, reduces demand for services and provides a great customer experience.



We are currently working on the assumption that our revenue funding settlement from the Welsh Government will again be cash flat. This means we will need to find £2 - £3 million in savings for 2020/21 to continue to provide public services and invest in the future of Blaenau Gwent, without using our council reserves which we need to build up. The 12 Strategic Business Reviews that make up ‘Bridging the Gap’ will help us to do this.

Going forward, we will be:

- Maximising income and potential income generation - taking a clearly commercial approach where appropriate.
- Maximising our resources by making sure we are getting best value for money through procurement and contracts.
- Exploiting the opportunities of digital transformation.
- Making best use of our assets and property.
- Influencing and reducing demand from our customers and supporting residents to do more for themselves.

This important work involves all of Corporate Leadership Team and is being led by our Chief Officer Commercial, Anne Louise Clark, who says:

*“It’s clear that if we want to provide the best services for the people of Blaenau Gwent then we need to think differently, become more business minded and redesign services so that they are more commercial and fit for the 21st Century.*

*Bridging the Gap offers some quick gains such as looking at our third party spend to get the most for our money where we spend it, and looking at new ways of bringing in money, as well as some longer term projects like reducing our carbon footprint which will be great for the environment, too!”*  
*“This really is an exciting time as we continue to work together to transform services.”*

The Strategic Business Reviews are each led by a member of the Corporate Leadership Team and supported by the Strategic Transformation Team and officers from across the Council.

## How 'Efficient Council' Performed in quarters 1 & 2

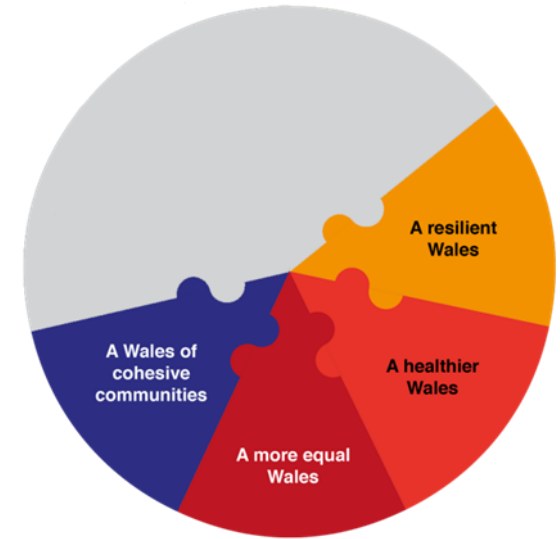
The Council has identified a number of performance measures to evidence how well delivery of the Corporate Objectives is going. These are split by both local and national indicators.

Performance Indicator	National / Local	Target	Q1	Q2	Q3	Q4	Quarterly Performance Trend
Number of working days lost to sickness absence per employee	National	11	3.06	5.93	-	-	↓
Percentage of Service Reports / Requests via digital means (self-service) (waste and recycling, street cleansing, roads and lighting and switchboard)	Local	-	29%	39%	-	-	↑
Level of General Reserve as a proportion of net revenue expenditure as at 31 March 2019	Local	4.00%	-	4.58%	-	-	-
Net expenditure compared to agreed budget – Revenue	Local	0	(150,000) (0.01%)	(7,000) (0.004%)	-	-	↑
Net expenditure compared to agreed budget – Capital	Local	0	(3,000) (0.02%)	0	-	-	↑
External fees and charges as a percentage of Gross Expenditure <i>* Estimated Figure</i>	Local	5.98%	-	5.59% <i>* Estimated Figure</i>	-	-	-

## Why this is important

We want to encourage and support people to make healthy lifestyle choices to enable children, young people and families to thrive. Research has proven people demonstrating positive health behaviours from birth through their life will lead to greater independence, and people being free from complicated health conditions later in life and reducing costs to public services. This in turn could reduce demand on services and ensure the services that are provided are high quality, efficient and responsive to local people's needs.

With reduced funding and increasing demand on services the Council can no longer do everything it has done in the past. We must focus on those actions that will have the greatest impact. Safeguarding the most vulnerable people in our communities continues to be a top priority for the Council alongside transforming the aspirations of residents and valuing fairness and equality in everything we do. As a whole the aim of this Objective will be to support vulnerable people of all ages to maximise, maintain and sustain their independence.



## Progress against actions

A number of high level priorities (shown below) have been identified to support delivery of the 'Social Services corporate theme. These are detailed in the following overview pages along with some associated achievements and challenges.

### Priorities:-

- To improve accessibility, provision of information and advice to enable people to support their own well-being;
- To work with people to make sure they have a say in achieving what matters to them;
- To intervene early to prevent problems from becoming greater;
- To work with our partners including Aneurin Bevan Health Board and neighbouring authorities to deliver integrated responsive care and support;
- To promote and facilitate new ways of delivering health and social care involving key partners and our communities;
- To put effective safeguarding arrangements in place to protect people from harm; and
- To develop a partnership approach to reducing and alleviating the impacts of Poverty

The following section reflects the overall progress position for the delivery of the '**Social Services**' priority theme of the Corporate Plan, along with a breakdown of each individual priority, highlighting progress, achievements and challenges

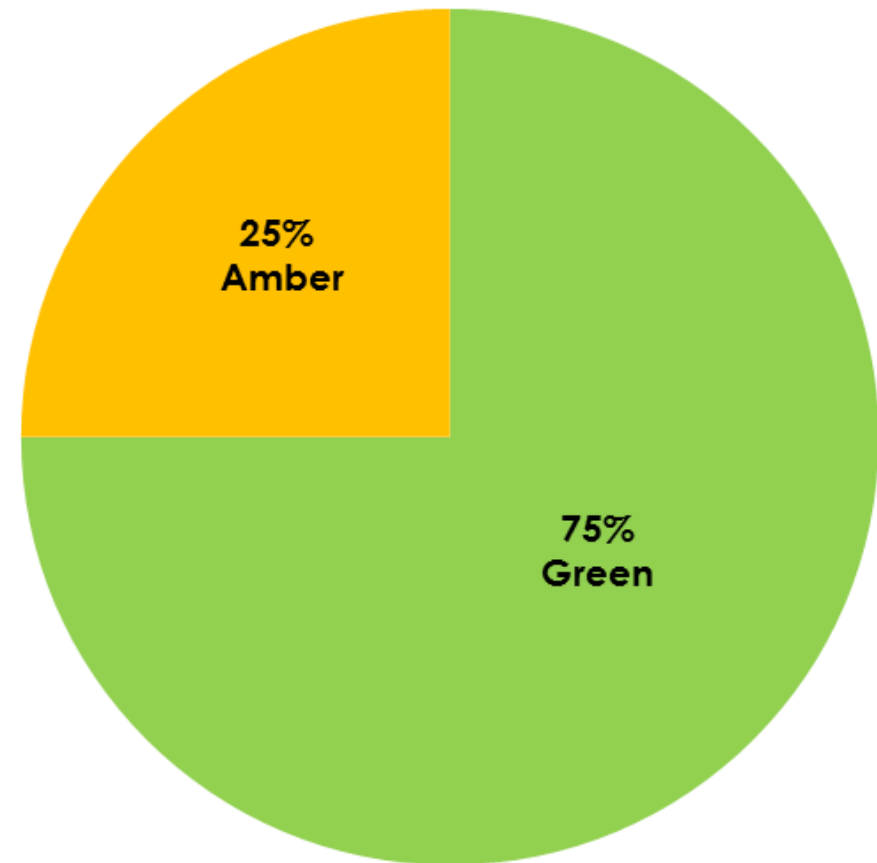
## How we performed

Throughout quarter 1 & 2 there has been progress in the implementation of the Social Services priorities but it is recognised that there is still further work to do to fully implement the aims and objectives.

As at 30th September 2019, the Council evaluated performance and activity against Social Services Objective as mainly successful **as 75% of the actions were green (on target) and 25% amber (behind target)**. When considering trend against the performance indicators **five saw an improvement, four a decline and one remained the same**.

The Social Services function remains high on the Council agenda. The Council is looking to address the areas that will have a long term benefit, ensuring that the needs of people of all ages and future generations are at the centre of service design and delivery.

Overall 'Social Services corporate theme delivery position as at 30th September 2019.



## Overview - Quarters 1 & 2

### To improve accessibility, provision of information, advice and assistance (IAA) to enable people to support their own well-being

- Sustainability and embedding of the Compassionate Communities work stream is ongoing and includes the increased presence of social care within GP surgeries as part of the integrated approaches to IAA. We are currently strategically mapping our community resources via the transformation Integrated Well-being Networks programme (Adult Services).
- Partnership work continues with the Police under the Early Action Together programme. A DS has ben co-located in IAA and early indications are that this is having a positive impact on the timeliness of undertaking the Child Protection process and in ensuring that information is collated and considered in all decision making .
- A review of staff resource in this area is being undertaken to ensure that it is appropriately staffed to meet service demand as the IAA team are the front door for children's services and it is crucial that service demand is met.

### To work with people to make sure they have a say in achieving what matters to them

- We continue to work with colleagues across Health , Social care and Third sector to promote the importance of personal well-being and independence.
- An internal case audit was devised in September 2019 and the theme was 'The Voice of the Child'. A total of 18 cases were randomly chosen and each case audit was completed by either a Team Manager and/or Senior Practitioner, and Independent Reviewing Officer.
- The Safeguarding / Children Looked After (CLA) education team are developing a framework for CLA child friendly schools, which will include a good practice guide and self-evaluation tool for schools. A task and finish group has been established during which it was agreed the child's voice should help inform these documents.

## How we currently perform



**Blaenau Gwent remains top of the DToC league in Wales**



**Number of Children Looked After 225**



**Preventative Services supported 54.9% of child cases.**



**61 Children on the Child Protection Register**



**97.9% Adult protection enquiries completed within 7 days .**

## Overview - Quarters 1 & 2

### To intervene early to prevent problems from becoming greater

- The Safe Reduction of Children Looked After Strategy has started to evidence how it is preventing problems faced by children and families escalating to a point which requires children becoming looked after or their names going onto the child protection register. Good evidence of this is the work undertaken by the Supporting Change Team and a full evaluation showed evidence that the team is making a real difference to the children and families of Blaenau Gwent.
- We have successfully achieved a £4.5m capital bid which will be used to fund 5 projects linking the childcare Offer nursery provision to schools to provide wrap around day care.
- The prevention and early intervention strategy is in the first 6 months of its 3 year delivery plan. There is still a significant amount of work to be done to achieve the objectives of this strategy.
- The SPACE Well-being programme is working co productively with partners such as Health, Education, Police, Probation, Youth Offending Service and 3rd sector providers to ensure that the mental health needs of children and young people are assessed early with the right agency taking the lead on providing the most appropriate interventions.
- The Education Directorate are key partners in the Gwent Early Action Together Programme and continue to work collectively to strengthen safeguarding arrangements which has included the embedding of the Operation Encompass initiative which provides an early alert to schools before the start of the school day of any child that is subject to, or witness to, police-attended incidents of domestic abuse.

### To work with our partners including Aneurin Bevan University Health Board and neighbouring authorities to deliver integrated responsive care and support

- Integrated Care Fund grant money has been received and some of this money will be used for psychology support for 2.5 days a week. The psychologist will be seconded into Blaenau Gwent from ABUHB.
- Relationships with housing are very positive and new housing developments within Ebbw Vale are looking to include 1 bedroom flats and children looked after will be considered as a priority.
- New domiciliary care tender has been completed and will commence 1st October 19.
- The department has submitted a number of new ICF bids for consideration by the RPB panels which will enable us to 'test' new initiatives and ways of working during 19/20 and 20/21.
- Collaborated with the third sector to commission additional housing related support provision and preventative support in the long term teams via SLA's with our third sector partners.
- We are collaborating with our LA and ABUHB partners to develop commissioning arrangements on a Gwent wide footprint to ensure that the Care Home market is sustainable and consistent in its quality and delivery to residents across Gwent.
- We have developed a (5 LA's) hospital discharge service (Home First) to be funded by the health board and are looking to further expand this to other parts of the Health and Social care system.

## Overview - Quarters 1 & 2

### To promote and facilitate new ways of delivering health and social care involving key partners and our communities

- Work with Corporate colleagues continues in order to remodel our Day Activities / Community Options Service including working with Third Sector partners to develop and enhance our horticulture service.
- Additional capital Integrated Care Funding has been secured to enhance our assistive technology offers.
- The Food and Fun Programme was delivered in participating schools this summer, led by school staff with support from the council for catering and cleaning. The school-based programme provided healthy meals, food and nutrition education and physical activity to children in a fun social environment. Schools involved this year were; Blaen-y-Cwm Primary in Brynmawr, Rhos-y-Fedwen Primary in Rassau, Abertillery Learning Community (primary campuses) and Willowtown Primary in Ebbw Vale. Around 160 pupils and families took part with the ethos being centred around activities based around fitness, healthy eating and appreciating the environment.

### INTEGRATION

Integrated work across directorates supports delivery of the Corporate Parenting Board Action Plan work to improve the well-being of Children Looked After. This includes the improvement of facilities for children to have contact with their families at Beaufort Road, care leavers being exempt from council tax and care leavers now being classified as a priority group when requiring housing in Blaenau Gwent



### To put effective safeguarding arrangements in place to protect people from harm

- The all Wales Safeguarding Procedure has been under review for some years, the new procedures are now complete and they will be launched during early November. A dissemination plan will be drafted by the safeguarding managers to ensure they are understood and adhered to.
- A single Point of Access for Children's Emotional well-being has been developed - (SPACE Wellbeing)
- A safeguarding screening project has been developed in conjunction with IAA
- The SERAF document to assess Child Sexual Exploitation is under review and its likely replacement is currently being

### To develop a partnership approach to reducing and alleviating the impacts of Poverty

- Work with Welsh Government to deliver parental support is ongoing with most recently baby bundles being distributed.
- A child sufficiency assessment has been carried out at which time we consulted with parents on period poverty.
- A Holiday Hunger Programme Pilot has been very successful this summer.
- Ongoing monitoring and review of those grants within the Housing Support Grant (HSG) has evidenced that all grants have been maximised and outcomes have been monitored in line with the WG guidance.

## Case Study

### Supporting Change Team

Child A and Child B have lived with their maternal grandmother since they were babies under an informal family arrangement. However, the children's names were placed on the child protection register on two separate occasions owing to various concerns such as hygiene and neglect. There were also concerns about hostility between mother and grandmother.

Following assessment, the local authority felt the need to seek legal advice. The case then progressed into the Public Law arena and an initial Public Law Outline meeting was held.

The Supporting Change Team became involved with the family and their work centred around supporting the implementation of appropriate boundaries and routines, ensuring that the children were receiving adequate supervision. Work was also completed around ensuring good home and hygiene conditions. This work was completed on an intensive basis and all involved engaged well throughout and even attended the Supporting Change Team 'Circle of Security' Parenting Group. The Supporting Change Team was asked to provide practical and emotional support to the family while the children transitioned from residing with their grandmother to residing with their mother. As part of this process the family have also had a Family Group Conference.

Mother and her partner have received a positive parenting assessment which demonstrates significant progress given the historical concerns in relation to mother's care. Mother and her partner have shown a good understanding of the children's needs and have been keen for the children to reside with them since the start of Social Services involvement in relation to this referral. The Local Authority plan recommends that the two children are to reside with their mother and her partner. This living arrangement is positive and the children are settled and have started in their new school.

The children will continue to live with their mother and her partner and continue to be supported by wider family members in line with the plan they determined in their family group conference.

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## Case Study

X suffers with MS and has done for the past 9 years and often spends a lot of time alone in the house. X finds it difficult to get about and struggles to manoeuvre the wheelchair, due to hand weakness.

Prior to having MS, X was a confident person, but now lacks confidence. X did attend an MS group but found that this was not suitable. The Community Connector tried to identify alternative support groups for X.

The Community Connector contacted a local MS group and GAVO for X to become a phone befriender and X is now doing this. Arrangements have also been put in place for X to receive home deliveries from her pharmacy.

A number of outcomes have been achieved for X from the support received and this includes:

- Improved confidence;
- Less socially isolated;
- Happier;
- Feels connected; and
- Feels worthwhile.



## How 'Social Services' Performed in quarters 1 & 2

Blaenau Gwent continues to implement the required cultural and operational changes that the Act requires in order to ensure that all social care services are individually shaped by the people that use them. This includes improving how the service effectively engages with service users, carers, families and partner organisations, whilst actively encouraging all to provide feedback which can be utilised to shape and improve services.

The Council has identified a number of performance measures to evidence how well delivery of the Corporate Objectives is going. These are split by both local and national indicators.

Performance Indicator	National / Local	2018/19 Outturn	Q1	Q2	Q3	Q4	Quarterly Performance Trend
Percentage of proportionate assessments that led to a more comprehensive assessment for care and support - Children	Local (available)	<b>43%</b>	25.4%	44.6%	-	-	↓
Percentage of proportionate assessments that led to a more comprehensive assessment for care and support - adults	Local (available)	<b>64.3%</b>	30.3%	9.5%	-	-	↑

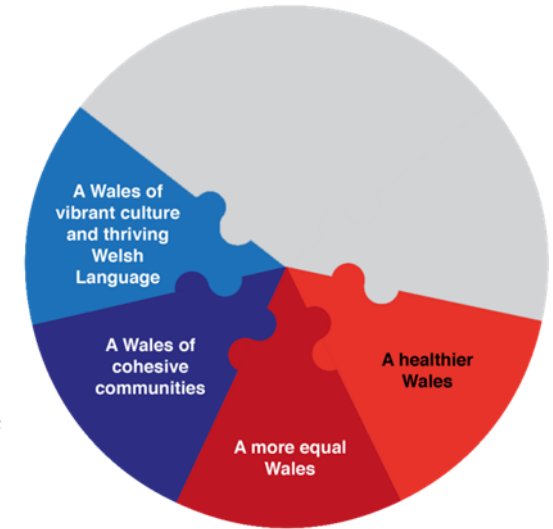
Performance Indicator	National / Local	2018/19 Outturn	Q1	Q2	Q3	Q4	Quarterly Performance Trend
Percentage of referrals signposted to preventative services (adults)	Local (Data Development)	<b>7.1%</b>	13.0%	16.2%	-	-	↑
Proportion of adult services cases supported by preventative services (New)	Local (available)	<b>29.6%</b>	32.2%	33.9%	-	-	↑
Percentage of referrals signposted to preventative services (children)	Local (Data Development)	<b>TBC</b>	12.8%	13.7%	-	-	↑
Proportion of children's services cases supported by preventative services (New)	Local (available)	<b>57%</b>	61.0%	54.9%	-	-	↓
Rate of Delayed Transfers of Care	National	<b>1.16</b>	0.33	0.33	-	-	↔
Percentage of adult protection enquiries completed within statutory timescales	National	<b>93.3%</b>	100.0%	97.9%	-	-	↓
Number of Looked After Children	Local (available)	<b>222</b>	220	225	-	-	↓
Number of Child Protection	Local	<b>56</b>	70	61	-	-	↑

## Why this is important

Improving the quality and provision of teaching and learning is vitally important to ensure we are achieving ambitious outcomes for all children and young people. We will continue to invest in our education services in order to support economic development and regeneration in order to provide opportunities for local people and businesses.

## Progress against actions

A number of high level priorities (shown below) have been identified to support delivery of the 'Education' corporate theme. These are detailed in the following overview pages along with some associated achievements and challenges.



### Priorities:-

- To improve pupil outcomes, progress and well-being, particularly for our more able and our most vulnerable learners;
- To improve the quality of our education services and our school buildings to help learners achieve great outcomes; and
- To continue to support our school leaders to help our pupils achieve their ambitions.

This section reflects the overall progress position for the delivery of the 'Education' priority theme of the Corporate Plan, along with a breakdown of each individual priority, highlighting progress, achievements and challenges.

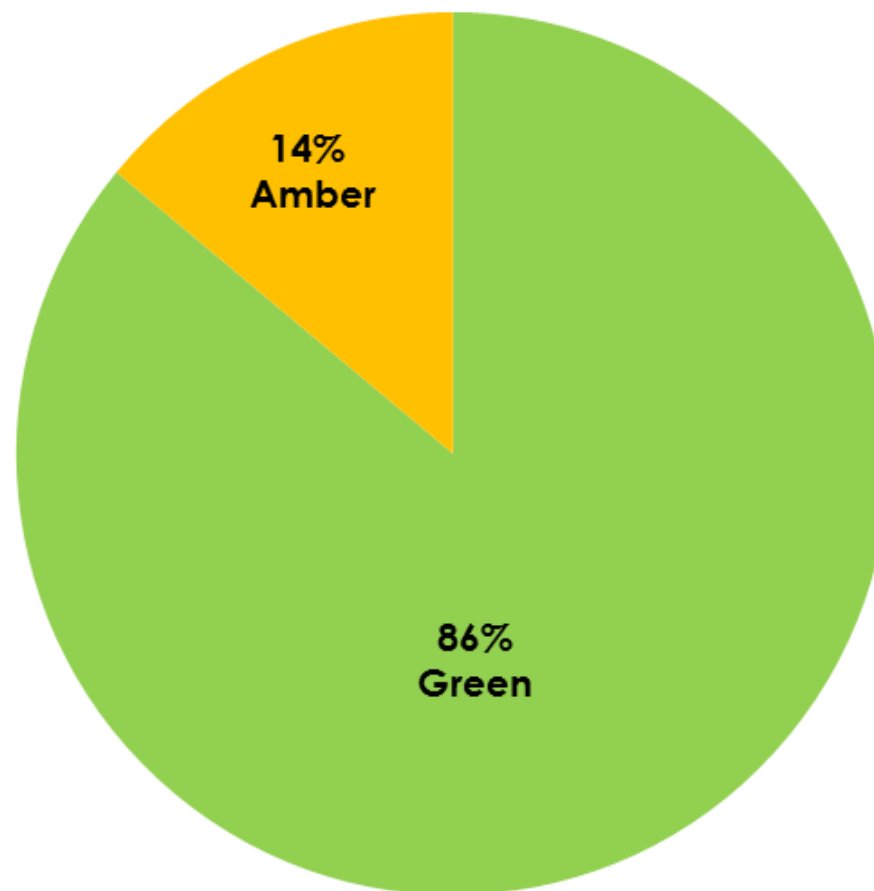
## How we performed

Throughout April to September, there has been substantial progress in the implementation of the Education priorities but it is recognised that there is still further work to do to fully implement the aims and objectives.

As at the 30<sup>th</sup> September 2019, the performance against Education objectives were **evaluated as successful as 86% of the actions were green (on target) and 14% were amber (behind target)**. When considering **trend against the available performance indicators four saw an improvement and two a decline**.

Education remains high on the Council's agenda. The Council is looking to support the well-being agenda of teachers and pupils as well as support improvements in attainment.

Overall 'Education' corporate theme delivery position as at 30<sup>th</sup> September 2019.



## Overview - Quarters 1 & 2

### To improve pupil outcomes, progress and well-being, particularly for our more able and our most vulnerable learners

- Close working with cluster and regional lead ALNCOs within the Borough is effective at supporting schools to develop their practices, particularly in preparation for the ALN reforms.
- A review of Sensory and Communication Support Services (SENCOM) is ongoing which will consider governance arrangements as well other areas. The outcome should involve an improved dissemination of data at required times.
- Exclusions for the 18/19 academic year are lower than the previous year.
- Specific plans to address persistent absenteeism and Elected Home Educated have been effective although plans will run into the next academic year to ensure a focus remains on these areas. Specific programmes of work have improved how schools manage these areas.
- Welsh Government has decided that in order to ensure the ALN reforms achieve what they were established to achieve that it is necessary to delay implementation by one year. Therefore implementation will be from September 2021 with the changes taking three years. Whilst this delay is unfortunate it is not impacting on the regional approach in place in SEWC.
- Lead and regional ALNCO approach is proving effective in the Borough, ensuring an ownership of the agenda by schools as well as the Local Authority.

**PREVENTION - Pupils are to be given earlier in-school mental health support as part of an innovative programme aimed at preventing more serious problems from occurring later in life. The In-reach to Schools Programme has dedicated Child and Adolescent Mental Health Service (CAMHS) practitioners who are working closely with schools to develop a whole school approach to management of mental health.**

## How we currently perform



2018/19 academic year pupil achievement figures will be available from Quarter 3



In 2018/19 Blaenau Gwent had 1.9% of year 11 leavers as NEET



1.6% of primary school pupils are persistently absent and this is a consistent figure over the last 3 years



For 2017/18 4.1% of secondary school pupils were persistently absent, a decrease from the previous year



81.5% of schools were categorised as Yellow or Green

## Overview - Quarters 1 & 2

### To continue to support our school leaders to help our pupils achieve their ambitions

- The respect and resilience (PREVENT Extremism) action plan has been finalised and is being implemented across the Directorate.
- The content of the joint safeguarding performance report has been reviewed and now includes broader contextual information, which will be built upon through the year. The 2019/20 Safeguarding in Education policy has also been reviewed.
- It is evident from the range of work being undertaken that schools in Blaenau Gwent are increasingly working in a school-led, school-to-school way. They are planning their time effectively, planning the activities well so that outcomes feed directly into improved practice.
- Pupil outcomes (at the expected and higher +1 level), particularly in Key Stage 2 and Key Stage 3 have improved in 2018.
- There is more work needed to improve early literacy and numeracy skills, English at the higher level 6+ in Key Stage 3, boys' performance in language skills, particularly eFSM boys and to secure greater progress in basic skills between the ages of 11,14 and 16 years of age. Focussed work in identified schools is being undertaken in this regard.
- Whilst it is too early to fully demonstrate high impact, it is clear that schools are increasingly working in a partnership way; initiatives are increasingly school-led and schools in Blaenau Gwent are increasingly presenting as outward facing, outward learning and achieving.

- School categorisation has improved year on year over the last 3 years, school inspections are generally positive.
- The Disclosure and Barring Service (DBS) report for school governors has been finalised and shared with schools for implementation.



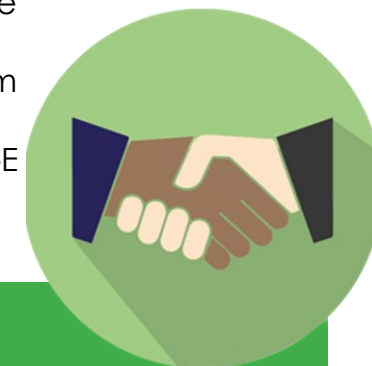
### LONG TERM

**The Additional Learning Needs (ALN) Transformation and the Child and Adult Mental Health Services (CAMHS) Transformation projects are focusing on re-designing the ALN and CAMHS landscape to make them fit for purpose going forward. The ALN programme is considered by Welsh Government as a once in a generation change and therefore has a significant profile nationally as well as regionally and locally. Involving multiple services working with schools and the region to ensure the projects keep a clear pupil focus and results in appropriate change for schools and pupils.**

## Overview - Quarters 1 & 2

**To improve the quality of our education services and our school buildings to help learners achieve great outcomes**

- The £20.25m 21st Century Schools Band A programme is now fully delivered.
- Following a successful partnership delivery approach between Education and Community Services the new Six Bells Primary Campus, part of the Abertillery Learning Community, opened its doors on time and within budget.
- 21st Century Schools programme management arrangements were independently recognised as being 'impressive' in the Welsh Government facilitated Gateway Review findings.
- The Youth service continues to improve and perform well as demonstrated by a National Youth Work Award.
- All Targets have been met in respect of the Inspire projects which support young people to establish and maintain a placement in further learning, training or employment. This support includes 1:1 support sessions, structured group activities and open access clubs/groups. Confirmation has now been received that this funding has been extended to 2023.
- The number of young people not in education, employment or Training (NEETs) has stabilised at 1.9% (11 young people).
- The Information, Communications, Technology (ICT) Infrastructure project is now well in to the implementation stages. The planned works that took place over the summer holiday period has resulted in the migration of approaching 50% of the schools to the SRS Education system. The full roll-out will take by the spring of 2020 across the school estate. This investment will be complemented through a £2m investment via the WG Hwb initiative for schools.
- The Managing School Places and the School Estate report demonstrates improving performance with the adoption of the admissions policy, reducing surplus places and improved suitability/condition data.
- Welsh Government has announced that Blaenau Gwent has been successful with the Welsh medium grant and this could result in an investment of £6m.
- The Post 16 partnership has improved significantly and the Learning Zone's data is strong e.g. 100% A\*-E and 75.9% A\*-C pass rates and also strong vocational outcomes are being realised.



### COLLABORATION -

The Corporate Parenting plan has a clear Education focus and is driving better connectivity with the Education Achievement Service in terms of information sharing as well as with schools in terms of their day to day management of Children Looked After pupils. Close working is in place with Social Services Children's Services officers.

## Case Study

### St. Mary's RC Primary School, Brynmawr

At St Mary's we believe that working and learning together with the support from our families, parish and the wider community enhances the learning and well-being of our pupils.

Our shared vision has been developed through successful collaboration and communication with our school community. Our aim is to embed the four purposes whilst nurturing our pupils to be happy, healthy and safe at St Mary's.

We aim to develop empathy and sensitivity within our pupils so that they grow to be proud of themselves. Our families and community partners have contributed to workshops which have supported our more vulnerable in the school community. The musical theatre workshops helped develop literacy skills, pupil confidence and independence.

The workshops were led by Peter Karrie who starred in the West End as the 'Phantom of the Opera' and they

reflected his passion of the musicals. Throughout the workshops the pupils developed performance skills as well as an understanding of empathy through drama.

The progression of the workshops successfully established parent, school, parish and community partnerships as the project concluded with a whole school concert at St Mary's Parish church.

Our Key stage 2 learners have developed relationships with community members living in local care homes. Groups of children have termly visits there to perform for the staff and residents.

The school has established a positive partnership with the Metropole Theatre which is a part of Aneurin Leisure Trust. An organisation with a shared vision to improve community life through Leisure, Learning and culture.

The pupils plan, develop and implement their own concerts and musicals which

are then performed for the wider community at the Metropole Theatre in Abertillery, Blaenau Gwent. The pupils assume a variety of roles during the production and the knowledge and skills developed are incalculable.





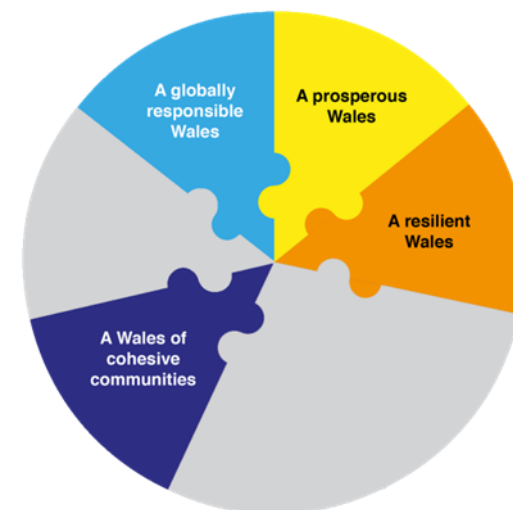
## How 'Education' Performed in quarters 1 & 2

The Council has identified a number of performance measures to evidence how well delivery of the Corporate Objectives is going.

Performance Indicator	National / Local	Baseline	Annual – Provisional (P) as of Oct 2019	Performance Trend
Pupil outcomes and progress for our 7, 11, 14 and 16 year old pupils in English and Maths, particularly our more able and our most vulnerable learners	National	Key Stage (KS)4 Level 1 92.8% Level 2 59.2% Level 2+ 41.1%	Annual Figures - KS4 Level1 94% (2019P)  Level 2—2019 not available  Level 2+ 52% (2019P)	↑  -  ↑
School inspection and school categorisation Judgements (Proportion of schools in Yellow and Green)	Local (available)	70%	Annual - 81.5%	↑
The proportion of pupils who are persistently absent (<80%) - Secondary	National	4.1%	5%	↓
The proportion of pupils who are persistently absent (<80%) - Primary	National	1.6%	Not available	-
Average Capped 9 score for pupils in Year 11	National	-	Annual Figure 318.7	-
Percentage of pupil attendance in primary schools	National	94.5	Annual Figure 94.3% (unverified)	↑
Percentage of pupil attendance in secondary schools	National	92.9	Annual Figure 92.9%	↔
Percentage of Year 11 leavers known not be in education, training or employment (NEET)	National	-	Annual Figure 1.9%	-

## Why this is important

Blaenau Gwent has a rich heritage and our buildings and countryside are part of Blaenau Gwent's attractiveness as a place to live, work and visit. Our local environment should be used to help improve the health and well-being of our families and communities and be enhanced for future generations to continue to enjoy. There is also a real desire to see the communities where people live kept clean, tidy and useable, creating areas that people can be proud of.



## Progress against actions

A number of high level priorities (shown below) have been identified to support delivery of the 'Strong & Environmentally Smart Communities' corporate theme. These are detailed in the following overview pages along with some associated achievements and challenges.

### Priorities:-

- To re-invest in highways maintenance particularly improvements to our residential roads, streets and pavements;
- To increase rates of recycling to enable us to achieve national targets;
- To re-invest in environmental services to address the issues created by fly-tipping, dog fouling, littering, grass cutting, street cleansing and pest control;
- To improve the access to and quality of open spaces for the benefit of our communities, businesses and visitors; and
- To build the relationships across the Council to support organisations and partners to deliver services in different ways whilst taking a strategic approach to the management of our land and property services in different ways (Community Asset Transfers).

The following section reflects the overall progress position for the delivery of the 'Strong & Environmentally Smart Communities' priority theme of the Corporate Plan, along with a breakdown of each individual priority, highlighting progress, achievements

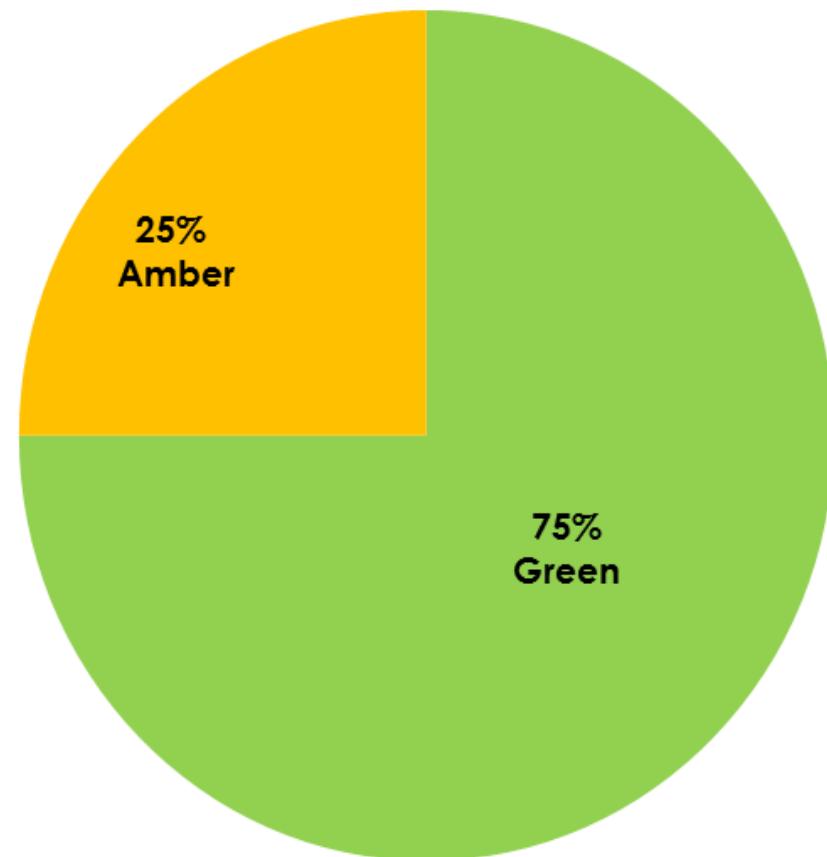
## How we performed

Throughout quarter 1 & 2 there has been progress in the implementation of the Strong & Environmentally Smart Communities priorities but it is recognised that there is still further work to do to fully implement the aims and objectives over the remainder of the Corporate Plan.

As at the 30<sup>th</sup> September 2019, the performance was **evaluated as being mainly successful as 75% of the actions were green (on target) and 25% were amber (behind target)**. When considering **trend against the performance indicators four saw an improvement, two a decline and two stayed the same. (awaiting Leisure calculation)**

The environment remains as a high priority for the community. The Council is looking to improve the area so that it is somewhere to be proud to live. Through focusing on delivering against the main priorities set out in the Corporate Plan we can begin to transform Blaenau Gwent into a more prosperous and welcoming area that celebrates its heritage and plays its part on the regional and national stage. We will continue to invest in our neighbourhoods so that they are places where people are proud to live.

Overall 'Strong & Environmentally Smart Communities' corporate theme delivery position as at 30th September 2019.



## Overview - Quarters 1 & 2

### To re-invest in highways network particularly improvements to our residential roads, streets and pavements

- Phase 2 Improvement works are now fully completed with improvements to A, B C & residential roads being undertaken.
- Final costs being determined to enable the development of a Phase 3 - 20/21 programme.
- Other related works have included new safety barriers, bus stops and works related to the introduction of Civil Parking Enforcement.
- We continue to maintain the Highway network in line with the Highway Maintenance Plan.
- We continue to move forward on the development of the Highways Asset Management Plan in conjunction with County Surveyor's Society Wales CSS[w].

### To increase rates of recycling to enable us to achieve national targets

- A Strategic Outline Business Case has been submitted to Welsh Government to consider a second household waste recycling centre at Roseheyworth.
- Side waste enforcement has been completed throughout Blaenau Gwent. Work will now be undertaken to consider the implementation of the policy and findings will be reported through the democratic process in due course.



#### **INVOLVEMENT -**

**Public buy in to recycling & side waste policy remains a challenge, further media & public engagement to improve awareness around recycling is taking place.**

## How we currently perform



**62.7% of waste is reused, recycled or composted**



**93.3% of streets are clean**



**91.3% of Bridge Inspections have been carried out**



**78% of fly tipping incidents have been cleared within 5 working days**



**9 Street Scene Engagement roadshows have been held**

## Overview - Quarters 1 & 2

### To re-invest in environmental services to address the issues created by fly-tipping, dog fouling, littering, grass cutting, street cleansing and pest control

- The service has continued to invest in cleansing activity across the area with particular focus around grass cutting and seasonal related activities. There will be continued engagement with the public to encourage waste recycling and to discourage fly tipping.
- We continue to engage with Community Groups around collective litter picking activities.
- Preparation for the next round of Public Engagement road shows is ongoing and these will take place in November
- The Cleanliness Indicator increased this year to 66.3, the second highest figure recorded to date in Blaenau Gwent.
- 98% of streets surveyed were awarded a B grade or above, the highest figure for Blaenau Gwent to date.

### To improve the access to and quality of open spaces for the benefit of our communities, businesses and visitors

- We continue to work across the area with our community groups, internal and external partners to improve the quality of and access to green space. Funding has been secured to develop our Integrated Network Maps Active Travel Plans further over the next 12 months.
- Working collaboratively with the Gwent Local Authorities two major funding applications have been developed and submitted to Welsh Government using the Enabling Natural Resources and Well-being (ENRaW) Funding. These have been approved in principle.
- Valleys Regional Park money secured for Bryn Bach park and will provide a new play area & bunk house provisions.
- Progress on key projects include:-
  - \* completion of 'Granny's Wood', a £73,000 funded project which reinstated a pathway from the centre of the village to the site of the Llanhilleth Colliery Memorial which has been refurbished. It has established a new start and finish point for the Ebbw Fach Trail and created a Heritage, Wildlife & Woodland Walk for those within the community and visitors to the area;
  - \* 'BG on the Move' , a local wildlife and natural environment initiative is nearing completion;
  - \* completion of this year's 'Invasive Weeds' programme; and
  - \* work with a local farmer to cut & gather 5 hectatres [108 bales of hay] from numerous public green network sites programme.



**INTEGRATION** - The Council works together to improve school buildings to assist in enhancing the quality of educational achievement.

Community Services has worked closely with Education to ensure that the new Six Bells school was completed within time & budget. September term commenced with teachers & children into new school. Support also continues through proactive maintenance of buildings and Service Level Agreement's across a range of key operational areas - catering, cleaning, energy and moving forward on Band B programme of 21 Century Schools programme.

## Overview - Quarters 1 & 2

**To build the relationships across the Council to support organisations and partners to deliver services in different ways whilst taking a strategic approach to the management of our land and property services in different ways (Community Asset Transfers)**

- The majority of non operational buildings have now been disposed of or demolished.
- The service continues to work with the community groups who have leased buildings and grounds by offering technical advice and assistance.
- We continue to improve relationships with CAT leasees via the Blaenau Gwent Community Asset Transfer officer.
- 95% of Grounds CATs have been completed.
- The Community Asset Transfers have been a challenging task, continued assistance is needed to help them take on the assets. Some of these may eventually transfer back if the right help is not secured for them now.
- The 4 outstanding Community Asset Transfers, Llanhilleth, Ebbw Vale, Brynithel & Tredegar are to be resolved via a matrix selection.
- We continue to develop and drive the collaboration agenda particularly within technical services with regular meetings taking place with Client Authorities.



### COLLABORATION -

The Council has been actively involved in two important projects to consider how public services across Gwent can collaboratively work together to reduce the regions carbon footprint. The first of these projects involved a review of the fleet of vehicles each public service has across the area, and what opportunities there are to work individually and collaboratively to reduce the impact of our fleet on the environment. The second project has been looking at the opportunities across Gwent to set up electric charging points, including identifying appropriate sites and where funding is available nationally to take the project forward. Moving forward, the Council will look to work with partners to consider the findings of the carbon reduction projects and consider the individual and collective action that can be taken forward to help mitigate our carbon emissions as a public service provider.

## Case Study

### Six Bells Primary Campus

The new Six Bells Primary Campus, part of the Abertillery Learning Community, recently opened its doors following the successful delivery of the construction contract, Project Managed by Community Services, in partnership with Education Transformation.

The success of the project can mainly be attributable to the development of a strong delivery team and collaborative working partnership with the appointed principle contractor, Morgan Sindall. Community Services provided strong professional services across all sections of the department, including, but not limited to, Project Management, architectural services, mechanical and electrical design and supervision services, cost management and engineering consultation.

Prior to the construction period and throughout the project there were numerous Consultation and Community Engagement events. The contractor also demonstrated and delivered Employment and Training and Community Benefits far exceeding their contractual requirements.

During the construction period visits were facilitated for the pupils and staff. Just prior to opening additional visits were arranged for parents and pupils. It was extremely pleasing to receive such positive feedback during these visits and the smiling faces of the children are proof of a successful project.



# Case Study – School Workshops, Keep Wales Tidy Marine Clean Cymru Campaign

As part of Keep Wales Tidy Marine Clean Cymru Campaign a number of school workshops have been delivered.

- One of these workshops was at Bryn Bach Park on 25<sup>th</sup> September (which was also Recycling Week) where 4 pupils from St Mary CIW, Blaenycwm, Deighton, Georgetown, Ysgol Gymraeg Bro Helyg, Willowtown, Rhos Y Fedwen and All Saint RC Primary Schools attended. The workshop involved a litter pick (whereby 15 bags of litter were collected). We then examined different items of rubbish and sorted them into what could and could not be recycled and into their relevant categories. To highlight the importance of recycling and the impacts it can have on the local environment and biodiversity the children made 'junk monsters'.



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## How 'Strong & Environmentally Smart Communities' Performed in quarters 1 & 2

The Council has identified a number of performance measures to evidence how well delivery of the Corporate Objectives is going. These are split by both local and national indicators.

Performance Indicator	National / Local	Baseline	Q1	Q2	Q3	Q4	Quarterly Performance Trend
Percentage of streets that are clean	National	95.52	93%	93%	-	-	↔
Percentage of people living within 400m of their nearest area of Greenspace in Blaenau Gwent	Local	85% (LDP target)**	Annual				
Average number of working days taken to clear fly-tipping incidents	National (new)	6.2	10.6	4.6	-	-	↑
Percentage of waste reused, recycled or composted	National	56.77%	56.6%	62.7%	-	-	↑
Kilograms of residual waste generated per person	National (new)	TBC	52.6	39.6	-	-	↑
Number of Community Asset Transfers that are actively operating within Blaenau Gwent	Local	TBC	39	40	-	-	↑
Percentage of active Community Asset Transfer's within Blaenau Gwent that have been successfully operating for 6 months or more	Local	20	51	50	-	-	↔
Number of Community Asset Transfers implemented during the period	Local	TBC	19	1	-	-	-

## How 'Strong & Environmentally Smart Communities' Performed in quarters 1 & 2

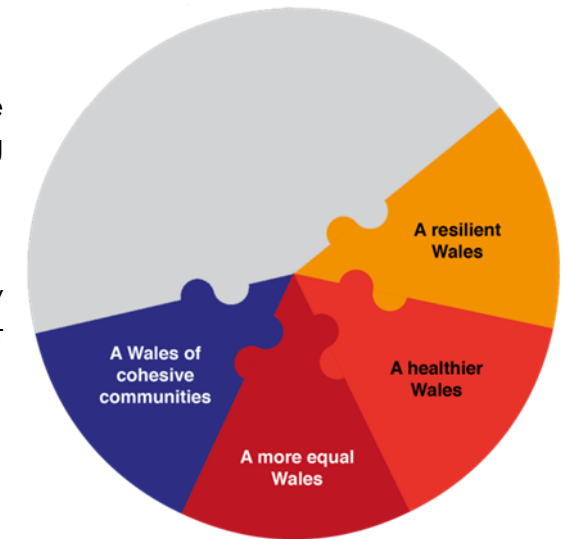
The Council has identified a number of performance measures to evidence how well delivery of the Corporate Objectives is going. These are split by both local and national indicators.

Performance Indicator	National / Local	Baseline	Q1	Q2	Q3	Q4	Quarterly Performance Trend
Average number of calendar days taken to deliver a Disabled Facilities Grant (DFG)	National	293.2	337.8	347.8	-	-	↓
Number of visits to local authority sport and leisure facilities during the year per 1,000 population	National	9,082.7		Being calculated	-	-	
Percentage of principal A roads that are in overall poor condition	National	2.6	-	-	-	-	Annual
Percentage of principal B roads that are in overall poor condition	National	5.6	-	-	-	-	Annual
Percentage of principal C roads that are in overall poor condition	National	5.5	-	-	-	-	Annual
Percentage of food establishments which are 'broadly compliant' with food hygiene standards	National	92.3	92.4	90.1	-	-	↓

## Why this is important

We will continue to invest in our neighbourhoods so that they are places where people are proud to live. We have prioritised economic development and regeneration in order to bring jobs, growth and opportunity to local people and businesses.

Increasing employability makes a fundamental contribution to reducing and tackling poverty and the economic status of the area. Supporting people to obtain and retain employment reduces reliance upon support services aligned to social well-being and poverty.



## Progress against actions

A number of high level priorities (shown below) have been identified to support delivery of the 'Economic Development and Regeneration' corporate theme. These are detailed in the following overview pages along with some associated achievements and challenges.

### Priorities:-

- To increase the start-up business rate, retention and growth of local businesses and attract new inward investment;
- To work in partnership with Registered Social Landlords and private developers to provide a variety of homes;
- To work with partners to provide effective employment support and access to skills development;
- To develop digital infrastructure and improve connectivity by promoting digital participation;
- To develop a portfolio of potential energy opportunities to deliver economic, business and community benefits; and
- To work with partners to develop a new vision for our town centres ensuring their long term future.

*This section reflects the overall progress position for the delivery of the 'Economic Development and Regeneration' priority theme of the Corporate Plan, along with a breakdown of each individual priority, highlighting progress, achievements and challenges.*

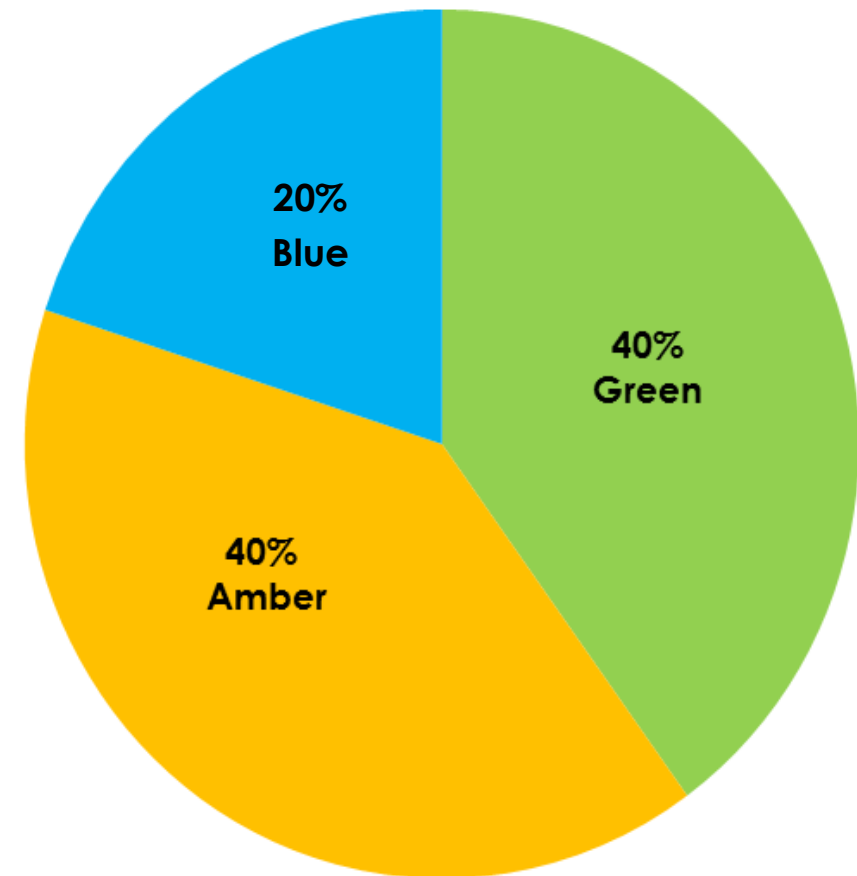
## How we performed

Throughout quarter 1 & 2 there has been progress in the implementation of the Economic Development and Regeneration priorities but it is recognised that there is still further work to do to fully implement the aims and objectives over the remainder of the Corporate Plan.

By the 30<sup>th</sup> September 2019, performance for Economic Development and Regeneration was **evaluated as being mainly successful as 20% were blue (completed), 40% of the actions were green (on target) and 40% were amber (behind target)**. When considering **trend against the performance indicators two saw an improvement, two declined and one has no comparative trend**.

Economic Development and Regeneration supports a number of regional programmes that are taking place within the area including the Cardiff Capital Region City Deal, Tech Valleys and the Valleys Task Force.

Overall 'Economic Development and Regeneration' corporate theme delivery position as at 30th September 2019.



## Overview - Quarters 1 & 2

### To increase the start-up business rate, retention and growth of local businesses and attract new inward investment

- The Blaenau Gwent Enterprise Strategy has been drafted in partnership with the Enterprise Board (private sector). Support provided for start ups and businesses is being increased through partnership working with business support agencies and specialists.
- Indigenous businesses & inward investment - Enquiries remain active from local businesses regarding expansion and financial plans. The environment remains buoyant. Industrial units are being built (both from the private sector and local authority) to support expansion plans of local and inward investment businesses.
- The Thales project is ongoing and the Regeneration's Project team are working on plans for an extension for the building and The Box Works project is ongoing and will be available for businesses from March/April 2020.

### To work in partnership with Registered Social Landlords and private developers to provide a variety of homes

- The Discover Blaenau Gwent Housing Prospectus was successfully launched in May 2019 by the Executive Member for Regeneration. The event was attended by over 20 representatives from the housing sector including Registered Social Landlords, Private Limited Companies, Small Medium Enterprises and planning consultants. The launch has generated land enquiries from perspective developers.
- Additional Social Housing Grant has been allocated for 2019/20 this has been assigned to Tai Calon, bringing them into programme. This will assist in their first development of approximately 24 units, on the former Glanffrwyd Site.
- Brynserth (Golwg y Bryn) sales launch event has been held, 6 of the 8 homes available have been reserved and it is anticipated the first homes will be available Dec 2019/early 2020.
- Options on the housing review are currently being considered including a regional approach in collaboration with Gwent partners, (akin to the regional Homelessness Strategy).

## How we currently perform



59 households met threshold for being threatened with homelessness. Of these, 41 successfully prevented-69.5%



In Blaenau Gwent 73.5% (32,700) were Economically Active



13.4% more business Start ups compared with the same period last year.



99% of Planning Applications determined within timescales



84% Occupied floor space of business units

## Overview - Quarters 1 & 2

### To work with partners to provide effective employment support and access to skills development

- The employment and skills stakeholder event was held and proved to be a successful and interactive session which involved over 70 attendees. There was representation from Education, Further Education, Business, Employment and the Public Service Board. The findings are currently being collated in order to prepare the plan and next steps.
- Recruitment and induction of apprentices was successful, including a team building event at Glyn Neath Waterfall for all current Aspire Apprentices. 13 have commenced the programme and their joint employment with host companies. 3 new host companies are also engaged on the programme, 2 of which are Small Medium Enterprises.
- A 'best practice' proposal was sent to the Valleys Task Force (VTF) outlining a partnership approach to deliver the Shared Apprenticeship Programme across VTF areas.
- The employment liaison work includes 8 companies engaged and the project continues to receive new referrals. Training opportunities are being promoted in areas such as health and safety, first aid, CSCS and ICT, delivered through a range of partners.
- Work to identify and deliver community benefits continues, an example of which being Sirhowy Nursery Site:
  - The Star Centre applied for funding to pay for internet access for 2 years so they can provide support with Homework clubs, Job search clubs, and Universal Credit support.
  - Provided a new Fridge Freezer so that local business can supply the general public free food which is near to the use by dates.
  - School engagement - artist worked with children 6 weeks to design mosaics one for school and one for site.

### To develop digital infrastructure and improve connectivity by promoting digital participation

- GovTech Catalyst Project has completed Phase one and progression into Phase two has commenced. This project is aimed at looking at how we can use our assets to collect information and relay that information to help us deliver our services more efficiently. Options tested in phase one included:
  - detection of potholes using camera technology mounted on refuse, recycling fleet - no driver intervention required; and
  - recycling participation levels identifying properties where recycling is out for collection or recycling containers being emptied.
- There are currently delays to the delivery of the Local Full Fibre Network (LFFN) project which is being delivered by the CCRC. Awaiting an update on progress.



### COLLABORATION -

Blaenau Gwent together with four neighbouring authorities have secured up to £450,000 of funding for Low Emission Vehicles (OLEV) for the installation of Electric Vehicle Charging Points across 30 sites within the five Local Authority areas.

## Overview - Quarters 1 & 2

### To develop a portfolio of potential energy opportunities to deliver economic, business and community benefits

- Phase 1a of the ReFit project continues with lighting schemes being completed in almost all of the buildings within this phase which includes Corporate Buildings, Leisure Trust Buildings and Willowtown Primary School. Bedwellty House and Park will also have new lighting in the near future
- ReFit Phase 1b focusses on schools with engagement ongoing with Headteachers and Governing Bodies.
- To support the DRivE Project, SRS have been commissioned to assist in installing additional metering and are working with our building management system company to upgrade our system from Trend 965 to Trend IQ Vision. The costs associated with this upgrade are being met through the project and we will use this system to extract and supply to partners monthly reports on energy (electricity and heat) from buildings utilising our District Energy Network.
- The Smart Living Demonstrator Energy Catalyst Project is reaching the end of Phase 2. Opportunities explored in this phase through engagement with businesses across Blaenau Gwent include energy brokering and materials brokering (inc. solar panels and lighting).
- Energy prospectus completed in draft, however, securing investment to carry out the development of the energy opportunities contained within the energy prospectus is a challenge. A range of options to fund projects are being investigated including borrowing, green bonds and seeking private investment.

### To work with partners to develop a new vision for our town centres ensuring their long term future

- Work is ongoing to engage with potential town centre properties across Blaenau Gwent to participate in the town centre loans and grants scheme. Due diligence into potential applications is being carried out by the Regeneration Opportunities team alongside a Quantity Surveyor from Technical Services and the property solicitor from Development and Estates.
- Tredegar Townscape Heritage Initiative - Tredegar Arms works are nearing completion and the owners are officially opening the building on the 23rd October 2019. The total project cost is £1.8m which has been from various funding sources including private investment from the building owners.
- Works are also due to start on site for the NCB building (the building is Grade 2 listed) in early October.
- Targeted Regeneration Investment (TRI) funding has been secured for the Eugene Cross Park site. Meetings scheduled with Ebbw Vale rugby club representatives and other groups to identify potential options for the site including opportunities for the match funding required to deliver against the TRI funding.



**LONG TERM** - by 2033, Blaenau Gwent's Local Development Plan will support delivery of a network of connected sustainable, vibrant valley communities that support the well-being of current and future generations.

## Case Study – Bringing New Homes and Prospects to Blaenau Gwent.

The construction of new homes at Golwg y Bryn, Ebbw Vale is well underway. This is the result of Blaenau Gwent CBC's positive partnership working relationship with one of the country's leading house developers – Lovell and Melin Homes an experienced social landlord, to bring much needed quality homes to Blaenau Gwent. The collaboration has ensured the exciting venture being brought to fruition backed with the support of Welsh Government funding.

With the aim of creating opportunities for local suppliers and skilled craftsman to engage with a major house builder, an extremely successful “Meet The Buyer” event was facilitated by Blaenau Gwent's CBC Regeneration Team. A & M Brick Laying and Taylor Lane are two Local Companies that are already on site as a direct result from the event. Local employment, apprenticeships and wider community benefits are all future opportunities we hope to secure from this exciting development.



**Golwg Y Bryn, Ebbw Vale**  
£17m Mix Tenure Development comprising 100 units  
Commencing Spring 2019

**LOVELL**  
A MORGAN SINDALL GROUP COMPANY

The development, which will see 70 open market homes and 30 affordable, including shared equity, has recently been launched from a neighbouring site with a hugely positive response, from residents looking to secure their choice of home. Several plots have already being reserved and plans are underway to officially open the exquisite show home on site later this year.



## How 'Economic Development and Regeneration' Performed in quarters 1 & 2

The Council has identified a number of performance measures to evidence how well delivery of the Corporate Objectives is going. These are split by both local and national indicators.

Performance Indicator	National / Local	Baseline	Q1	Q2	Q3	Q4	Quarterly Performance Trend	
House building completions	Local	TBC	5	22	-	-	↑	
Number of affordable housing units delivered per 10,000 households	National (new)	TBC	Annual					
Number of Business start-ups supported (directly created as a result of targeted support from the council)	Local (available)	14	9	2	-	-	↓	
Percentage of occupied floor space of available council business units	Local (available)	85%	83%	84%	-	-	↑	
Percentage of empty private properties brought back into use during the year through direct action by the LA	National	3.3	Annual					
Percentage of all planning applications determined within required time periods	National	97.3	100%	99%	-	-	↓	
Percentage of appeals against planning application decisions dismissed	National	63.6	100%	100%	-	-	↔	

# Financial Management

2019/20 Forecast (as at 30th September 2019)

Revenue Budget				
Portfolio	£,000 Budget 19/20	£,000 Forecast 19/20	£,000 Variance Favourable/ (Adverse)	Favourable/ (Adverse) Variance %
Corporate Services & Financial Management & Strategy	14,718	14,643	75	0.51
Economy	1,515	1,437	78	5.1
Education	55,477	55,541	(64)	(0.16)
Environment	29,530	29,790	(259)	(0.9)
Licensing	65	75	(10)	(15.4)
Planning	1,056	1,057	(1)	(0.1)
Social Services	44,915	44,740	175	0.39
<b>Council Total</b>	<b>147,276</b>	<b>147,283</b>	<b>(7)</b>	<b>0.002</b>

Capital Budget			
Portfolio	£,000 Budget 19/20	£,000 Variance	Favourable/ (Adverse) Variance %
Corporate Services & Strategy	227	0	0.0
Environment, Economy & Infrastructure	10,107	0	0.0
Social Services - Adult & Children	1,408	0	0.0
Education, Active Living and Learning	6,627	0	0.0
All Portfolios	789	0	0.0
<b>Council Total</b>	<b>19,158</b>	<b>0</b>	<b>0.0</b>

## Current Budget Position:

The overall forecast financial position across all portfolios to 31 March 2020, is a small adverse variance of £7,000, (as at 30 September 2019) against a net revenue budget of £147.3m. This is an improved forecast when compared to Q1 (£150,000 adverse) and evidences the robust budgetary controls operating within the Council.

Preventative measures, including the Supporting Change Team & the MYST project are having a positive impact on expenditure and when combined with the Supporting Sustainable Social Services grant of £762,000 has contributed to the favourable variance against the Social Services budget.

The most significant adverse variance is within the Environment Portfolio, including Waste Services (£104,000) and in the Corporate Landlord budget (£63,000).

## Current Budget Position:

As at September 2019, it is forecast that expenditure against projects within the capital programme will be within budget (in year funding available £19m).

There has been a £1.2m increase in capital funding since quarter 1.

# Regulatory Proposals

The Council is subject to numerous internal and external audits and regulatory reviews each year which ensures local authorities provide value for money when delivering services, services are being run efficiently and effectively, and identifies local authorities approach in planning and delivering improved services in the future. This section aims to capture the progress being made against these proposals.

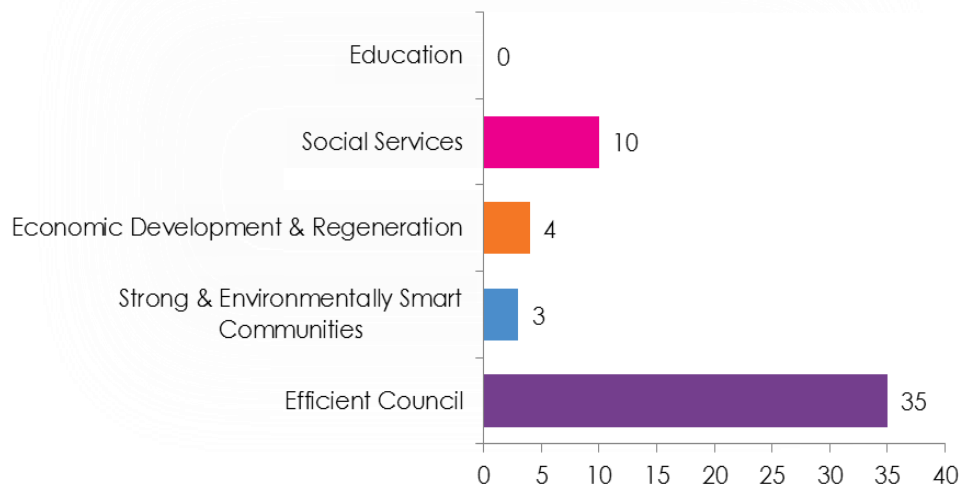
## Reports and Proposals

At 30th September 2019 there are **31** audit reports. Of those:-

- 15 Reports still in initial stages, either newly received where the Council will be subject to review or currently proceeding through the Democratic process for approval by Members; and
- 16 reports where 52 proposals for improvement are being monitored via business plans.

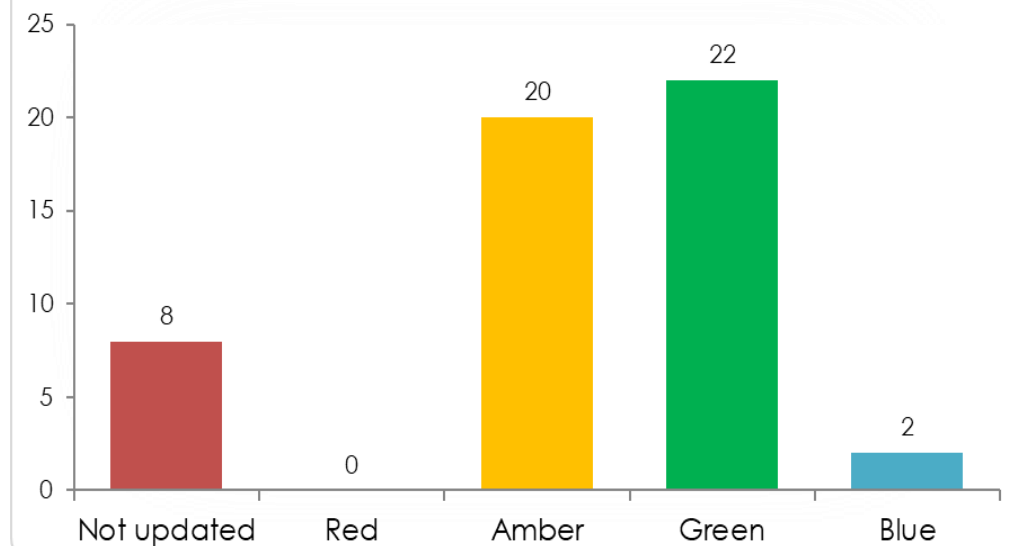
### Open proposals for improvement

#### Open Proposals for Improvement by Corporate Plan Theme



### Current proposals status

#### Current Proposal Status



# Corporate Risk Register

Risk Description and Lead	Quarter 2 Update (July – September 2019)	Status
<p>CRR20 -</p> <p><b>There is a risk that increasingly complex needs and demand for services provided by Social Services and Education, in particular for Looked After Children, will put further significant pressure on the Council's budget.</b></p> <p>Director of Social Services and Councillor John Mason</p>	<p>This remains a volatile area and it is impossible to predict an ideal number of children looked after per head of population. The population of children looked after is affected by multiple variables outside the immediate control of the local authority and, in that respect, we must be both proactive and reactive. The Children's Services IAA is implementing the principle of Early Action Together; this places an officer from Gwent Police in our IAA service which, in turn, enables multi-agency screening of referrals. Having a police presence in the IAA service also enables us to undertake basic checks and swifter risk assessment of extended family when it is deemed too risky for children to remain in the care of their parents.</p> <p>ICF funding has been used to develop a 'Mediation Worker' post for those young people and their families experiencing significant relationship tensions. This is intended to prevent family breakdown being a reason for young becoming looked after. The Supporting Change Team continues to provide intensive support services for those children identified as being at risk of becoming Looked After and quarterly monitoring undertaken by the senior management team is demonstrating the efficacy of the team's work.</p> <p>The MyST (My Support Team) is now fully operational and working at capacity. The remit of the team is to work intensively with children who are in residential provision with the aim of helping them return to a foster placement or family environment if possible. The team also works with children, families and carers where there is a risk of having to move to residential provision with the aim of preventing that escalation. Our Placement Team continues its recruitment process and we continue to work collaboratively to commission high quality foster placements for our children looked after. The newly developed Special Guardianship Support Team already shows that foster placements are being converted to Special Guardianship placements thus reducing the numbers of children Looked After by the Local Authority.</p>	<p style="text-align: center;"><b>Critical</b></p>

# Corporate Risk Register

Risk Description and Lead	Quarter 2 Update (July – September 2019)	Status
<p>CRR1 -</p> <p><b>Failure to deliver and sustain the changes required to ensure that vital services are prioritised within the financial constraints faced by the Council.</b></p> <p>Managing Director and Councillor Nigel Daniels</p>	<ul style="list-style-type: none"> <li>The Council has made good progress in starting to strengthen its financial resilience – achieving a balanced revenue budget in 2018/19 and forecasting a balanced budget for 2019/20 as well as increasing the level of reserves (both general and ear-marked) during 2018/19; financial management is improving with all Senior Managers having performance objectives in their annual performance reviews to make them accountable for the management of their budgets and for delivering a balanced position;</li> <li>The MTFS has been reviewed and the draft agreed by Council in July 2019, further work will now be done before the final document is presented to Council for final approval in December 2019;</li> <li>The Bridging the Gap Programme has been agreed – in draft – by Council in July 2019 and this will support the MTFS and address the shortfall in funding over the next 5 years whilst protecting as far as possible front line services; work has commenced on Strategic Business Reviews to deliver the efficiencies and cost reductions required and there will be reports to Scrutiny Committees through October/November on the proposals which will achieve budget reductions in 2020/21;</li> <li>The new structure for the Commercial Team is being put in place with one key appointment remaining and this new team will support the move to becoming a more commercially minded Council;</li> <li>Work has commenced on the Commercial Strategy which will support the development of a more commercial culture and approach across the organisation and all service areas; this has been presented to and discussed with all Senior Managers at Managers Conferences in October;</li> <li>There has been a strengthening of the understanding of the road map in relation to ICT and determination of the level of investment is required to support service improvement and commercial activity;</li> <li>The Leisure Review is progressing with Phase 2 report now completed and the Council now undertaking the agreed next actions which is to complete a soft market testing exercise to assess the potential for sustainable service delivery;</li> <li>Due diligence in relation to the review of Silent Valley Waste Management Ltd has been completed and the Project Team is now reviewing the viable options in advance of a report to Members.</li> </ul>	<p style="text-align: center;">High</p>

# Corporate Risk Register

Risk Description and Lead	Quarter 2 Update (July – September 2019)	Status
<p>CRR14</p> <p><b>Failure to improve staff attendance rates within the Council will lead to an unacceptable impact on the ability of the Council to deliver services effectively and financially support the cost of sickness absence.</b></p> <p>Head of Organisational Development and Councillor Nigel Daniels</p>	<ul style="list-style-type: none"> <li>• Review of Sickness absence report to CLT September 2019 – report to progress to Corporate Overview Scrutiny on agenda for December 2019 (moved because of cancellation of October meeting)</li> <li>• Quarter 1 figures show a worsening position in comparison to this time last year – Corporate figure 3.11 average days per employee – on CLT agenda for 29/10/19</li> <li>• Senior HR Business Partners working with Directorates to target 'hotspots' – those areas exceeding the Corporate target of 2.75 days – further analysis of the 'hotspot' areas to be undertaken</li> <li>• Training to raise awareness of mental health for managers and staff to be programmed for the new year in 2020</li> <li>• Discussion held with Strategic HR Head teachers group and agreement to form a project team to review the Managing Attendance Policy for Schools aligning to the learning of the Corporate review of sickness absence</li> <li>• Managing Attendance policy layout to be simplified with the use of managerial guidance – early new year 2020</li> <li>• Plans developing for the retendering process for Occupational Health – this will include consideration of an employee assistance programme</li> <li>• Awareness raising on sickness absence will feature as part of the staff newsletter.</li> </ul>	High
<p>CRR19</p> <p><b>If the Council does not manage its information assets in accordance with requirements set down within legislation, then it may be faced with financial penalties and possible sanctions that hinder service delivery.</b></p> <p>Head of Legal &amp; Corporate Compliance and Councillor Nigel Daniels</p>	<p>The Information Governance Forum (IGF) reconvened in September 2019 with the Terms of Reference reviewed and agreement to now meet on a quarterly basis. At the first meeting, the Information Asset Owners (IAOs) have been reviewed and approved. Going forward this group will be critical in identifying risks and driving improvements and messages across the council. A revised Information Security Policy has been considered by the IGF and will now progress to CLT prior to adoption by Members. The Record Retention and Disposal Policy has been reviewed and approved and will shortly be promoted to all staff.</p>	High

# Corporate Risk Register

Risk Description and Lead	Quarter 2 Update (July – September 2019)	Status
<p>CRR21</p> <p><b>The Financial resilience of the Council could be at risk if the Council does not ensure that financial planning and management decisions support long term stability and sustainability.</b></p> <p>Chief Officer – Resources and Councillor Nigel Daniels</p>	<p>The Council has considered a draft Medium Term Financial Strategy covering a 5 year period to 2024/25. Included within the strategy is an assessment of the spending requirements the Council is likely to face to deliver its priorities and the level of cuts i.e. reducing or stopping services that will need to be made to ensure the Council can set a balanced budget each year. Planning now to meet known or anticipated changes in the future provides greater opportunity to phase in the impact of the changes.</p> <p>To deal with potential gaps between anticipated funding and expenditure the Bridging the Gap programme has been developed that aims to build financial resilience. Based on strategic themes, over the life of the Medium Term Financial Strategy, the programme will identify savings opportunities, potential cost avoidance and new revenue streams. Designed to support a balanced budget it is also focussed on creating the conditions of a commercially minded council.</p> <p>Financial resilience is a Council priority and this includes ensuring that reserves are adequate to be able to respond to unexpected events, emerging need or unforeseen budget pressures. During 2018/19 the overall level of the Council's reserves increased and during 2019/20 it is forecast that the General Reserve will increase to £6.1m (an additional £240,000).</p> <p>Given the current level of the General Reserve, it is not planned to utilise any of this reserve to balance the annual budget. The establishment of a budget contingency within the annual budget setting process is proposed.</p>	High
<p>CRR22</p> <p><b>Failure to deliver the Council's priorities within the agreed annual budget resulting in the increased use of emergency finance measures and the drawdown of reserves.</b></p> <p>Chief Officer – Resources and Councillor Nigel Daniels</p>	<p>In agreeing the 2018/19 &amp; 2019/20 revenue budget, the Council agreed additional budget to address cost pressures within priority areas.</p> <p>During 2019/2020 the revenue budget monitoring reports indicate that the Council will be in a breakeven position at the end of the year. This forecast has improved when compared to the 2018/19 position and the 2019/20 quarter 1 position (forecast of £150k adverse variance). Within the forecast, an assessment of delivery of the budget savings indicate that 97% have / will be delivered.</p>	Medium

# Corporate Risk Register

Risk Description and Lead	Quarter 2 Update (July – September 2019)	Status
<p>CRR24</p> <p><b>There is a risk that exiting the EU will have an adverse impact at a national and local level which could impact on the community and on the Council and its ability to deliver public services.</b></p> <p>Managing Director / Head of Governance and Partnerships and Councillor Nigel Daniels</p>	<p>Preparations for exiting the EU intensified during this period and there was a noticeable increase in communications with WLGA and Welsh Government as the 31st October 2019 Brexit deadline approached. The Brexit core planning group continued to meet on a monthly basis, sometimes more frequently where necessary, to review the planning process and ensure robust processes are in place to mitigate against the risks or take advantage of any opportunities associated with the UK's exit from the EU. The planning group focussed on the challenges that presented the most pressing risks to the local authority, such as risks associated with no-deal Brexit relating to social care, supply chains for essential goods (food, fuel, medical supplies etc.) and demand on the council workforce, as well as maintaining lines of communication with local businesses to support them through the Brexit process where necessary.</p> <p>The council has utilised the EU Transition Funding from Welsh Government (secured by WLGA on behalf of all local authorities) to prepare for Brexit by appointing the corporate policy officer as the Brexit coordinator. Two sub-regional community cohesion officers funded by the EU Transition Fund are also now in post. These officers have been monitoring community cohesion and raising awareness of the EU settlement scheme amongst local EU citizens since July.</p>	High
<p>CRR7</p> <p><b>Failure of schools in Blaenau Gwent to adapt and change accordingly to the requirements of the new curriculum and national agenda of the Welsh Government as laid out in the National reform agenda document "Education for Wales: Our national Mission".</b></p> <p>Director of Education and Councillor Jo Collins</p>	<p>Schools have responded well to all professional learning opportunities provided by the EAS. Learning Network schools in Blaenau Gwent are working well with schools in the Borough and across the region. Elected members are beginning to develop a shared understanding about the requirements of the new reporting arrangements linked to the national requirements to reduce high stakes accountability measures and approaches. Schools in the Borough performed at expectation when compared with schools in the region and using residuals (Scrutiny Report 25th October 2019). The midyear update of the Education Directorate's Business Improvement Plan evidences that progress has been made against our key priorities for last year, particularly in English in all Phases and key stages and at the higher A*/A level at GCSE, for eFSM pupils and improvements in boys' progress and performance. Schools support each other well and the school categorisation profile has improved significantly over the last 3 years. In summary schools are responding well to the changes and the outcomes of self-evaluation processes identify clear areas for ongoing improvement.</p>	Medium



# Corporate Risk Register

Risk Description and Lead	Quarter 2 Update (July – September 2019)	Status
<p>New Risk identified for Quarter 3</p> <p><b>The 2 schools currently in receipt of Council Intervention fail to make appropriate progress against the Statutory Warning Notice to Improve and their Post Inspection Action Plans.</b></p> <p>Director of Education and Councillor Jo Collins</p>	<p>Progress updates will be provided from Quarter 3</p>	<p>Medium</p>

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# Agenda Item 20

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**

Date of meeting: **18<sup>th</sup> December 2019**

Report Subject: **Education Achievement Services (EAS), Value for Money Report, Financial Year 2018/19**

Portfolio Holder: **Cllr Joanne Collins Executive Member for Education**

Report Submitted by: **Lynette Jones, Corporate Director of Education  
Geraint Willington, Director- Resource, Business and Governance, EAS**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
✓	15.10.19	02.12.19			06.11.19	18.12.19		

## 1. Purpose of the Report

- 1.1 Blaenau Gwent County Borough Council are a partner local authority of the EAS Regional School Improvement Service. This report describes the outcomes of an external report on the value for money (VfM) of the Regional Service in 2018/2019.

## 2. Scope and Background

- 2.1 The VFM report for 2018-2019 (Appendix 1) focusses on the delivery of the regional service and the regional impact set against a number of criteria.
- 2.2 Members will note that the report does not break down individual Local Authority (LA) detail. The VFM report focuses entirely on the impact of the regional service on a number of measurable outcomes that are contained within the commissioned regional Business Plan. The Council will have received a number of detailed reports in previous meetings and through LA scrutiny committees such as: LA Outcomes, Categorisation, Estyn Inspection outcomes which has specific LA detail.
- 2.3 The report has been written by an external consultant, Rod Alcott. This is the second year that this consultant has reviewed the VfM of the EAS. The report has been sectioned to include the following elements:
- Executive Summary
  - Recommendations
  - Economy: Spending less
  - Efficiency: Spending well
  - Effectiveness: Spending wisely
  - Equity: Spending fairly
  - Sustainability: Spending for the long term
  - Conclusion
  - Appendix: Pen Portrait

2.4 The full content of the regional school improvement VfM 2018/2019 report can be found in Appendix 1.

## 2.5 What is Value for Money?

VfM or cost effectiveness, is a measure of how well resources are being used to achieve intended outcomes. Good value for money is the optimal use of resources to achieve intended outcomes. VfM is usually measured by considering:

- **Economy:** minimising the cost of resources used while having regard to quality (inputs) – spending less;
- **Efficiency:** the relationship between outputs and the resources used to produce them – spending well; and
- **Effectiveness:** the extent to which objectives are achieved (outcomes) – spending wisely.

2.6 Whilst the above represent the traditional method of measuring VfM it is also possible to include two further dimensions:

- **Equity:** the extent to which services are available to and reach all people that they are intended to – spending fairly. Equity is sometimes included within considerations of effectiveness but is treated separately here to highlight its importance to the work of EAS; and
- **Sustainability:** an increasingly standard consideration within the context of the Well Being of Future Generations Act (WBFG) – spending for the long term.

## 2.7 External Judgement of the EAS

Assessing the performance of EAS against the criteria outlined above the conclusion is that:

**EAS is providing good value for money in terms of those aspects that are within its control – notably economy, efficiency, equity and sustainability. However, collective action involving EAS, its constituent local authorities and school leaders is required to address concerns over educational outcomes across the region and those schools that are underperforming.**

This conclusion has been arrived at because:

- *Economy:* EAS is delivering its services to all schools across the region while continuing to spend less.
- *Efficiency:* The regional approach to deployment of resources allows economies of scale to be achieved; and the impact on service delivery of reduced EAS resources is being mitigated by a concerted effort to build compensatory capacity within schools to allow the quality of support to schools to be maintained.
- *Effectiveness:* Overall, educational outcomes are not improving at the desired rate in all schools, particularly within identified schools within the

secondary phase, and this needs to be addressed through acceptance of collective responsibility and accountability to improve performance.

- *Equity*: A comprehensive programme designed to better equip schools to support vulnerable learners has been established across the region, based upon cluster working and reinforced by the distribution of wellbeing grants to every cluster.
- *Sustainability*: EAS has an agreed Medium Term Financial Plan that sets out a sustainable approach to financial management in the future and is concentrating upon preparing schools to meet the challenges of curriculum reform, based upon a robust regional delivery network for professional learning that is intended to ensure that pupils needs will be met in the future and the workforce are well prepared and informed on all aspects of the reform agenda.

- 2.8 The report notes that; “While maintaining the quality of support to schools is essential, effectiveness depends upon what this support achieves. The overriding purpose of EAS, as set out in its mission statement, is to *‘transform the educational outcomes and life chances for all learners across South East Wales’*.”
- 2.9 Consequently, assessment of effectiveness must relate to its contribution in bringing about this desired transformation. One approach to this assessment is to look at educational outcomes as measured by categorisation outcomes, Estyn inspection outcomes and pupil outcomes. However, it must be recognised from the outset that these outcomes cannot be achieved by any one organisation or programme of support. They require collaboration and a collective effort for which there is a collective responsibility and accountability. In relation to this report this collective responsibility and accountability extends to Welsh Government, EAS, Local Authorities and schools.
- 2.10 The report concludes that; “While the report is written in discrete sections, to mirror the constituent parts of a VfM evaluation, it is important to recognise that discrete does not mean unconnected. On the contrary, achieving value for money requires delivery strands to complement and reinforce one another to create a coherent and consistent overall approach that makes the best use of resources.
- 2.11 For EAS this coherence and consistency comes from its ever-evolving approach to supporting the emergence of a self-improving system based on cluster working. This approach runs as a consistent theme throughout the report as illustrated by the following examples:
- Financial underpinning through maximisation of delegation rates and remodeled approaches to cluster funding.
  - The development of a Wellbeing and Equity Strategy centred around a cluster-based approach.
  - The creation of Learning Schools Networks and enhanced peer working arrangements.
  - A professional Leadership offer that emphasises collaboration and shared development in a cluster-based context

2.12 The above demonstrates that the approach adopted by EAS is consistently centred around attempting to create additional capacity in schools, utilise external support and research to shape service delivery, focus sharply on interventions that provide support and challenge to underperforming schools and to ensure that the demands of curriculum reform can be met in a sustainable way that does not compromise current provision. In financially constrained times, with impending major curriculum reform, this would appear to represent a very sensible use of resources.

2.13 The report notes two recommendations for consideration:

1. Further develop and refine the current approach to VfM evaluation in FADE reporting.
2. Consider whether there are cost-effective ways to secure the involvement of Head Teachers in further developing the annual VfM report for 2019-20.

2.14 These recommendations will be accepted in full and will be implemented within the current business planning cycle.

### 3. **Options for Recommendation**

3.1 **Option 1:** members consider the report and provide feedback thereby engaging in self-evaluation processes prior to approving the report

3.2 **Option 2:** approve the report.

### 4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

#### 4.1 **Statutory Responsibility**

4.1.1 The EAS through its planning cycle is required to submit an annual value for the money report on the regional school improvement service.

#### 4.1.2 **Corporate Plan**

- **Education Aims**

- “To improve pupil outcomes, progress and wellbeing, particularly for our more able and most vulnerable learners
- To improve the quality of our education services and our school building to help learners achieve great outcomes
- To continue to support our school leaders to help out pupils achieve their ambitions.”

#### 4.1.3 **Blaenau Gwent Well-being Plan**

The content of the EAS business plan is clearly aligned to the objectives in the Blaenau Gwent Wellbeing Plan which aims for everyone to have the best start in life. Through this plan it seeks to ensure that the education provision is appropriate and able to meet the needs of children and young people so that their progress is as good as it ought to be.

## 5. Implications Against Each Option

### 5.1 ***Impact on Budget (short and long term impact)***

Blaenau Gwent County Borough Council made a financial contribution of £364,452 this financial year to the regionally commissioned Education Achievement Service (EAS) for the delivery of the statutory school improvement functions; namely, support, challenge, monitoring and intervention.

### 5.2 ***Risk including Mitigating Actions***

Risk lies in weak or late identification of significant school improvement concerns. Mitigating actions involve both the local Authority and EAS having effective monitoring processes in place, which cover the impact, effectiveness, quality and appropriateness of school leadership, school provision and pupil outcomes. Effective partnership working is therefore essential in order to maximise the impact of both the local Authority and EAS on pupil outcomes and wellbeing.

### 5.3 ***Legal***

The Collective and Management Agreement (CAMA) sets out the terms and conditions of the partnership between Blaenau Gwent County Borough Council and the EAS.

### 5.4 ***Human Resources***

The regional HR officers in the EAS work closely with OD officers in the Council.

## 6. Supporting Evidence

### 6.1 ***Performance Information and Data***

The value for money performance of regional consortia is contained in 2.7 above.

### 6.2 ***Expected outcome for the public***

High Quality education is a fundamental pre-requisite of ensuring future local and national prosperity through the provision of an informed and well-educated workforce and society. The Local Authority's statutory role to monitor and evaluate school performance and the quality of provision, coupled with its statutory powers of intervention in schools causing concern is fundamental to ensuring that all schools provide high quality education provision.

### 6.3 ***Involvement (consultation, engagement, participation)***

Involvement of partners is fundamental to securing and sustaining school improvement. The statutory framework advocates this and the work of the Local authority, its commissioned school improvement service (EAS) and schools evidences the positive impact of working in this way.

### 6.4 ***Thinking for the Long term (forward planning)***

The SEWC regional framework seeks to ensure that schools deliver high quality provision and standards in the long term.

The value for money report is clearly aligned with this approach.

6.5 ***Preventative focus***

A key element of the Council's work is to monitor settings and ensure appropriate support to secure continuing high standards. Estyn Inspection reports reflect the extent to which settings and Local Authorities has been effective in achieving this.

6.6 ***Collaboration / partnership working***

Educational improvement in Blaenau Gwent is delivered on a regional basis through the South East Wales Consortium in collaboration with Caerphilly, Monmouthshire, Newport and Torfaen Councils.

6.7 ***Integration (across service areas)***

The Estyn Inspection Framework is aimed at promoting high standards and high quality education provision. This aim is fundamental to the Council's well-being objectives and is fundamental to the joint work between Education and Social Services Directorates.

6.8 ***EqlA (screening and identifying if full impact assessment is needed)***

Not required for this report.

7. **Monitoring Arrangements**

7.1 The South East Wales Consortium is required to submit to the Council a value for money report. Alongside this report the Council will have received a number of detailed monitoring reports in previous meetings and through LA scrutiny committees such as: LA Outcomes, Categorisation, Estyn Inspection outcomes which has specific LA detail.

8. **Background Documents / Electronic Links**

1. The South-East Wales Regional Value for Money Report (2018-2019)



**Appendix 1**

# **Regional Value for Money (VfM) Evaluation 2018-2019**

## **Education Achievement Service (EAS)**

**Report Author: Rod Alcott (External Consultant)**  
**Date of final report: 24 May 2019**

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## Executive Summary

Value for Money (VfM), or cost effectiveness, is a measure of how well resources are being used to achieve intended outcomes. Good value for money is the optimal use of resources to achieve intended outcomes. VfM is usually measured by considering:

- **Economy:** minimising the cost of resources used while having regard to quality (inputs) – spending less;
- **Efficiency:** the relationship between outputs and the resources used to produce them – spending well; and
- **Effectiveness:** the extent to which objectives are achieved (outcomes) – spending wisely.

While the above represent the traditional method of measuring VfM it is also possible to include two further dimensions:

- **Equity:** the extent to which services are available to and reach all people that they are intended to – spending fairly. Equity is sometimes included within considerations of effectiveness but is treated separately here to highlight its importance to the work of EAS; and
- **Sustainability:** an increasingly standard consideration within the context of the Well Being of Future Generations Act (WBFGE) – spending for the long term.

Assessing the performance of EAS against the criteria outlined above the conclusion is that:

**EAS is providing good value for money in terms of those aspects that are within its control – notably economy, efficiency, equity and sustainability. However, collective action involving EAS, its constituent local authorities and school leaders is required to address concerns over educational outcomes across the region and those schools that are underperforming.**

This conclusion has been arrived at because:

- *Economy:* EAS is delivering its services to all schools across the region while continuing to spend less.
- *Efficiency:* The regional approach to deployment of resources allows economies of scale to be achieved; and the impact on service delivery of reduced EAS resources is being mitigated by a concerted effort to build compensatory capacity within schools to allow the quality of support to schools to be maintained.
- *Effectiveness:* Overall, educational outcomes are not improving at the desired rate in all schools, particularly within identified schools within the secondary phase, and this needs to be addressed through acceptance of collective responsibility and accountability to improve performance.
- *Equity:* A comprehensive programme designed to better equip schools to support vulnerable learners has been established across the region, based upon cluster working and reinforced by the distribution of wellbeing grants to every cluster.
- *Sustainability:* EAS has an agreed Medium Term Financial Plan that sets out a sustainable approach to financial management in the future and is concentrating upon preparing schools to meet the challenges of curriculum reform, based upon a robust regional delivery network for professional

learning that is intended to ensure that pupils needs will be met in the future and the workforce are well prepared and informed on all aspects of the reform agenda.

## **Recommendations**

The VfM report for 2017-18 contained a small number of recommendations and progress against these recommendations is summarised below:

1. Develop a framework for on-going analysis of VfM throughout the year that enables EAS to form a clear judgement on whether VfM is being secured. The approach needs to be one that embeds VfM as part of an on-going process throughout the year, rather than a one-off retrospective review annually. Such an approach will require:
  - ensuring VfM is considered in the planning, implementation, monitoring and evaluation of service delivery;
  - including VfM analysis within the self-evaluation process;
  - including VfM review within a forward work programme for all governance groups;

*Progress:* A framework has been established through inclusion of VfM considerations within the on-going Focus, Analysis, Delivery, Evaluate (FADE) approach to self-evaluation. This provides a suitable platform for future development and refinement of the approach that includes the necessary increased consistency and enhanced rigour. No evidence is available regarding forward work programmes for governance groups.

2. Develop a robust Medium-Term Financial Strategy (MTFS) that:
  - provides a clear and concise view of future sustainability and the decisions that need to be made to balance the financial implications of objectives and policies against constraints in resources; and
  - forms the pivotal link that translates the organisation's ambitions and constraints into deliverable options for the future.

*Progress:* A robust MTFS that is closely aligned to the Business Plan has been developed and shared with governance groups

3. Work with other consortia to develop a national framework for assessing VfM at a regional level to encourage the sharing of good practice and ensure consistency of approach.

*Progress:* This requires a national approach and there is no evidence available regarding the development of a national framework.

## **Recommendations from 2018-19 VfM Review:**

1. Further develop and refine the current approach to VfM evaluation in FADE reporting by ensuring that:
  - FADE reports include (or are accompanied by) resource and cost data;
  - intended outcomes for specific strands of work are attributable to that specific intervention and do not include organisation wide aspirations such as improve performance at KS4;

- a robust and rigorous mechanism is developed for identifying the impact of specific interventions on the promotion of high standards and improved outcomes; and
  - individual strands of work are evaluated for VfM as part of a formative process that is brought together mid-year and later at the end of the year in an organisation wide summative evaluation.
2. Consider whether there are cost-effective ways to secure the involvement of Head Teachers in further developing the annual VfM report for 2019-20.

The main body of this report sets out the evidence that underpins the VfM evaluative statements contained in the executive summary.

***Economy: EAS is delivering its services to all schools across the region while continuing to spend less:***

The amount of money available to EAS to spend on resources in 2018-19 was less than in previous years. Both core funding from the constituent local authorities, based on a WG driven formula, and grant funding have reduced. Income from trading services has ceased as the result of a conscious decision that charging schools for services runs counter to the philosophy of the organisation.

Trading income derived from EAS selling their services to schools either through training or intensively supporting schools/departments in need of support. EAS does not intend reverting back to being a trading organisation because it is felt that this compromises their legitimacy, is not in line with the changing national agenda and is at odds with the strategic direction set by the Company Board.

The extent of the reduction in core funding, grant funding and trading income is shown below. There has been an agreed 7.8% reduction in LA funding over the past 3 years which along with the elimination of, trading income, has resulted in a reduction in total core funding of some £1.2m or 27% in absolute terms between 2015-16 and 2018-19; although in real terms, when inflation and pay awards are taken into account, the reduction has been in excess of 30%. Over the same time period the small reduction in the amount of grant money received from the Welsh Government has resulted in EAS having £1.9m or 3.3% less, in total, available in absolute terms.

	2015-16	2016-17	2017-18	2018-19
LA Funding	£3,481,085	£3,376,653	£3,275,353	£3,209,847
Trading Income	£924,853	£601,974	£447,460	£0
Total Core Funding	£4,405,938	£3,978,627	£3,722,813	£3,209,847
Grants	£52,703,146	£56,082,261	£52,033,572	£51,991,066
<b>Total</b>	<b>£57,109,084</b>	<b>£60,060,888</b>	<b>£55,756,385</b>	<b>£55,200,913</b>
Delegated to Schools	£47,413,811	£50,384,126	£46,481,315	£48,886,304
Delegation Percentage	90%	90%	89%	94%

Residual Income <sup>1</sup>	£7,687,144	£7,668,633	£7,278,655	£6,314,609
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However, if increases in the rate of delegation to schools are taken into account then residual income spent on running the organisation, including staffing costs, fell by some £0.96m or 13.24% from 2017-18 to 2018-19

The evidence clearly demonstrates that EAS is spending less than in previous years and that the rate of reduction is accelerating, while the overall number of schools being supported has remained largely static.

However, spending less is not in itself proof of providing VfM. Delivering VfM also requires the reduced spending to be used efficiently to maintain the quality of service being offered to schools across the region. The next section of the report will look at the evidence around how well resources have been deployed.

**Efficiency: The regional approach to deployment of resources allows economies of scale to be achieved; and the impact on service delivery of reduced EAS resources is being mitigated by a concerted effort to build compensatory capacity within schools to allow the quality of support to schools to be maintained.**

The centralised model of service delivery that has been adopted across the region has enabled efficiencies to be realised and economies of scale to be secured, particularly in relation to avoiding duplication of functions. Some illustrative examples of this are:

- the reduced cost of financial management resulting from centralising the function within EAS rather than having it duplicated across the five constituent local authorities; and
- centralising governor support within EAS rather than having it replicated across five local authorities.

EAS recognises that the role of Governors is integral to the leadership capacity within each school and that it is therefore critical that governing bodies are well informed so that they can effectively discharge their role of challenge and support. In relation to the provision of governor support it is worth noting that EAS remains the only consortium to include Governor Support Officers, who work in partnership with Challenge Advisers to strengthen governance.

The Governor Support Service is provided through a Service Level Agreement (SLA) that schools can opt into if they so choose. It is significant to note that the take up for the Clerking SLA across the region has increased to 99%; a level of elective engagement that would appear to suggest that it represents good value for money.

This perception of good value for money is further strengthened by the results from a survey, to consider the impact of the EAS Training programme and the Professional Clerking Service, that was undertaken in July 2018. 541 Governors completed the Online Governor Support Survey. The survey revealed that out of the governors surveyed:

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<sup>1</sup> Residual Income is after distribution of Minority Ethnic Achievement Grant (MEAG) and Gypsy Traveller Children Grant

- 93% agreed that they are satisfied with the overall service provided for the last 4 years;
- 93% agreed that training has made them more effective and helped them understand their role more clearly;
- 92% agreed that the training helped them understand their strategic role;
- 91% agreed they were more confident to challenge and to monitor progress;
- 95% agreed they are confident to challenge the Headteacher's report; and.
- 80% agreed that they understood the priorities and outcomes of Pupil Deprivation Grant (PDG).

EAS is addressing the lower confidence of Governors when it comes to understanding PDG through training sessions provided by the Strategic Lead for Equity and Wellbeing. These sessions are designed to enable governors to develop their knowledge and understanding of:

- the current national and regional agenda regarding Wellbeing and Equity and Grants available to schools;
- the terms and conditions of each grant;
- how to evaluate grant expenditure within their schools; and
- how they can challenge their schools on the progress of vulnerable learners.

2019-20 will see further development of the support service for Governors through the introduction of two options for the SLA to ensure the service meets the needs of governing bodies throughout the region:

- Option 1: Local Authority (LA) Statutory Service and Clerking Service
- Option 2: LA Statutory Service and Clerking Service with Statutory Committee Support

From October 2018 the provision of a specialised Human resources (HR) service across the region, that was previously contracted out to a local authority, has been brought in to EAS. The service has a dedicated resource through the appointment of a Regional Specialist HR Senior Officer. The service has provided the following support across the region:

- Training for Headteachers and leadership teams
- Training and support on capability procedure
- Governor training
- Training for EAS staff

The aim of the service is to ensure that:

- the appointment process for Headteachers is suitably robust;
- school leaders are effectively implementing processes to deal with underperformance of staff;
- governors are suitably trained to manage statutory processes; and
- processes for performance management of staff and leaders are effectively implemented.

EAS will review the implementation of its programme of support and evaluate its impact as part of its mid-year review of the Business Plan in the autumn of 2019. Curriculum expertise is another area where savings can be achieved through the employment of one person to provide expert support in a specific area of the

curriculum, as opposed to each local authority having to employ its own dedicated resource. The development of Learning Network Schools has further accelerated this process of securing efficiency savings through allowing one school to provide support in a specific curriculum area to a number of participant schools across the region, rather than needing a Network School per local authority. The gain in this example can be qualitative as well as quantitative. It might allow the only school within the region that has the level of expertise that is ideally required to be used, rather than potentially diluting quality through the need to identify one Network School per authority.

Centralised delivery that eliminates duplication also allows efficiencies to be realised in terms of staffing levels; while centralised administration of grants to schools, as opposed to administration per authority, has enabled school budgets across the region to benefit from receipt of an ever-increasing proportion of Welsh Government grants, as the delegation rate to schools has risen from 90% to 94%.

Centralised financial management, governor support services, curriculum expertise and grant administration are specific examples of the potential for efficiency gains. However, in more general terms, efficiency savings will be realised across the region for as long as there is no duplication of school improvement services from the £3m EAS receives from its partner LAs and the funding that LAs retain.

Reduced spending has inevitably resulted in a considerable reduction in staffing numbers, with the number of Full Time Equivalent (FTE) staff reducing from 107 in 2015-16 to 77 in 2018-19, representing a 28% reduction. FTE numbers are projected to continue to fall to 72 in 2019-20, taking the total reduction in FTE staff reduction to 35 over the period 2015-16 to 2019-20, representing a reduction of approximately one third in staffing levels.

However, effective resource management is about more than cost saving through staffing reductions. The challenge for EAS has been to manage the reduction in such a way as to mitigate the impact on service delivery. Throughout the process EAS has recognised the need to be flexible in its approach to ensure it remains fit for purpose and able to deliver its Business Plan priorities. With this in mind a balanced approach has been taken to ensure key posts are retained to enable continuity of delivery with minimum disruption to the support provided to schools. In particular re-structuring has been designed to ensure continuation of the progress that has been made in developing a self-improving system across the region and extending the collaborative opportunities for schools so that they are able to meet the demands of the reform agenda.

EAS has also realised the necessity for emerging structural arrangements to facilitate effective succession planning and the need to streamline and strengthen the SMT and SLT structures to ensure maximum value for money is achieved.

To ensure the continued effective delivery of school improvement services, in the face of staffing reductions, EAS has recognized the need to ensure that systems are in place to support schools to work collaboratively and become partners in a self-improving system in which school leaders have the skills, capacity and commitment to continually learn and improve their practice.



Fundamental to this approach has been the development of a Professional Learning programme designed to support improvement and development in schools to help them fully engage and prepare for curriculum reform. As part of this programme EAS provided funding of £ 5,822 pounds to each non pioneer school with the expectation that this would help fund a Professional Learning Lead in each school. Postholders would then contribute to the development of professional learning to support schools in preparing for curriculum reform, developing the use of the new professional teaching and leadership standards and developing Schools as Learning Organisations.

In carrying out their role it is expected that Professional Learning Leads will:

- promote effective teaching and learning strategies in preparation for curriculum reform across the school and relevant wider networks;
- develop professional values and dispositions;
- develop professional learning through effective collaboration and development of innovations across the school and wider school community; and
- lead, develop and enhance professional learning of other staff.

As of November 2018, 482 school leaders from across the region had participated in formal leadership programmes provided by EAS. The Professional Learning programme includes the provision of mentor support for leadership in secondary schools, the delivery of services through the development of school-based networks, the development of cluster-based approaches to school improvement and the introduction, facilitation and support of peer working arrangements.

Mentor support for secondary schools entails a range of supportive interventions designed to increase leadership capacity and secure an effective rate of improvement. These interventions include the allocation of:

- mentors for Headteachers in identified schools;
- mentors for Deputy Headteachers in identified schools;
- a mentor for a Chair of Governors in an identified school;
- a mentor for newly appointed Headteacher in an identified school; and
- experienced acting Headteachers to identified schools.

Mentors are professionals who have been chosen and allocated on the basis of their proven leadership abilities and come from schools both within and outside the region. Their role is to provide a balance of support and challenge that builds leadership capacity as a pre-requisite for securing future improvement. However, raising standards will be dependent upon capable leaders engaging with the range of professional school improvement services being provided by EAS.

EAS commitment to capacity building through mentor support is demonstrated by the spending of some £167,000 to fund this programme in 2018-19. In value for money terms the test of the effectiveness of this spend will be the extent to which outcomes improve over time in the schools that have been the recipients of this resource expenditure.

The importance attached to capacity creation through collaboration is reflected in the EAS Business Plan for 2018-19 where *'Supporting collaboration and a self-improving system'* is an identified priority accompanied by a mid-year (November 2018)

progress judgement of *'Satisfactory progress - many aspects addressed but still significant work to do in important areas'*.

The Learning Networks that have been established across the region comprise:

- Learning Network Schools who are funded to provide support to the participant schools through a series of activities; and
- Participant Schools who are the schools that are benefiting from engagement; they are the schools that will do most, although not all, of the learning from the experience. Participant Schools are generally not funded.

Currently across the region there are 61 primary Learning Network Schools and 17 secondary schools who deliver up to 46 different options for professional learning within the secondary phase.

Between January and April 2018, the University of South Wales (USW) undertook an independent research project looking at the delivery of development services through learning networks. In their final report they stated that *'delivering development services through Learning Schools Networks is an effective strategy for adding-value, accelerating improvement and building confidence, thereby establishing a sustainable self-improving system'*.

While the report acknowledges that there are a small number of areas for development and stresses the need for consistency of approach, it also highlights the large number of ways in which the programme works well. These are identified as:

- *Network and Participant Schools understand their role and take ownership of it. Senior leadership teams are engaged.*
- *There is rigorous selection of Network Schools and clarity that they have the capacity to support without detriment to their own standards.*
- *There is transparency with Network and Participant Schools and EAS carrying out diagnostic and support planning phases.*
- *Schools have established improvement networks and share resources.*
- *There is a clear process for capturing impact in short and medium term.*
- *There is a clear understanding of how the programme fits within the wider school-to-school EAS programmes*

In addition to the research undertaken by USW, EAS also commissioned a research team from the Education and Social Research Institute of Manchester Metropolitan University (MMU) to evaluate the development of cluster-based school improvement. The aim of the project was to assess the extent to which the potential rewards of the cluster approach initiated in South East Wales in 2017 had been achieved across the region in the first year of the programme. MMU reported their findings to EAS in August 2018.

The background to the research project was the introduction by EAS, in May 2017, of a cluster-based model of school improvement. The aims of the cluster-based approach were to develop a more socially inclusive curriculum and identify more effective models for the professional development of the teacher workforce. The school-cluster model was intended to become the 'anchor' for professional practice and capacity building that occupied an important strategic role in the regional approach to delivering a self-improving system.

In its final report MMU concluded that the following benefits had been realised from cluster working in 2017-18:

- *Some clusters have engaged in joint practice development to improve experiences of transition and are developing common school policies.*
- *Cluster working is supporting the development of a collaborative culture across institutional and stage boundaries.*
- *Cross-phase cluster working is promoting collective responsibility for outcomes by focusing attention on the progression of learning.*
- *Distributed leadership of cluster activity can provide rich professional development opportunities that support professional renewal and the development of adaptive expertise.*
- *Close cluster working has provided opportunities for enhanced peer support and reciprocal learning among senior colleagues at different stages of headship.*

In addition to Learning Network Schools and cluster arrangements EAS has also been engaged in building school leadership capacity through other forms of peer working arrangements. One strand of this work was the bringing together of Headteachers to form peer review teams for school categorisation in the summer and autumn terms in 2018. Participating schools received funding of £500 per school, amounting to a total expenditure of £46,500 across the 93 schools that opted to engage with this approach as opposed the alternative of draft categorisation by the Challenge Adviser.

An evaluative survey was conducted of participating Headteachers which elicited 41 responses (44% response rate). One striking aspect of the responses was that 36 out of 39 respondents either 'strongly agreed' or 'agreed' that *'the process of working in the peer review group had enhanced their strategic leadership and professional skills'*.

In addition to the school categorisation peer review process EAS commissioned Professor Mick Waters to provide a commentary on their approach to peer working. One of Professor Waters' recommendations was that *'The skills of school evaluation and review need to be learned and developed over time and EAS should think of developing several models of peer review across the region so that those involved are taking part in an action research programme rather than a training programme. This could be a fundamental turning point for school improvement and emerging models could be a prototype for development in other regions.'*

As a result, EAS has been exploring different Peer Working Models from January 2019 through a programme entitled: *'A collaborative leadership approach to school improvement - Action research into effective models for peer working and review.'*

The programme has taken the form of conducting a pilot of six models of peer working involving 44 schools. These models can be summarised as:

- Secondary School Pedagogy Programme
- Cluster Working
- Self-Chosen Existing Secondary Networks
- Raising the Attainment of Disadvantaged Youngsters (RADY)
- Secondary schools with common priorities
- Sharing Practice Within and Outside the Region

It is expected that each group will submit a report by the 30th June 2019 as part of an evaluation of the programme, scheduled to be completed by 10th July, which will address a number of key questions in order to shape further work on peer review:

- How effectively did each model work?
- What did we learn about the peer review process?
- How do we keep improvements going?
- In what way do head teachers need support in such programmes?
- Was the investment worth it?
- If so, what is needed in the next phase?

Switching from a centrally delivered support programme to a cluster-based approach requires switching financial resources out from the centre into schools, so that schools have the time, money and people in place to support their own improvement and improvement in other schools.

The most obvious manifestation of this, across the region, has been the increase in the rate of delegation to schools of grant funding received from the Welsh Government. The rate has increased from 89% in 2017-18 to 94% in 2018-19 resulting in an additional £2.4m being allocated directly to schools.

However, it is important to note that not only has the delegation rate increased but also the way in which it is allocated has been refined to ensure its distribution more closely reflects the commitment to support cluster working. Thus in 2018-19 some £1.5m of grant funding was allocated on a cluster basis as opposed to individual schools. This grant funding was used to provide support to a number of cluster-based approaches including:

- Looked After Children (LAC)
- Wellbeing
- More Able and Talented (MAT)
- Modern Foreign Languages (MFL)

The rationale behind this is that pooling financial resources on a cluster basis can lead to more efficient use of the money. The use of LAC monies can serve as an illustration of the efficiency benefits that can be derived from a cluster-based allocation of grant money.

Historically schools were allocated circa £1,150 for every LAC pupil. Thus, in a cluster with a combined total of 30 LAC pupils, distributed unevenly across the cluster, an individual school with two LAC pupils would receive £2,300 – an amount with which they could do very little. However, allocation on a cluster basis would see the cluster receive circa £34,500 which could permit the appointment of a LAC teacher for the cluster. It is worth noting that this approach to cluster funding is entirely consistent with the recommendation to EAS in the August 2018 report on cluster working from Manchester Metropolitan University (MMU) to ‘*Sustain and extend funding to allow school clusters to mature and plan more effectively*’.

**Effectiveness: Overall, educational outcomes are not improving at the desired rate in all schools, particularly within identified schools within the secondary phase, and this needs to be addressed through acceptance of collective responsibility and accountability to improve performance**

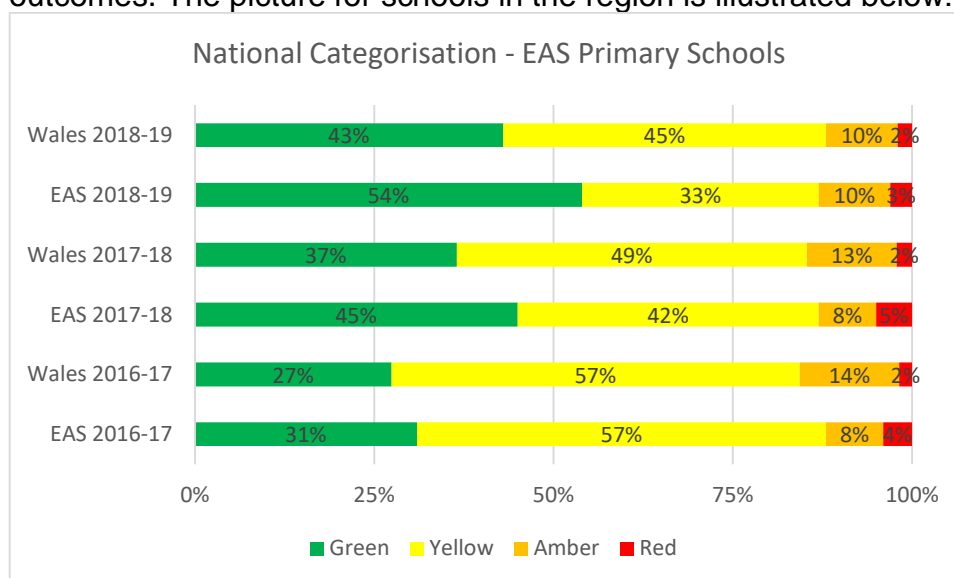
While maintaining the quality of support to schools is essential, effectiveness depends upon what this support achieves. The overriding purpose of EAS, as set out in its mission statement, is to *'transform the educational outcomes and life chances for all learners across South East Wales'*.

Consequently, assessment of effectiveness must relate to its contribution in bringing about this desired transformation. One approach to this assessment is to look at educational outcomes as measured by categorisation outcomes, Estyn inspection outcomes and pupil outcomes. However, it must be recognised from the outset that these outcomes cannot be achieved by any one organisation or programme of support. They require collaboration and a collective effort for which there is a collective responsibility and accountability. In relation to this report this collective responsibility and accountability extends to Welsh Government, EAS, Local Authorities and schools

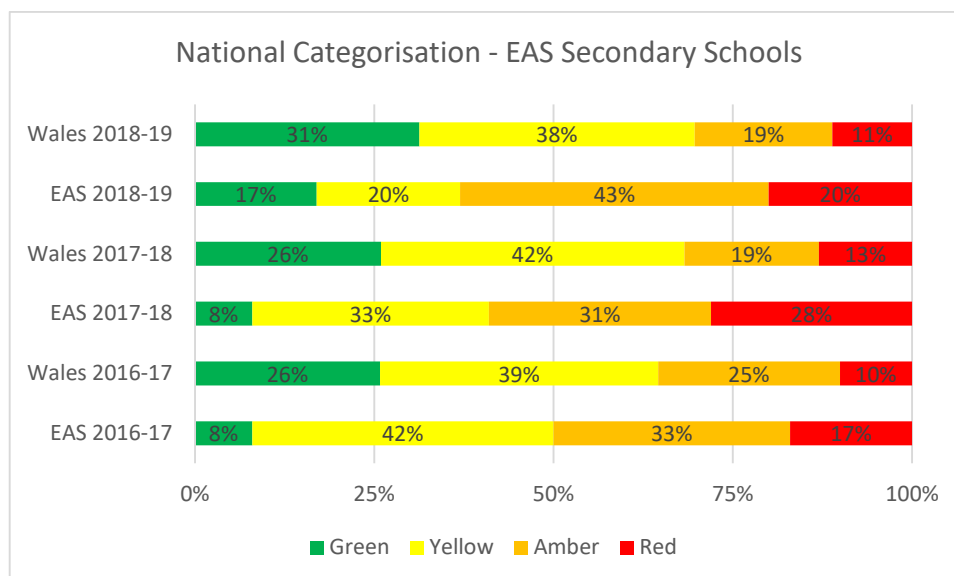
**Categorisation:**

The National School Categorisation System was introduced in September 2014. The system places schools into four categories green, yellow, amber and red in descending order of the amount of support they are judged to require. Thus, green schools are judged to require the least support and red schools the most support. The system is not purely data driven, it also considers the quality of leadership and teaching and learning in schools. The model was jointly constructed between Welsh Government and the four regional consortia.

The categorisation outcomes go through a rigorous moderation process that allows valid comparison to be made within the region over time and between regional and national outcomes. The picture for schools in the region is illustrated below:



The above table illustrates that the combined percentage of primary schools in the green and yellow categories has remained consistent over the last three years and is now broadly in line with the Wales average. However, within this picture of consistent performance it is worth noting that the percentage of primary schools in the green category has risen by 23 percentage points over the last three years resulting in the extent to which the percentage of green schools in the region exceeds the Wales average increasing from 4 percentage points to 11 percentage points.



The above table illustrates that the percentage of secondary schools in the green and yellow categories has fallen from 50% in 2016 to 37% in 2019. This is despite an increase from 8% to 17% for schools in the green category; an improvement that has narrowed the gap between schools in that category across the region and those across Wales. However, the gap between secondary schools in the green and yellow categories across the region and schools across Wales has widened over the three-year period.

Another measure of school improvement is Estyn inspection outcomes across the region. In September 2017 Estyn introduced a new framework for judging school performance based upon assessments across the following five categories:

- Leadership and management
- Care, support and guidance
- Teaching and learning experiences
- Well-being and attitudes to learning
- Standards of achievement

For each category school performance is judged to be either excellent, good, adequate or unsatisfactory. As part of the new framework no overall judgement is arrived at and no assessment is made of prospects for future improvement. This marked divergence from the previous approach means that valid comparisons cannot be made with past judgements. While valid historical or trend comparisons cannot yet be made it is still possible to make comparisons between the judgements arrived at across the region compared with those across Wales; and between primary schools and secondary schools.

In terms of these comparisons the following picture emerges for 2017-19 based on the inspection of 47 primary schools and 9 secondary schools:

- Of the 47 primary schools inspected, 36 were judged to be either excellent or good in every category.
- Every primary school inspected in 2018-19 was judged to be either excellent or good in terms of well-being and attitudes to learning.

- Of the 9 secondary schools inspected, 4 were judged to be either adequate or unsatisfactory in every category.
- 8 out of the 9 secondary schools were placed in a follow-up category.

While this picture of inspection outcomes is a snapshot based upon a relatively small sample, particularly in the case of secondary schools, it does serve to further highlight the differentiation in performance between primary schools and secondary schools across the region.

In addition to the support provided to maintained schools EAS also provides support to 82 Non-Maintained Settings (NMS), which provide education for children before compulsory school age, across the region. These settings are subject to inspection (formerly by Estyn and currently jointly by Estyn and Care Inspectorate Wales (CIW)) with judgements made about performance. Under the joint inspection regime Estyn leads on the quality and standards of education and CIW focuses on childcare, with both aspects covered in a single report. The move to joint inspection has been accompanied by a revised inspection framework that makes historical comparison or trend analysis of specific areas of provision very difficult. However, the one constant measure is the proportion of setting that are placed in a follow up monitoring category as a result of inspection. A summary of performance, based upon this measure, over the last five years is shown below:

Year	No. Inspections	No. Monitoring	%Estyn Monitoring
2014/15	21	0	0.0%
2015/16	17	1	5.9%
2016/17	12	2	16.7%
2017/18	7	1	14.3%
2018/19	12	3	25.0%
<b>Total</b>	<b>69</b>	<b>7</b>	<b>10%</b>

The table clearly shows that performance in some 90% of settings was judged to be of a standard that required no follow-up monitoring. It is also worth noting that 3 out of the 7 settings that were placed in a follow-up category have subsequently been removed meaning that only 4 or 6% of settings remain in a follow-up category.

In keeping with the EAS practice of fostering school to school support, settings who have good and excellent inspections are invited to share in network meetings; and support from one lead setting has resulted in another setting being removed from Estyn monitoring.

As stated earlier, in addition to looking at school-based measures, one fundamental indicator of effectiveness is pupil outcomes and a summary of the data relating to these outcomes is presented below.

#### *Foundation Phase<sup>2</sup>:*

Regional performance in the Foundation Phase Indicator (FPI) has exceeded the all-Wales average for each of the last five years. In 2018 the gap had grown to +3.4pp – representing the largest margin achieved over the 5-year period.

<sup>2</sup> Comparison with the rest of Wales is no longer possible for Foundation Phase, Key Stage 2 and Key Stage 3 because the Welsh Government ceased publishing benchmarking information after 2017

The percentage of schools in 2017 placed in top 25% of similar schools (34.4%) and in the top 50% of similar schools (66.1%) for the FPI are both above expectation. The percentage of schools in the bottom 25% of schools (10.6%) is also significantly lower than expectation.

#### *Key Stage 2:*

Regional performance in the Core Subject Indicator (CSI) has also exceeded the all-Wales average for each of the last five years. In 2018 the gap was +1.2pp representing the second largest margin achieved over the 5-year period.

The percentage of schools in 2017 placed in top 25% of similar schools (31.6%) and in the top 50% of similar schools (57.3%) for the CSI are both above expectation. The percentage of schools in the bottom 25% of schools (18.2%) is also slightly lower than expectation.

#### *Key Stage 3:*

In 2018 performance in the Core Subject Indicator (CSI) was above the all-Wales average for the first time in the last 5 years. This was the result of performance across the region improving at a faster rate over the 5-year period (+9.5pp) than across Wales as a whole (+7.1pp).

The percentage of schools in 2017 placed in top 25% of similar schools (37.1%) and in the top 50% of similar schools (57.1%) for the CSI are both above expectation. The percentage of schools in the bottom 25% of schools (14.3%), is much lower than expectation.

#### *Key Stage 4:*

Performance in the Level 2 threshold including English/Welsh and mathematics (L2 inc E/W and M) has been below the national average every year for the last five years. The relative gain achieved in 2017 when the gap narrowed to -1.7pp was reversed in 2018 with the gap increasing to -3.7pp which was slightly higher than the average gap over the period of -3.2pp.

The percentage of schools in 2018 for the L2 inclusive threshold, placed in top 25% of similar schools<sup>3</sup> (20%), is lower than 2017 and lower than expectation (7 schools out of 35). The percentage of schools in the top 50% of schools is 45.7%, slightly lower than expected (16 schools), and in the bottom 25% of schools the figure of 28.6% is the same as 2017, and slightly higher than expected (10 schools).

When looking at school performance at the L2 inclusive threshold against Welsh Government Modelled Estimates<sup>4</sup>, nine schools in the region performed above or in line with prediction. This is an improvement on 2017 when only five schools performed above modelled estimates. Five schools reported performance more than

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<sup>3</sup> All secondary schools are placed in one of 5 Free School Meal (FSM) groupings based on the average percentage of pupils entitled to FSM over a three-year period. Similar schools are those in the same grouping, for example FSM between 10% and 15%.

<sup>4</sup> Model 2b estimates show how a particular cohort of pupils would be predicted to perform in future assessments, given the prior-attainment and characteristics of pupils in the cohort



10% below their modelled estimates and fifteen schools reported performance within 5% of their modelled estimates, either below or above.

In summary, and as illustrated in the table below, attainment at Foundation Phase and Key Stage 2 has been above the national average for each of the last 5 years. Between 2015-18 over 90% of pupils across the region made the expected progress between KS2 and KS3, resulting in attainment at Key Stages 3 rising above the national average for the first time. However, attainment at KS4 remains a cause for concern.

		2014	2015	2016	2017	2018
<b>Foundation Phase FPI</b>	EAS	88.2	88.0	88.8	89.2	86.0
	Wales	85.2	86.8	87.0	87.3	82.6
<b>KS2 CSI</b>	EAS	87.0	88.1	89.9	90.2	90.7
	Wales	86.1	87.7	88.6	89.5	89.5
<b>KS3 CSI</b>	EAS	79.0	82.2	83.8	86.4	88.5
	Wales	81.0	83.9	85.9	87.4	88.1
<b>KS4 L2 Threshold E/W/M</b>	EAS	52.2	55.1	55.5	52.9	51.4
	Wales	55.4	57.9	60.3	54.6	55.1

In all regions there will be some schools that perform less well than others and this is something that regional consortia have to address. EAS is attempting to address the problem of underperforming schools across the region through its Schools Causing Concern (SCC) process. While both primary and secondary schools can be a cause for concern, it has to be recognised that on all outcome measures; categorisation, inspection judgements and Key Stage results, the performance of secondary schools across the region is significantly below that of primaries.

SCC are placed on the Schools Causing Concern Register which is used regularly to review the actions taken by local authorities, EAS and religious authority (as appropriate) for each school identified at risk to ensure that appropriate support and challenge has been provided to secure the necessary pace of improvement and to improve regional consistency, particularly in the use of statutory powers. Schools listed on the register are agreed by local authority Directors of Education and the EAS Managing Director. The Headteacher and Governing Body are notified in writing if their school is placed on the Schools Causing Concern Register, this letter will note the reasons why the school is included and the support that both the local authority and EAS will provide. This information will already be included on the school's support or intervention plan.

The register considers a range of criteria to identify schools at risk including:

- pace of progress against current school support or intervention plan;
- national categorisation outcomes (3-year period);
- current Estyn category (e.g. statutory category / remaining in a category for a longer than anticipated period of time);
- pupil outcomes for relevant age phase including a comparison to Welsh Government modelled estimates at KS4;
- information provided through the target setting and progress towards targets process;
- attendance (Benchmarks over a 3-year period);
- exclusions; and

- any other LA specific concerns linked to: Finance, Safeguarding, Human Resources, Additional Learning Needs.

The register is reviewed on a half termly basis by senior officers within the local authorities and EAS to ensure that levels of support and challenge are consistent. Progress of schools will also be discussed at the meetings with all Cabinet Members for Education on a termly basis. Following these meetings schools will be notified if there are any changes to their inclusion on the register or any updates regarding support.

The composition of the register as of autumn 2018 can be summarised as;

- In total there are now 28 schools on the register. Of these 19 are secondary schools. This reflects both outcomes in the sector and the greater risk associated with underperformance in secondary schools.
- Of these 28 schools, 3 have been added, during the year.
- 18 schools have been removed from the register as they have made sufficient progress for their inclusion to be no longer warranted.

While the fact that the number of schools being removed exceeds the number being added is positive overall, this cannot mask concerns over secondary school performance across the region. Secondary schools account for 32 (13.5%) of the 238 schools across the region but 19 (68%) of schools on the SCC register. This means that over half (59%) of secondary schools are on the SCC register.

EAS has identified the following potential causes for underperformance at secondary school level across the region and the slow progress in addressing it:

- Agreed actions are not carried out in a timely manner by EAS and/or LA e.g. Schools Causing Concern Register actions.
- EAS and LA staff do not demonstrate a united front when dealing with schools, particularly those that give cause for concern.
- Schools are not held to account in a timely manner.
- There is not consistent application of agreed regional protocols.
- Timely consideration is not given to the use of LA Statutory Powers e.g. low standards, attendance, exclusions, leadership
- Limited impact of the work of EAS in schools where underperformance in leadership is not challenged effectively.

This list of potential inhibiting factors reinforces the earlier point that achieving better outcomes requires acceptance of collective responsibility and accountability for improving performance. This collective responsibility and accountability extend to the role of EAS, its constituent local authorities, school leaders and governors. Within this context of joint working the primary role of EAS is to provide support and challenge through the work of its Challenge Advisors and to support improvement in school leadership through its extensive programmes of professional development that are covered in more detail elsewhere in this report.

While work on SCC is included here in relation to improving outcomes it could be included in the following section on equity because, as last year's VfM report noted... *'equity demands that all pupils are able to achieve their potential irrespective of their background, personal circumstances or the school they attend...One of the biggest*

*barriers to equity is variability in school performance and the aim has to be that all pupils attend a good school'.*

**Equity: A comprehensive programme designed to better equip schools to support vulnerable learners has been established across the region, based upon cluster working and reinforced by the distribution of wellbeing grants to every cluster.**

As stated earlier, the overriding purpose of EAS, as set out in its mission statement, is to *'transform the educational outcomes and life chances for all learners across South East Wales'*. In considering equity then the crucial word in that mission statement is the word *'all'*. Equity in education has two dimensions. The first is fairness which basically means making sure that personal and social circumstances, for example, gender, socio-economic status or ethnic origin, should not be an obstacle to *all* learners achieving their educational potential. The second is inclusion, in other words ensuring a basic minimum standard of education for *all*.

In keeping with its mission statement to ensure equity EAS has appointed an Equity and Well-being Lead and developed a Wellbeing and Equity Strategy. This strategy sets out how it will support schools and clusters to build capacity to provide high quality support and resources to ensure all pupils have equal access and that those requiring support, receive appropriate provision.

One way in which EAS is proactively working to implement this strategy, to ensure the needs of all learners are met, is through The Cluster Wellbeing and Equity project. This project provides an opportunity for clusters to develop the Wellbeing agenda and to appoint Wellbeing leads within their own schools and within the cluster. The project involves both termly network meetings and the provision of training and is funded by EAS, based on the cluster funded formula model. This formula sets out conditions that have to be met in order for funding to be accessed, including the stipulation that the grant must be used in a sustainable way and must be focussed on developing the capacity of the cluster to implement the agreed wellbeing strategy. To date only one cluster has not engaged in the regional Wellbeing Network Meetings.

In addition to attending the Network meetings many clusters are using their Wellbeing and Equity grants to finance the release of staff to attend the Adverse Childhood Experiences (ACE) 'train the trainer' programme. This training is designed to encourage schools to become trauma aware and to consider their provision for supporting such vulnerable learners.

Other examples of how the grants are being used to equip schools to deliver enhanced provision and support for vulnerable learners include:

- 35 schools engaging with the 'National Nurturing School Programme', including three clusters who are working together on this project. The National Nurturing Schools Programme is a programme that allows staff to develop personally and professionally whilst embedding a nurturing culture throughout their schools, enhancing teaching and learning, promoting healthy outcomes for children and young people. This is achieved by focusing on emotional needs and development as well as academic learning in a whole school environment. The programme is based on the six principles of nurture that have successfully underpinned nurture groups for over 40 years.

- 39 schools engaging with the regional Family and Community Network meetings. These have been focussed around the Welsh Government Family and Community Engagement (FaCE) toolkit. This toolkit is designed to provide practical support for schools to help them develop and strengthen their approach to FaCE. The emphasis is on engagement that helps families to actively support their child's learning, with a focus on how to engage with families of children who are currently underperforming, children from deprived backgrounds, and those receiving less support for their learning at home.
- 17 schools engaging with the Families Connect Programme, facilitated by Save the Children. Families Connect focuses on supporting parents and children to learn together. It helps parents to support their children's learning in three key areas:
  - Literacy and language development
  - Numeracy
  - Emotional development
- 39 schools engaging with, and regularly attending, the More Able and Talented (MAT) network meetings. These are focused on developing school to schoolwork by encouraging schools to lead meetings, showcasing their work and sharing the impact it has had upon their MAT learners.
- 6 MAT Learning Network Schools have been identified; three Secondary and three Primary schools. The direction of their work consists of:
  - school to school support via a self-referral system;
  - leading presentations at network meetings; and
  - participating in research work to inform future regional workings e.g. transition of more able learners, identifying 'most able' learners.

While the above serves to illustrate the extensive work being undertaken to better equip schools to support vulnerable learners it is too early in the programme to generate any longitudinal evidence of impact.

Currently, the most commonly used method for measuring the impact of poverty on attainment is the performance of pupils in receipt of Free School Meals (FSM). The percentage of pupils aged 5-15 eligible for FSM (PLASC 2018) in the region was 18.4%, which is above the Welsh average of 17.4%, and the second highest of the regional consortia, second to Central South Consortia (CSC).

FSM pupil performance across the region is adequate. Performance of both FSM and non-FSM pupils at foundation phase, key stage 2 and key stage 3 was higher than the Wales average last year, except for KS3 English and Maths, which were comparable. The gap between FSM and non-FSM pupils is narrower than the national gap at each phase. The gap widens as pupils progress through each phase. L2 inclusive threshold performance of FSM pupils in 2018 has declined by 2.2pp since 2017 to 24.3%. In comparison, the Wales FSM average improved by 0.9pp to 29.5%, therefore the gap between FSM performance across the region and that across Wales is now 2.0pp. In terms of comparison with non-FSM pupils the gap narrowed in 2018 at KS2, KS3, but widened at FP and KS4.

Another commonly used indicator for assessing outcomes for vulnerable pupils is that of outcomes for Looked After Children (LAC). The performance of LAC learners

has declined in primary schools, and remains below all pupils' performance, with the gap widening at both FP and KS2. At key stage 3 performance of LAC learners has improved considerably since 2015 and the gap between these pupils and all pupils is narrowing. Performance of LAC learners at key stage 4 between 2015 and 2018 improved for L2+ measure, but declined for core subjects, which was also mirrored by performance of non-LAC pupils. Numbers are very low across the region (between 40 and 80 pupils at each Key stage per year), so results can be volatile.

In terms of measuring the success of the EAS programme for improving support for vulnerable pupils it is too early to expect significant improvement in end of Key Stage outcomes. Given that, compared to their peers, vulnerable pupils have historically been more likely to miss school and more likely to exhibit challenging behaviour when in school, then attendance and exclusion rates might, in the short to medium term, be valid measures of success. To create a reliable evidence base for measuring success using the criteria of attendance and exclusion rates, it might be necessary to collect this information as a discrete data set based upon the identification of vulnerable pupils.

***Sustainability:* EAS has an agreed Medium Term Financial Plan (MTFP) that sets out a sustainable approach to financial management in the future and is concentrating upon preparing schools to meet the challenges of curriculum reform based upon a robust regional delivery network for professional learning that is intended to ensure that pupils needs will be met in the future and the workforce are well prepared and informed on all aspects of the reform agenda.**

In the context of service provision by EAS, sustainability or spending for the long term, has two fundamental dimensions. These dimensions relate to both ensuring the availability of future resources to enable services to continue to be delivered in the longer term and ensuring that current spending is directed towards meeting future needs.

In terms of ensuring the availability of future resources to enable services to continue to be delivered EAS has engaged in a significant financial planning and management exercise to develop an agreed MTFP. The MTFP is designed to ensure that:

- A. funding priorities align with the delivery priorities of the organisation as set out in the regional school improvement business plan;
- B. services can continue to be delivered in the face of financial pressures;
- C. the risk to service delivery in the future is minimised;
- D. progress that has been made in creating a self-improving system across the region becomes embedded;
- E. the delegation rate into school budgets is maximised; and
- F. collaborative opportunities for schools are extended to enable them to meet the demands of the curriculum reform agenda.

In relation to the final bullet in the list above there is clear recognition that those charged with meeting the needs of the curriculum reform agenda will require extensive support if it is to be successfully addressed. To this end EAS has embarked upon an extensive professional leadership programme. This programme comprises:

- Curriculum reform Support Programme activity sessions to support dissemination and discussion in schools. Over 300 teachers attended the sessions and 100% of partner (non-pioneer) schools have now engaged with the Curriculum Reform Support Programme.
- The awarding of a contract to the University of Stirling to develop a Cluster-based approach to professional enquiry CCPE (Critical Collaborative Professional Enquiry). The purpose of the project is for participants to develop the skills to complete professional enquiries across their cluster that will enable teachers to alter aspects of their practice on the basis of their research and evaluate the impact on pupil learning/outcomes. 29 of 35 clusters have engaged with the project.
- Working in partnership with Welsh Government to run a series of seminars with Headteachers to explain, in an appropriate level of detail, the structure of the new curriculum and how the different structural components of the new curriculum will align.
- Engaging with regional schools in the Schools as Learning Organisations (SLO) development. A representative school from each LA was involved in shaping the self-review survey tool that will support schools in reviewing how well they are developing as a learning organisation. The region has representation on the National SLO Implementation group and as a result has worked closely with 10 regional pilot schools that have been trialling the latest version of the SLO snapshot survey tool. The final SLO survey tool became available to all school across Wales from the beginning of April 2019. Across the region, during the spring term, the 32 Professional Learning cluster lead schools delivered over 40 workshops to all Headteachers and professional learning leads to enable them to prepare their own staff for engaging with the SLO survey in April 2019.
- The professional learning team has worked in partnership with schools to develop a programme to support the roll-out of the Excellence in Teaching and Leadership Framework (ETLF) for practitioners at different leadership and teaching milestones. The programmes have been designed to support individuals from Newly Qualified Teachers (NQTs) to Headteachers to be able to reflect against the professional teaching and leadership standards. This supports teachers in being able to identify their strengths and areas for development and, as a result, their relevant professional learning needs. The programmes also support schools in understanding how to use the frameworks to support self-evaluation and improvement planning processes and as a result, further develop staff understanding of the Professional Teaching and Leadership Standards. There has been a high level of engagement with the programme as the following summary illustrates:
  - Most schools (200+) engaged in familiarisation sessions
  - 18/21 red or amber Secondary schools are engaging with the ETLF Headteacher & Deputy Headteacher (HT/DH) professional learning programme. The schools that have not engaged to date have booked on to future cohorts.
  - 188 HT/DH participants, from 136 schools have started ETLF HT/DH programmes across 8 cohorts. Another 4 cohorts will begin at the end of spring term 2019 and run over summer term 2019. Total capacity for this programme will then have been 12 cohorts for 360 participants.

- 32 schools are leading the ETLF professional learning programmes across the region. In addition to this, 7 schools host 'pedagogy in practice' learning visits to support the ETLF teacher programme.
- The ETLF 'online school' has been established and contains access to completed forms for school to use to support their own self-evaluation and is used as part of the ETLF PL programmes for Headteachers.
- An ETLF online system trial for Challenge Advisors to support them in their work began in January 2019 and was reviewed at the end of Spring term 2019.

Once again it is worth noting that this approach to developing professional leadership is entirely consistent with the recommendation to EAS in the August 2018 report on cluster working from Manchester Metropolitan University (MMU) to '*Continue to support the development of collaborative leadership capacity through the provision of rich professional learning opportunities and coordinated cross-network activity.*'

**Conclusion:**

While the report is written in discrete sections, to mirror the constituent parts of a VfM evaluation, it is important to recognise that discrete does not mean unconnected. On the contrary, achieving value for money requires delivery strands to complement and reinforce one another to create a coherent and consistent overall approach that makes the best use of resources.

For EAS this coherence and consistency comes from its ever-evolving approach to supporting the emergence of a self-improving system based on cluster working. This approach runs as a consistent theme throughout the report as illustrated by the following examples:

- Financial underpinning through maximisation of delegation rates and remodeled approaches to cluster funding.
- The development of a Wellbeing and Equity Strategy centred around a cluster-based approach.
- The creation of Learning Schools Networks and enhanced peer working arrangements.
- A professional Leadership offer that emphasises collaboration and shared development in a cluster-based context

The above demonstrates that the approach adopted by EAS is consistently centred around attempting to create additional capacity in schools, utilise external support and research to shape service delivery, focus sharply on interventions that provide support and challenge to underperforming schools and to ensure that the demands of curriculum reform can be met in a sustainable way that does not compromise current provision. In financially constrained times, with impending major curriculum reform, this would appear to represent a very sensible use of resources.

## **Appendix**

### Pen Portrait: Rod Alcott

Rod Alcott is a former senior manager with the Wales Audit Office who has become a self-employed education and local government consultant. Between 2014 and 2016 he was appointed to two Ministerial Education Recovery Boards (Blaenau Gwent and Monmouthshire) and was Chair of the independently established Powys Education Recovery Board. In 2016 he was appointed to succeed Robert Hill as Chair of the Education Development Board for Cardiff. Between 2016 and 2017 he carried out two National Studies for the Welsh Government under contract to the Welsh Local Government Association. The first of these was a study into the role of School Business Managers in school improvement across Wales and the second was a study into the role of Pupil Referral Unit Management Committees across Wales.

DRAFT



# Agenda Item 21

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**

Date of meeting: **18<sup>th</sup> December 2019**

Report Subject: **Improving Schools Programme 2019**

Portfolio Holder: **Cllr J Collins, Executive Member for Education**

Report Submitted by: **Michelle Jones, Strategic Education Improvement Manager**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
14.11.19	19.11.19	02.12.19			04.12.19	18.12.19		

## 1. Purpose of the Report

- 1.1 To provide elected members with an overview of those schools, over the last 3 years that have presented as a cause for concern, their progress and the work delivered or currently underway to continue to support them to improve.

## 2. Scope and Background

- 2.1 The report covers all schools and settings within the County Borough identified by the Education Directorate, supported by the, EAS and/or Estyn as needing to improve.
- 2.2 The Blaenau Gwent Improving Schools Programme operates within the regional arrangements for supporting schools across South East Wales, and aligns with the regional policies and processes for school monitoring, evaluation, support and intervention. The regional arrangements build on the national frameworks and guidance and in particular the National Framework for Categorising Schools and the School Standards and Organisation (Wales) Act 2013. The background to categorisation is explained further in Appendix 1.
- 2.3 The Blaenau Gwent Improving Schools Programme focuses particularly on those schools which need to secure improvement in schools categorised as Amber and Red.

## 3. Options for Recommendation

This report was considered by the Education and Learning Scrutiny Committee on 4<sup>th</sup> December 2019 and any comments from this Committee will be provided verbally to the Executive.

### 3.1 **Option 1**

Members are asked to consider the information detailed within the report and contribute to the continuous assessment of effectiveness by making further appropriate recommendations for implementation.

### 3.2 **Option 2**

Accept the report as provided.

## 4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

### 4.1 **Corporate Plan**

- **Education Aims**

- “To improve pupil outcomes, progress and wellbeing, particularly for our more able and most vulnerable learners
- To improve the quality of our education services and our school buildings to help learners achieve great outcomes
- To continue to support our school leaders to help our pupils achieve their ambitions.”

### 4.2 **Statutory Responsibility**

The School Standards and Organisation (Wales) Act 2013 consolidates, clarifies and reforms the law in relation to intervention in schools causing concern. The Welsh Government’s statutory guidance for schools causing concern (February 2014) details the local authority powers of intervention in schools causing concern, the grounds on which those powers can be invoked and the procedures governing the intervention process. A further explanation of this is explained further in Appendix 1, which includes the LA powers of intervention.

### 4.3 **Blaenau Gwent Wellbeing Plan Objectives**

One of the objectives in the Blaenau Gwent Wellbeing Plan aims for every child to have the best start in life. Through our Education provision we seek to ensure that provision is appropriate and able to meet the needs of children and young people so that their progress and performance is as good as it ought to be.

## 5. **Implications Against Each Option**

### 5.1 **Impact on Budget**

There are no direct financial implications for this report. However, the Council allocates approximately £42.8 million to schools via the Individual Schools Budget (ISB) to provide high quality education and to improve pupil outcomes.

- 5.1.1 Blaenau Gwent continues to make a financial contribution to the regional EAS arrangements of approximately £364,000 from the core Education Directorate

Budget. The EAS is the Council's commissioned school improvement service commissioned to work directly with schools to provide professional challenge and support to improve. The Education Directorate holds the EAS to account for the impact and effectiveness of their work in schools in Blaenau Gwent.

## 5.2 ***Risk including Mitigating Actions***

Risk is associated with underperformance and ineffective processes to improve performance and progress in identified schools. Failure to raise standards is identified as a key risk to the Council, both in terms of reputation and pupil life chances. This is reflected in the Education Directorate and EAS risk registers.

5.2.1 Mitigating actions include the routine monitoring of quantitative and qualitative information, regular quality assurance meetings between the Council and the EAS, regular quality assurance meetings within the Education Directorate and across teams, school inspection findings and school categorisation results.

5.2.2 The progress schools make in their School Development Plans is monitored on a half- termly basis. School attendance and exclusion figures are monitored on a fortnightly basis. School's safeguarding processes are also closely monitored.

5.2.3 Holistic support packages are devised via regular intra Council services meetings between OD, finance, health and safety, education and school governor support services.

5.2.4 Through ongoing robust self-evaluation processes school level performance data is regularly analysed and evaluated to identify emerging trends or possible underperformance.

5.2.5 The quality of provision i.e. the quality teaching and learning in classrooms is monitored and supported via the EAS. The quality of school leadership is also supported extensively by the EAS via a range of programmes and school-to-school networks.

## 5.3 ***Legal***

The improving schools programme operates within the legal framework of the School Standards and Organisation (Wales) Act 2013.

## 5.4 ***Human Resources***

There is no direct staffing or workforce implications arising from this report.

## 6. **Supporting Evidence**

### 6.1 ***Performance Information and Data***

#### 6.1.1 **School Categorisation**

All schools are categorised on an annual basis in accordance with the National Model for Categorisation. The process takes place at a regional level and for the last 3 years national moderation has confirmed that the regional

process is robust. Appendix 1 shows the significant reduction in the level of support that Blaenau Gwent Schools require for the period 2017 to 2019.

6.1.2 **Schools in the Red and Amber Categories, that have made positive progress (2017 to 2019)**

Appendix 1 details the progress of the following schools, Ebbw Fawr Learning Community (Red to Yellow), St Joseph's RC Primary (Amber to Yellow), St Mary's RC Primary Yellow (in year) to Amber to Yellow), Rhos-y-Fedwen (Yellow Amber (in year) to Amber).

6.1.3 **Schools who are in receipt of additional support 2018 to 2019**

Appendix 1 details the additional support that is now provided for Brynbach Primary School (Yellow to Amber).

6.1.4 **Schools in Receipt of a Statutory Warning Notice (Red)**

Appendix 1 details the arrangement and progress for the two schools; Abertillery Learning Community and Brynmawr Foundation School, both of which are in receipt of a statutory warning notice to improve from the Council.

6.3 ***Expected outcome for the public***

6.3.1 ***Involvement (consultation, engagement, participation)***

The regional policy for monitoring, evaluation and intervention in schools through the categorisation process is derived from the National Categorisation Framework, but has been evolved through the engagement of a variety of stakeholders including schools and members of governing bodies.

A range of Council departments and external partners are involved in delivering programmes to support schools requiring improvement. Monitoring progress towards targets enables effective targeting of support.

6.3.2 ***Thinking for the Long term (forward planning)***

Analysis of aggregate school performance data is a key element in ensuring that schools are known well by the Council so that appropriate support and intervention can be directed towards areas of greatest need.

Monitoring of school performance facilitates support for schools to ensure that schools maintain high quality outcomes in the longer term.

6.3.3 ***Preventative focus***

Through effective monitoring and evaluation of school performance, early identification of emerging areas for improvement can be achieved with consequent early intervention to secure improvement.

The effectiveness of the Council's monitoring, evaluation and intervention programmes ensure that preventative action is taken early in order to minimise the escalation of concerns.

#### 6.3.4 ***Collaboration / partnership working***

The Council collaborates with neighbouring local authorities through the South East Wales Consortium for the provision of School Improvement services through the Education Achievement Service (EAS).

The Council also secures a range of pupil support services such as Hearing Impaired, Visually Impaired, Speech and Language, and Ethnic Minority support services through regional collaboration.

Within the Council, the school improvement and inclusion leadership teams ensure that there is a coordinated approach to supporting schools in the Education Directorate and across the Council as a whole.

#### 6.3.5 ***Integration(across service areas)***

The Council commissions its school improvement function on regional basis.

#### 6.4 ***EqIA (screening and identifying if full impact assessment is needed)***

There is no requirement for EQIA assessment since this is not a change of policy or practice. However, implementation of the council's monitoring, evaluation and intervention practice in schools has a positive impact on children and young people and on staff within a particular school. By improving the quality of education, standards are improved for all children and young people. Through the Council's school improvement strategy, particular focus is given to vulnerable learners and those who are at risk of underachievement.

### 7. **Monitoring Arrangements**

- 7.1 Monitoring of improvement pathways is an important mechanism for ensuring that the Leader and Members of the Executive are sufficiently informed to enable them to hold the authority to account effectively for the quality of education provision and hence pupil outcomes.

### 8. **Background Documents / Electronic Links**

*Appendix 1 – Improving Schools*

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## Improving Schools Programme

### School Categorisation

The national framework for the categorisation of schools is based on a three-stage process.

Judgements on the overall category of support are based on a four-colour model, green, yellow, amber, and red, with “green” denoting the category where least support is needed.

The Blaenau Gwent Improving Schools Programme focuses particularly on those schools which need to secure improvement in schools categorised as Amber and Red.

In the case of schools categorised as Amber, the school's Challenge Adviser works with the school to create a Single Plan i.e. the school development plan which defines the support available through the Local Authority and the Education Achievement Service (EAS). Regular half-termly School's Causing Concern meetings are held in each school with the Headteacher, Chair of Governors, EAS representatives and LA Representative. During these meetings the school is provided with the opportunity to present the progress it has made and to consider the appropriateness and impact of the support provided. Following the meeting there is a determination as to the extent of the progress made by the school and consequently the next steps to be taken by all parties represented at the meeting.

In the case of schools categorised as Red, the school's Challenge Adviser works with the school to create a Single Plan i.e. the school development plan, which defines the support available through the Local Authority and the Education Achievement Service (EAS). Unlike with schools categorised as Amber, this could include interventions made under the Local Authority's formal powers as detailed in School Standards and Organisation (Wales) Act 2013. In cases where such schools have been placed by Estyn in the categories of either requiring significant improvement or special measures then the School Development Plan will be replaced by a more formal LA Statement of Action and Post Inspection Action Plan (PIAP)

In the schools requiring such improvement regular half-termly Schools Causing Concern meetings (SCC) are held, which may be chaired by the Executive Member for Education and are attended by the Headteacher, Chair of Governors, Director of Education, Strategic Education Improvement Manager, Principal Challenge Adviser and EAS representatives. During these meetings the school presents and evidences the progress it has made, and the panel also considers the appropriateness and impact of the support and intervention provided. The panel considers and evaluates the extent of progress the school is making against the action points set out in the School Development Plan or Post Inspection Action Plan, (if the school is in an Estyn Category). Following each meeting, the Schools Causing Concern Panel evaluates the progress which the school has made and determines the next steps which should

be taken in relation to supporting the school. This can include the invocation of formal powers of intervention should that be considered appropriate.

### **Statutory Responsibility**

The School Standards and Organisation (Wales) Act 2013 consolidates, clarifies and reforms the law in relation to intervention in schools causing concern. The Welsh Government's statutory guidance for schools causing concern (February 2014) details the local authority powers of intervention in schools causing concern, the grounds on which those powers can be invoked and the procedures governing the intervention process. The guidance also summarises the powers of Welsh Minister to intervene in schools where the local authority has failed to do so or has done so inadequately. This includes the Welsh Ministers' powers to direct the local authority to close a school.

The statutory guidance defines a "school causing concern" as one which is:

- Subject to a Warning Notice issued under the 2013 Act.
- Not subject to Warning Notice but meets one or more of the six grounds for intervention and there is a related risk to the health and safety on any person that calls for urgent intervention
- Deemed by Estyn to require significant improvement.
- Deemed by Estyn to require special measures.

Under the terms of the Act, a school will be "eligible for intervention" where one of the following six grounds for intervention exist:

- Ground 1: The standards of performance of pupils at the school are unacceptably low.
- Ground 2: There has been a breakdown in the way the school is managed or governed.
- Ground 3: The behaviour of pupils at the school or any action taken by those pupils or their parents is severely prejudicing, or is likely to severely prejudice, the education of any pupils at the school.
- Ground 4: The safety of pupils or staff at the school is threatened (whether by a breakdown of discipline or otherwise).
- Ground 5: The governing body or head teacher has failed, or is likely to fail, to comply with a duty under the Education Acts.
- Ground 6: The governing body or head teacher has acted, or is proposing to act unreasonably in the exercise of any of its or his or her functions under the Education Acts.

Should the LA determine that grounds for intervention exist, the LA must issue a warning notice to the school governing body setting out:

- the grounds for intervention,
- the reasons why the LA is satisfied that the grounds for intervention exist,
- the action which the governing body is required to take
- the period in which the action is to be taken by the governing body
- the action the LA is minded to take should the governing body not take the required action or make sufficient progress.



In the case of a foundation, voluntary aided or voluntary controlled school the LA will work in partnership with the relevant bodies.

A school is also eligible for intervention where:

- the school has been deemed by Estyn to require significant improvement or special measures. (In both these cases there is no requirement to issue a warning notice prior to intervention.);

and/or,

- one or more of the grounds 1- 6 exist and/or there is a related risk to the health or safety of any person that calls for urgent intervention.

### **Local Authority powers of intervention**

Under Section 5 of the Act, the LA is able to intervene in schools causing concern in the following ways:

1. Direct the governing body to secure advice or collaborate with another school
2. Appoint additional governors and nominating a new Chair
3. Appoint an Interim executive board
4. Suspend the delegated authority for the governing body to manage the school's budget
5. Direct the governing body to take certain action or to desist from taking certain action.

A school remains eligible for intervention by the LA until one of the following events takes place:

- the authority gives notice that it is satisfied that the grounds for interventions that have been dealt with or that using its powers of intervention would not be appropriate for any other reason;
- the Welsh Ministers determine that the power to intervene is no longer in effect and give notice in writing to the local authority and the governing body of their determination.

### ***Performance Information and Data***

All schools are categorised on an annual basis in accordance with the National Model for Categorisation. The process takes place at a regional level and for the last 3 years national moderation has confirmed that the regional process is robust.

### **School Categorisation January 2017**

Overall, National School Categorisation in January 2017 indicated an improvement when compared with the previous year. In January 2017:

- 2 schools were categorised as Red (Abertillery Learning Community and Ebbw Fawr Learning Community);
- 4 schools were categorised as Amber (St. Joseph's RC Primary, St Mary's RC Primary, Ysgol Bro Helyg and Canolfan yr Afon). A further 2 schools were re-categorised from yellow to amber due to the need to provide additional support (Rhos-y-Fedwen Primary and St Illtyd's Primary);

- 14 schools were categorised as yellow; and
- 4 schools were categorised as green (Beaufort Hill Primary, Deighton Primary, Georgetown Primary and Tredegar Comprehensive School). This was an improvement on the year before.

### **School Categorisation January 2018**

Overall, National School Categorisation in January 2018 indicated an improvement when compared with the previous year in terms of the number of green schools:

- The number of Red schools remains the same. One school remains categorised as Red (Abertillery Learning Community), one school (Ebbw Fawr Learning Community) moved to Amber, but one school (Brynmawr Foundation) moved from Yellow to Red;
- 4 schools were categorised as Amber (The River Centre, Ebbw Fawr Learning Community, Rhos-y-Fedwen Primary and St Illtyd's Primary);
- 11 schools were categorised as yellow; and
- 8 schools were categorised as green (All Saints RC Primary, Beaufort Hill Primary, Deighton Primary, Georgetown Primary, Glanhowy Primary, Pen-y-Cwm Special, St Mary's CiW Primary and Tredegar Comprehensive School). This is again an improvement on the previous year.

### **School Categorisation January 2019**

Overall, National School Categorisation in January 2019 indicated an improvement when compared with the previous year in terms of the number of green and yellow schools:

- The number of Red schools remains the same (**2**). Two schools remain categorised as Red (Abertillery Learning Community and Brynmawr Foundation School).
- **2** schools were categorised as Amber (One school Rhos-y-Fedwen Primary remained as Amber with Brynbach Primary School being categorised from yellow to amber due to the need to provide additional support. Overall this represented a reduction of 2 schools compared to the previous year).
- **10** schools were categorised as yellow (CoedyGarn Primary, Glyncoed Primary, St Joseph's Primary, St Marys RC Primary, Sofrydd Primary, Ysgol Gymraeg Brohelyg, Ystruth Primary with a further 3 schools moving from Amber to Yellow - River Centre, Ebbw Fawr Learning Community and St Illtyds Primary).
- **11** schools were categorised as Green (All Saints RC Primary, Beaufort Hill Primary, Deighton Primary, Georgetown Primary, Glanhowy Primary, Pen-y-Cwm Special, St Mary's CiW Primary and Tredegar Comprehensive School with a further 3 schools moving from Yellow to Green Blaenycwm Primary, Cwm Primary and Willowtown Primary). This is again an improvement on the previous year and over a three year period represents a significant improvement in the percentage of schools categorised as either Yellow or

Green and demonstrates the improved capacity and leadership within our schools.

### **Schools in the Red and Amber Categories, that have made positive progress (2017 to 2019)**

#### Ebbw Fawr Learning Community (Red to Yellow)

In September 2015, the school was issued with a pre-warning notice on the grounds of insufficient improvement in standards and concerns regarding the quality of teacher assessment. Following the Estyn Inspection in February 2016, and the school being placed in the statutory category of significant improvement, the Local Authority issued the school with a warning notice to improve. In April 2016, the Local Authority invoked its powers of intervention by appointing additional Governors to the Governing body and securing a new Chair of Governors. A new Headteacher was appointed to the school in the summer term 2016 and took up his appointment in September 2016. A Local Authority Intervention Panel was established to monitor progress. An Estyn monitoring visit in Spring 2017 recognised the positive progress that had been made, particularly in relation to pupil well-being. The Warning Notice was removed in July 2018 prior to the notification of a revisit from Estyn. The school was revisited by Estyn in July 2018 and removed from the statutory category of requiring significant improvement due to the sustained and strong progress secured by the school. The school is now categorised as yellow in recognition of the level of support that they require.

#### St Joseph's RC Primary (Amber to Yellow)

In 2014 St Joseph's primary school was categorised as an Amber school, with particular concerns about the capacity for leadership and quality of governance. In the Autumn 2015, the school categorisation remained as Amber. The school had an acting Headteacher, having failed to secure the appointment of a substantive Headteacher on a number of occasions. Under the national categorisation process 2016-17, the school remained in the Amber support category, reflecting the continuing temporary leadership arrangements. The acting Headteacher was appointed to the substantive post in September 2017 and a new Chair of Governors also established. The school was categorised as Yellow in the 2017-18 national categorisation process. The school was inspected by Estyn in January 2018 and was judged to be good in all 5 Inspection Areas.

#### St Mary's RC Primary Yellow (in year) to Amber to Yellow)

In 2015 and 2016 St Mary's RC Primary school was categorised as a Yellow school. The school was inspected by Estyn in June 2016 and was placed into Estyn monitoring because of the need to improve standards in skills and in teacher assessment and tracking. Because of the adequate judgements for current performance and prospects for improvement, the school was re-classified in year to Amber. Following very strong progress against the recommendations the school was categorised as Yellow in the 2017-18 national categorisation process. The school was revisited by Estyn in December 2017 and removed from Estyn monitoring.

### Rhos-y-Fedwen (Yellow Amber (in year) to Amber)

The school was placed in Estyn Review in March 2017, and was subsequently re-categorised in year as Amber. Formal acting Headteacher arrangements were put in place shortly before the inspection. There are effective working relationships across the senior leadership team. The governing body has recently been strengthened although the recruitment of governors remains a key challenge for the school. The main issues during inspection were inaccuracy of teacher assessment at end of KS2 in reading and writing which have since been addressed. This had an impact on the quality of self-evaluation judgement. A new Headteacher was appointed and EIB processes reported that good progress was being made against all recommendations. The school was revisited by Estyn in June 2018 and was removed from Estyn monitoring.

### **Schools who are in receipt of additional support 2018 to 2019**

#### Brynbach Primary School (Yellow to Amber)

In January 2019 the school was categorised as Amber in 2019 in recognition of the additional support required by the recently appointed Headteacher. Throughout the year EIB processes have reported that progress against the school development plan priorities are Good.

### **Schools in Receipt of a Statutory Warning Notice**

#### Abertillery Learning Community (Red)

Standards of performance in Key Stage 4 have been sustained from 2018 performance but are still in need of improvement, whilst at primary level performance has declined. The school is currently subject to a LA warning notice to improve and a programme of intervention. LA appointed school Governors are in place as well as an LA nominated Chair of Governors and Vice Chair. An extensive programme of support is now in place across the setting.

The Local Authority and EAS are working closely with the school and Governing Body to improve the school and recently held an Improvement Conference to jointly plan targeted, bespoke support to enable significant improvement across the setting.

The school was inspected in February 2018 and was placed in the statutory category of requiring significant improvement. A follow up visit was held in July 2019 and Inspectors noted the progress that had been made in respect of many of the recommendations for action from the inspection, although noted that many of the improvements are at an early stage of development and as such confirmed that the school will remain within an Estyn category. Following a successful period of leadership by two established Headteachers the Governing Body have successfully recruited a suitably experienced Headteacher to the permanent position of Headteacher.

### Brynmawr Foundation (Amber to Yellow, to Red)

In December 2013 Brynmawr Foundation School was inspected by Estyn and placed in Estyn monitoring; with an adequate judgement for its current performance and prospects for improvement. Recommendations included improving the school's performance and improving quality in teaching and learning. The school was categorised as Amber in 2014 and 2015. The school was issued with a statutory Warning Notice in 2015 to improve standards, particularly in Maths. Support was put in place and Key Stage 4 outcomes improved significantly in 2016. The Warning Notice was subsequently lifted.

Due to the improvement secured, in 2016 the school was classified as Yellow, having made strong progress against Estyn's recommendations and with improved performance at the end of KS4.

However, following an unexpected decline in KS4 performance in 2017, particularly in Maths and the outcome of an EAS review of the effectiveness of leadership and management at the school, the school was categorised as Red in the 2017-18 in the national school's categorisation process. The school continues to be subject to a LA statutory warning notice to improve and after a period of support, intervention is now in place. Governance has significantly improved and the additional Governors that had been appointed have been removed evidencing the cultural growth that is now demonstrable within the Governing Body. The Governing Body have appointed both a new Headteacher, Deputy Headteacher and Assistant Headteacher, who will continue to set the direction of leadership and management across all areas of the school. Performance in Key Stage 3 improved which bodes well for future performance. Performance at Key Stage 4 in the Capped 9 in 2019 also improved. However, understandably at this stage of the schools' improvement journey, the impact of changes at leadership level are still at a very early stage of development and do not yet provide an accurate evaluation of significant and sustained improvement.

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# Agenda Item 22

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **Executive Committee**  
Date of meeting: **18<sup>th</sup> December 2019**  
Report Subject: **Progress on the Implementation of the Safe Reduction of Children Looked After Strategy 2017- 2020**  
Portfolio Holder: **Cllr John Mason, Executive Member Social Services**  
Report Submitted by: **Tanya Evans, Head of Children’s Services**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
8.11.19	12.11.19	02.12.19			28.11.19	18.12.19		

1. **Purpose of the Report**

The Purpose of this report is to update the Executive Committee on the progress made in relation to the implementation of the Safe Reduction of Children Looked After Strategy 2017-2020.

2. **Scope and Background**

Prior to the end of 2015 the numbers of children looked after within Blaenau Gwent had remained stable since 2008 at a rate of between 135-145 within any 12 month period.

The end of 2015 saw a significant increase in the numbers of looked after children received into foster care. Since that time the numbers continued to increase at a steady rate peaking at a high of 237 in July 2018. Since this time the local authority has seen a very slow but steady decrease in the numbers of children becoming looked after. More detailed analysis of this can be found under section 6.1 of this report.

The First Minister has highlighted the increasing numbers of children looked after as a priority area for action in Wales. As a result, a Children Looked After Technical Group was established this year to inform Welsh Governments approach and engage with Local Authorities on this issue. This work culminated in a national learning event held by Welsh Government to enable Local Authorities to share best practice and ideas on how to reduce the numbers of children coming into care in Wales.

In response to the rising numbers of children coming into care, Children’s Social Services in Blaenau Gwent recognised the need to develop a 3 year “Safe Reduction in Children Looked After Strategy” which started to be implemented in 2017.

The Strategy has three clear objectives which are:-

1. To support families to stay together;
2. To manage risk confidently and provide support at the edge of care;
3. To provide affordable high quality placements.

Each of the objectives has a number of actions aligned to them and these actions are embedded in our business planning process which is reported on quarterly basis.

This strategy is in the process of being independently evaluated by Worcester University. The outcome of this evaluation will inform the new Safe Reduction of Children Looked After Strategy which will succeed the current one which it due to end in the Summer of 2020.

Executive committee have previously been updated on progress under each of the 3 objectives under the strategy. This report will focus on progress made since July 2019.

A significant development has been the allocation of Integrated Care Fund (ICF) grant money via the Regional Partnership Board given directly to children's services for a new priority area for 19/20 and 20/21 for "**Children at risk of becoming looked after, in care or, who are adopted**"

There was an expectation that regional approaches to this new priority should be developed, as such the Gwent Heads of Childrens Services worked together to develop and submit a joint bid for this money.

The bid included the development of **4** regional approaches, delivered locally, with the clear aim of safely reducing the numbers of children becoming looked after. These **4** approaches are:

1. To implement a **Family Group Conference service** within each of the five Local Authority areas using a regional service model to be delivered on a local level.

**In response to this Blaenau Gwent has:-**

Recruited two full-time members of staff to undertake Family Group Conferencing (FGC) for all child and families open to social services under a Care and Support Plan where it is felt a Family Group Conference would be beneficial. The Family Group Conference Service is established in the Supporting Change Team.

2. Deliver a consistent **Gwent wide 'offer' of support to Special Guardians** to both assist them in their caring role but also to assist the Courts in having a viable alternative to adoption and long term fostering.

**In response to this Blaenau Gwent has:-**



Developed a small Special Guardianship Team consisting of two qualified social workers and one support worker. The team aim to offer similar support services to Special Guardians as we offer to foster carers.

3. To **enhance each Local Authorities Edge of Care Team (known as Supporting Change Team in Blaenau Gwent)** to build on the work already being done to prevent children entering the care system by adopting a regional service model that ensures each team benefits from the following additional resources:
  - (a) dedicated support of a **Consultant Psychologist** for advice, consultation and to improve care planning. **Education support.** We know that children who do not attend school and present with challenging behaviour at home are more likely to be those who become Looked After.
  - (b) Create the children's equivalent of a **Community Connector**. The purpose would be to positively engage young people with local clubs/interests/activities with the aim of reducing the risks of engaging with risky behaviours and create more stability across the context of safeguarding in adolescence.

**In response to this Blaenau Gwent has:-**

Established an Education Support Service in the Supporting Change Team with one full time support worker being appointed to the role to offer Education Support for children and families open to the Supporting Change Team. Also one full time support worker has been appointed to the role of Community Connector based in the Supporting Change Team. In terms of recruitment for the psychologist role, the job has been advertised on two separate occasions with no applicants. Work with health continues to recruit to this role.

4. To deliver a **Young Person's Mediation Service** aimed at ages 14 years and above across the five Local Authorities adopting a regional service model that is delivered locally in each Local Authority area. The proposed service model will work with young people and their families where conflict has led to the young person either leaving or being asked to leave their home.

**In response to this Blaenau Gwent has:-**

Recruited a mediation support worker on a part time (18.5 hours) basis. The mediation support worker post has been incorporated into the 14+ team aiming to work preventatively with young people and families to reduce youth homelessness through intensive mediation support. Equally the post aims to work towards rehabilitation when homelessness has been experienced.

The 4 approaches outlined above have a role to play in supporting the safe reduction of children coming into care.

The benefits of these 4 approaches should be clearly evidenced by the end of Qtr 4 of 19/20.

3. **Options for Recommendation**

3.1

Option 1

- Consider the information contained within the report and accept the report

Option 2

- Consider the information contained within the report and provide comment on any amendment or recommendations

4. **Evidence of how this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

The implementation of the safe Children looked After reduction strategy supports the following priorities for social services under the corporate plan

- To intervene early to prevent problems from becoming greater;
- To work with our partners including Aneurin Bevan University Health Board and neighbouring authorities to deliver integrated responsive care and support;
- To promote and facilitate new ways of delivering health and social care involving key partners and our communities.

5. **Impact on Budget (short and long term impact)**

**Figure 1**

**Budget forecast for Qtr 2 for 19/20**

	Budget 19/20	Forecast 19/20	Favourable/ (adverse)
Children's residential placements	2,655,430	2,819,921	(164,491)
Foster Parent Payments In house	1,626,000	1,844,032	(218,032)
Independent Fostering Agencies	1,714,930	1,322,421	392,509
Legal Costs	353,730	641,031	(287,301)

Figure 1 shows the budget positions in relation to placement and legal costs for our children looked after. Childrens Services have undertaken a number of

internal budget virements to offset the forecast overspends in relation to these budgets. At the end of Qtr 2 children’s services are forecasting a £150k underspends.

It is important to note that the Council made the decision to direct the Social Care and Workforce and Sustainability pressures 2019/20 grant of £761k to meet cost pressures within Childrens Services to support while prevention work started to impact

5.2 **Legal**

Children’s Legal services in Blaenau Gwent are currently being provided by an independent law firm. This is due to continued difficulties in recruiting Local Authority Child Care Solicitors. Over the past few years the legal budget has been significantly overspent due to the number of court applications made. As can be seen from 5.1 this overspend continues. However the number of Section 31 applications Blaenau Gwent have made to the court during from April – September 2019 are the same as 2018 which demonstrates this area of work has to date not increased this year.

5.3 **Human Resources**

No issues relating to this report at this time

6. **Supporting Evidence**

6.1 **Performance Information and Data**

**Figure 2**

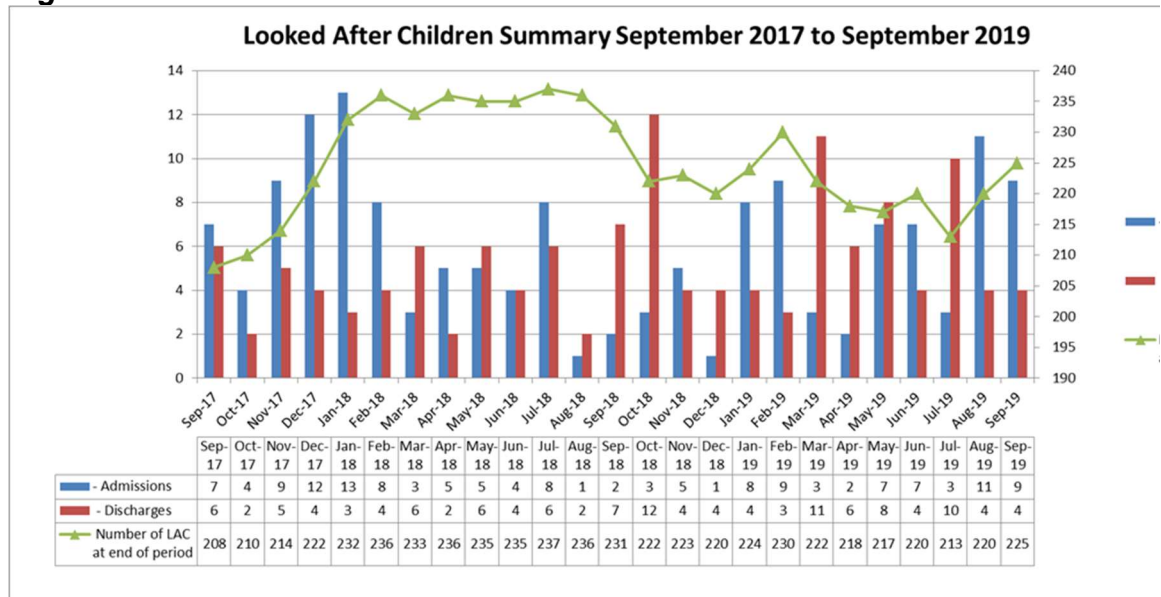


Figure 2 shows the journey in relation to the numbers of children becoming looked after and the admissions and discharges month by month.

The overall picture continues to show a very slow reduction in the numbers of looked after children in Blaenau Gwent.

August and September did see an increase in the numbers of children becoming looked after. The Head of Service with Service Managers have scrutinised these admissions to care and are satisfied all of these admissions where necessary, the majority for safeguarding reasons.

Of the numbers admitted during August and September there were 4 sibling groups of 3 which would have an impact on the rise in numbers. Of the children admitted to care during August and September, 7 of them have been placed with family members, it hoped at the end of their care proceedings they will not remain in the care system but either return home to their parents if it is safe enough, or stay permanently with extended family members under alternative legal arrangements other than a care order, therefore removing them from the looked after system.

It is important to comment on the work of the My Support Team (MyST) which has been in operation since June 2019. It is early days however good progress is being made in relation to reducing the numbers of children in residential care. In May 2019 we had 18 children in residential care. In October 2019 we have 14 children in residential care and 1 child in secure accommodation. The MyST have also prevented a number of children entering residential care. A full report on progress made by the team will be presented to scrutiny in Qtr4 of 19/20.

#### 6.2 ***Expected outcome for the public***

The successful implementation of the safe CLA reduction strategy will lead to more positive outcomes for children on a number of levels. It will prevent children coming into care in the first place due to the work under the strategy. For those children who do come into care they will have more local placement choices enabling them to maintain attendance at their local school and contact with family and friends.

#### 6.3 ***Involvement (consultation, engagement, participation)***

There is extensive involvement with the children and families we work with. Their views are gathered through a number of avenues including:

- The National Youth Advocacy Service;
- Formally seeking their views following interventions from the supporting change team;
- Formally seeking their views at each review of their plan.

#### 6.4 ***Thinking for the Long term (forward planning)***

The CLA reduction strategy is 2 years into its 3 year lifetime. An independent evaluation is underway which will shape an amended strategy by June 2020

#### 6.5 ***Preventative focus***

A large part of the safe CLA reduction strategy has a preventative focus

#### 6.6 ***Collaboration / partnership working***

A number of the actions under the safe CLA reduction strategy rely on partnership working. Senior managers and staff have good working relationships with our partners which will support us in achieving the actions.

6.7 ***Integration(across service areas)***  
As above

6. ***EqlA(screening and identifying if full impact assessment is needed)***

The safe reduction of children becoming looked after involves supporting and engaging with children and families covered by protected characteristics from the Equality Act 2010.

7. **Monitoring Arrangements**

7.1 The safe reduction strategy is in the process of being independently evaluated. The outcome of this is expected in Qtr 4 of 19/20. The actions aligned to the 3 objectives under the strategy are incorporated under the children's services business plans. Progress on actions is reported quarterly and contributes to the Directors Annual report.

**Background Documents /Electronic Links**

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# Agenda Item 23

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

Committee: **The Leader and Members of the Executive Committee**  
Date of meeting: **18<sup>th</sup> December 2019**  
Report Subject: **Adults Safeguarding Report 1<sup>st</sup> April to 30<sup>th</sup> June 2019.**

Portfolio Holder: **Cllr John Mason, Executive Member Social Services & Cllr Clive Meredith, Executive Member Education**

Report Submitted by: **Damien McCann, Director of Social Services**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
18.09.2019	01.10.2019	02.12.19			02.12.2019	18.12.19		

## 1. Purpose of the Report

- 1.1 The purpose of this report is to provide Executive Members with Safeguarding Performance information relating to Adults Services from 1st April 2019 to the 30th June 2019. The information provided will enable Members to identify Safeguarding areas within the Authority which require further development to improve Safeguarding practice and procedures for Adult Services.

## 2. Scope and Background

- 2.1 To enable greater focus on the Safeguarding agenda, Corporate Leadership Team and Elected Members agreed for safeguarding information to be reported to a Joint Social Services/Education and Learning Scrutiny Committee after each school term.
- 2.2 In April 2016 The Gwent-wide Adult Safeguarding Board (GWASB) became a statutory Board as set out in Part 7 of the Social Services and Well Being (Wales) Act 2014. The Board's purpose is twofold; to protect adults in Gwent becoming "adults at risk" and to protect adults who have been abused or neglected or are at risk of abuse or neglect. They are supported in their work by a number of sub groups that manage core business and other more specific pieces of work which deliver on the strategic priorities set by the Board each year.

## 3. Options for Recommendation

- 3.1 The report has been considered and agreed by the Social Services Leadership team and the Corporate Leadership Team.

### 3.2 Option 1

Members are asked to consider the detail contained in the Adults Safeguarding Report and contribute to the continuous assessment of effectiveness by making appropriate comments and or recommendations for amendment to the report.

### Option 2

Accept the report as provided.

4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**
- 4.1 The Social Services and Well-being (Wales) Act 2014 places a statutory duty on all local authority's to produce an annual report on the discharge of its social services functions.
5. **Implications Against Each Option**  
**Risk including Mitigating Actions**  
 The Directorate Risk Register identifies safeguarding as high risk and is therefore monitored as part of the quarterly report of the Director of Social Services via the business planning process for each option. The Directorate Risk Register includes what actions have been taken to mitigate these risks and is reviewed on a regular basis.
- 5.1 **Impact on Budget (short and long term impact)**  
 At this point in time, no continuation for the support worker post funded through the Integrated Care Funding (ICF) has been approved by the RPB or Welsh Government past 31<sup>st</sup> March 2020, therefore robust exit strategies have been built into the initial bid should funding cease from 2020
- 5.2 **Legal**  
 The Social Services and Well-being (Wales) Act came into force on 6 April 2016. The Act provides the legal framework for improving the well-being of people who need care and support, and carers who need support, and for transforming social services in Wales.
- 5.3 **Human Resources**  
 The ICF support worker post is due to cease on the 31<sup>st</sup> March 2020, discussions are underway to secure funding beyond April 2020, however, exit and business planning arrangements are in place to ensure we continue to meet our statutory obligations.
6. **Supporting Evidence**
- 6.1 **Performance Information**  
 Performance and data is provided within the report.
- 6.2 The number of reports received of an 'adult suspected of being at risk' during the given period was 118. During the same period for the previous year (2018/19) there were a total of 124 referrals received and the year before (2017/18) 127 referrals received. This evidences that the figures are fairly static year on year.

Number of reports of an adult suspected of being at risk received during the first quarter of 2019/2020  1 <sup>st</sup> April 2019 to 30 <sup>th</sup> June 2019 - 118	118
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- 6.3 The number of referral received within the different categories of abuse or neglect are shown below for April 1<sup>st</sup> – June 30<sup>th</sup> 2019. It should be noted that concerns about more than one type of abuse can be reported within the same referral.

Category of Abuse	Gender	Age - 18-64	Age – 64 and over
Physical	Male	6	1
	Female	9	12
Sexual	Male	1	0
	Female	5	1
Emotional/Psychological	Male	6	4
	Female	10	17
Financial	Male	6	3
	Female	3	8
Neglect	Male	6	4
	Female	8	28
<b>Total</b>	<b>Male</b>	<b>25</b>	<b>12</b>
	<b>Female</b>	<b>35</b>	<b>66</b>
	<b>Total</b>	<b>60</b>	<b>78</b>

The first quarter of the year is showing a similar trend to the previous year where neglect is the most prevalent category and sexual abuse the least prevalent.

- 6.4 Referrals of domestic abuse are captured as part of the data return for the Welsh Government, of the above, there were 17 cases of domestic abuse reported within the same quarter last year 18/19

		Age 18-64	Age – 64 and over
Domestic	Male	1	2
	Female	10	9

Each of the five local authorities have different structures in place to respond to concerns about domestic violence, however GWASB partner agencies are represented on local and regional domestic abuse forums. There are strong links between practitioners in safeguarding and domestic abuse fields of practice and domestic abuse training is available and is well attended by all agencies across Gwent in a variety of formats.

As discussed previously in the quarterly reports presented to scrutiny, the increase in domestic abusive situations had placed pressure on the safeguarding team and as a result Social Services made a successful business case to use the Intermediate Care Fund (ICF) from Welsh Government to fund 1 support worker for 12 months. The domestic abuse/safeguarding support worker was appointed on a fixed term basis within the Adult Information, Advice and Assistance (IAA) hub to undertake initial screening of the safeguarding referrals, primarily in relation to domestic abuse

cases. A review of the post evidenced a positive impact on the resources of the safeguarding team by intervening at an early stage and preventing incidents escalating resulting in alternative measures being put in place due to increased risks. Therefore this post has been extended further to 31st March 2020 and discussions are under way for securing funding beyond this date.

The place where the alleged abuse occurred can be seen in the table below. The majority of referrals were where the allegation of abuse occurred in the persons own home. The alleged perpetrators in these cases could be paid carers going into the home or friends and family. The number of allegations in a care setting is 41 including an health environment - this could be residential, nursing or respite care and again the alleged perpetrators could be paid carers, family and/or other service users.

<b>Place alleged abuse or neglect occurred</b>	<b>Total</b>
Own Home	57
Community	18
Care Home Setting	41
Health Setting	2
<b>Total</b>	<b>118</b>

Safeguarding is an important part of the commissioning function and requires a substantial resource commitment from the Commissioning Team who provide crucial information in respect of commissioned services and providers which contributes to informed decision making in relation to safeguarding cases. A member of the Commissioning Team attends every strategy meeting held for commissioned services to offer advice, guidance and perspective. The Contracts and Commissioning Team Manager and the three Contract Monitoring Officers are all fully trained non-criminal investigators and undertake investigations independently or jointly with colleagues depending on the complexity and size of the investigation, or, with health colleagues if there are nursing issues involved. Whether referrals progress to strategy meetings and/or investigation, or are closed down as inappropriate safeguarding referrals, there is very often some preliminary investigation work and/or recommendations / performance issues with providers to be acted upon and followed up by the Commissioning Team.

The persons alleged responsible for the abuse are broken down in the table below. Paid employees being alleged perpetrators for 28 and 33 being a relative or friend. To progress the referral consent is needed from the alleged victim, but that consent can be overridden when a paid employee is the alleged perpetrator. In the domestic abuse cases a high proportion of alleged victims do not consent to the referral progressing through safeguarding. These referrals are submitted to the Police for further action. During this quarter 1 case has been presented to the Police and is awaiting consideration for criminal proceedings- This is consistent with the data in quarter 1 of 2018/2019.

<b>Person alleged responsible</b>	<b>Total</b>
Paid Employee	28
Relative / Friend	33
Volunteer / Unpaid employee	0
Other service user	10
Other	4
Unknown – no specific individual identified on the duty to report due to the nature of the service settings i.e. service user falls	43
<b>Total</b>	<b>118</b>

6.5 The referrals received are from a variety of sources, as listed in the table below. The majority of the referrals were submitted from provider agencies.

<b>Source of Referral</b>	<b>Total</b>
Self-reported	0
Relative / friend	2
Local authority	18
Police	3
Local health board	19
Independent hospital	0
Ambulance service	3
Care regulator	0
Provider agency	51
Probation	0
Third sector	13
Advocate	0
Other	9
<b>Total</b>	<b>118</b>

6.6 **Updates on the achievements and progress on the strategic development plans during 2019/2020 and beyond:**

- During 2018/2019 Cardiff and the Vale of Glamorgan Safeguarding Boards have made significant progress on updating the All Wales Safeguarding Procedures to ensure they reflect the Social Services and Well-being (Wales) Act 2014 and Handling Individual Cases, the Welsh Government guidance that accompanies the Act. The first stage of the consultation has been completed and the new procedures are due to be launched during safeguarding week 11-14<sup>th</sup> November 2019.
- Development of training resources to support implementation of the new Safeguarding Procedures is underway and a representative from Blaenau

Gwent will be attending an event on 26th September with the supplier who is developing the resources.

- Engagement and communication including development of a new website, Participation and Engagement Strategy, a task group has also been set up and is ongoing.
- Learning and development including piloting a new Quality Assurance and Evaluation process, the group is also considering training for E-safety for adults, Modern Day Slavery, Falls and Skin Management, Advocacy and Risky Behaviours for 2019/2020.

**6.7 *Expected outcome for the public***

Quarterly reporting provides the public with the opportunity to view progress of the Directorate and ensure accountability.

**6.8 *Involvement (consultation, engagement, participation)***

The Social Services and Well-being (Wales) Act 2014 looks to build and strengthen on existing arrangements by involving service users, carers and other key partners where possible in helping shape and influence future design of services.

**6.9 *Thinking for the Long term (forward planning)***

The Gwent wide Adult Safeguarding Board has developed a new partnership agreement between local authorities and agency partners including Gwent Police, Aneurin Bevan University Health Board, Wales Probation Trust, Gwent Association of Voluntary Organisations which sets out a clear and shared vision to ensure all adults in Gwent are safeguarded effectively through partnership working and community engagement.

**6.10 *Preventative focus***

Providing this report and the level of detailed safeguarding information to the Joint Safeguarding Committee enables Members to ensure risks are identified and acted on.

**6.11 *Collaboration / partnership working***

It is a very important that GwASB does not work in isolation and having strong working relationships with the South East Wales Safeguarding Children's Board (SEWSCB) and the Domestic Violence Board will be essential.

**6.12 *Integration(across service areas)***

The development of the Corporate Safeguarding Policy and the Departmental safeguarding leads meetings helps ensure all departments within the Authority are aware of their responsibilities for safeguarding and are kept updated with any issues trends within safeguarding.

**6.13 *EqIA(screening and identifying if full impact assessment is needed)***

*Not applicable.*

**7. *Monitoring Arrangements***

**7.1** The performance of the department is monitored throughout the financial year from April to March and reported to Social Services Scrutiny Committee.

**Background Documents /Electronic Links**

The following hyperlink provides further details on the governance and Structure: [www.gwentsafeguarding.org.uk](http://www.gwentsafeguarding.org.uk) .

# Agenda Item 24

*Executive Committee and Council only*

Date signed off by the Monitoring Officer: 28.11.19

Date signed off by the Section 151 Officer: 02.12.19

**Committee:** Executive Committee  
**Date of meeting:** 18<sup>th</sup> December 2019  
**Report Subject:** Safeguarding Performance Information for Social Services and Education – 1<sup>st</sup> April to 30<sup>th</sup> June 2019  
**Portfolio Holder:** Cllr John Mason, Executive Member Social Services  
Cllr Joanne Collins, Executive Member Education  
**Report Submitted by:** Damien McCann, Corporate Director of Social Services and Lynette Jones, Corporate Director of Education

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
30/09/19	01/10/19	02.12.19			2.12.19	18.12.19		

## 1. Purpose of the Report

- 1.1 The purpose of this report is to provide the Executive Committee with safeguarding performance information from the Council with a focus on analysis from children's social services and education from 1<sup>st</sup> April 2019 to the 30<sup>th</sup> June 2019. Monitoring and reporting systems are well developed to ensure the department is able to track information and evidences that the safeguarding agenda remains a priority for the local authority.

The information provided will enable members to identify safeguarding trends and areas within the authority that require further development to improve safeguarding practice in order to meet the safeguarding needs of children and young people within Blaenau Gwent.

## 2. Scope and Background

- 2.1 The report contains safeguarding information from the Council in particular from social services from 1<sup>st</sup> April 2019 – 30<sup>th</sup> June 2019, and education information from 29<sup>th</sup> April 2019 – 24<sup>th</sup> July 2019
- 2.2 This report is written in order to provide a greater focus on the safeguarding agenda. The Corporate Leadership Team and Elected Members agreed for safeguarding information to be reported to a Joint Social Services /Education and Learning Scrutiny Committee after each school term.

## 3. Options for Recommendation

- 3.1 Having considered the information members can

### Option1

Accept the approach and information detailed in the report provided.

## Option 2

Consider the information provided and provide comments on where improvement can be made to the current monitoring processes.

### 4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

The Safeguarding agenda is considered as part of the Council's Corporate Strategies that includes:

- Corporate Improvement Plan;
- Corporate Risk Register;
- Safe Reduction of Children Looked After Strategy.

Social Services work to a number of regional and national safeguarding procedures which can be located on the South East Wales Safeguarding Children's Board website: <http://sewsc.org.uk>

### 5. **Implications Against Each Option**

#### 5.1 ***Impact on Budget (short and long term impact)***

Q1 has seen a rise in the numbers of children on the child protection register, from 56 in Q4 to 70 in Q1, however whilst this number accounts for the numbers of children on the child protection register, the numbers of family's has only risen by 3. (56 children to 33 families in Q4, 70 children to 36 families in Q1). Whilst the numbers of children who have needed to be accommodated has also risen slightly, the numbers of court applications continues to be stable which is having a positive impact on the budget

The safeguarding manager has successfully completed an induction and the safeguarding team is now running at full staffing capacity which is also having a positive impact on the safeguarding budget as the department no longer requires the services of independent chairs.

#### 5.2 ***Risk including Mitigating Actions***

The Directorate Risk register identifies the highest risks for the Social Services Department. These are monitored as part of the quarterly report of the Director of Social Services.

### 6. **Supporting Evidence**

#### 6.1 **Performance Information and Data (see Appendix 1)**

## 6.2 **Social Services**

### 6.2.1 **Referrals to Social Services**

**Figure 1:1** Shows the number of referrals made to social services from April 2019 – June 2019. The chart demonstrates a slight dip in referrals during Q1 (1,091) from Q4 (1,283). The drop in referrals may be an indication that the work currently being undertaken with partner agencies regarding thresholds /assessments of risk and the availability of preventative services is having a positive impact on children's services

**Figure 1.2:** Shows the source of the referrals As previous quarters, police remained the highest referring agency (31%) followed by education (17%) closely followed by Health (14%)

**Figure 1.3:** shows the numbers of referrals received into the department on open cases, which were 806. This is a slight increase on Q4's data.

### 6.2.2 **Youth Services**

**Figure 1.4:** Shows the numbers of youth service referrals during Q1 (18) this figure shows that double the amount of referrals were received in this quarter compared to that of Q4 (9).

The youth service is an active partner on the Space Wellbeing Panel, they sit on the Steering Group as part of the Families First model and they actively participate in the South East Wales Safeguarding Local Network meetings. Multi agency working and close partnership arrangements with the youth service ensure that safeguarding is prioritised.

### 6.2.3 **Child Protection**

**Figure 2.1:** Gives the number of children (and families) on the child protection register. (CPR) The summary of registrations and deregistration is given in figure 2.2. The total of 70 children to 36 families in Q1 evidences a slight rise in numbers however this number is following an overall trend as the numbers in previous quarters demonstrate consistency (see below)

74 in Q1  
77 in Q2  
75 in Q3  
56 in Q4  
70 in Q1 (2019)

**Figure 2.3:** shows the categories of abuse, it is usual to see neglect and emotional abuse being the largest form of categorisation within Blaenau Gwent and Q1 shows no exception to this trend.

The age profile and gender of the children on the CPR in shown in **Figure 2.4:** The graph shows that there is no difference regarding the numbers, with

an equal split (35 females/35 males) with boys and girls aged 5 – 9 years being the slightly largest cohort. However the difference in boys to girls is minimal across the age ranges.

The average time a child is on the CPR is shown in **Figure 2.5**. The social services senior management team review all those children on the CPR for 12 months or longer on a regular basis to ensure plans are appropriate and there is no drift.

**Figure 2.6:** gives the breakdown on both initial and review conferences. They show the numbers of conferences held the number of families involved and the outcomes in terms of registered or not.

The numbers of initial conferences increased during Q1 (30) with 26 children being registered (16 families) and 14 children were registered (1 at birth) 3 not registered.

36 review conferences were held, 19 children continued registration and 17 children who ceased registration.

**Figure 2.7:** shows the number of initial conferences held within timescales. There has been consistency practice in this area throughout the 12 month reporting period, with 100% of conferences held within timescales.

**Figure 2.8:** relates to review conferences and the graph shows 100% performance which is excellent.

### 6.3 **Education Information**

#### 6.3.1 **Overview**

Blaenau Gwent Council and Education Directorate is committed to ensuring that Safeguarding in Education processes are robust, fit for purpose and are being consistently applied. Through this report Scrutiny Members are provided with greater clarity on the extensive work that is undertaken in ensuring that safeguarding arrangements give no cause for concern and fulfil the requirements as set out in the Estyn framework for Local Government Education Services (LGS).

#### 6.3.2 **Bullying Incidents and Restrictive Physical Interventions (RPI)**

There has been processes developed between Education and the Youth Offending Service to tackle anti-social behaviour in schools and a draft policy is in the process of being adopted to look at parenting contracts and parents.



### 6.3.3 **Numbers of restrictive physical interventions**

Systems are in place within the Local Authority to gather incidents when Restrictive Physical Interventions (*Figure 4.1*) are used in school to manage pupils' behaviour. Following each incident the school is required to record the incident in a Bound and Numbered book and complete an incident form. The incident form is sent to the Local Authority Education Directorate where it is recorded on a central recording system.

**Figure 4.1:** number of RPIs used in school during the summer term.

In the last report, it was noted that not all schools had submitted their information for the previous period. This information has now been submitted and shows the numbers of RPIs as follows:

Autumn term – 82

Spring term – 45

Summer term - 34

From the data, it can be seen that the number of RPIs has decreased as the school year has progressed.

Regular monitoring of incident forms is undertaken by the Safeguarding in Education Manager to ensure the use of physical intervention is appropriate. A small group of pupils account for a large number of the incidents. There has been an increase in the level of complexity which is a contributory factor in terms of RPI. Whilst the figures have reduced as the year has progressed, a focus is needed to this area to ensure any learning is gained and applied.

### 6.3.4 **Numbers of bullying incidents reported which have led to exclusions**

***Numbers of bullying incidents reported which have led to exclusions:***

Bullying has been identified by children and young people as a significant issue they face. An anti-bullying strategy has been developed by the Education Department.

**Figure 4.2** shows that between April and June there was one exclusion from school where bullying was recorded as the primary reason for the exclusion. This is an increase on the same period last year when there were no recorded incidents. There were two further exclusions where bullying was recorded as a third reason for the exclusion. This is a decrease on the previous period where there were 3 such recorded instances.

It should be noted that due to the small numbers recorded we need to be cautious about drawing trend conclusions.

### 6.3.5 Quality Assurance Visits

The Education Directorate has developed a quality assurance process across Local Government Education settings (LGES) which has been in place since September 2017. As such, quality assurance visits to Local Government Education Settings (LGSES) include pupil and staff voice through pupil and staff discussions, scrutiny of training, policy, safe recruitment practice, and record-keeping of concerns. A “dip test of activity” Activity is undertaken by the Safeguarding in Education Manager to test the robustness of the safeguarding systems and to ascertain a level of assurance. Over a two year time period, this process has been applied to Schools, Early Years settings, the Youth Service, Leisure Trust, Home to School Transport, Catering and Organisational Development.

Figure 4.3: Since the Quality Assurance protocol was introduced in 2017, 20 visits out of a possible 30 (67%%) have been completed under this process (Figure 4.3). There have been no significant safeguarding issues identified and visits have provided reassurance that appropriate safeguarding arrangements are in place in schools and other education services. This protocol has been updated for the next two years and is cognisant of emerging learning.

### 6.3.6 Estyn Judgements

Scrutiny members will be aware of the Estyn framework for schools which changed in 2017 and that Inspection area 4 covers the safeguarding element. In arriving at a judgement for this Inspection area within 4.3 Inspectors will consider whether the schools safeguarding arrangements are effective and give no cause for concerns. In coming to a judgment Inspectors will consider a multitude of evidence such as;

- whether the schools safeguarding arrangements protect all children
- the arrangements for the safe recruitment of staff and volunteers
- how well the school promotes safe practices and a culture of safety
- whether the school complies with statutory guidance in discharging its safeguarding functions
- the arrangements of the management of bullying, harassment and discrimination reporting of physical interventions
- how well the school keeps pupil safe from radicalisation
- arrangements for the provision of pupils educated off site and;
- The health and safety of the school buildings and site.

**Figure 4.4:-** provides an overview of the Estyn judgements for schools inspected under the new arrangements from September 2017 up until July 2019. During quarter 2 there were no full Estyn inspections carried out and as a result the data remains unchanged to the previous quarter 1 report.

### 6.3.7 **Operation Encompass**

**Figure 4.5:** shows the number of domestic abuse incidents reported during the period 29<sup>th</sup> April to 19<sup>th</sup> July 2019. During the period there were 141 occurrences involving 245 children. When further analysed it is noted that the majority of the children (157 63%) affected are of primary school age.

On an individual pupil level :

- 2 children had 6 reported incidents during the period
- 5 children had 4 reported incidents during the period
- 6 children had 3 reported incidents during the period
- 27 children had 2 reported incidents during the period
- Of the cases reported during the period:
  - No cases were high risk
  - 54 cases were medium risk
  - 191 cases were standard risk

Risk is assessed on a case by case basis by a professional against a risk tool known as the Dash checklist. The purpose of the Dash risk checklist provides a consistent and simple tool for practitioners who work with adult victims of domestic abuse in order to help them identify those who are at high risk of harm and whose cases should be referred to a Marac meeting in order to manage their risk.

### 6.3.8 **Compliance Reporting**

The Police compliance target for recording the school name on the PPN is 90%. However, at the end of the Qtr 2 period the compliance rating although still below target had improved from 55% to 72.7%.

Members will be aware that this initiative is a pilot and the evaluation of this is still ongoing at this stage. A member briefing session has also been arranged for later this term.

### 6.3.9 **Elected Home Educated (EHE):**

Elective home education (EHE) is when parents decide to provide home based education for their child rather than sending them to school. Home educated children are therefore not registered at mainstream or special schools.

**Figure 4.6:** The total number of children electively home educated as of July 31<sup>st</sup> 2019 was 88. At the same point in 2018 the number was 80.

**Figure 4.7:** sets out the number of secondary age pupils who have become EHE or who have returned to school from being EHE during the Autumn Spring and Summer term. This is a decrease of 8 pupils coming out of school when compared to the data for last year.

**Figure 4.8:** sets out the number of additional pupils who have become EHE or who have returned to school from being EHE during the Autumn, Spring and summer term. Again this is a downward trend with the numbers lower than last year.

**Figure 4.9:** provides a breakdown by year group of EHE pupils. The numbers of pupils in KS4 is the highest which is similar to the pattern across Wales.

Members should note that there are appropriate processes in place to monitor elective home education with formal visits held to check on the suitability of education. However, whilst the number of EHE pupils overall has seen a small increase the work carried out in the last academic year has ensured the rate of rise has been positively impacted.

#### 7.1 **Expected outcome for the public**

Those children who are assessed to be at risk of harm are protected and safeguarded, and that the Local Authority adheres to legislation regarding statutory intervention.

#### 7.2 **Involvement (consultation, engagement, participation)**

The development of the Corporate Safeguarding Policy and the Departmental Safeguarding Leads meetings which are due to be reconvened help ensure all departments within the Authority are aware of their responsibilities for safeguarding and are kept updated with any emerging issues or trends within safeguarding.

Termly meetings also take place with the Safeguarding Leads from all the schools and monthly meetings take place between the safeguarding team and lead education staff.

The SEWSCB local Safeguarding Network group also reviews the safeguarding information to ensure all partner agencies are as fully aware as possible.

#### 7.3 **Thinking for the Long term (forward planning)**

The Annual Council Reporting Framework (ACRF) enables Social Services to plan for the future as spend, risk and performance is continuously reported on and provides a baseline of where the Council is currently and where it needs to be in the future.

#### 7.4 **Preventative focus**

The work undertaken by the Social Services Directorate looks to promote a preventative approach to practice through early identification and intervention. Having a proactive rather than reactive approach to service planning can also help with planning resources.

Providing this report and the level of detailed safeguarding information to Scrutiny Committee enables members to ensure risks are identified and acted on.

#### 7.5 **Collaboration / partnership working**

The South East Wales Safeguarding Children's Board and its sub groups ensure a multi-agency collaborative approach to safeguarding. Blaenau Gwent fully participates in the Children's and Adults Safeguarding Boards.

Additionally the Corporate Safeguarding Policy ensures each department has safeguarding leads and these meet together on a quarterly basis looking at safeguarding across the whole Authority. The Leisure Trust lead also participates in this meeting.

Throughout Q1 partnership working with the police continues to progress through the Early Action Together programme. The Detective Sergeant (DS) has been in post and is making positive contributions to the safeguarding process. Strategy Discussions are now being held in a timely manner (within 24hours) and information relevant to safeguarding decision making happens in a much more efficient manner.

Regarding the quality assurance element to the DS role, it has been reported through the Early Action Together steering group meetings that the police are feeling better supported in the completion of the PPN's and this has been evidenced with the Information Advice and Assistance service as the quality of information in the PPN's is much improved.

#### 7.6. **Integration (across service areas)**

All local authorities and partner agencies work together on safeguarding through the South East Wales Safeguarding Children Board and Gwent wide Adult Safeguarding Board.

#### 8 **EqlA(screening and identifying if full impact assessment is needed)** N/A

#### 8.1 **Monitoring Arrangements**

The Local Safeguarding Network Group is a sub group of the South East Wales Safeguarding Children Board and Gwent wide Adult Safeguarding Board. This group is made up of multi-agency representation from within Blaenau Gwent who monitors and reviews the safeguarding information and performance. This group has direct links with the Youth Forum to ensure the voice of the child is fully considered and heard on safeguarding issues.

#### **Background Documents /Electronic Links**

- *Appendix 1*

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# Safeguarding Performance Report

## **Social Services**

1<sup>st</sup> April 2019 to  
30<sup>th</sup> June 2019

## ***Education***

29<sup>th</sup> April 2019 to  
24<sup>th</sup> July 2019



Cyngor Bwrdeistref Sirol

# Blaenau Gwent

County Borough Council

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**Purpose of the report**

The purpose of this report is to provide safeguarding information that is recorded by Social Services and Education.

Monitoring and reporting systems are well-developed to ensure the department is able to track information and evidences that the safeguarding agenda remains a priority for the local authority.

Performance information is collated from Social Services and Education information systems which identifies activity, demands and trends of data. This includes a number of items that are statutory requirements as part of the Welsh Government Performance Framework.

The report includes information on the following:

- Referrals received and their outcomes
- Children who are being safeguarded and analysis
- Quality assurance arrangements with education settings
- Broader issues within education that impact upon safeguarding

This report will be shared with Senior Management Teams within Social Services and Education and presented to the Safeguarding Scrutiny Committee for Social Services, Education and Active Living.

## Community Profile

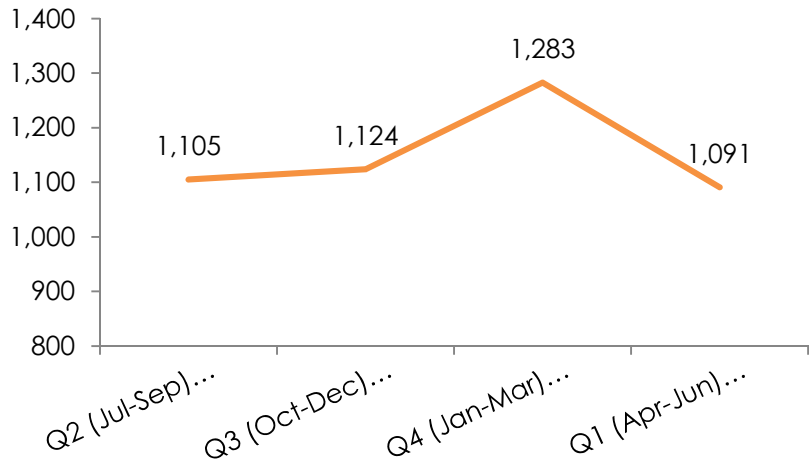


- 47% of Blaenau Gwent's local areas are amongst the top 20% deprived areas in Wales. (Welsh Index of Multiple Deprivation 2014)
- The proportion of benefit claimants amongst people of working age was higher in Blaenau Gwent than the proportion across the comparable authorities (working-age client group – key benefit claimants August 2014 - 23.2% in Blaenau Gwent compared to all Wales level of 16.4%)

- The total rate of Blaenau Gwent's recorded offence levels was higher than comparative areas. For the year ending December 2014 Police recorded crimes - 76.89 crimes per thousand population in Blaenau Gwent compared to its most similar group of areas average (as defined by the Home Office) of 69.03 per thousand population.
- Total Population: 69,713 Number of 0 – 17 year olds: **13,607** (2018 Population Estimates)
- Number of Open cases to Children's Social Services as at 30<sup>th</sup> June 2019: **971**
- Number of pupils attending primary schools: **5,849**
- Number of pupils attending secondary schools: **2,962**

# 01 Referrals to Social Services

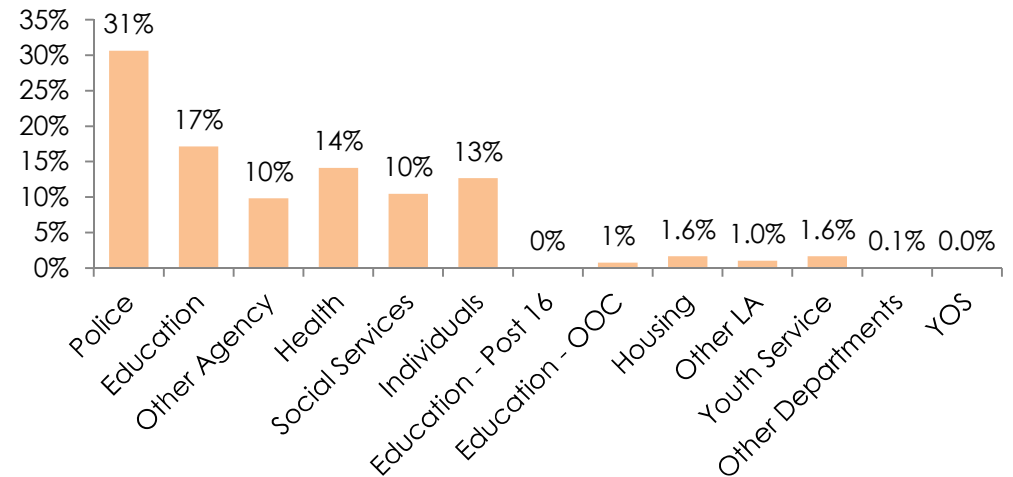
**Fig: 1.1 Number of referrals received by Social Services**



**Fig: 1.2 Number and Percentage of Referrals by Source (Q1)**

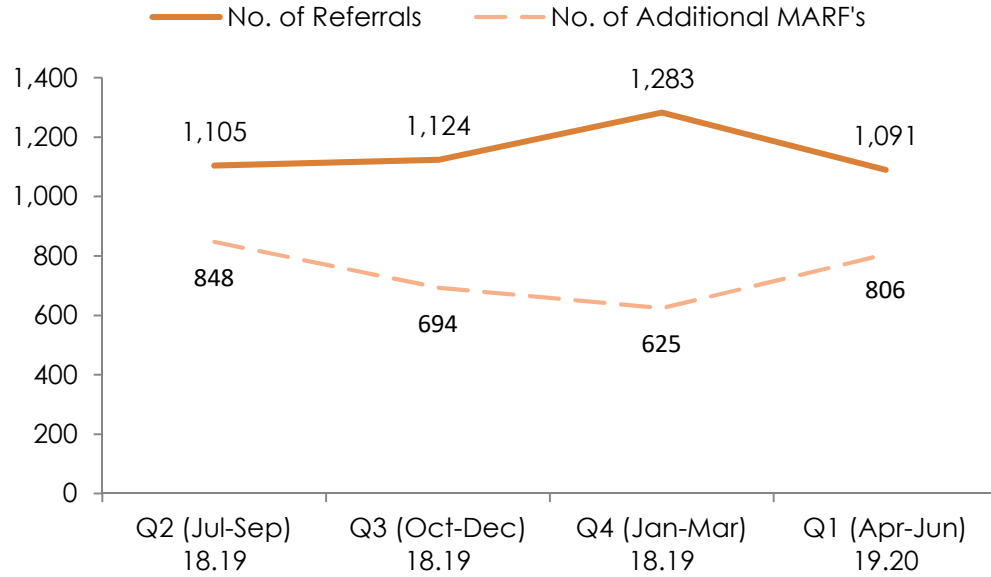
Source	No.	%
Education	187	17%
Education - Post 16	1	0%
Education OOC	8	1%
Health	154	14%
Housing	18	2%
Individuals	138	13%
Other Agency	107	10%
Other Departments	1	0%
Other LA	11	1%
Police	334	31%
Social Services	114	10%
Youth Service	18	2%
YOS	0	-
<b>Total</b>	<b>1,091</b>	<b>100%</b>

Graph showing the source of referrals and the percentage

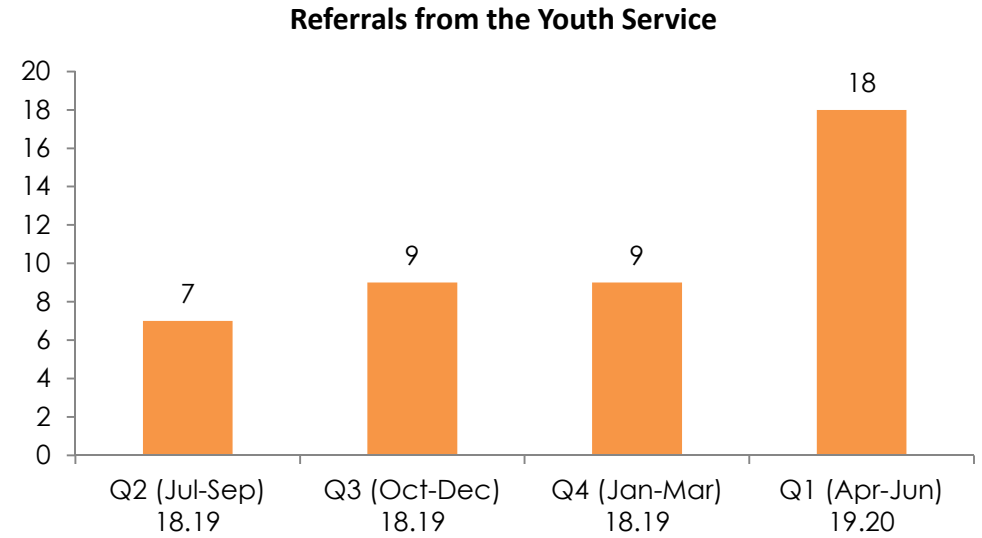


# 01 Referrals to Social Services

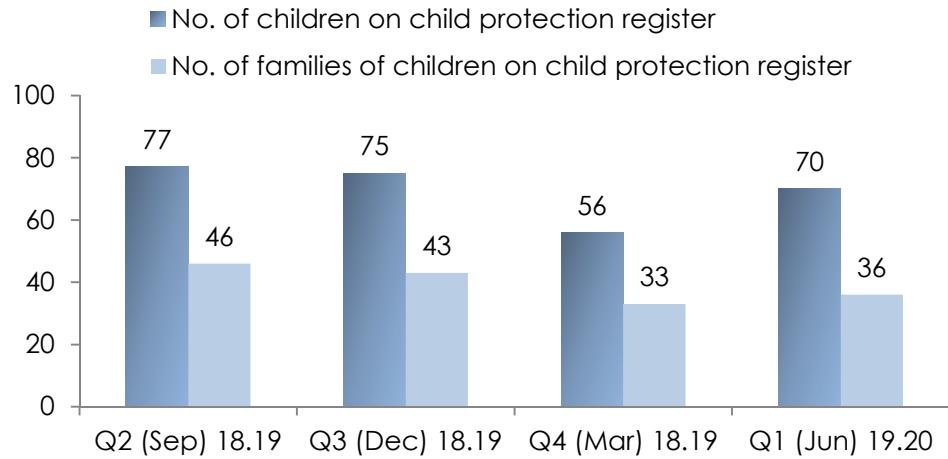
**Fig: 1.3 Multi-agency referral forms (MARF's) received on open cases**



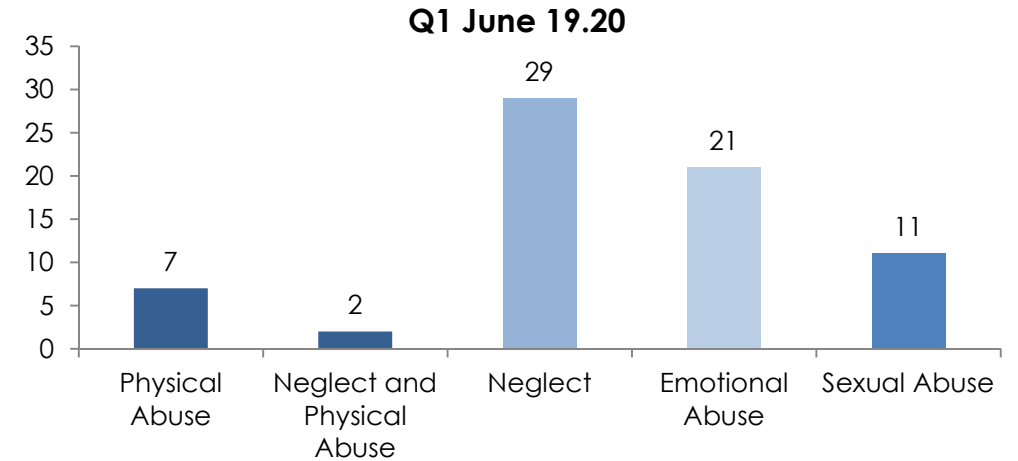
**Fig: 1.4 Referrals received from Youth Services**



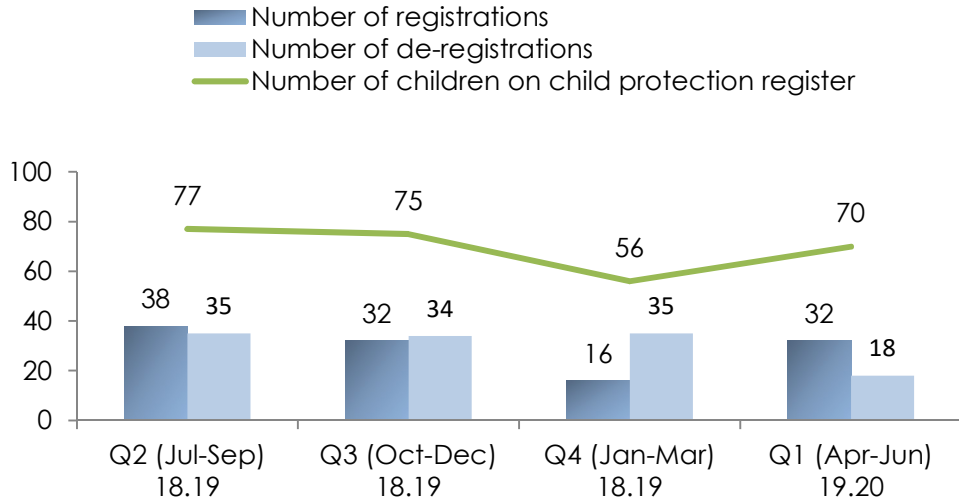
**Fig 2.1 Children on the Child Protection Register**



**Fig 2.3 Categories of abuse**



**Fig 2.2 Child Protection Register Summary**



**Fig 2.4 Age Breakdown of children on child protection register**

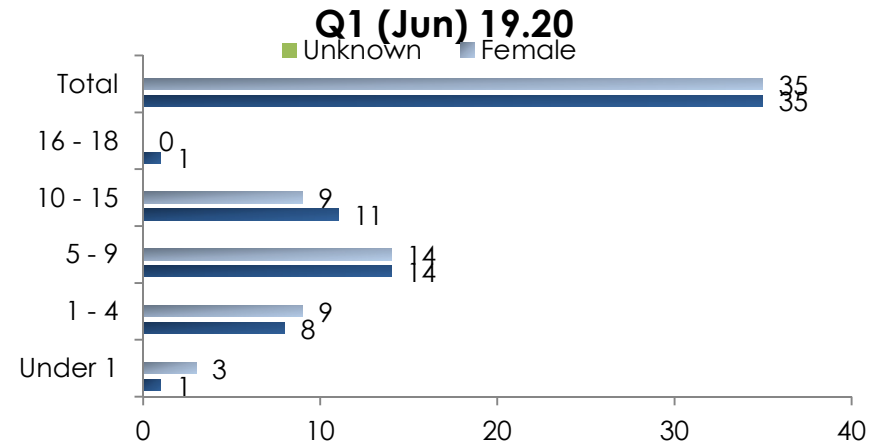


Fig 2.5 Average length of time on register

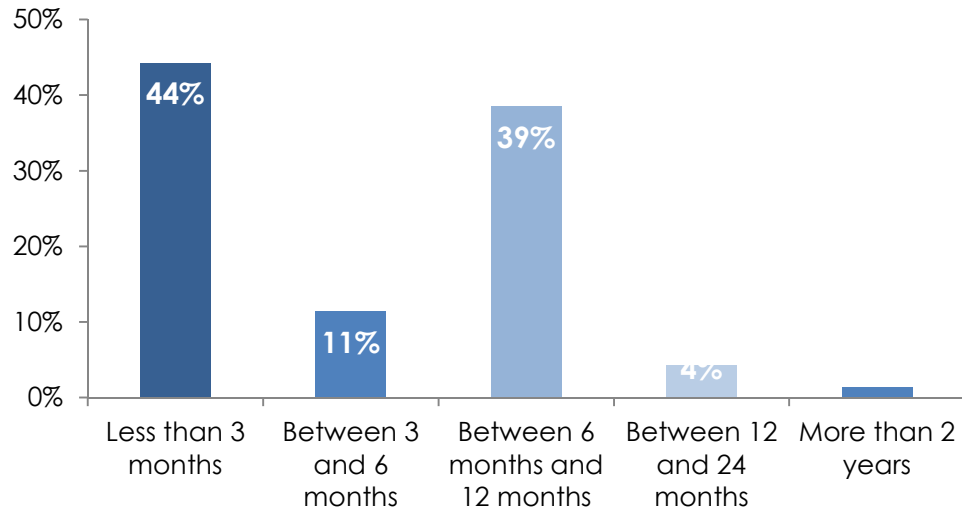


Table showing the breakdown of children on the child protection register over the last 12 months

	Q2 (Sep) 18.19	Q3 (Dec) 18.19	Q4 (Mar) 18.19	Q1 (Jun) 19.20
Less than 3 months	36	31	15	31
Between 3 and 6 months	13	24	25	8
Between 6 months and 12 months	22	18	15	27
Between 12 and 24 months	6	2	1	3
More than 2 years	0	0	0	1
	<b>77</b>	<b>75</b>	<b>56</b>	<b>70</b>

Fig 2.6: Child Protection Conferences

	Q2 (Sep) 18.19		Q3 (Dec) 18.19		Q4 (Mar) 18.19		Q1 (Jun) 19.20	
	No.	%	No.	%	No.	%	No.	%
<b>Conferences Held</b>	<b>92</b>		<b>104</b>		<b>83</b>		<b>66</b>	
Initial Conferences	36	39%	40	38%	20	24%	30	45%
No. of Families	21		22		14		16	
Review Conferences	56	61%	64	62%	63	76%	36	55%
No. of Families	21		41		38		23	
<b>Initial Child Protection Conferences</b>	<b>36</b>		<b>40</b>		<b>20</b>		<b>30</b>	
<i>Outcome:</i>								
Registered	30	83%	26	65%	14	70%	26	87%
Registered at birth	3	8%	6	15%	3	15%	1	3%
Not registered	3	8%	8	20%	3	15%	3	10%
<b>Review Child Protection Conferences</b>	<b>56</b>		<b>64</b>		<b>63</b>		<b>36</b>	
<i>Outcome:</i>								
Continue with registration	25	45%	32	50%	30	48%	19	53%
Cease registration	31	55%	32	50%	33	52%	17	47%

Fig 2.7 Initial Child Protection Conferences

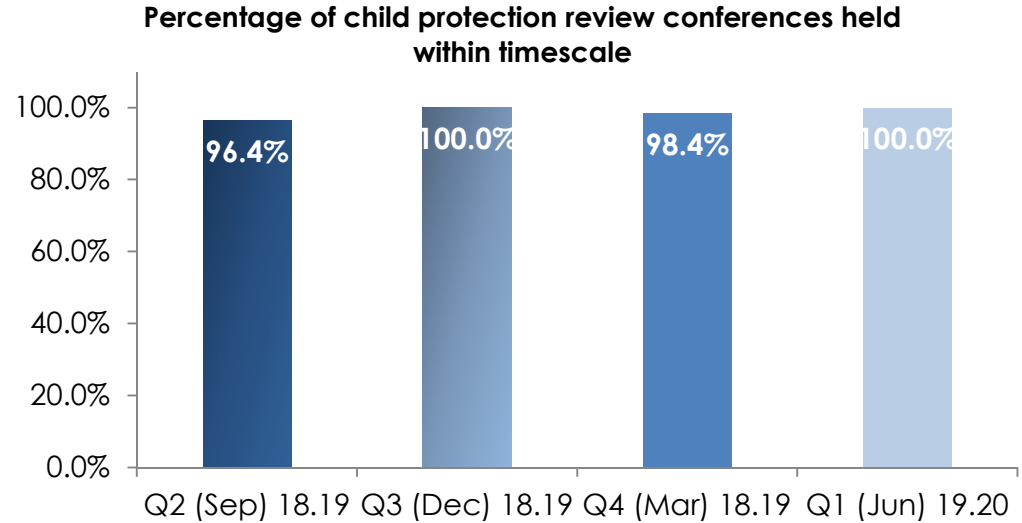
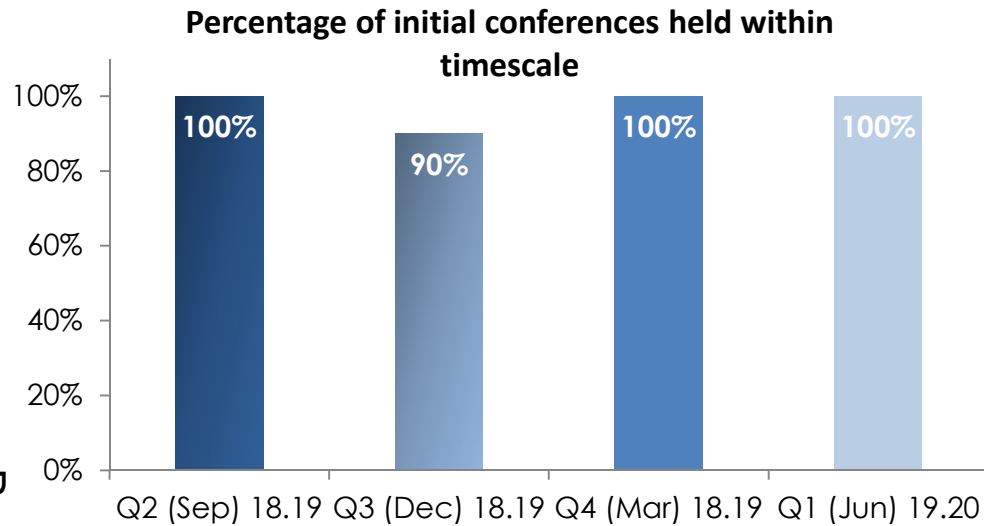


Fig: 2.8 Child Protection Review Conferences

	Q2 (Sep) 18.19	Q3 (Dec) 18.19	Q4 (Mar) 18.19	Q1 (Jun) 19.20
Number of initial conferences held	36	40	20	30
Number of initial conferences held within 15 working days of the strategy discussion	36	36	20	30
Percentage of initial conferences held within timescale	100%	90%	100%	100%

	Q2 (Sep) 18.19	Q3 (Dec) 18.19	Q4 (Mar) 18.19	Q1 (Jun) 19.20
Number of Review Child Protection Conferences held	56	64	63	36
Number of Review Child Protection Conferences held within timescale	54	64	62	36
Percentage of Review Child Protection Conferences held within timescale	96.4%	100.0%	98.4%	100.0%



# 03 Referrals to Education

Fig 3.1 Contacts by Source – Primary School

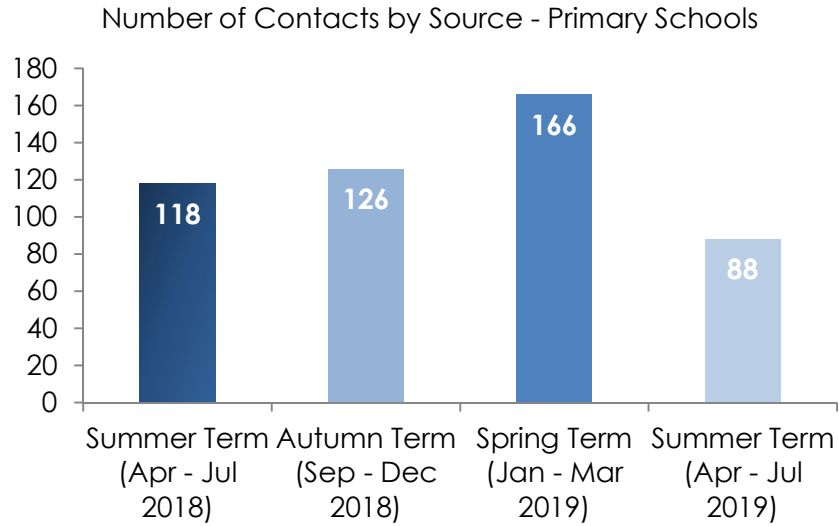
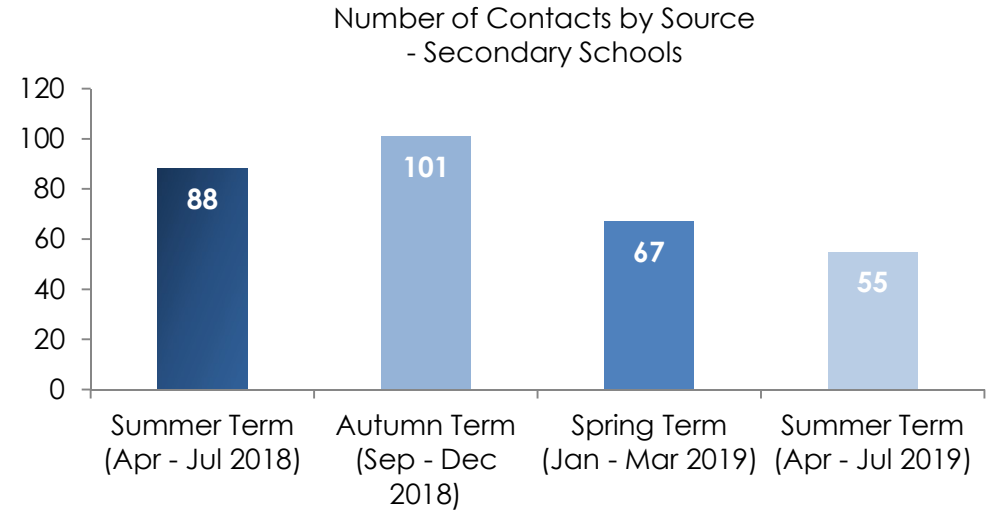
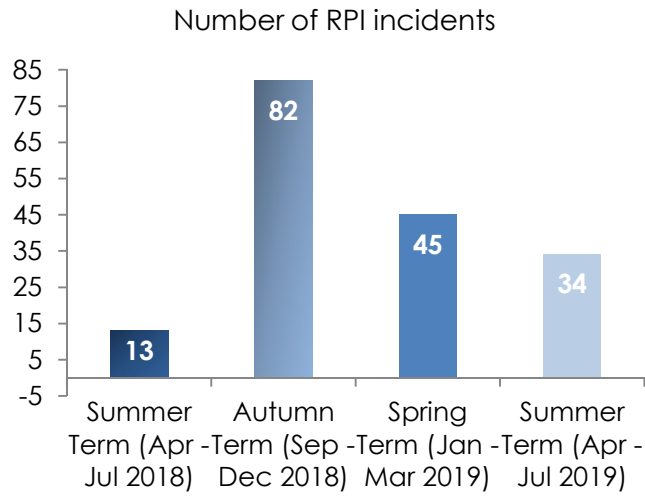


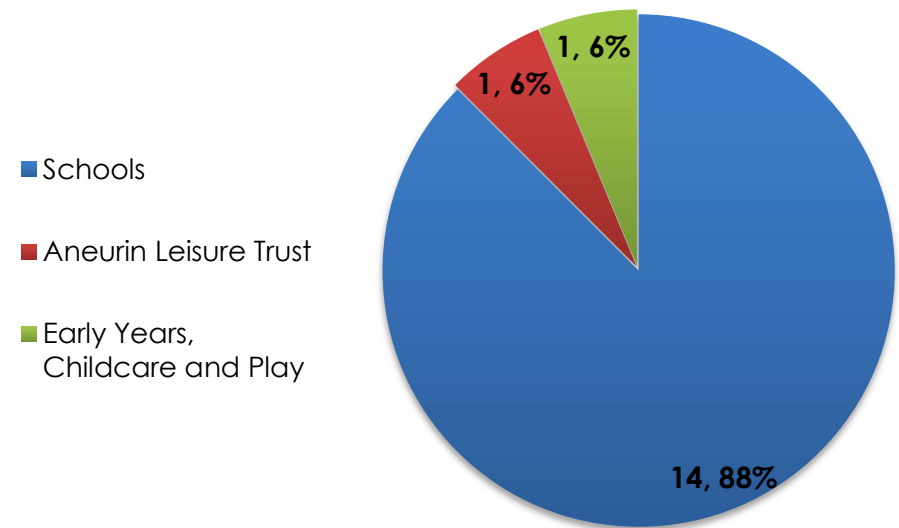
Fig 3.2 Contacts by Source – Secondary School



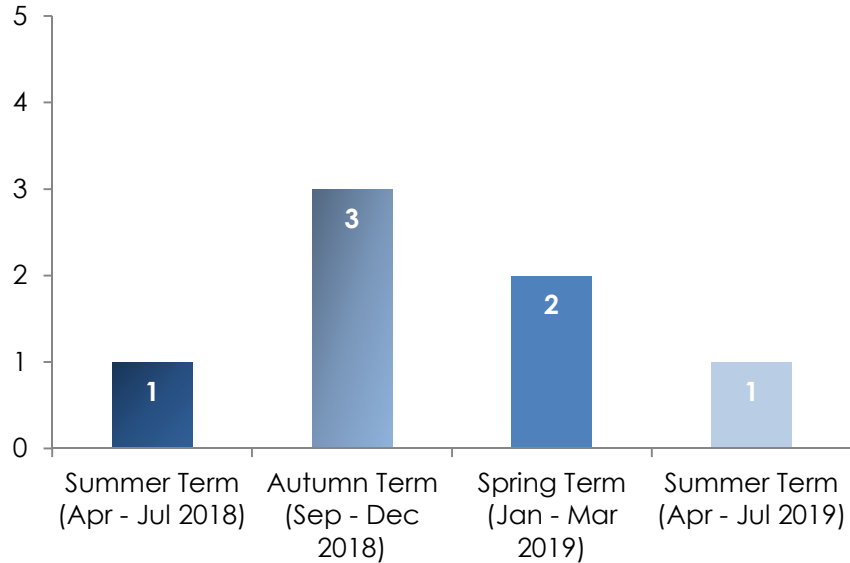
**Fig: 4.1 RPI Incidents**



**Fig 4.3 Quality Assurance Visits**



**Fig: 4.2 Bullying incidents leading to exclusion**



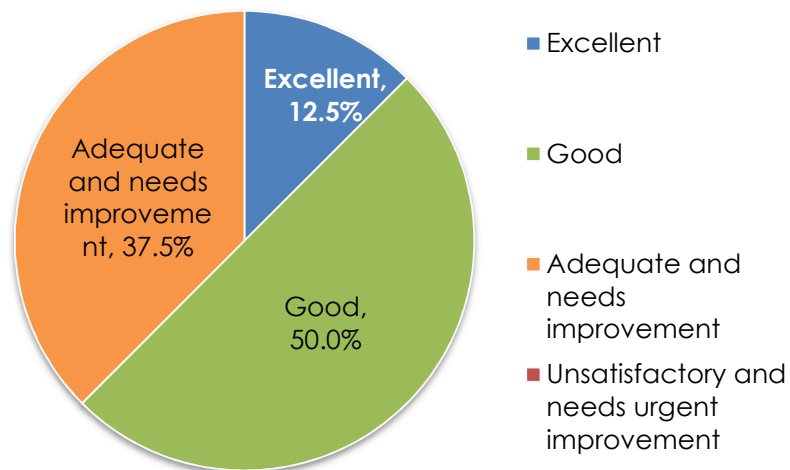
## 4.4 Estyn Judgements

The table below provides an overview of the Estyn judgements for schools inspected under the new arrangements from September 2017 up until March 2019.

Estyn Inspection Framework September 2017						Inspection Areas					
LA	Phase	School #	School	Date report Published	Follow-up Activity	Standards	Wellbeing and attitudes to learning	Teaching and learning experiences	Care, Support and guidance	Leadership and management	Out of Follow-up activity
	Primary		St Marys CIW Primary School	Mar-19	-	Good	Good	Good	Good	Good	
BG	Primary	6772310	Rhos y Fedwen Primary **	Feb-17	Estyn Review	Adequate	Adequate	Adequate	Adequate	Adequate	Jul-18
BG	Primary	6772306	Blaenycwm Primary	May-18	-	Good	Good	Good	Excellent	Good	
BG	Secondary	6774074	Abertillery Learning Community	Feb-18	SI	Adequate	Adequate	Adequate	Adequate	Unsatisfactory	
BG	Primary	6773316	St. Joseph's R.C. Primary	Jan-18	-	Good	Good	Good	Good	Good	
BG	Primary	6772312	St. Illtyd's Primary	Oct-17	Estyn Review	Adequate	Adequate	Adequate	Adequate	Adequate	Mar-19
BG	Primary	6772309	Glyncoed Primary*	Nov-17	-	Good	Good	Good	Good	Good	
BG	Primary	6772070	Glanhowy Primary*	Feb-18	-	Good	Good	Good	Good	Good	

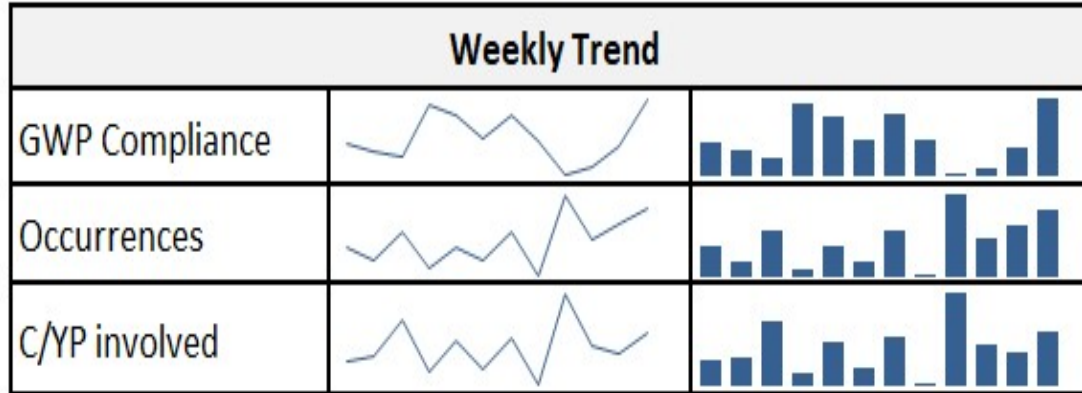
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### Care and Support Guidance Inspection Ratings

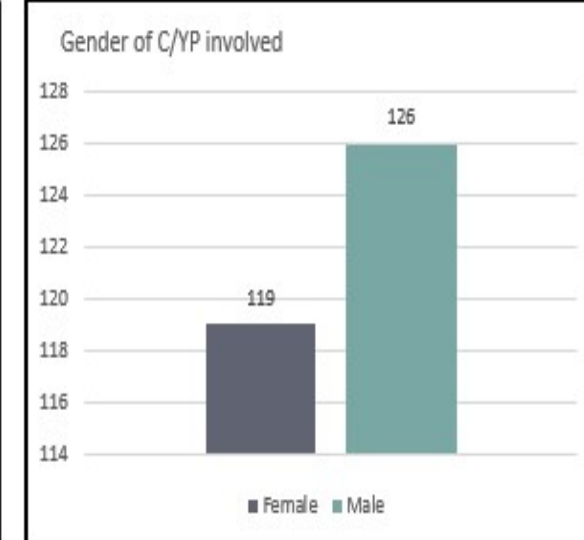
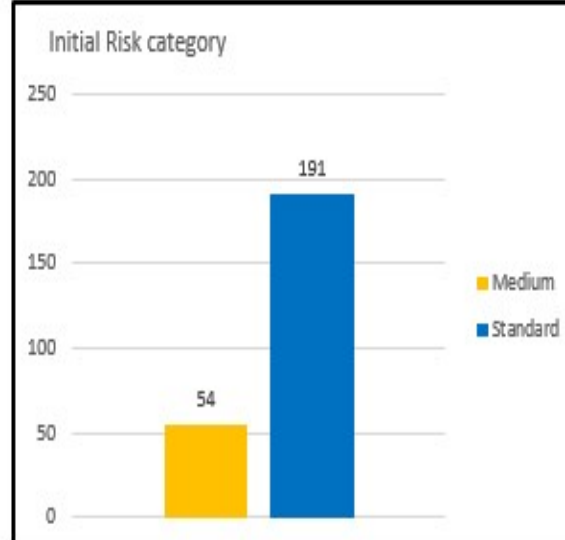
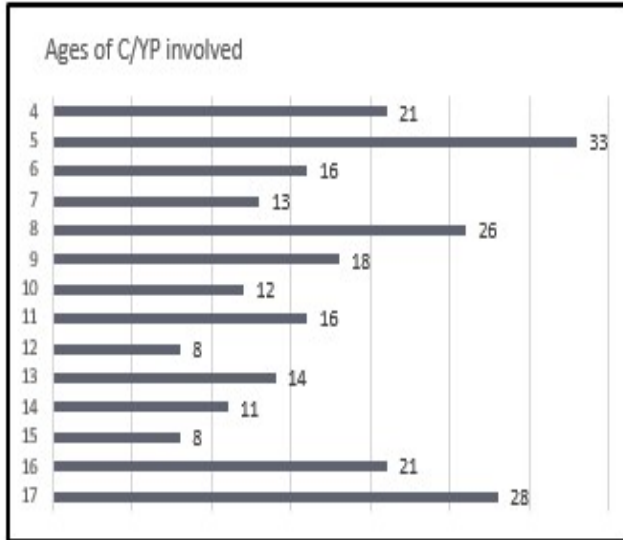
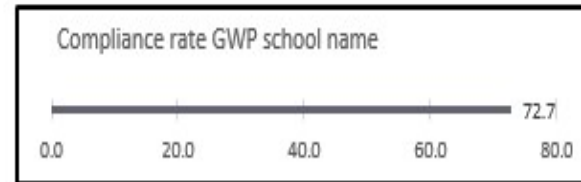


## 4.5 Operation Encompass

For the period 29<sup>th</sup> April to 19<sup>th</sup> July 2019



Occurrences	C/YP involved
141	245



## 4.6 Elected Home Education (EHE)

	July 2019	July 2018
Total number of children electively home educated	88	80

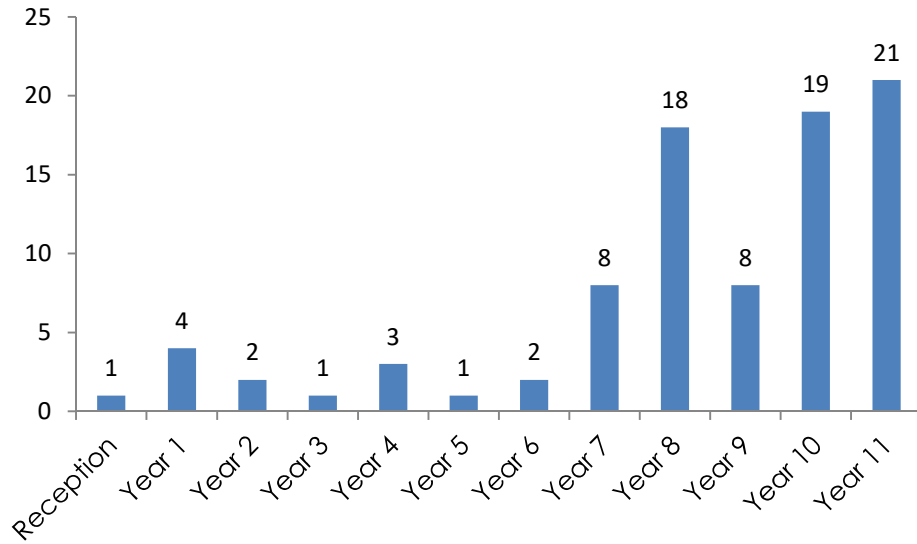
**4.7** The table below sets out the number of secondary age pupils who have become EHE or who have returned to school from being EHE during the Autumn and Spring term.

Month	School 1		School 2		School 3		School 4	
	Out	In	Out	In	Out	In	Out	In
Sept – Dec 2018	4	3	4	0	3	0	2	1
Jan – Mar 2019	1	0	2	0	1	0	2	0
Apl – Jul 2019	0	0	2	0	2	3	6	0
<b>Total</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>10</b>	<b>1</b>

**4.8** The table below sets out the number of additional pupils who have become EHE or who have returned to school from being EHE during the Autumn and Spring term.

Month	Primary		Did not transition		Moved into/out of Borough (including BG pupils that were in OOC schools)		School place unavailable	
	Out	In	Out	In	Out	In	Out	In
Sept – Dec 2018	1	0	2	0	2	2	1	0
Jan – Mar 2019	2	0	0	0	0	1	0	0
Apl – Jul 2019	2	0	0	0	0	1	0	0
<b>Total</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>

## 4.9 Breakdown per year group EHE



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