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Contact:/Cysylltwch â: Democratic Services



THIS IS A MEETING WHICH THE PUBLIC ARE ENTITLED TO ATTEND

15th October 2021

Dear Sir/Madam

CORPORATE OVERVIEW SCRUTINY COMMITTEE

A meeting of the Corporate Overview Scrutiny Committee will be held as a Hybrid Meeting: Via MS Teams/Abraham Derby Room at the General Offices, Ebbw Vale - if you would like to attend please contact committee.services@blaenau-gwent.gov.uk on Friday, 22nd October, 2021 at 10.00 am.

Please note that a pre and post meeting will be held 30 minutes prior to the start and following the conclusion of the meeting for members of the committee.

Yours faithfully

Michelle Morris
Managing Director

AGENDA

Pages

1. SIMULTANEOUS TRANSLATION

You are welcome to use Welsh at the meeting, a

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

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.

3. **DECLARATIONS OF INTERESTS AND DISPENSATIONS**

To consider any declarations of interests and dispensations made.

4. **CORPORATE OVERVIEW SCRUTINY COMMITTEE MINUTES** 5 - 12

To receive the Minutes of the Corporate Overview Scrutiny Committee held on 10th September, 2021.

(Please note that the Minutes are submitted for points of accuracy only)

5. **SPECIAL CORPORATE OVERVIEW SCRUTINY COMMITTEE MINUTES** 13 - 16

To receive the Minutes of the Special Corporate Overview Scrutiny Committee held on 21st September, 2021.

(Please note that the Minutes are submitted for points of accuracy only)

6. **ACTION SHEET** 17 - 20

To receive the action sheet.

7. **AUDIT WALES - FINANCIAL SUSTAINABILITY ASSESSMENT BLAENAU GWENT COUNTY BOROUGH COUNCIL** 21 - 42

To consider the report of the Chief Officer Resources.

8. **WELSH LANGUAGE PROMOTION STRATEGY 2022-27 / STRATEGAETH HYBU'R GYMRAEG 2022-27** 43 - 120

To consider the report of the Professional Lead for Engagement, Equality & Welsh Language

9. **HEALTH & SAFETY ANNUAL REPORT** 121 - 146

To consider the report of the Head of Organisational Development

10. **UPDATE ON UK RESETTLEMENT AND ASYLUM SEEKER DISPERSAL SCHEMES** 147 - 156

To consider the report of the Chief Officer Commercial and Customer

11. **FORWARD WORK PROGRAMME: 3RD DECEMBER 2021** 157 - 160

To receive the report.

To: Councillor S. Healy (Chair)
Councillor M. Cook (Vice-Chair)
Councillor P. Baldwin
Councillor G. Collier
Councillor M. Cross
Councillor G. A. Davies
Councillor L. Elias
Councillor J. Hill
Councillor J. Holt
Councillor H. McCarthy
Councillor C. Meredith
Councillor J. P. Morgan
Councillor G. Paulsen
Councillor T. Smith
Councillor S. Thomas

All other Members (for information)
Manager Director
Chief Officers

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COUNTY BOROUGH OF BLAENAU GWENT

REPORT TO: THE CHAIR AND MEMBERS OF THE CORPORATE OVERVIEW SCRUTINY COMMITTEE

SUBJECT: CORPORATE OVERVIEW SCRUTINY COMMITTEE – 10TH SEPTEMBER, 2021

REPORT OF: DEMOCRATIC & COMMITTEE SUPPORT OFFICER

PRESENT: COUNCILLOR M. COOK (IN THE CHAIR)

Councillors: P. Baldwin
 G.A. Davies
 L. Elias
 J. Hill
 W. Hodgins (substitute for Cllr Healy)
 J. Holt
 H. McCarthy
 C. Meredith
 J.P. Morgan
 G. Paulsen
 S. Thomas

AND: Corporate Director of Social Services
 Corporate Director of Regeneration & Community Services
 Chief Officer – Commercial & Customer
 Head of Community Services
 Head of Organisational Development
 Head of School Improvement & Inclusion
 Service Manager, Customer Experience & Transformation
 Interim Service Manager - Commercial & Procurement
 Scrutiny & Democratic Officer / Advisor

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

No. 2	<p><u>APOLOGIES</u></p> <p>Apologies for absence were received from Councillors S. Healy (Chair) and T. Smith.</p>	
No. 3	<p><u>DECLARATIONS OF INTEREST AND DISPENSATIONS</u></p> <p>There were no declarations of interest or dispensations reported.</p>	
No. 4	<p><u>CORPORATE OVERVIEW SCRUTINY COMMITTEE</u></p> <p>The Minutes of the Corporate Overview Scrutiny Committee Meeting held on 16th July, 2021 were submitted.</p> <p><u>CCTV</u></p> <p>The Chief Officer Commercial and Customer explained the rationale why the progress report on CCTV was not on the agenda as mentioned in the minutes from the previous meeting. She assured Members that work was progressing in this area and it would be more beneficial to bring forward a report with more substance to a future meeting for Members consideration.</p> <p>A Member raised concerns on the delay regarding the progress report on CCTV as he felt that a report was urgently needed.</p> <p>The Committee AGREED that the Minutes be accepted as a true record of proceedings.</p>	
No. 5	<p><u>COMMUNICATIONS STRATEGY QUARTERLY PERFORMANCE MONITORING (APRIL-JUNE 2021)</u></p> <p>Consideration was given to the report of the Chief Officer Commercial & Customer which presented the quarter 1 update (April to June 2021) against the Corporate Communications Strategy.</p> <p>The Chief Officer Commercial and Customer spoke to the report and highlighted the main points contained therein.</p>	

	<p>A Member commented that he felt there appeared to be no interaction from leading Members with journalists and the local newspapers.</p> <p>In response to a Member’s question regarding direct contact with the media, the Chief Officer Commercial and Customer confirmed that the Council’s Corporate Communications Team dealt directly with the press and colleagues in the media.</p> <p>A Member pointed out that some members of the press viewed Committee meetings online and in the past there had been some criticism that Members had been issuing individual statements on social media.</p> <p>The Member felt that as publically elected Members they were answerable to the public for the decisions taken and the best way to do that was through the local press and believed that the Leadership of the Council should be proactive in this regard.</p> <p>In response to a Member’s question regarding the rationale behind the decision of which newspaper got which story, the Chief Officer Commercial and Customer explained that sometimes a dual approach was taken, if there was a specific topic they would look to the most relevant network, if a broader approach was needed then that particular article would be shared more widely, however, not all networks may decide to follow through to publication.</p> <p>The Committee AGREED to recommend that the report be accepted and endorse Option 1; namely that the quarter 1 progress update against the Communications Strategy, be endorsed.</p>	
<p>No. 6</p>	<p><u>COMMERCIAL STRATEGY QUARTERLY PERFORMANCE MONITORING (APRIL-JUNE 2021)</u></p> <p>Consideration was given to the report of the Chief Officer Commercial & Customer which presented the quarter 1 (April - June 2021) progress update against the Commercial Strategy.</p> <p>The Chief Officer Commercial and Customer spoke to the report and highlighted the main points contained therein.</p>	

A Member referred to Community Hubs and raised concerns regarding communication in relation to operating times and the services provided within the Community Hub in Blaina. He felt that the Blaina hub should be open weekly, the same as Abertillery, Tredegar, Brynmawr and Ebbw Vale, to enable residents to access services more frequently and increase the number of people using the hub. He felt that advertising on facebook did not cover all generations of the public. The Chief Officer Commercial and Customer reassured the Member that they were looking at more traditional forms of communication such as flyers in GP surgeries and shops etc. to reach as many residents as possible to ensure they were made aware of this service. With regard to the operating schedule this was a developmental and live approach and would take account of the amount of queries coming from residents and demand for the service. She advised the Member that a revised operating schedule was planned for quarter 2 onwards.

Another Member commented that Community Hubs were working well and brought services closer to the public. In relation to the Brynmawr Community Hub, he raised concerns regarding privacy and felt that rooms should be available for private discussion. He also pointed out that there was no signage outside the building to indicate that it was a Community Hub. The Chief Officer Commercial & Customer said they were currently operating in a particular space and agreed there may be occasions when a resident may want a more private conversation and would look to ensure that that facility was available to residents. With regard to signage, the Community Hub could only operate on the day that the Library was closed due to national restrictions at the time. Library staff had erected signs indicating when the Community Hub was open and she would look to continue this practice going forward.

A Member commented that Community Hubs were proving successful and felt that they were the front door of the local Authority and individual towns and should cater for the whole of Blaenau Gwent to ensure that everyone has access to services. The Member referred to the Strategic Commissioning and Commercial Board (SCCB) and enquired if investment possibilities would be presented to full Council. The Chief Officer Commercial & Customer said

that any investment would go through the democratic process, the Strategic Commissioning and Commercial Board (SCCB) were looking at early opportunities, and all democratic arrangements and processes would be followed in line with the Council's Constitution.

The Corporate Director of Regeneration & Community Services supported the Chief Officer Commercial & Customer's comments and said that as a Member led Authority any opportunities that arise from commercial activity would go through the democratic process for Members consideration on whether to support and implement them.

The Committee AGREED to recommend that the report be accepted and endorse Option 1; namely that the quarter 1 progress update against the Commercial Strategy be endorsed.

No. 7

SICKNESS ABSENCE PERFORMANCE 2020/21

Consideration was given to the report of the Head of Organisational Development which was presented to provide Elected Members with the opportunity to scrutinise and challenge the sickness absence performance for 2020/21, the continued actions to support improvement in attendance and recognise the positive attendance of the majority of the workforce.

The Head of Organisational Development spoke to the report and highlighted the main points contained therein.

A Member enquired regarding Managers use of the iTrent system and what support was in place for staff on long term sickness absence due to mental health issues. The Head of Organisational Development gave assurances that training had been undertaken with Managers and they were now accessing the iTrent system correctly to extract sickness absence data from the system. With regard to support for staff with mental health issues there was a range of support available which included Occupational Health support, the Employee Assistance programme and the Managing Attendance policy for Managers to apply in supporting individuals with sickness issues.

A Member enquired if CLT scrutinised the sickness absence reports to ensure the same level of management was consistently applied across the Council. The Head of Organisational Development said that all quarterly information and statistical information was presented to CLT to review, and each Directorate had a continuous review of the top 20 long term cases with a view to enable those staff to return to work.

A Member referred to the breakdown of sickness absence by service area on page 43 of the report and enquired regarding provider services. The Head of Organisational Development explained that related to frontline services i.e. domiciliary care, Court Mytton and Augusta House supported living. She advised Members that there were overall figures in the report and figures excluding Covid related sickness absence.

A Member commented on the massive pressures facing health and social care and felt that the figures were a direct consequence of what was taking place across the whole of the country.

The Corporate Director of Social Services said that 2021 had been a challenging year, particularly for frontline Social Services with regard to responding to the virus. Staff had been under tremendous pressure and strain delivering services and trying to keep people safe in the community for a prolonged period. Some staff had also been asked to work in different environments and this may have created more stress and anxiety. Sickness figures were high but there had been significant mitigating factors with regard to Covid and also a national issue around recruitment of social care staff. Currently they were trying to mitigate some of those pressures and working from a Blaenau Gwent perspective were trying to find solutions with Health colleagues who were also facing the same issues and pressures within their services.

The Chair commended the entire Directorate for their hard work and commitment in exceptional circumstances.

The Head of Organisational Development reminded Members that there was an improving picture over the last year with regard to sickness absence, there were hotspots

	<p>that were being reviewed, but there was an improvement in sickness absence in comparison to the previous year.</p> <p>A Member commented that the Appendix showed that all local authorities had improved sickness absence figures and felt that the improvement came from staff homeworking and comparison with the next set of performance figures was needed to see if they would improve further.</p> <p>The Committee AGREED to recommend that the report be accepted and endorse Option 2; namely that the ongoing actions to support improvement in attendance be endorsed.</p>	
<p>No. 8</p>	<p><u>FORWARD WORK PROGRAMME:</u> <u>22ND OCTOBER 2021</u></p> <p>Consideration was given to the report of the Chair of the Corporate Overview Scrutiny Committee.</p> <p>The Chief Officer Commercial & Customer advised Members that they would be looking to bring forward two update reports on CCTV progress and the UK Resettlement scheme in the early autumn.</p> <p>A Member requested a Members briefing session be arranged in relation to the Resettlement scheme. The Chief Officer Commercial & Customer responded that a Members briefing session would be arranged prior to the formal report being presented to Committee so that all Members would be aware of the approach taken.</p> <p>The Committee AGREED, subject to the foregoing, that the report be accepted and endorse Option 1; namely that the Forward Work Programme for the meeting on the 22nd October, 2021 be agreed and the following two additional reports be presented to a future meeting of the Corporate Overview Scrutiny Committee in early autumn:-</p> <ul style="list-style-type: none"> • CCTV Progress Report • UK Resettlement Scheme <p>and FURTHER AGREED that an all Member Briefing Session be held in relation to the Resettlement Scheme</p>	

	prior to the formal report being presented to the Corporate Overview Scrutiny Committee.	
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COUNTY BOROUGH OF BLAENAU GWENT

REPORT TO: **THE CHAIR AND MEMBERS OF THE CORPORATE OVERVIEW SCRUTINY COMMITTEE**

SUBJECT: **CORPORATE OVERVIEW SCRUTINY COMMITTEE – 21ST SEPTEMBER, 2021**

REPORT OF: **DEMOCRATIC & COMMITTEE SUPPORT OFFICER**

PRESENT: COUNCILLOR S. HEALY (CHAIR)

Councillors: M. Cook
 G.A. Davies
 P. Edwards (substitute for Cllr L. Elias)
 J. Hill
 J. Holt
 C. Meredith
 G. Paulsen
 T. Smith
 H. Trollope (substitute for Cllr S. Thomas)

AND: Managing Director
 Corporate Director of Social Services
 Corporate Director of Education
 Chief Officer Resources
 Head of Regeneration
 Service Manager Performance & Democratic Scrutiny & Democratic Officer / Advisor

ITEM	SUBJECT	ACTION
No. 1	<p><u>SIMULTANEOUS TRANSLATION</u></p> <p>It was noted that no requests had been received for the simultaneous translation service.</p>	
No. 2	<p><u>APOLOGIES</u></p> <p>Apologies for absence were received from Councillors L. Elias and S. Thomas; and</p>	

	Corporate Director of Regeneration & Community Services	
No. 3	<p><u>DECLARATIONS OF INTEREST AND DISPENSATIONS</u></p> <p>There were no declarations of interest or dispensations reported.</p>	
No. 4	<p><u>ASSESSMENT OF PERFORMANCE 2020/21</u></p> <p>Consideration was given to the report of the Service Manager Performance and Democratic which was to present the Council's Assessment of Performance 2020/21 (attached at Appendix 1) for consideration.</p> <p>The Service Manager Performance and Democratic spoke to the report and highlighted the main points contained therein. She advised Members that as part of the Local Government Measure the Council had a statutory responsibility to develop an assessment of performance each year and make it publicly available. It should be noted that the Local Government and Elections Act has now replaced the duties under the Measure, therefore, this assessment will be the last under these regulations. However, in future the Council will still be required to report progress of the Corporate Plan and implementation of the Well-being of Future Generations Act.</p> <p>In response to a Member's question regarding impact assessments being included on reports, the Service Manager Performance & Democratic explained that impact assessments were included as part of the reporting template and should be looked at when producing reports for committees to ensure that any impacts are addressed. The Assessment of Performance had undertaken an equality impact assessment but did not require a socio economic impact assessment as it was not defined as a strategic decision. The Member had concerns that some impact assessments were not being carried out. The Service Manager said that this process should be undertaken and report authors need to ensure these are completed and included within reports as appropriate.</p> <p>A Member commented that it was a positive report with some good developments such as the reduced number of Children Looked After and enquired if this trend was</p>	

	<p>continuing. The Director of Social Services confirmed the trend was continuing, the figure stood at 189 which was the lowest for some time. Referrals were also continuing but the general trend was downwards.</p> <p>The Committee AGREED to recommend that the report be accepted and endorse Option 1; namely that Members considered the retrospective progress made and included within the Council's Assessment of Performance for 2020/21 and be assured that it fulfils all required statutory legislative requirements before being submitted to Executive Committee for endorsement and to Council for approval.</p>	
<p>No. 5</p>	<p><u>TREASURY MANAGEMENT ANNUAL REVIEW REPORT 1ST APRIL 2020 TO 31ST MARCH 2021</u></p> <p>Consideration was given to the report of the Chief Officer Resources which was presented to give Members the opportunity to scrutinise the Treasury Management activities carried out by the Authority during the 2020/2021 financial year.</p> <p>The Chief Officer Resources spoke to the report and highlighted the main points contained therein.</p> <p>In response to a Member's question regarding short and long term loans, the Chief Officer confirmed that a short term loan was anything under 1 year and a long term loan was 1 year plus.</p> <p>A Member enquired if the Council had shares in gas or electricity companies that found themselves in financial difficulties. The Chief Officer Resources said the Council did not have shares in utility companies as the Council tended not to invest directly into stocks and shares. The Council usually invested in financial institutions such as Banks and other public sector organisations and felt that in the current circumstances the risk was low.</p> <p>A Member enquired regarding withdrawing investments in fossil fuels. The Chief Officer Resources explained that the brokers the Council use and the companies and organisations that they invest in have policies around ethical investments; and that where possible the Council</p>	

<p>avoided investing in companies involved in the fossil fuel market.</p>	
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<p>The Committee AGREED to recommend that the report be accepted and endorse Option 1; namely that Members scrutinised the treasury management activity undertaken during the 2020/21 financial year and provided comment prior to its submission to full Council.</p>	
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Blaenau Gwent County Borough Council

Action Sheet

Corporate Overview Scrutiny Committee

Item	Action to be Taken	By Whom	Action Taken
	<p><u>Action referred from Joint Budget Scrutiny Committee – 27th September 2021</u></p> <p>Capital Budget Monitoring Forecast – Appendix 1</p> <ul style="list-style-type: none">• 327103 – Civic Centre Decommissioning – spend of £7436 – what money has been spent on consultants.• 327104 – Democratic Hub – breakdown of spend.		<p>327103 - Civic Centre Decommissioning There were no consultant costs incurred in quarter one, all cost's incurred were in association with decanting of the Civic Centre building.</p> <p>327104 – Democratic Hub There was nil capital spend as at end of Quarter one, however spending in Quarter two provisionally totals £115k. Budget Monitoring statement enclosed.</p>

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Journal Date	Ledger Code	Amount	Period	Ref No (Line)	User Analysis	User Data	Ref No 2 (Line)	Source Accr	Source Account Name	Narrative	Budget	Year
2020/21												
31/12/20	327104/5415/000	700.07	9	TS1519		PAY006733				Rob Jenkins	Technical Services Fee	2020-21
2021/22												
01/07/21	327104/3000/000	93,307.00	4	SCI0383838		28424	GVEN00250	00511665	VAUGHAN SOUND INSTALLATION Q9706R4/KF - GENERAL OFFICES EBBW VALE FOR SUPPLY OF EQUIPMENT AS PER TENDER		Equipment	2021-22
20/07/21	327104/1005/900	280.00	4	SCI0384955		176	ENTS46103/4	00525916	C & F ELECTIRCAL LTD	General Offices and Archives invoice 176 service and clean AHU 21-	Other	2021-22
05/08/21	327104/1015/220	217.00	5	SCI0385964		8871696	ENTS46401/1	00004685	CHUBB FIRE & SECURITY LTM04456 - General Offices invoice 8871696 Install extra panic button as quotation received on 21.07.21 EM21 0844 Requested by Chris Evans		Equipment	2021-22
09/08/21	327104/1008/000	212.00	5	SCI0386309		0000076180	GVEN00270	00526720	GLASSFIBRE FLAGPOLES LTD	Site survey for flagpole placement.	Surveys / Assessments	2021-22
01/09/21	327104/1005/220	4,375.49	6	SCI0387642		9408	ENTS45509/1	00521532	E F S SYSTEMS (UK) LTD	M04456 - General Offices invoice 9408 Supply and install 6no dual socket outlets within the Abraham Derby room EM21 0239 Requested by Nathan Jones	Equipment	2021-22
12/10/21	327104/3024/000	11,278.88	7	SCI0389923		DSRS10043(RECP05417		00514403	SHARED RESOURCE SERVICE	Catalyst 9200L 48-port PoE+ 4 x 1G Network Essentials	Network Equipment	2021-22
12/10/21	327104/3024/000	3,242.88	7	SCI0389923		DSRS10043(RECP05417		00514403	SHARED RESOURCE SERVICE	C9200L DNA Essentials 48-port 3 Year Term license	Network Equipment	2021-22
12/10/21	327104/3024/000	2,250.00	7	SCI0389923		DSRS10043(RECP05417		00514403	SHARED RESOURCE SERVICE	Cisco Aironet 1850	Network Equipment	2021-22

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Agenda Item 7

Executive Committee and Council only

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer:

Committee: **Corporate Overview Scrutiny Committee**

Date of meeting: **22 October 2021**

Report Subject: **Audit Wales - Financial Sustainability Assessment
Blaenau Gwent County Borough Council**

Portfolio Holder: **Cllr Nigel Daniels, Leader of the Council & 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)
	15.10.21		02.11.21		22/10/21			

1. Purpose of the Report

- 1.1 To present the outcome of the assessment undertaken by Audit Wales relating to the Financial Sustainability of Blaenau Gwent County Borough Council.

2. Scope and Background

- 2.1 Financial sustainability continues to be a risk to councils putting in place proper arrangements to secure value for money in the use of resources
- 2.2 Audit Wales' 2020-21 assessment on councils' financial sustainability was undertaken in two phases. Phase 1 was a baseline assessment of the initial impact of COVID-19 on local councils' financial position. Following Phase 1, in October 2020 Audit Wales published a national summary report – Financial Sustainability of Local Government as a result of the COVID-19 Pandemic.
- 2.3 The attached report provides the findings of Phase 2 of Audit Wales work on the financial sustainability of Blaenau Gwent County Borough Council.

3. Options for Recommendation

3.1 Option 1

The Corporate Overview Scrutiny Committee accept the findings of the Audit Wales report, as detailed in the report and appendix.

3.2 Options 2

The Corporate Overview Scrutiny Committee consider the findings of the Audit Wales report and provide specific comments as appropriate.

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

- 4.1 Financial sustainability underpins the Council's ability to deliver services to the public in the medium and long term.

5. **Implications Against Each Option**

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

There is no direct impact on the Council's budget as a result of this report however the report does highlight improved financial planning within Blaenau Gwent and concludes that this combined with better-than-expected Welsh Government settlements mean the Council is better placed to maintain its financial sustainability over the short term but challenges remain to address forecast budget gaps over the medium term.

5.2 ***Risk including Mitigating Actions***

Financial sustainability is crucial to the Council being able to deliver statutory / priority services in the medium / long term.

5.3 ***Legal***
n/a

5.4 ***Human Resources***
n/a

6. **Supporting Evidence**

6.1 ***Performance Information and Data***

In summary Audit Wales findings, as detailed in the attached report are:-

- a) Improved financial planning and better-than-expected Welsh Government settlements mean the Council is better placed to maintain its financial sustainability over the short term but challenges remain to fully close budget gaps over the medium term.
- b) The immediate impact of COVID-19 on the Council's financial sustainability has been mitigated by additional Welsh Government funding.
- c) The Council continues to develop a more sustainable approach to financial planning and recognises the need to understand the ongoing financial impact of the pandemic.
- d) The Council is increasing its useable reserves and remains committed to doing so over the medium term.
- e) The Council's overall performance against budget is improving and, whilst some service areas continue to overspend, the Council is taking steps to help address some of these budget pressures..
- f) The Council has developed a more sustainable approach to savings planning but further challenges remain to identify sufficient savings to fully close the estimated medium-term funding gap.
- g) The Council's liquidity position remains the lowest in Wales.

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

The report provides the public with an independent assessment of the Council's Financial Sustainability in the short / medium and long term and highlights the challenges facing the Council.

6.3 ***Involvement (consultation, engagement, participation)***
n/a

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

6.5 ***Preventative focus***
n/a

6.6 ***Collaboration / partnership working***
n/a

6.7 ***Integration (across service areas)***
n/a

6.8 ***Decarbonisation and Reducing Carbon Emissions***
n/a

6.9a ***Socio Economic Duty Impact Assessment***
n/a

6.9b. ***Equality Impact Assessment***
n/a

7. **Monitoring Arrangements**

7.1

Background Documents /Electronic Links

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Financial Sustainability Assessment – Blaenau Gwent County Borough Council

Audit year: 2020-21

Month/Year issued: July 2021

Document reference: 2511A2021-22

This document has been prepared as part of work performed in accordance with section 17 of the Public Audit (Wales) Act 2004 (the 2004 Act) and section 18 of the Local Government (Wales) Measure 2009. It may also inform a study for improving value for money under section 41 of the 2004 Act, and/or an examination undertaken by the Auditor General under section 15 of the Wellbeing of Future Generations Act (Wales) 2015.

No responsibility is taken by the Auditor General or the staff of Audit Wales in relation to any member, director, officer or other employee in their individual capacity, or to any third party.

In the event of receiving a request for information to which this document may be relevant, attention is drawn to the Code of Practice issued under section 45 of the Freedom of Information Act 2000. The section 45 Code sets out the practice in the handling of requests that is expected of public authorities, including consultation with relevant third parties. In relation to this document, the Auditor General for Wales and Audit Wales are relevant third parties. Any enquiries regarding disclosure or re-use of this document should be sent to Audit Wales at info.officer@audit.wales.

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

Mae'r ddogfen hon hefyd ar gael yn Gymraeg. This document is also available in Welsh.

Contents

Improved financial planning and better-than-expected Welsh Government settlements mean the Council is better placed to maintain its financial sustainability over the short term, but challenges remain to fully close budget gaps over the medium term.

What we looked at and why	4
Proposals for improvement	5
Improved financial planning and better-than-expected Welsh Government settlements mean the Council is better placed to maintain its financial sustainability over the short term, but challenges remain to fully close budget gaps over the medium term	6
The immediate impact of COVID-19 on the Council's financial sustainability has been mitigated by additional Welsh Government funding	6
The Council continues to develop a more sustainable approach to financial planning and recognises the need to understand the ongoing financial impact of the pandemic	7
The Council is increasing its useable reserves and remains committed to doing so over the medium term	10
The Council's overall performance against budget is improving and, whilst some service areas continue to overspend, the Council is taking steps to help address some of these budget pressures	12
The Council has developed a more sustainable approach to savings planning but further challenges remain to identify sufficient savings to fully close the estimated medium-term funding gap	14
The Council's liquidity position remains the lowest in Wales	16

What we looked at and why

- 1 We undertook this assessment as financial sustainability continues to be a risk to councils putting in place proper arrangements to secure value for money in the use of resources. In part, this was informed by the experiences of some councils in England, our knowledge of the financial situation in councils in Wales, and the general trend of decreasing resources for local government combined with rising demand for some services. We undertook a similar project in 2019-20, before the COVID-19 pandemic.
- 2 Our 2020-21 assessment on councils' financial sustainability was in two phases. Phase 1 was a baseline assessment of the initial impact of COVID-19 on local councils' financial position. Phase 1 drew on: the year-end position for 2019-20; the position at the end of quarter 1 for 2020-21; and projections for quarter 2 for 2020-21. Following Phase 1, in October 2020 we published a national summary report – **Financial Sustainability of Local Government as a result of the COVID-19 Pandemic**¹. We found that councils and the Welsh Government have worked well together to mitigate the impact of the pandemic to date, but the future sustainability of the sector is an ongoing challenge.
- 3 The pandemic has had an immediate and profound effect on public sector finances as a whole and, as a consequence, on councils' financial position. The summary report set a high-level baseline position, including the reserves position of local councils before the pandemic. It also set out the initial financial implications of the pandemic for local councils and the scale of the anticipated challenge going forward.
- 4 This report concludes phase 2 of our financial sustainability assessment work during 2020-21. As part of this we are producing a local report for each of the 22 principal councils in Wales.
- 5 We undertook this assessment during February 2021 and March 2021.

¹ Audit Wales, [Financial Sustainability of Local Government as a Result of the COVID-19 Pandemic](#), October 2020.

Proposals for improvement

Exhibit 1: proposals for improvement

The table below sets out the proposals for improvement that we have identified following this review.

Proposals for improvement	
P1	<p>To ensure its Medium Term Financial Strategy predicts future funding requirements as accurately as possible, the Council should:</p> <ul style="list-style-type: none">regularly review its cost pressure estimates for years two to five to ensure they are reasonable and reflect recent levels of cost pressures.
P2	<p>To bridge its estimated future funding gap and contribute to strengthening its financial sustainability the Council should:</p> <ul style="list-style-type: none">continue to develop and deliver new proposals under its Bridging the Gap programme.

Improved financial planning and better-than-expected Welsh Government settlements mean the Council is better placed to maintain its financial sustainability over the short term but challenges remain to fully close budget gaps over the medium term

The immediate impact of COVID-19 on the Council's financial sustainability has been mitigated by additional Welsh Government funding

- 6 This section sets out the impact that COVID-19 has had to date on the Council's financial position and the extent to which this has been mitigated by additional funding from the Welsh Government.

What we found

- 7 The Council estimates that it will incur additional costs of £8 million and income losses of £3 million in 2020-21 due to the pandemic. The Council anticipates that most of these costs will be funded by the Welsh Government's Hardship Fund.
- 8 Further to this, the Council also received additional Welsh Government funding in relation to council tax support and a range of further COVID-19-related grants were awarded shortly before the year-end.
- 9 In total, the Council anticipates it will receive approximately £12.2 million of additional funding from the Welsh Government in 2020-21. This is set out in **Exhibit 2** below. The total excludes funding where the Council acts as an agent, distributing funds from the Welsh Government to third parties.

Exhibit 2: the cost to the Council of COVID-19 over 2020-21²

The table below shows the Council's estimated additional expenditure and lost income over 2020-21, as a result of COVID-19 and how much of this was mitigated by extra funding from the Welsh Government.

The additional amount the Council estimates it will have spent as a result of COVID-19 over 2020-21.	£8.4 million
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² Source: provided by the Council June 2021

The amount of income the Council estimates it will have lost as a result of COVID-19 over 2020-21.	£2.3 million
The amount of additional funding the Council estimates it will receive from the Welsh Government over 2020-21 to mitigate the impact of COVID-19: <ul style="list-style-type: none"> • Hardship fund – £10.4 million • Other COVID-19-related grants – £1.8 million 	£12.2 million
The cost to the Council of COVID-19 over 2020-21 after extra funding from the Welsh Government is taken into account.	£0.3 million

- 10 In June 2020, the Executive Committee received a report on the impact of the pandemic on the Council’s financial position and its Bridging the Gap programme. Since then, the Council has continued to review the financial risks of the pandemic and this is reflected in the Medium Term Financial Strategy (MTFS), budget monitoring reports for 2020-21 and the budget setting papers for 2021-22.
- 11 The Council has begun considering the impact of the pandemic on local residents and businesses and how this could affect some council services. For example, the Council has modified the forecast savings and timeframe for maximising income from its industrial units given the impact of COVID-19 on local businesses. The Council has also considered residents’ ability to pay more for council services when considering fees and charges increases for 2021-22.

The Council continues to develop a more sustainable approach to financial planning and recognises the need to understand the ongoing financial impact of the pandemic

Why strategic financial planning is important

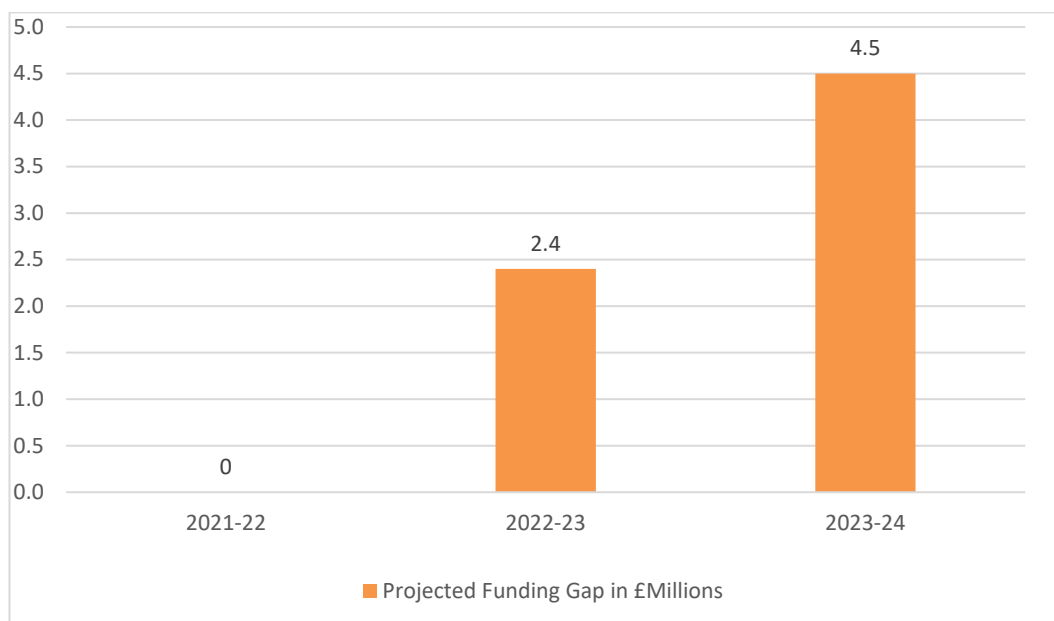
- 12 A clear and robust financial strategy is important to identify the likely level of funding available to a council, as well as the anticipated level of demand for, and cost of, providing services. Given the recent and anticipated funding pressures facing all councils it is also important to identify how it intends to respond to those pressures, and particularly how they will meet projected funding gaps.

What we found

- 13 Last year, we found that the Council was developing a more sustainable financial strategy, but it was too early to assess whether this would strengthen financial resilience over the medium term.
- 14 The Council has a well-developed MTFS which sets out the forecast funding gap for 2021-22 through to 2025-26. **Exhibit 3** shows that the Council has no forecast funding gap for 2021-22 (it estimates a surplus of £1.3 million) but there remains a £2.4 million gap for 2022-23 and £4.5 million for 2023-24.

Exhibit 3: the Council has a total projected funding gap for the three years 2021-22 to 2023-24 of £6.9 million

This graph shows the funding gap that the Council has identified for the following three years³.



- 15 The latest MTFS and budget papers contain detailed forecasts for financial pressures in 2021-22, but only limited cost pressures have been identified for the remaining four years of the MTFS. The MTFS includes a provision of £1 million a year for unidentified pressures from 2022-23. However, in recent years, cost and growth pressures identified as part of the budget setting process have exceeded £1 million, ranging from £1.5 million to £2.1 million. It would be prudent, therefore, for the Council to review this estimate each year to ensure it reflects recent levels of cost pressures.

³ Source: Revenue Budget 2021-22 report presented to the Council on 4 March 2021

- 16 The Council undertakes more detailed work to identify the extent of cost pressures through the annual budget process. This work considers the:
- likely continuation of existing cost pressures into the following year;
 - portfolios' ability to mitigate the pressures within existing budgets;
 - impact of COVID-19;
 - changes in demand for services; and
 - cost pressures experienced by other local authorities.
- 17 Pressures that cannot be managed within the portfolio are considered as part of the budget setting process and undergo challenge from both officers and members. Where deemed necessary, the Council adjusts base budgets to respond to budget pressures.
- 18 To inform financial planning and identify their projected funding gaps, all councils make assumptions about factors that will impact on the amount of funding they will have available in future years. The Council's assumptions in its MTFS provide a balanced forecast at the time of its publication when compared with the assumptions made by all councils across Wales.
- 19 The Council regularly reviews and challenges the assumptions in its MTFS. Officers broadly adopt a prudent approach and are able to explain the reasoning behind the assumptions. However, the funding gap may increase if cost pressures in future years exceed the £1 million estimate included in the MTFS and are not entirely offset by some of the other, more prudent, assumptions.
- 20 The Council has identified some changes in demand for services during the pandemic – an increase in community meals, for example – but has not yet completed a systematic review of the impact of COVID-19 on future demand for services. As the Council's focus shifts towards recovery from the pandemic, it plans to review the impact of COVID-19 on its communities and the future impact this is likely to have on services. This will help ensure that the MTFS reflects the ongoing financial impact of the pandemic.
- 21 Bridging the Gap remains the Council's main method of closing future funding gaps over the medium to long term. However, the Council has not been able to take forward all the Bridging the Gap savings and income generation initiatives intended in 2020-21 due to COVID-19. As a result, the Council has had to revise the amount of savings included for future years of the MTFS and now expects to achieve a minimum of £0.8 million to £1.1 million of new savings each year. The funding gap in **Exhibit 3** is the residual gap remaining once the minimum level of Bridging the Gap savings has been applied.
- 22 Further work is therefore required to identify additional savings to close the funding gap. The Council acknowledges that additional savings proposals may be required if existing Bridging the Gap proposals are insufficient to fully close the gap. However, the Council prefers to focus on long-term approaches to close the remaining gap rather than reinstating annual Financial Efficiency Projects. The Council has additional Bridging the Gap proposals to take forward and the

pandemic has presented other opportunities for savings. For example, changes to working arrangements as a result of the pandemic have accelerated the Council's plans to vacate the Civic Centre. In March 2021, the Council agreed to change its operating model and working arrangements, including permanently vacating the Civic Centre. This is expected to save the Council around £1.5 million over five years and will further reduce the forecast budget gap.

- 23 In addition, the Council is establishing an earmarked reserve using forecast budget surpluses to help mitigate against financial challenges in later years of the MTFS.

The Council is increasing its useable reserves and remains committed to doing so over the medium term

Why sustainable management of reserves is important

- 24 Healthy levels of useable reserves are an important safety net to support financial sustainability. As well as being available to fund unexpected funding pressures, useable reserves can also be an important funding source to support 'invest to save' initiatives designed to reduce the ongoing cost of providing services. Councils that show a pattern of unplanned use of reserves to plug gaps in their revenue budget that result in reductions of reserve balances reduce their resilience to fund unforeseen budget pressures in future years.

What we found

- 25 Last year, we found that the Council's general fund was in line with its reserves strategy and that the Council was taking steps to increase its level of useable reserves following unsustainable use in previous years.
- 26 In 2018-19, using contributions agreed as part of the budget setting process and from windfall payments, the Council added £0.4 million to its General Fund. In 2019-20, it added a further £0.5 million to the Fund, taking it to £6.4 million, an increase of 16% over two years.
- 27 **Exhibit 4** below sets out the Council's strengthening total useable reserves position. Although the Council's balances remain lower than the Wales average, its position has improved from the lowest in Wales in 2016-17 and 2017-18 to the sixth lowest in 2019-20.

Exhibit 4: amount of reserves versus annual budget

This exhibit shows the amount of usable reserves the Council had during 2020-21 and the previous four years as a proportion of the net cost of the services the Council delivers.

	2016-17	2017-18	2018-19	2019-20	2020-21
Net Cost of Services in £ millions ⁴	146.2	147.0	146.3	148.2	145.8
Total Useable Reserves in £ millions ⁵	12.9	10.6	12.7	14.7	28.6
Total Useable Reserves as a percentage of the net cost of services ⁶	8.8%	7.2%	8.7%	9.9%	19.6%
Comparison with the other councils of Wales	22	22	21	17	

- 28 The Council expects to add a further £1.4 million to the General Fund in 2020-21. The Council is also committed to strengthening its reserves over the medium term and its MTFS includes a £0.2 million contribution to the General Fund each year until 2025-26.
- 29 Further to this, the Council is also taking steps to strengthen its useable earmarked reserves. A report to elected members in March 2021 forecast a useable earmarked reserves balance of £9.2 million at the end of 2020-21 – up £0.9 million on the previous year. However, following additional year-end funding from the Welsh Government, the Council now expects to add £12.5 million to earmarked reserves. The final budget proposals for 2021-22 also include a £1.1 million contribution to earmarked reserves.
- 30 As well as increasing its low reserves balances, the Council recognises the need to effectively manage their use to ensure that reserves are not used in an unplanned manner or to support revenue budgets.
- 31 The Council's proactive actions to strengthen its useable reserves balances will place it in a stronger position to meet future financial challenges. This is particularly important given the uncertainty over Welsh Government funding for COVID-related

⁴ Value used is the net cost of services charged to the general fund from the Expenditure Funding Analysis, less any Housing Revenue Account cost of services, plus precepts, levies and debt interest. Source: 2016-17 to 2019-20: Statement of Accounts; 2020-21: provided by the Council

⁵ By usable reserves we mean the total general fund balance, together with earmarked reserves that councils are not legally prevented from redirecting to use for another purpose. Source: 2016-17 to 2019-20: Statement of Accounts; 2020-21: provided by the Council

⁶ Audit Wales calculation.

costs over the medium term and the potential ongoing impact the pandemic may have on achieving Bridging the Gap savings.

The Council's overall performance against budget is improving and, whilst some service areas continue to overspend, the Council is taking steps to help address some of these budget pressures

Why accurately forecasting expenditure is important

- 32 It is important that overspending and underspending are kept under control and that actual expenditure is as close to the levels planned as possible. A council that is unable to accurately forecast and plan expenditure runs the risk of creating unforeseen financial pressures that may compromise the ability to set a balanced budget. Significant patterns of underspending may be reducing the ability of a council to deliver its key objectives or meet its statutory responsibilities.

What we found

- 33 Last year, we found that the Council had a recent history of overspending against its budget, but the amount of year-end overspends was reducing.
- 34 In 2019-20, the Council subsequently delivered a £0.5 million (0.3%) surplus.
- 35 The Council's month-9 budget monitoring report forecasts a £0.55 million underspend in 2020-21 once COVID-related costs and funding are accounted for. However, at the time of our fieldwork, the Council had received notification from the Welsh Government of additional COVID-19-related grant funding. This has resulted in a year-end surplus of £9.2 million. The Council plans to use this surplus to increase its useable reserves balances to provide it with greater financial resilience.

Exhibit 5: amount of overspend/underspend relative to total net revenue budget

The following exhibit shows the amount of overspend or underspend for the Council's overall net revenue budget for the last five years.

	2016-17	2017-18	2018-19	2019-20	2020-21
Original Net revenue budget £ millions ⁷	137.5	144.6	145.4	147.3	152.1
Actual Net Revenue Outturn ⁸	137.4	145.3	145.5	146.8	142.9
Amount of overall surplus/overspend ⁹	0.07	(0.7)	(0.1)	0.5	9.2
Percentage difference from net revenue budget	0.05%	(0.5%)	(0.01%)	0.3%	6.4%

- 36 We reported last year that underspends in some service areas balanced overspends in other areas. This remained the case in 2019-20 and a similar position is forecast for 2020-21.
- 37 Many cost pressures and overspends in 2020-21 are related to additional expenditure or lost income caused by COVID-19. However, some Council services have recurring overspends which pre-date the pandemic. These include:
- Children's Services, particularly costs relating to looked after children; and
 - Community Services, particularly costs related to waste services.
- 38 In response to ongoing pressures in Children's Services, the Council implemented a range of preventative initiatives which has helped to reduce the number of looked-after children. Legal fees relating to looked-after children remain a key cost pressure and the Council is exploring options for collaborative legal services provision with neighbouring local authorities.
- 39 Overspending portfolios must develop action plans to mitigate forecast cost pressures, and, where possible, contain the overspend within the portfolio. For example, regular overspends in the looked-after children budget have been offset by underspends elsewhere in Social Services resulting in a net underspend.
- 40 Other portfolios, such as Environment (which includes Community Services), have not been able to completely offset overspends within the portfolio and so these overspends impact on the Council's overall budget position.

⁷ Source: Council Outturn reports for 2016-17 to 2019-20 and 2020-21 figures provided by the Council

⁸ Source: Council Outturn reports for 2016-17 to 2019-20 and 2020-21 figures provided by the Council

⁹ Audit Wales calculation

- 41 A Cost Pressure Subgroup meets quarterly to challenge and assess progress against overspending portfolios' action plans. Cost pressures and mitigating actions are also reported in quarterly budget monitoring reports to the Joint Budget Scrutiny Committee and Executive Committee. However, not all quarterly updates to the action plan clearly demonstrate progress and the lack of timescales makes it difficult to determine whether actions are on track. The Council should consider adjusting the format of the action plan so that it more clearly demonstrates mitigating actions against each individual cost pressure, the timescale for completion, and progress that has been made in each quarter. The Council should also ensure that there is sufficient challenge where action plans are not being properly updated or where mitigating actions are not working.

The Council has developed a more sustainable approach to savings planning but further challenges remain to identify sufficient savings to fully close the estimated medium-term funding gap

Why the ability to identify and deliver savings plans is important

- 42 The ability to identify areas where specific financial savings can be made, and to subsequently make those savings, is a key aspect of ensuring ongoing financial sustainability against a backdrop of increasing financial pressures. Where savings plans are not delivered, this can result in overspend that require the use of limited reserves whilst increasing the level of savings required in future years to compensate for this. Where savings plans are not delivered and service areas are required to make unplanned savings, this increases the risk either of savings not being aligned to the Council's priorities, or of 'short-term' solutions that are not sustainable over the medium term.

What we found

- 43 Last year, we found that the Council had a good track record of delivering planned savings but was shifting its approach to identify more sustainable long-term savings through Bridging the Gap programme.
- 44 In 2019-20, the Council continued to achieve most of its planned savings – 98% of the £3.3 million planned.
- 45 In previous years, the Council's approach to savings planning focussed on identifying high numbers of individual financial efficiency projects on an annual basis. The Council has a good track record of delivering these savings, as shown in **Exhibit 6** below.

Exhibit 6: savings delivered as a percentage of planned savings

The following exhibit sets out how much money the Council intended to save from its savings plans between 2017-18 and 2019-20, and how much of this it actually saved as well as estimated figures for 2020-21.

	2017-18	2018-19	2019-20	2020-21 estimate ¹⁰
Total planned savings in £ millions ¹¹	4.8	3.8	3.3	1.5
Planned savings achieved in £ millions ¹²	4.7	3.5	3.3	1.2
Planned savings not achieved in £ millions	0.4	0.3	0.07	0.25
Percentage of savings achieved	98%	91%	98%	83%

- 46 Following a better-than-expected settlement from the Welsh Government for 2020-21, the Council was able to close its budget gap using savings identified through the Bridging the Gap programme. As a result, it did not need to implement any financial efficiency projects.
- 47 The planned Bridging the Gap savings for 2020-21 totalled £1.5 million and were made up of savings and increased income. However, the pandemic has impacted on the Council's ability to implement all the planned savings. At the end of December 2020, the Council forecast that it would achieve 83% (£1.2 million) by the year-end. Most of the shortfall is due to the Council not being able to take forward new income generation initiatives during the pandemic. The Council understands that the Welsh Government funding will now cover this shortfall.
- 48 The Council has revised the forecast savings for future years to reflect the ongoing impact the pandemic is likely to have, for example, on local businesses, and this is reflected in the MTFS. The latest forecast position suggests total cumulative savings of £12.9 million will be achieved between 2021-22 and 2025-26. Based on current assumptions, this leaves a cumulative budget gap of £21.6 million over the same period. Over the coming years, the Council plans to develop new proposals under the Bridging the Gap programme to help it close the remaining forecast budget gap.

¹⁰ Source: Month-9 budget monitoring report

¹¹ Source: Council's Outturn reports to the Joint Budget Scrutiny Committee

¹² Source: Council's Outturn reports to the Joint Budget Scrutiny Committee

The Council's liquidity position remains the lowest in Wales

Why the Council's liquidity position is important

- 49 Why gauging current assets to current liabilities (liquidity) is important:
- it is an indicator of how a council manages its short-term finances.
 - while it is commonly used to examine whether organisations are able to pay their debts in the short term, this is unlikely to be a risk for councils given their ability to take short-term borrowing. It does also, however, act as an indicator of how a council manages its short-term finances.
 - councils with low liquidity ratios should ensure they have arrangements in place to meet their liabilities.
 - there may be additional costs for councils that rely on short-term borrowing to pay debts.
 - councils with very high liquidity ratios should consider whether they are managing their current assets in the most effective way.

What we found

- 50 The Council's liquidity ratio has consistently been the lowest in Wales over the last five years, ranging between 0.3 and 0.5.
- 51 **Exhibit 7** below shows that the Council's current liabilities increased by £33.5 million (62%) between 2015-16 and 2019-20. Over the same period, the Council's current assets increased by £4.3 million (15%).
- 52 The projected liquidity ratio for 2020-21 is 0.8.
- 53 The Council has chosen to hold its assets in short-notice accounts, which means it can access its assets quickly if needed. The Council also told us it chooses to pay its creditors promptly in order to support local businesses, even though this impacts on the balance between current assets and liabilities because the Council pays its creditors more quickly than it receives money from its debtors.

Exhibit 7: working capital ratio 2015-16 to 2020-21¹³

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21 estimate
Current Assets ¹⁴	27.9	24.2	24.6	28.9	32.2	126.5
Current Liabilities ¹⁵	54.3	65.2	86.8	89.8	87.8	161.3
Working Capital Ratio	0.5	0.4	0.3	0.3	0.4	0.8
Working Capital Ratio ranking across all Welsh councils	22nd	22nd	22nd	22nd	22nd	

¹³ Source: 2015-16 to 2019-20 – Statement of Accounts; 2020-21: provided by the Council

¹⁴ Current Assets includes: Short Term Investments; Assets held for sale; Inventories; Short Term Debtors; and Cash and equivalent.

¹⁵ Current Liabilities includes: Short Term Borrowing; Short Term Creditors; and Provisions due in one year.



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We welcome correspondence and telephone calls in Welsh and English.
Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg.

Agenda Item 8

Executive Committee and Council only

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer:

Committee: **Corporate Overview Scrutiny Committee**

Date of meeting: **22nd October 2021**

Report Subject: **Welsh Language Promotion Strategy 2022-27**

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

Report Submitted by: **Emma Scherptong, Professional Lead for Engagement, Equality & Welsh Language**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
	30.09.21	12.10.21			22.10.21	02.03.22		

1. Purpose of the Report

The purpose of the Report is to set out the intentions for developing the Council's second Welsh Language Promotion Strategy 2022-27, in accordance with the Welsh Language Standards (2015) (Standard 145).

2. Scope and Background

- 2.1 The Council is required to develop and publish the Welsh Language Promotion Strategy 2022-27 by the 31st March 2022.
- 2.2 This report outlines the key policy development stages and timeframes required for successfully meeting these statutory requirements.
- 2.3 The Welsh Language Standards (2015) states we must review the existing strategy (Standard 146) and produce and publish a 5-year strategy that sets out how the Welsh language will be promoted, and its use encouraged across Blaenau Gwent. It must include (amongst other matters):
- A target for increasing or maintaining the number of Welsh speakers in Blaenau Gwent (3%, 70 additional Welsh speakers per year, in-line with Welsh Government's *A Million Speakers by 2050*).
 - A statement setting out how you intend to reach the target (objectives and action plan).

2.4 Proposed policy development timeframe:

Undertake research, including a review of the Welsh Language Promotion Strategy 2017-22.	October 2021
--	--------------

Involvement and engagement of key stakeholders, including all Council Elected Members	October – November 2021 (8 weeks)
Drafting of Welsh Language Promotion Strategy 2017-22 (objectives) for formal consultation	November 2021
Formal consultation on objectives and proposed Welsh Language Promotion Strategy 2017-22 approach.	November – December 2021 (8 weeks)
Review of feedback received <i>(Including Welsh in Education Strategic Plan 10-year Plan consultation findings)</i>	January 2022
Final Draft Welsh Language Promotion Strategy 2022-27 (objectives and action plan) developed	January 2022
Professional and political route for adoption by Council (including Scrutiny and Executive)	February – March 2022
Publication & promotion	31 st March 2022

3. Options for Recommendation

Option 1

- I. Consider the proposed approach for developing the Welsh Language Promotion Strategy 2022-27 and provide comments where appropriate.

Option 2

- I. Consider and agree the proposed approach for developing the Welsh Language Promotion Strategy 2022-27

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

The development of the Welsh Language Promotion Strategy 2017-22 is a key strategic document which contributes towards aspects of the Corporate Plan, Statutory Responsibilities, and the Blaenau Gwent Well-being Plan.

5. Implications against each option

5.1 Impact on Budget (short and long term impact)

There are no direct financial implications as a consequence of this report. The publication and translation of the strategy, on behalf of the Council, is met within the existing budget of Governance and Partnerships.

5.2 Risk including Mitigating Actions

Failure to effectively project manage and set out appropriate arrangements for developing a new Welsh Language Promotion Strategy 2022-27 may lead to the increased risk of the Council failing to comply with its statutory requirements under the Welsh Language (Wales) Measure 2011 (Standard 45).

5.3 Legal

The remit of this report has no direct legal consequences. However, the report outlines that the Council has a legal obligation to develop and publish a Welsh Language Promotion Strategy 2022-27 by 31st March 2022. Failure to fulfil these requirements would result in reputational and financial consequences.

5.4 Human Resources

There is a duty across the organisation to comply with the Welsh Language (Wales) Measure 2011 and proactively support the implementation of the Welsh Language Promotion Strategy. The Policy and Partnerships Team will oversee this responsibility via the Professional Lead for Engagement, Equalities & Welsh Language, and will work collaboratively with specific service areas such as Education (Welsh in Education Strategy) and Communications etc.

6. Supporting Evidence

6.1 Performance Information and Data

The Council's first [Welsh Language Promotion Strategy 2017-22](#) has three objectives:

- Objective 1** – To promote and encourage the use of the Welsh language within families and the community.
- Objective 2** – To increase the provision of Welsh Language education and informal activities for children and young people and to increase their awareness of the value of the language.
- Objective 3** – To increase opportunities for people to use Welsh in the workplace.

How the Council delivers against each of the objectives is set out its Action Plan. The plan is monitored and reviewed with progress against the objectives being published annually via the [Welsh in Education Strategic Plan 2017-20](#) and [Welsh Language Annual Monitoring Report 2020-21](#).

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

A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

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

Fundamental to the development of the SEP will be the involvement of

- People who speak Welsh (via 3 sessions delivered in Welsh working collaboratively with Menter Iaith to engage local communities, clubs & groups on the strategy's assessment and planning);
- Professional engagement via the Corporate Leadership Team;
- Political engagement via Corporate Overview and *all* Members;
- Internal and external stakeholders (for example, Welsh in Education Forum and the involvement of wider community and partnership networks).

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

The report sets out short-term proposals for taking forward the policy development for the Welsh Language Promotion Strategy. The strategy will outline the Council's intentions for meeting its requirements over a five-year-period (2022-27).

6.5 ***Preventative focus***

The Welsh Language (Wales) Measure 2011 makes provision regarding promoting and increasing the use of the Welsh language. Therefore, ensuring that Welsh is not treated no less favourably than the English language in Wales.

6.6 ***Collaboration / partnership working***

The Welsh Language Promotion Strategy 2017-22 will be developed with the involvement of key stakeholders from across the Council and by working in partnership with a range of external stakeholders.

It specifically aligns with current work being undertaken to review and develop a 10-year Welsh in Education Strategic Plan.

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

The Welsh Language Promotion Strategy 2022-27 will set out a corporate approach across the organisation to deliver against the Welsh Language (Wales) Measure 2011.

6.8 ***Decarbonisation and Reducing Carbon Emissions***

All consultation activities will be facilitated online, therefore reducing carbon emissions derived from participants dependent on carbon reliant transport.

6.9a ***Socio Economic Duty Impact Assessment***

The report includes “strategic decisions” as defined by the Socio-economic Duty.

The report has a positive impact on the Socio-Economic Duty Themes (*Please refer to the Integrated Impact Assessment Screening Template attached as an appendices*).

6.9b ***Equality Impact Assessment***

The report is conducive to having a positive impact on Equalities for citizens, staff and wider stakeholders (*Please refer to the Integrated Impact Assessment Screening Template attached as an appendices*)

7. **Monitoring Arrangements**

7.1 Progress and performance of the Welsh Language Promotion Strategy 2022-27 will be monitored via the Welsh Language Annual Monitoring Report and Welsh in Education Strategic Plan Annual Report which are signed off professionally by Corporate Leadership Team and will be included on Corporate Overview Information Pack.

Background Documents /Electronic Links

- *Integrated Impact Assessment – Screening Template*
- [Welsh Language Promotion Strategy 2017-22](#)
- [Welsh in Education Strategic Plan 2017-20](#)
- [Welsh Language Annual Monitoring Report 2020-21](#)

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Integrated Impact Screening Template

The purpose of undertaking an Integrated Impact Assessment (IIA) is to consider the impact of proposed strategies, policies, or service reviews and developments against the full range of our statutory obligations:

- Equality Act (2010)
- Well-being of Future Generations Act (2015)
- Welsh Language Act

IAs are an important tool that can be used to improve equality and diversity; sustainable development and the use of the Welsh language by ensuring impacts are considered collectively and not in isolation.

IAs need to be completed as early as possible during any policy development or service review process. The IIA screening template has been designed to help you consider whether a policy, for example, has a positive or negative impact on specific groups of people. It also aims to help assess whether there are any negative impacts and whether their significance is low or high. If negative impacts with a high significance are identified, then a full Integrated Impact Assessment is required to identify how these impacts can be minimised by introducing any mitigating measures or options.

The IIA Screening Template consists of 2 parts:

- Part I: Screening exercise to identify positive or negative impacts
- Part II: Integrated Impact Assessment required – Guidance note

Finally, the outcome of your IIA Screening Exercise needs to be briefly noted in Section 6.9b of the Corporate Report template and attached as an appendix to your report. Similarly, if a full IIA is undertaken then the key findings need to be summarised in section 6.9b of the Corporate Report template, along with the outcome of the assessment, and the full IIA needs to be attached as an appendix to your report.

PART 1: SCREENING EXERCISE TO IDENTIFY POSITIVE OR NEGATIVE IMPACTS

Description of Assessment *(Briefly provide details of the policy development or service review being assessed and the option being presented)*

Development of the Council's second Welsh Language Promotion Strategy (2022-27), legally required under the Welsh Language (Wales) Measure 2011.

Responsible Directorate *(Please specify)*

Corporate Services & Strategy

Responsible Officer *(Please specify)*

Emma Scherptong, Professional Lead for Engagement, Equality & Welsh Language

Assessment Date *(Please specify)*

20th September, 2021

Staff Involved in Assessment *(Please specify)*

Emma Scherptong, Professional Lead for Engagement, Equality & Welsh Language

<p>Does this 'Option' have a <u>positive or a negative impact</u> on any of the following protected characteristics?</p> <p><i>Please complete as applicable</i></p>		<p>Please describe what the impact will be?</p>	<p>What is the significance of the impact?</p> <p><i>For example, a 'high' negative impact would have a significant disproportionate impact on a specific group</i></p>	<p>Negative impacts identified</p> <p><i>If 'low' please explain the reason for this significance rating.</i></p> <p><i>If 'high' please state 'Integrated Impact Assessment' required and refer to Part II</i></p>
<p>Race <i>(people from black, Asian and minority ethnic communities and different racial backgrounds)</i></p>	<p>Positive <input checked="" type="checkbox"/></p> <p>Negative <input type="checkbox"/></p>	<p>→</p> <p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/> High</p> <p><input checked="" type="checkbox"/> Low</p>	<p>N/A</p>

<p>Disability <i>(people with disabilities/ long term conditions)</i></p>	<p>Positive x</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/>High X Low</p>	<p>N/A</p>
<p>Sex <i>(women and men, girls and boys and those who self-identify their gender)</i></p>	<p>Positive x</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts,</p>	<p><input type="checkbox"/>High X Low</p>	<p>N/A</p>

			and sports and recreation.		
<p>Does this 'Option' have a <u>positive or a negative impact</u> on any of the following protected characteristics?</p> <p><i>Please complete as applicable</i></p>			<p>Please describe what the impact will be?</p>	<p>What is the significance of the impact?</p> <p><i>For example, a 'high' negative impact would have a significant disproportionate impact on a specific group</i></p>	<p>Negative impacts identified</p> <p><i>If 'low' please explain the reason for this significance rating.</i></p> <p><i>If 'high' please state 'Integrated Impact Assessment' required and refer to Part II</i></p>
<p>Age <i>(people of all ages)</i></p>	<p>Positive Negative</p> <p>x □</p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/> High</p> <p>X Low</p>	<p>N/A</p>

<p>Sexual Orientation <i>(lesbian, gay, bisexual, heterosexual, other)</i></p>	<p>Positive x</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/> High X Low</p>	<p>N/A</p>
<p>Religion and Belief <i>(people with different religions and beliefs including people with no beliefs)</i></p>	<p>Positive x</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh</p>	<p><input type="checkbox"/> High X Low</p>	<p>N/A</p>

			language, and which encourages people to participate in the arts, and sports and recreation.		
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<p>Does this 'Option' have a <u>positive or a negative impact</u> on any of the following protected characteristics?</p> <p><i>Please complete as applicable</i></p>		<p>Please describe what the impact will be?</p>	<p>What is the significance of the impact?</p> <p><i>For example, a 'high' negative impact would have a significant disproportionate impact on a specific group</i></p>	<p>Negative impacts identified</p> <p><i>If 'low' please explain the reason for this significance rating.</i></p> <p><i>If 'high' please state 'Integrated Impact Assessment' required and refer to Part II</i></p>	
<p>Gender <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth)</i></p>	<p>Positive <input checked="" type="checkbox"/></p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/> High</p> <p><input checked="" type="checkbox"/> Low</p>	<p>N/A</p>

<p>Marriage and Civil Partnership <i>(people who are married or in a civil partnership)</i></p>	<p>Positive x</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/>High X Low</p>	<p>N/A</p>
<p>Pregnancy and Maternity <i>(women who are pregnant and/or on maternity leave)</i></p>	<p>Positive x</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts,</p>	<p><input type="checkbox"/>High X Low</p>	<p>N/A</p>

			and sports and recreation.		
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Welsh Language

The Welsh Language Act 1993 places a legal duty on public authorities to promote the use of the Welsh Language and to treat the Welsh and English languages equally. It offers the public the right to choose which language to use in their dealings with the Council. It recognises that Members of the public can express their views and needs better in their preferred language. It recognises that enabling the public to use their preferred language is a matter of good practice, not a concession. It sets out how the Council will implement that principle in the provision of bilingual services to the public in Wales, taking account of the developing linguistic nature of the County Borough.

<p>Does this 'Option' have a <u>positive or a negative impact</u> ?</p> <p><i>Please complete as applicable</i></p>		<p>Please describe what the impact will be?</p>	<p>What is the significance of the impact?</p> <p><i>For example, a 'high' negative impact would have a significant disproportionate impact on a specific group</i></p>	<p>Negative impacts identified</p> <p><i>If 'low' please explain the reason for this significance rating.</i></p> <p><i>If 'high' please state 'Integrated Impact Assessment' required and refer to Part II</i></p>	
<p>Welsh Language <i>The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due</i></p>	<p>Positive Negative X <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The Welsh Language Promotion Strategy 2022-27 inherently encourages the use of the Welsh language and</p>	<p>X High <input type="checkbox"/>Low</p>	<p>N/A</p>

<i>regard' for any positive or negative impacts that proposal may have on opportunities to use the Welsh language.</i>			ensures Welsh is treated no less favourably than the English language.		
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Socio-economic Duty (Strategic Decisions Only)

The [Socio-economic Duty](#) provides a framework in order to ensure tackling inequality is at the forefront of decision making. The duty requires the Council, when making strategic decisions, to consider how decisions can help reduce inequality of outcomes.

The duty defines **socio-economic disadvantage** as “living in less favourable social and economic circumstances than others living in the same society”.

The duty generally defines **strategic decisions** as “decisions which effect how the Council fulfils its intended statutory purpose over a significant period of time and not routine day-to-day decisions”. Examples of strategic decisions includes those which are statutory; happen over a significant time; not routine; have strategic intent; strategies or the setting of strategic objectives; service delivery and improvement plans; medium to long-term plans etc.

Does this ‘Option’ have a <u>positive or a negative impact</u> on any of the following themes?		Please describe what the impact will be?	What is the significance of the impact?	Negative impacts identified
<i>Please complete as applicable</i>			<i>For example, a ‘high’ negative impact would have a significant disproportionate</i>	<i>If ‘low’ please explain the reason for this significance rating. If ‘high’ please state ‘Integrated Impact</i>

			<i>impact on a specific group</i>	<i>Assessment' required and refer to Part II</i>
SED-Education The capability to be knowledgeable	Positive X Negative <input type="checkbox"/>	→	<u>Positive</u> The strategy supports the National Well-being Goal: A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.	X High <input type="checkbox"/> Low N/A
SED-Work The capability to work in just and favourable conditions	Positive X Negative <input type="checkbox"/>	→	<u>Positive</u> The strategy supports the National Well-being Goal: A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh	X High <input type="checkbox"/> Low N/A

			language, and which encourages people to participate in the arts, and sports and recreation.		
SED-Living Standards The capability to enjoy a comfortable standard of living	Positive X	Negative <input type="checkbox"/>	→ <u>Positive</u> The strategy supports the National Well-being Goal: A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.	<input type="checkbox"/> High X Low	
SED-Health The capability to be healthy, physically, and mentally	Positive X	Negative <input type="checkbox"/>	→ <u>Positive</u> The strategy supports the National Well-being Goal: A Wales of vibrant culture and thriving Welsh language: A society that promotes and	<input type="checkbox"/> High X Low	

			<p>protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>		
<p>SED-Justice & Security The capability to avoid premature mortality</p>	<p>Positive X</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/>High X Low</p> <p><input type="checkbox"/>High <input type="checkbox"/>Low</p>	

<p>Does this ‘Option’ have a <u>positive or a negative impact</u> on any of the following themes?</p> <p><i>Please complete as applicable</i></p>		<p>Please describe what the impact will be?</p>	<p>What is the significance of the impact?</p> <p><i>For example, a ‘high’ negative impact would have a significant disproportionate impact on a specific group</i></p>	<p>Negative impacts identified</p> <p><i>If ‘low’ please explain the reason for this significance rating.</i></p> <p><i>If ‘high’ please state ‘Integrated Impact Assessment’ required and refer to Part II</i></p>	
<p>SED-Participation The capability to participate in decision making and in communities, accessing services</p>	<p>Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p>X High <input type="checkbox"/> Low</p>	<p>N/A</p>

Children’s Rights Approach - [The Right Way](#)

The Children’s Rights Approach – The Right Way is a framework for working with children, grounded in the UN Convention on the Rights of the Child (UNCRC). It places the UNCRC at the core of planning and service delivery and integrates children’s rights into every aspect of decision-making, policy and practice. The Right Way focuses on three main them Participation, Provision and Protection.

<p>Does this ‘Option’ have a <u>positive or a negative impact</u> on children & people’s participation, provision or protection.</p> <p><i>Please complete as applicable</i></p>		<p>Please describe what the impact will be?</p>	<p>What is the significance of the impact?</p> <p><i>For example, a ‘high’ negative impact would have a significant disproportionate impact on a specific group</i></p>	<p>Negative impacts identified</p> <p><i>If ‘low’ please explain the reason for this significance rating.</i></p> <p><i>If ‘high’ please state ‘Integrated Impact Assessment’ required and refer to Part II</i></p>
<p>Participation (child or young person as someone who actively contributes to society as a citizen)</p>	<p>Positive X</p> <p>Negative <input type="checkbox"/></p>	<p>→</p> <p><u>Positive</u></p> <p>Supports the promotion of Welsh language Education provision and use of Welsh language in early years setting, schools and the wider community etc.</p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that</p>	<p>X High <input type="checkbox"/>Low</p>	<p>N/A</p>

			<p>promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>		
<p>Provision (the basic rights of children and young people to survive and develop)</p>	<p>Positive X</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/> High X Low</p>	<p>N/A</p>

<p>Protection (children and young people are protected against exploitation, abuse or discrimination)</p>	<p>Positive X</p> <p>Negative <input type="checkbox"/></p>	<p>→</p>	<p><u>Positive</u></p> <p>The strategy supports the National Well-being Goal:</p> <p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p><input type="checkbox"/> High X Low</p>	<p>N/A</p>
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PART2: INTEGRATED IMPACT ASSESSMENT REQUIRED – GUIDANCE NOTE

Where any negative impacts of ‘high’ significance have been identified as part of the screening exercise then an IIA needs to be undertaken. The IIA consists of 7 sections and a series of questions to help further understand the impacts in more depth through a thorough examination of evidence and available research which will help you to identify how any detrimental impacts can be mitigated:

Section 1 – Protected Characteristics

Section 2 – Welsh Language

Section 3 – Socio-economic Duty (Strategic Decisions Only)

Section 4 - Children’s Rights Approach – The Right Way

Section 5 – Data

Section 6 – Consultation

Section 7 - Decision

You are only required to complete Section 1, 2, 3 or 4, if relevant, and it is appropriate to do so.

You must complete sections 5,6 & 7 as they are mandatory.

Welsh Language Promotion Strategy 2017-2022



Cymraeg



Overview

The Welsh Language (Wales) Measure 2011 sets out to modernise the legal framework regarding the use of the Welsh language in the delivery of public services. In September 2015, Blaenau Gwent County Borough Council was issued with a Compliance Notice¹, which set out a requirement to implement 171 of the 176 Welsh Language Standards.

The aim of the Welsh Language Standards is to:

- Improve the services Welsh-speakers can expect to receive from specified organisations in Welsh;
- Increase the use people make of Welsh-language services;
- Make it clear to organisations what they need to do in terms of the Welsh language; and
- Ensure that there is an appropriate degree of consistency in terms of the duties placed on bodies in the same sectors.

This 5-year Promotion Strategy is in compliance with Welsh Language Standard 145 which states:

You must produce, and publish on your website, a 5-year Strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters)

- (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and
- (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

If you would like any further information please contact:

Helena Hunt
Policy Team Leader
Policy Partnerships and Engagement Team
Corporate Services and Strategy, Floor 4A, Civic Centre, Ebbw Vale, NP23 6XB
Email: cymraeg@blaenau-gwent.gov.uk Telephone: 01495 355108

¹ http://www.blaenau-gwent.gov.uk/fileadmin/documents/Council/Equalities/Compliance_Notice_-_November_2016.pdf

Content

Introduction	4
Policy Context	5
Summary: Welsh Language Promotion Strategy 2017-2022	7
An Overview of Blaenau Gwent	8
Welsh Language Promotion Strategy Objectives 2017-2022	9
• Families and Communities	9
• Children and Young People	10
• Welsh in the Workplace	11
Action Plan	12
• Families and Communities	12
• Children and Young People	13
• Welsh in the Workplace	14

Introduction

The Council's vision is that we want Blaenau Gwent to be a better place to live, work and visit. Welsh and English language are key components in our history, culture and social fabric.

Welsh Government has recently launched its vision for one million speakers by 2050 across Wales. This is a significant challenge for Blaenau Gwent, which consistently has the lowest use of Welsh Language in Wales, along with other Authority areas in South East Wales.

Nevertheless Blaenau Gwent County Borough Council is committed to making a valued contribution towards this ambitious target, where together, we can grow the Welsh language and promote bilingual opportunities.

We recognise that the Council cannot achieve the necessary increases in Welsh language use by itself, and effective delivery of its Welsh Language Promotion objectives requires the concerted joined-up effort of our partners and the engagement and participation of the residents of Blaenau Gwent.

Working in partnership we will do our part in creating the strategy that can create the right conditions in which bilingualism can flourish and thrive, within families and communities, in children and young people, and within our workplace.

The Council has a legal obligation to produce this strategy under the Welsh Language (Wales) Measure 2011, Standard 145. This five-year Welsh Language Promotion Strategy sets out how we propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in Blaenau Gwent County Borough.

The Strategy looks to build on the good work already achieved via our previous Welsh Language Schemes, and by further strengthening our well-established partnership networks.

The Welsh Language Promotion objectives we take forward in this Strategy will also be vital, to show how this Council is responding to the new legislation 'Well-being of Future Generations (Wales) Act 2015'. This will be particularly important for the Wales' national well-being goal for 'a Wales of vibrant culture and thriving Welsh language'.

To make sure we are delivering, we will continually monitor and scrutinise the strategy as a key part of Council business, through integrating our actions into our corporate reporting and performance structures.

In line with the Welsh Language Standard 146, five years after publishing this strategy we will be required assess the extent we have followed the strategy and have reached the target set by it.

Policy Context

The following section sets out the legal and policy frameworks that add shape to this Welsh Language Promotion Strategy:

Government of Wales Act 2006

Section 78(1) of the Government of Wales Act 2006 requires Welsh Ministers to adopt a strategy stating how they propose to promote and facilitate the use of the Welsh language. Section 78(4) requires the Welsh Ministers to keep the strategy under review and enables them from time to time to adopt a new strategy.

On 31 October 2016 the Welsh Government closed its consultation on its proposals for the new Welsh language strategy: 'A million Welsh speakers by 2050', which will supersede the current Strategy: *A living language: a language for living* (2012–2017) early next year.

Welsh Language Wales Measure 2011²

The Welsh Language (Wales) Measure was passed by the National Assembly for Wales and was given royal assent on 9 February 2011. The measure introduced new ways of working but in the main:

- *gives the Welsh Language official status in Wales* a legal effect, which means that Welsh should be treated no less favourably than the English language in Wales;
- *establishes the role of the Welsh Language Commissioner;*
- *creates a procedure for introducing duties in the form of language standards,* which explain how organisations are expected to use the Welsh Language;
- *makes provision regarding promoting and facilitating the use of the Welsh language;*
- *making provision regarding investigating an interference with the freedom to use the Welsh language.*

Welsh Language Standards (No. 1) Regulations 2015 - Wales Statutory Instrument 2015 No. 996 (W. 68)³

From 31 March 2016, Blaenau Gwent County Borough Council had to comply with the above regulations, which set out the new Welsh Language Standards. Of the 176 Standards, Blaenau Gwent must comply with 171 of the Standards as set out in its Compliance Notice issued by the Welsh Language Commissioner. We have a current challenge application with the Welsh Language Commissioner's Office, which may lead to a change in the final Compliance Notice.

² http://www.legislation.gov.uk/mwa/2011/1/pdfs/mwa_20110001_en.pdf

³ <http://www.comisiynyddygyraeg.cymru/English/Publications%20List/20161019%20Compliance%20Notice44%20Blaenau%20Gwent%20CBC.PDF>

Well-being of Future Generations (Wales) Act⁴ 2015

This Act aims to improve the social, economic, environmental and cultural well-being of Wales. The Act will make the public bodies listed in the Act consider the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. The Act introduces 7 well-being goals, which includes 'A Wales of vibrant culture and thriving Welsh language' with the expectation that we will aim for 'a society that promotes and protects culture, heritage and the Welsh language...' This means there is already a duty on a number of public bodies listed in the Act to achieve that goal in the long term, and one of the steps to create a million Welsh speakers by 2050.

A living language: a language for living: Welsh language strategy⁵ 2012 – 2017

This is the Welsh Government's strategy for the promotion and facilitation of the use of the Welsh language in everyday life. The Welsh government's vision is to see the Welsh language thriving in Wales. To achieve that, the strategy aims to see an increase in the number of people who both speak and use the language.

Follow-on Strategic Framework for Welsh Language Services in Health, Social Services and Social Care⁶

The aim of this follow-on strategic framework from the 'More than just words...' strategic framework that was published in 2012 is to maintain momentum but also support a greater level of recognition among service providers that the use of the Welsh language is not just a matter of choice but also a matter of need. It is especially important for many vulnerable people and their families who need to access services in their first language, such as older people suffering from dementia or stroke who may lose their second language or very young children who may only speak Welsh.

The 'active offer' continues to be a core element where the Council and its health and social care partners recognise that it is important that staff offer Welsh language services to users, rather than expect service users to have to ask for them.

Blaenau Gwent's Draft Welsh in Education Strategic Plan 2017-2020

The School Standard and Organisation (Wales) Act (2013) places a statutory requirement on local authorities to prepare and introduce a Welsh in Education Strategic Plan (WESP). The WESP focuses on the targets in the Welsh Medium Education Strategy and local authorities are expected to report annually on performance against these targets.

⁴ http://www.legislation.gov.uk/anaw/2015/2/pdfs/anaw_20150002_en.pdf

⁵ <http://gov.wales/docs/dcells/publications/122902wls201217en.pdf>

⁶ <http://gov.wales/docs/dhss/publications/160317morethanjustwordsen.pdf>

Summary: Welsh Language Promotion Strategy 2017 - 2022

Vision

Welsh Government has committed to 'A million Welsh speakers by 2050.'

Target

Welsh Language Standard 145 sets out a requirement to set "a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area" by 2022 and "a statement setting out how you intend to reach that target".

In order to meet a target of 44% increase of Welsh speakers by 2050, we would need to gain an additional 2,324 Welsh speakers against the 2011 Census' Blaenau Gwent baseline of 5,284.

Therefore this represents an average annual increase of 70 additional Welsh speakers i.e. 3% of the target figure of an additional 2,324 in Blaenau Gwent for the next 33 years.

To achieve this target, Blaenau Gwent County Borough Council will need to work in partnership with a broad range of partners to promote Welsh language in education settings and more easy-to-access opportunities in communities; and promote Welsh in the workplace.

Objectives

Blaenau Gwent has identified the following three Welsh Language Promotion objectives:

1. To promote and encourage the use of the Welsh language within families and the community.
2. To increase the provision of Welsh language education and informal activities for children and young people and to increase their awareness of the value of the language.
3. To increase opportunities for people to use Welsh in the workplace

Outcomes

- More people engage with the Welsh language
- More people attain fluency in the Welsh language
- More Council employees are able to use Welsh Language

Monitoring Arrangements

- Welsh Language Promotion Strategy Action Plan
- Blaenau Gwent Welsh in Education Strategic Plan
- Welsh Language Annual Monitoring Report

An Overview of Blaenau Gwent

Geography

Blaenau Gwent is located in South-East Wales. It is approximately 20 miles from Newport, and 30 miles from Cardiff, and directly south of the Brecon Beacons National Park.

The area is relatively small geographically, being at most 15 miles long, and 8 miles wide, and is the smallest of the Welsh local authorities in terms of land area, at about 10,900 hectares. The area is physically defined by high hillsides dividing the three main valleys. These valleys are home to towns and villages which seem to merge together into one. However, each community proudly maintains its own character and traditions. The five main towns and settlements are seen as Abertillery, Brynmawr, Ebbw Vale, Nantyglo and Blaina, and Tredegar.

Population

According to the 2011 Census, Blaenau Gwent was home to 69,814 people, making it one of the smallest Welsh local authorities in terms of population numbers. Even so, due to its relatively small geographical size, it has the 5th highest population density behind Cardiff, Newport, Torfaen and Caerphilly.

The 2011 Census identified 5,284 Welsh speakers living in Blaenau Gwent, which equated to 7.8% of its population, this was a significant increase compared to the 1991 Census, which showed only 2.2% (n1,539) spoke Welsh.

Population projections from the Office of National Statistics (mid-2011 based) suggest that the population of Blaenau Gwent is projected to decrease by 1.7% over 10 years and 5.6% over 20 years, although projections become less reliable over more extensive time periods.

The projected population decrease in Blaenau Gwent is in contrast to a picture of projected increases in general across other regions of Wales. The population of Wales as a whole is projected in increase in population by 4.1% over the next 10 years and 6.7% over 20 years.

Although life expectancy is increasing in Blaenau Gwent, reduced birth rates and net outward migration (albeit modest) contribute to the projected downward trend over the next 20 years.

The projected population decreases along with the reduced birth rates and net outward migration made the setting of a percentage target increase of Welsh speakers in Blaenau Gwent a real challenge.

Welsh Language Promotion Strategy Objectives 2017-22

Families and Community	
Objective 1: We will promote and encourage the use of the Welsh language within families and the community	
Outcomes: What we want to achieve:	
<ul style="list-style-type: none"> • More people engage with the Welsh language • More people attain fluency in the Welsh language • More Council employees are able to use Welsh Language 	
Action 1.1	Promote informal Welsh / bilingual social activities provided in Blaenau Gwent through a range of channels i.e. website, social media, posters etc.
Action 1.2	Promote opportunities for more formal learning i.e. cwrs Mynediad etc.
Action 1.3	Promote leisure opportunities through the medium of Welsh
Action 1.4	Promote Welsh medium or bilingual services in line with e.g. national guidance such as 'More than words..'
Action 1.5	Promote and evaluate access channels (i.e. website, social media, C2BG etc.) to local authority services in the medium of Welsh in line with the Welsh Language Standards
Action 1.6	Increase the number of children, young people and adults who declare their language preference (Welsh/English/bilingual) in relation to how they engage with local council services
<p>Partners: We will be working with the following partners to achieve this objective:</p> <p>Children, young people and adults in Blaenau Gwent, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Menter Iaith, Aneurin Leisure Trust, Aneurin Bevan University Health Board, Mudiad Meithrin, Urdd Gobaith Cymru, South East Wales Regional Forum, Blaenau Gwent Council's Family Information Service, RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh Medium Education), Welsh Language Youth Forum, Urdd Gobaith Cymru, Urdd Club in Ysgol Gyfun Gwynllyw, Grŵp Deddf, Corporate Equality Network, All Schools, Welsh Language Commissioner's Office</p>	

Children and Young People

Objective 2: To increase the provision of Welsh language education and informal activities for children and young people and to increase their awareness of the value of the language.

Outcomes: What we want to achieve:

- More people engage with the Welsh language
- More people attain fluency in the Welsh language
- More Council employees are able to use Welsh Language

Action 2.1	Increase the early year's provision offer to stimulate parental demand
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Action 2.2	Increase transition rates from Welsh-medium nursery provision to Ysgol Gymraeg Bro Helyg
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Action 2.3	Raise the profile and levels of participation for Welsh-medium education
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Action 2.4	Improve Welsh medium learner outcomes
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Action 2.5	Work regionally with South East Wales Local Authorities and to promote Welsh medium opportunities in further and higher educational institutions
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Action 2.6	Promote extra-curricular Welsh language/bilingual activities and social opportunities for children and young people from both Welsh medium and English medium schools
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Action 2.7	Promote opportunities for parents/carers/grandparents to improve their Welsh language / bilingual skills to support their children through Welsh / bilingual education
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Partners: We will be working with the following partners to achieve this objective:

Children, young people and adults in Blaenau Gwent, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Menter Iaith, Aneurin Leisure Trust, Mudiad Meithrin, Urdd Gobaith Cymru, South East Wales Regional Forum, Blaenau Gwent Council's Family Information Service, RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh Medium Education), Welsh Language Youth Forum, Grŵp Deddf, Corporate Equality Network, All Schools, Welsh Language Commissioner's Office

Welsh in the Workplace

Objective 3: To increase opportunities for people to use Welsh in the workplace

Outcomes: What we want to achieve:

- More people engage with the Welsh language
- More people attain fluency in the Welsh language
- More Council employees are able to use Welsh Language

Action 3.1	Increase the number of employees who can use Welsh and encourage them to wear the 'Dysgu' and badges to help Welsh learners socially and improve their confidence.
Action 3.2	Encourage employees to improve their fluency in Welsh and encourage them to wear the 'Cymraeg' badges to help promote bilingual services.
Action 3.3	Promote Welsh training courses and encourage more employees to attend these
Action 3.4	Provide a range of guides and support materials to increase engagement with and confidence in the use of Welsh language in the workplace
Action 3.5	Support all departments to effectively implement the Welsh language standards as per the Council's Compliance Notice
Action 3.6	Effectively monitor the jobs within the Council advertised that go through the Welsh language assessment process
Action 3.7	Promote more opportunities for colleagues to engage with each other in the medium of Welsh

Partners: We will be working with the following partners to achieve this objective:

Blaenau County Borough Council employees, Menter Iaith, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent, Aneurin Leisure Trust, Grŵp Deddf, Corporate Equality Network, all School-based staff, Welsh Language Commissioner's Office

Objective 1: We will promote and encourage the use of the Welsh language within families and the community		
Action Reference	Action	Lead Partners
1.1	Promote informal Welsh / bilingual social activities provided in Blaenau Gwent through a range of channels i.e. website, social media, posters etc.	English medium schools, Coleg Gwent, Learn Welsh Gwent, Blaenau Gwent Learning Zone, Menter Iaith, Aneurin Leisure Trust, Mudiad Meithrin, Ysgol Gyfun Gwynllyw, Ysgol Gymraeg Bro Helyg, Urdd Gobaith Cymru etc.
1.2	Promote opportunities for more formal learning i.e. cwrs Mynediad etc.	Schools, Coleg Gwent, Blaenau Gwent Learning, Zone, Learn Welsh Gwent, Mudiad Meithrin
1.3	Promote leisure opportunities through the medium of Welsh	Aneurin Leisure Trust
1.4	Promote Welsh medium or bilingual services in line e.g. national guidance such as 'More than words'.	Blaenau Gwent County Borough Council (i.e. Social Services etc.), Aneurin Bevan University Health Board
1.5	Promote and evaluate access channels (i.e. website, social media, C2BG etc.) to local authority services in the medium of Welsh in line with the Welsh Language Standard.	Blaenau Gwent County Borough Council
1.6	Increase the number of children, young people and adults who declare their language preference (Welsh/English/bilingual) in relation to how they engage with local council services	Blaenau Gwent County Borough Council, All schools

Objective 2: To increase the provision of Welsh language education and informal activities for children and young people and to increase their awareness of the value of the language.		
Action Reference	Action	Lead Partners
2.1	Increase the early year's provision offer to stimulate parental demand	As per Welsh in Education Strategic Plan
2.2	Increase transition rates from Welsh-medium nursery provision to Ysgol Gymraeg Bro Helyg	As per Welsh in Education Strategic Plan
2.3	Raise the profile and levels of participation for Welsh-medium education	As per Welsh in Education Strategic Plan
2.4	Improve Welsh medium learner outcomes	As per Welsh in Education Strategic Plan
2.5	Work regionally with South East Wales Local Authorities and to promote Welsh medium opportunities in further and higher educational institutions	As per Welsh in Education Strategic Plan
2.6	Promote extra-curricular Welsh language/bilingual activities and social opportunities for children and young people from both Welsh medium and English medium schools	As per Welsh in Education Strategic Plan
2.7	Promote opportunities for parents/carers/grandparents to improve their Welsh language / bilingual skills to support their children through Welsh / bilingual education	As per Welsh in Education Strategic Plan

Objective 3: To increase opportunities for people to use Welsh in the workplace		
Action Reference	Action	Lead Partners
3.1	Increase the number of employees who can use Welsh and encourage them to wear the 'Dysgu' and badges to help Welsh learners socially and improve their confidence.	Blaenau Gwent County Borough Council
3.2	Encourage employees to improve their fluency in Welsh and encourage them to wear the 'Cymraeg' badges to help promote bilingual services.	Blaenau Gwent County Borough Council, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent etc.
3.3	Promote Welsh training courses and encourage more employees to attend these	Blaenau Gwent County Borough Council, Coleg Gwent, Blaenau Gwent Learning Zone, Learn Welsh Gwent etc.
3.4	Provide a range of guides and support materials to increase engagement with and confidence in the use of Welsh language in the workplace	Blaenau Gwent County Borough Council
3.5	Support all departments to effectively implement the Welsh language standards as per the Council's Compliance Notice	Blaenau Gwent County Borough Council
3.6	Effectively monitor the jobs within the Council advertised that go through the Welsh language assessment process	Blaenau Gwent County Borough Council
3.7	Promote more opportunities for colleagues to engage with each other in the medium of Welsh	Blaenau Gwent County Borough Council

Pwyllgor: Pwyllgor Craffu Trosolwg Corfforaethol

Dyddiad y cyfarfod: 22^{il} Hydref 2021

Pwnc yr Adroddiad: Strategaeth Hybu'r Gymraeg 2022-27

Deilydd Portffolio: Y Cynghorydd N Daniels, Arweinydd/Gwasanaethau Corfforaethol

Cyflwynwyd yr Adroddiad Gan: Emma Scherptong, Arweinydd Proffesiynol ar gyfer Ymgysylltu, Cydraddoldeb a'r Gymraeg

Llwybr Adrodd								
Tîm Rheoli'r Gyfarwyddiaeth	Tîm Arweinyddiaeth Gorfforaethol	Deilydd Portffolio /Cadeirydd	Pwyllgor Archwilio	Pwyllgor Gwasanaethau Democrataidd	Pwyllgor Craffu	Pwyllgor Gweithredol	Y Cyngor	Arall (nodwch)
	30.09.21	12.10.21			22.10.21	02.03.22		

1. Pwrpas yr Adroddiad

Pwrpas yr Adroddiad yw nodi'r bwriadau ar gyfer datblygu ail Strategaeth Hybu'r Gymraeg 2022-27 y Cyngor, yn unol â Safonau'r Gymraeg (2015) (Safon 145).

2. Cwmpas a Chefndir

2.1 Mae'n ofynnol i'r Cyngor ddatblygu a chyhoeddi Strategaeth Hybu'r Gymraeg 2022-27 erbyn 31 Mawrth 2022.

2.2 Mae'r adroddiad hwn yn amlinellu'r camau datblygu polisi a'r amserlenni allweddol sy'n ofynnol i gyflawni'r gofynion statudol hyn yn llwyddiannus.

2.3 Mae Safonau'r Gymraeg (2015) yn nodi bod yn rhaid i ni adolygu'r strategaeth bresennol (Safon 146) a chynhyrchu a chyhoeddi strategaeth 5 mlynedd sy'n nodi sut y bydd y Gymraeg yn cael ei hybu a'i defnydd yn cael ei hannog ar draws Blaenau Gwent. Rhaid iddi gynnwys (ymhlith materion eraill):

- Targed ar gyfer cynyddu neu gynnal nifer y siaradwyr Cymraeg ym Mlaenau Gwent (3%, 70 o siaradwyr Cymraeg ychwanegol y flwyddyn, yn unol â *Miliwn o Siaradwyr* Llywodraeth Cymru erbyn 2050).
- Datganiad yn nodi sut rydych chi'n bwriadu cyrraedd y targed (amcanion a chynllun gweithredu).

2.4 Amserlen datblygu polisi arfaethedig:

Ymgymryd ag ymchwil, gan gynnwys adolygiad o Strategaeth Hybu'r Gymraeg 2017-22.	Hydref 2021
Cynnwys ac ymgysylltu â rhanddeiliaid allweddol, gan gynnwys holl Aelodau Etholedig y Cyngor.	Hydref – Tachwedd 2021 (8 wythnos)
Drafftio Strategaeth Hybu'r Gymraeg 2017-22 (amcanion) ar gyfer ymgynghoriad ffurfiol.	Tachwedd 2021
Ymgynghoriad ffurfiol ar amcanion a dull arfaethedig Strategaeth Hybu'r Gymraeg 2017-22.	Tachwedd – Rhagfyr 2021 (8 wythnos)
Adolygiad o'r adborth a dderbyniwyd (<i>Gan gynnwys canfyddiadau ymgynghoriad Cynllun Strategol 10 mlynedd Cymraeg mewn Addysg</i>).	Ionawr 2022
Cynllun Drafft Terfynol Strategaeth Hybu'r Gymraeg 2022-27 wedi'i ddatblygu (amcanion a chynllun gweithredu).	Ionawr 2022
Llwybr proffesiynol a gwleidyddol i'w fabwysiadu gan y Cyngor (gan gynnwys Craffu a Gweithredol).	Chwefror – Mawrth 2022
Cyhoeddi a hyrwyddo.	31 ^{ain} Mawrth 2022

3. Opsiynau ar gyfer Argymhelliad

Opsiwn 1

- I. Ystyried y dull arfaethedig ar gyfer datblygu Strategaeth Hybu'r Gymraeg 2022-27 a rhoi sylwadau lle bo hynny'n briodol.

Opsiwn 2

- I. Ystyried a chytuno ar y dull arfaethedig ar gyfer datblygu Strategaeth Hybu'r Gymraeg 2022-27.

4. Tystiolaeth o sut mae'r pwnc hwn yn cefnogi cyflawni'r Cynllun Corfforaethol/Cyfrifoldebau Statudol/Cynllun Llesiant Blaenau Gwent

Mae datblygu Strategaeth Hybu'r Gymraeg 2017-22 yn ddogfen strategol allweddol sy'n cyfrannu at agweddau ar y Cynllun Corfforaethol, Cyfrifoldebau Statudol, a Chynllun Llesiant Blaenau Gwent.

5. **Goblygiadau yn erbyn pob opsiwn**

5.1 **Effaith ar y Gyllideb (effaith tymor byr a thymor hir)**

Nid oes unrhyw oblygiadau ariannol uniongyrchol o ganlyniad i'r adroddiad hwn. Bodlonir cyhoeddi a chyfieithu'r strategaeth, ar ran y Cyngor, o fewn cyllideb bresennol Llywodraethu a Phartneriaethau.

5.2 **Risg gan gynnwys Camau Lliniaru**

Gall methu â rheoli prosiect yn effeithiol a nodi trefniadau priodol ar gyfer datblygu Strategaeth Hybu'r Gymraeg 2022-27 arwain at y risg uwch y bydd y Cyngor yn methu â chydymffurfio â'i ofynion statudol o dan Fesur y Gymraeg (Cymru) 2011 (Safon 45).

5.3 **Cyfreithiol**

Nid oes gan gylch gwaith yr adroddiad hwn unrhyw ganlyniadau cyfreithiol uniongyrchol. Fodd bynnag, mae'r adroddiad yn amlinellu bod gan y Cyngor rwymedigaeth gyfreithiol i ddatblygu a chyhoeddi Strategaeth Hybu'r Gymraeg 2022-27 erbyn 31 Mawrth 2022. Byddai methu â chyflawni'r gofynion hyn yn arwain at ganlyniadau o ran enw da ac ariannol.

5.4 **Adnoddau Dynol**

Mae'n ddyletswydd ar draws y sefydliad i gydymffurfio â Mesur y Gymraeg (Cymru) 2011 a chefnogi gweithrediad Strategaeth Hybu'r Gymraeg yn rhagweithiol. Bydd y Tîm Polisi a Phartneriaethau yn goruchwyllo'r cyfrifoldeb hwn trwy'r Arweinydd Proffesiynol ar gyfer Ymgysylltu, Cydraddoldeb a'r Gymraeg, a bydd yn gweithio ar y cyd â meysydd gwasanaeth penodol fel Addysg (Strategaeth Cymraeg mewn Addysg) a Chyfathrebu ac ati.

6. **Tystiolaeth Ategol**

6.1 **Gwybodaeth a Data Perfformiad**

Mae tri amcan i [Strategaeth Hybu'r Gymraeg 2017-22](#) gyntaf y Cyngor:

- Amcan 1** – Hybu ac annog defnyddio'r Gymraeg o fewn teuluoedd a'r gymuned.
- Amcan 2** – Cynyddu'r ddarpariaeth o addysg Gymraeg a gweithgareddau anffurfiol i blant a phobl ifanc a chynyddu eu hymwybyddiaeth o werth yr iaith.
- Amcan 3** – Cynyddu'r cyfleoedd i bobl ddefnyddio'r Gymraeg yn y gweithle.

Nodir y modd y mae'r Cyngor yn cyflawni yn erbyn pob un o'r amcanion yn ei Gynllun Gweithredu. Mae'r cynllun yn cael ei fonitro a'i adolygu gyda chynnydd yn erbyn yr amcanion yn cael eu cyhoeddi'n flynyddol trwy'r [Cynllun Strategol Cymraeg mewn Addysg 2017-20](#) ac [Adroddiad Monitro Blynyddol yr Iaith Gymraeg 2020-21](#).

6.2 **Canlyniad disgwylledig i'r cyhoedd**

Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.

6.3 **Cyfranogiad (ymgyngori, ymgysylltu, cyfranogi)**

Yn sylfaenol i ddatblygiad y Cynllun Cydraddoldeb Strategol bydd cynnwys

- Pobl sy'n siarad Cymraeg (trwy 3 sesiwn a gyflwynir yn Gymraeg yn gweithio ar y cyd â Menter Iaith i ymgysylltu â chymunedau, clybiau a grwpiau lleol ar asesu a chynllunio'r strategaeth).
- Ymgysylltiad proffesiynol trwy'r Tîm Arweinyddiaeth Gorfforaethol.
- Ymgysylltiad gwleidyddol trwy'r Trosolwg Corfforaethol a'r *holl* Aelodau.
- Rhanddeiliaid mewnol ac allanol (er enghraifft, Fforwm Cymraeg mewn Addysg a chyfraniad rhwydweithiau cymunedol a phartneriaeth ehangach).

6.4 **Meddwl am y tymor hir (blaengynllunio)**

Mae'r adroddiad yn nodi cynigion tymor byr ar gyfer bwrw ymlaen â'r datblygiad polisi ar gyfer y Strategaeth Hybu'r Gymraeg. Bydd y strategaeth yn amlinellu bwriadau'r Cyngor i fodloni ei ofynion dros gyfnod o bum mlynedd (2022-27).

6.5 **Ffocws ataliol**

Mae Mesur y Gymraeg (Cymru) 2011 yn darparu ar gyfer hybu a chynyddu'r defnydd o'r Gymraeg. Felly, sicrhau nad yw'r Gymraeg yn cael ei thrin yn llai ffafriol na'r Saesneg yng Nghymru.

6.6 **Cydweithio/gweithio mewn partneriaeth**

Datblygir y Strategaeth Hybu'r Gymraeg 2017-22 gyda chyfranogiad rhanddeiliaid allweddol o bob rhan o'r Cyngor a thrwy weithio mewn partneriaeth ag ystod o randdeiliaid allanol.

Mae'n cyd-fynd yn benodol â'r gwaith cyfredol sy'n cael ei wneud i adolygu a datblygu Cynllun Strategol Cymraeg mewn Addysg 10 mlynedd.

6.7 **Integreiddio (ar draws meysydd gwasanaeth)**

Bydd Strategaeth Hybu'r Gymraeg 2022-27 yn nodi dull corfforaethol ar draws y sefydliad i gyflawni yn erbyn Mesur y Gymraeg (Cymru) 2011.

6.8 **Datgarboneiddio a Lleihau Allyriadau Carbon**

Hwylusir yr holl weithgareddau ymgynghori ar-lein, ac felly maent yn lleihau allyriadau carbon sy'n deillio o gyfranogwyr sy'n dibynnu ar gludiant sy'n ddibynnol ar garbon.

6.9 **Asesiad Effaith Dyletswydd Economaidd-gymdeithasol (cwblhau a)** *asesiad effaith i ystyried sut y gallai'r penderfyniad helpu i leihau anghydraddoldebau canlyniad sy'n gysylltiedig ag anfantais economaidd-gymdeithasol).*

Mae'r adroddiad yn cynnwys "penderyniadau strategol" fel y'u diffinnir gan y Ddyletswydd Economaidd-gymdeithasol.

Mae'r adroddiad yn cael effaith gadarnhaol ar y Themâu Dyletswydd Economaidd-gymdeithasol (*Cyfeiriwch at y Templed Sgrinio Asesiad Effaith Integredig sydd ynghlwm fel atodiadau*).

6.9 **Asesiad Effaith ar Gydraddoldeb (sgrinio a nodi a oes angen asesiad** **b** *effaith llawn*).

Mae'r adroddiad yn ffafriol i gael effaith gadarnhaol ar Gydraddoldeb i ddinasyddion, staff a rhanddeiliaid ehangach (*Cyfeiriwch at y Templed Sgrinio Asesiad Effaith Integredig sydd wedi'i atodi fel atodiadau*).

7. **Trefniadau Monitro**

7.1 **Nodwch sut y bydd y gwaith yn cael ei fonitro e.e. trwy graffu neu drefniadau rheoli perfformiad cyfarwyddiaeth.**

Bydd cynnydd a pherfformiad y Strategaeth Hybu'r Gymraeg 2022-27 yn cael eu monitro drwy'r Adroddiad Monitro Blynyddol yr Iaith Gymraeg ac Adroddiad Blynyddol Cynllun Strategol Cymraeg mewn Addysg a lofnodir yn broffesiynol gan y Tîm Arweinyddiaeth Gorfforaethol a bydd yn cael ei gynnwys ar y Pecyn Gwybodaeth Trosolwg Corfforaethol.

Dogfennau Cefndir/Dolenni Electronig

- *Asesiad Effaith Integredig - Templed Sgrinio*
- [Strategaeth Hybu'r Gymraeg 2017-22](#)
- [Cynllun Strategol Cymraeg mewn Addysg 2017-20](#)
- [Adroddiad Monitro Blynyddol yr Iaith Gymraeg 2020-21](#)

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Templed Sgrinio Asesiad Effaith Integredig

Pwrpas cynnal Asesiad Effaith Integredig (IIA) yw ystyried effaith strategaethau, polisiau, neu adolygiadau a datblygiadau gwasanaeth arfaethedig yn erbyn ystod lawn ein rhwymedigaethau statudol:

- Deddf Cydraddoldeb (2010)
- Deddf Llesiant Cenedlaethau'r Dyfodol (2015)
- Deddf yr Iaith Gymraeg

Mae IIAs yn offeryn pwysig y gellir ei ddefnyddio i wella cydraddoldeb ac amrywiaeth; datblygu cynaliadwy a'r defnydd o'r Gymraeg trwy sicrhau bod effeithiau'n cael eu hystyried ar y cyd ac nid ar wahân.

Mae angen cwblhau IIAs mor gynnar â phosibl yn ystod unrhyw broses datblygu polisi neu adolygu gwasanaeth. Dyluniwyd templed sgrinio IIA i'ch helpu chi i ystyried a yw polisi, er enghraifft, yn cael effaith gadarnhaol neu negyddol ar grwpiau penodol o bobl. Mae hefyd yn anelu at helpu i asesu a oes unrhyw effeithiau negyddol ac a yw eu harwyddocâd yn isel neu'n uchel. Os nodir effeithiau negyddol ag arwyddocâd uchel, yna mae angen Asesiad Effaith Integredig llawn i nodi sut y gellir lleihau'r effeithiau hyn trwy gyflwyno unrhyw fesurau neu opsiynau lliniaru.

Mae Templed Sgrinio IIA yn cynnwys 2 ran:

- Rhan I: Ymarfer sgrinio i nodi effeithiau positif neu negyddol.
- Rhan II: Angen Asesiad Effaith Integredig - Nodyn canllaw.

Yn olaf, mae angen nodi canlyniad eich Ymarfer Sgrinio IIA yn fyr yn Adran 6.9b o'r templed Adroddiad Corfforaethol a'i atodi fel atodiad i'ch adroddiad. Yn yr un modd, os ymgymerir â IIA llawn yna mae angen crynhoi'r canfyddiadau allweddol yn adran 6.9b o'r templed Adroddiad Corfforaethol, ynghyd â chanlyniad yr asesiad, ac mae angen atodi'r IIA llawn fel atodiad i'ch adroddiad.

RHAN 1: YMARFER SGRINIO I ADNABOD EFFAITH BOSITIF NEU NEGYDDOL

Disgrifiad o'r Asesiad (*Rhowch fanylion yn fyr am y datblygiad polisi neu'r adolygiad gwasanaeth sy'n cael ei asesu a'r opsiwn sy'n cael ei gyflwyno*).

Datblygu'r ail Strategaeth Hybu'r Gymraeg y Cyngor (2022-27), sy'n ofynnol yn gyfreithiol o dan Fesur y Gymraeg (Cymru) 2011.

Cyfarwyddiaeth sy'n Gyfrifol (*Nodwch os gwelwch yn dda*)

Gwasanaethau a Strategaeth Gorfforaethol

Swyddog Cyfrifol (*Nodwch os gwelwch yn dda*)

Emma Scherptong, Arweinydd Proffesiynol ar gyfer Ymgysylltu, Cydraddoldeb a'r Gymraeg.

Dyddiad Asesu (*Nodwch*)

20fed Medi, 2021

Staff sy'n Cymryd Rhan yn yr Asesu (*Nodwch*)

Emma Scherptong, Arweinydd Proffesiynol ar gyfer Ymgysylltu, Cydraddoldeb a'r Gymraeg.

<p>A yw'r 'Opswn' hwn yn cael <u>effaith Bositif neu Negyddol</u> ar unrhyw un o'r nodweddion gwarchoddedig canlynol?</p> <p><i>Cwblhewch fel sy'n berthnasol</i></p>		<p>Disgrifiwch beth fydd yr effaith?</p>	<p>Beth yw arwyddocâd yr effaith?</p> <p><i>Er enghraifft, byddai effaith negyddol 'Uchel' yn cael effaith anghymesur sylweddol ar grŵp penodol.</i></p>	<p>Effeithiau Negyddol a nodwyd</p> <p><i>Os yw'n 'Isel' eglurwch y rheswm dros y sgôr arwyddocaol hon.</i></p> <p><i>Os yw'n 'Uchel' nodwch yr 'Asesiad Effaith Integredig' sy'n ofynnol a chyfeiriwch at Ran II.</i></p>
<p>Hil (pobl o gymunedau du, Asiaidd a lleiafrifoedd ethnig a chefnidiroedd hiliol gwahanol).</p>	<p>Positif Negyddol x <input type="checkbox"/></p>	<p>→</p> <p><u>Positif</u></p> <p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>	<p><input type="checkbox"/> Uchel X Isel</p>	<p>Amherthnasol</p>
<p>Anabledd</p>	<p>Positif Negyddol x <input type="checkbox"/></p>	<p>→</p> <p><u>Positif</u></p>	<p><input type="checkbox"/> Uchel X Isel</p>	<p>Amherthnasol</p>

<i>(pobl ag anableddau/cyflyrau tymor hir)</i>			<p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>		
<p>Rhyw <i>(menywod a dynion, merched a bechgyn a'r rhai sy'n hunan-adnabod eu rhyw).</i></p>	<p>Positif x</p> <p>Negyddol <input type="checkbox"/></p>	<p>→</p>	<p><u>Positif</u></p> <p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>	<p><input type="checkbox"/> Uchel X Isel</p>	<p>Amherthnasol</p>

A yw'r 'Opsiwn' hwn yn cael effaith Bositif neu Negyddol ar unrhyw un o'r nodweddion gwarchoddedig canlynol? <i>Cwblhewch fel sy'n berthnasol</i>			Disgrifiwch beth fydd yr effaith?	Beth yw arwyddocâd yr effaith? <i>Er enghraifft, byddai effaith negyddol 'Uchel' yn cael effaith anghymesur sylweddol ar grŵp penodol.</i>	Effeithiau Negyddol a nodwyd <i>Os yw'n 'Isel' eglurwch y rheswm dros y sgôr arwyddocaol hon.</i> <i>Os yw'n 'Uchel' nodwch yr 'Asesiad Effaith Integredig' sy'n ofynnol a chyfeiriwch at Ran II.</i>
Oed <i>(pobl o bob oed)</i>	Positif x Negyddol <input type="checkbox"/>	→	<u>Positif</u> Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol: Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.	<input type="checkbox"/> Uchel X Isel	Amherthnasol
Cyfeiriadedd Rhywiol <i>(lesbiaidd, hoyw, deurywiol, heterorywiol, arall)</i>	Positif x Negyddol <input type="checkbox"/>	→	<u>Positif</u> Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:	<input type="checkbox"/> Uchel X Isel	Amherthnasol

			Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.		
Crefydd a Chred (<i>pobl â gwahanol grefyddau a chredoau gan gynnwys pobl heb unrhyw gredoau</i>).	<p>Positif x</p> <p>Negyddol □</p>	→	<p><u>Positif</u></p> <p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>	<input type="checkbox"/> Uchel <input checked="" type="checkbox"/> Isel	Amherthnasol

<p>A yw'r 'Opsiwn' hwn yn cael effaith Bositif neu Negyddol ar unrhyw un o'r nodweddion gwarchoddedig canlynol?</p> <p><i>Cwblhewch fel sy'n berthnasol</i></p>		<p><u>Disgrifiwch beth fydd yr effaith?</u></p>	<p>Beth yw arwyddocâd yr effaith?</p> <p><i>Er enghraifft, byddai effaith negyddol 'Uchel' yn cael effaith anghymesur sylweddol ar grŵp penodol.</i></p>	<p><i>If 'Uchel' please state 'Integrated Impact Assessment' required and refer to Part II</i></p> <p>Effeithiau negyddol a nodwyd</p> <p><i>Os yw'n 'Isel' eglurwch y rheswm dros y sgôr arwyddocaol hon.</i></p> <p><i>Os yw'n 'Uchel' nodwch yr 'Asesiad Effaith Integredig' sy'n ofynnol a chyfeiriwch at Ran II</i></p>	
<p>Rhyw (<i>unrhyw un sydd â hunaniaeth o ran rhywedd neu fynegiant o ran rhywedd sydd yn wahanol i'r rhyw a neilltuwyd iddynt adeg eu geni</i>)</p>	<p>Positif x Negyddol <input type="checkbox"/></p>	<p>→</p>	<p><u>Positif</u></p> <p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>	<p><input type="checkbox"/> Uchel X Isel</p>	<p>Amherthnasol</p>
<p>Priodas a Phartneriaeth Sifil</p>	<p>Positif x Negyddol <input type="checkbox"/></p>	<p>→</p>	<p><u>Positif</u></p>	<p><input type="checkbox"/> Uchel X Isel</p>	<p>Amherthnasol</p>

<i>(pobl sy'n briod neu mewn partneriaeth sifil).</i>			<p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>		
<p>Beichiogrwydd a Mamolaeth <i>(menywod sy'n feichiog a/neu ar gyfnod mamolaeth)</i></p>	<p>Positif x Negyddol <input type="checkbox"/></p>	→	<p><u>Positif</u></p> <p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>	<input type="checkbox"/> Uchel X Isel	Amherthnasol

Yr Iaith Gymraeg

Mae Deddf yr Iaith Gymraeg 1993 yn gosod dyletswydd gyfreithiol ar awdurdodau cyhoeddus i hyrwyddo'r defnydd o'r Gymraeg ac i drin y Gymraeg a'r Saesneg yn gyfartal. Mae'n cynnig yr hawl i'r cyhoedd ddewis pa iaith i'w defnyddio wrth ddelio â'r Cyngor. Mae'n cydnabod y gall Aelodau'r cyhoedd fynegi eu barn a'u hanghenion yn well yn eu dewis iaith. Mae'n cydnabod bod galluogi'r cyhoedd i ddefnyddio eu dewis iaith yn fater o arfer da, nid consesiwn. Mae'n nodi sut y bydd y Cyngor yn gweithredu'r egwyddor honno wrth ddarparu gwasanaethau dwyieithog i'r cyhoedd yng Nghymru, gan ystyried natur ieithyddol ddatblygol y Fwrdeistref Sirol.

<p>A yw'r 'Opswn' hwn yn cael effaith Bositif neu Negyddol?</p> <p><i>Cwblhewch fel sy'n berthnasol</i></p>		<p>Disgrifiwch beth fydd yr effaith?</p>	<p>Beth yw arwyddocâd yr effaith?</p> <p><i>Er enghraifft, byddai effaith negyddol 'Uchel' yn cael effaith anghymesur sylweddol ar grŵp penodol.</i></p>	<p>Effeithiau Negyddol a nodwyd</p> <p><i>Os yw'n 'Isel' eglurwch y rheswm dros y sgôr arwyddocaol hon.</i></p> <p><i>Os yw'n 'Uchel' nodwch yr 'Asesiad Effaith Integredig' sy'n ofynnol a chyfeiriwch at Ran II.</i></p>	
<p>Yr Iaith Gymraeg Mae Mesur y Gymraeg 2011 a Safonau'r Gymraeg yn ei gwneud yn ofynnol i'r Cyngor roi 'sylv dyledus' i unrhyw effeithiau Positif neu Negyddol y gallai'r cynnig hwnnw eu cael ar gyfleoedd i</p>	<p>Positif <input checked="" type="checkbox"/> Negyddol <input type="checkbox"/></p>	<p>→</p>	<p><u>Positif</u></p> <p>Mae Strategaeth Hyrwyddo'r Gymraeg 2022-27 yn ei hanfod yn annog defnyddio'r Gymraeg ac yn sicrhau nad yw'r Gymraeg yn cael ei thrin yn llai ffafriol na'r Saesneg.</p>	<p>X Uchel <input type="checkbox"/> Isel</p>	<p>Amherthnasol</p>

*ddefnyddio'r
Gymraeg.*

Y Ddyletswydd Economaidd-gymdeithasol (Penderfyniadau Strategol yn Unig)

Mae'r [Ddyletswydd Economaidd-gymdeithasol](#) yn darparu fframwaith er mwyn sicrhau bod mynd i'r afael ag anghydraddoldeb ar flaen y gad wrth wneud penderfyniadau. Mae'r ddyletswydd yn ei gwneud yn ofynnol i'r Cyngor, wrth wneud penderfyniadau strategol, ystyried sut y gall penderfyniadau helpu i leihau anghydraddoldeb canlyniadau.

Mae'r ddyletswydd yn diffinio **anfantais economaidd-gymdeithasol** fel "byw mewn amgylchiadau cymdeithasol ac economaidd llai ffafriol na phobl eraill sy'n byw yn yr un gymdeithas".

Yn gyffredinol, mae'r ddyletswydd yn diffinio **penderfyniadau strategol** fel "penderfyniadau sy'n effeithio ar sut mae'r Cyngor yn cyflawni ei bwrpas statudol arfaethedig dros gyfnod sylweddol o amser ac nid penderfyniadau beunyddiol arferol". Mae enghreifftiau o benderfyniadau strategol yn cynnwys y rhai sy'n statudol; yn digwydd dros amser sylweddol; ddim yn arferol; bod â bwriad strategol; strategaethau neu osod amcanion strategol; cynlluniau darparu a gwella gwasanaethau; cynlluniau tymor canolig i hir ac ati.

<p>A yw'r 'Opsiw'n' hwn yn cael effaith Bositif neu Negyddol ar unrhyw un o'r themâu canlynol?</p> <p><i>Cwblhewch fel sy'n berthnasol</i></p>		<p>Disgrifiwch beth fydd yr effaith?</p>	<p>Beth yw arwyddocâd yr effaith?</p> <p><i>Er enghraifft, byddai effaith negyddol 'Uchel' yn cael effaith anghymesur sylweddol ar grŵp penodol.</i></p>	<p>Effeithiau Negyddol a nodwyd</p> <p><i>Os yw'n 'Isel' eglurwch y rheswm dros y sgôr arwyddocaol hon.</i></p> <p><i>Os yw'n 'Uchel' nodwch yr 'Asesiad Effaith Integredig' sy'n ofynnol a chyfeiriwch at Ran II.</i></p>
<p>Y Ddyletswydd Economaidd-gymdeithasol-Addysg</p> <p>Y gallu i fod yn wybodus.</p>	<p>Positif <input checked="" type="checkbox"/></p> <p>Negyddol <input type="checkbox"/></p>	<p>→</p> <p><i>Positif</i></p> <p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu:</p>	<p>X Uchel</p> <p><input type="checkbox"/> Isel</p>	<p>Amherthnasol</p>

			Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.		
Y Ddyletswydd Economaidd-gymdeithasol-Gwaith Y gallu i weithio mewn amodau cyfiawn a ffafriol.	Positif X	Negyddol <input type="checkbox"/>	→ <i>Positif</i> Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol: Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.	X Uchel <input type="checkbox"/> Isel	Amherthnasol
Y Ddyletswydd Economaidd-gymdeithasol-Safonau Byw Y gallu i fwynhau safon byw gyffyrddus.	Positif X	Negyddol <input type="checkbox"/>	→ <i>Positif</i> Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol: Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac	<input type="checkbox"/> Uchel X Isel	

			yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.		
Y Ddyletswydd Economaidd-gymdeithasol-lechyd Y gallu i fod yn iach, yn gorfforol ac yn feddyliol.	Positif X Negyddol <input type="checkbox"/>	→	<u>Positif</u> Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol: Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.	<input type="checkbox"/> Uchel X Isel	
Y Ddyletswydd Economaidd-Gymdeithasol-Cyfiawnder a Diogelwch Y gallu i osgoi marwolaethau cyn pryd.	Positif X Negyddol <input type="checkbox"/>	→	<u>Positif</u> Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol: Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant,	<input type="checkbox"/> Uchel X Isel	

			treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.		
<p>A yw'r 'Opsiw'n' hwn yn cael effaith Bositif neu Negyddol ar unrhyw un o'r themâu canlynol?</p> <p><i>Cwblhewch fel sy'n berthnasol</i></p>			<p>Disgrifiwch beth fydd yr effaith?</p>	<p>Beth yw arwyddocâd yr effaith?</p> <p><i>Er enghraifft, byddai effaith negyddol 'Uchel' yn cael effaith anghymesur sylweddol ar grŵp penodol.</i></p>	<p>Effeithiau Negyddol a nodwyd</p> <p><i>Os yw'n 'Isel' eglurwch y rheswm dros y sgôr arwyddocaol hon.</i></p> <p><i>Os yw'n 'Uchel' nodwch yr 'Asesiad Effaith Integredig' sy'n ofynnol a chyfeiriwch at Ran II.</i></p>
<p>Y Ddyletswydd Economaidd-gymdeithasol-Cyfranogiad</p> <p>Y gallu i gymryd rhan mewn gwneud penderfyniadau ac mewn cymunedau, cyrchu gwasanaethau.</p>	<p>Positif X</p> <p>Negyddol <input type="checkbox"/></p>	→	<p><i>Positif</i></p> <p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p> <p>Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.</p>	<p>X Uchel</p> <p><input type="checkbox"/> Isel</p>	Amherthnasol

Dull Hawliau Plant – [Y Ffordd Gywir](#)

Mae'r Dull Hawliau Plant - Y Ffordd Gywir yn fframwaith ar gyfer gweithio gyda phlant, wedi'i seilio yng Nghonfensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP). Mae'n gosod y CCUHP wrth wraidd cynllunio a darparu gwasanaethau ac yn integreiddio hawliau plant i bob agwedd ar wneud penderfyniadau, polisi ac arfer. Mae Y Ffordd Gywir yn canolbwyntio ar dri phrif [thema](#) - Cyfranogiad, Darpariaeth a Diogelu.

Commented [GA1]: English correction – three main them – 'theme'??

<p>A yw'r 'Opsiw'n' hwn yn cael <u>effaith Bositif neu Negyddol</u> ar gyfranogiad, darpariaeth neu ddiogelu plant a phobl.</p> <p><i>Cwblhewch fel sy'n berthnasol</i></p>		<p>Disgrifiwch beth fydd yr effaith?</p>	<p>Beth yw arwyddocâd yr effaith?</p> <p><i>Er enghraifft, byddai effaith negyddol 'Uchel' yn cael effaith anghymesur sylweddol ar grŵp penodol.</i></p>	<p>Effeithiau Negyddol a nodwyd</p> <p><i>Os yw'n 'Isel' eglurwch y rheswm dros y sgôr arwyddocaol hon.</i></p> <p><i>Os yw'n 'Uchel' nodwch yr 'Asesiad Effaith Integredig' sy'n ofynnol a chyfeiriwch at Ran II.</i></p>	
<p>Cyfranogiad (plentyn neu berson ifanc fel rhywun sy'n cyfrannu'n weithredol at gymdeithas fel dinesydd).</p>	<p>Positif X</p> <p>Negyddol <input type="checkbox"/></p>	<p>→</p>	<p><u>Positif</u></p> <p>Yn cefnogi hyrwyddo darpariaeth Addysg Gymraeg a'r defnydd o'r Gymraeg mewn lleoliad blynyddoedd cynnar, ysgolion a'r gymuned ehangach ac ati.</p> <p>Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:</p>	<p>X Uchel <input type="checkbox"/> Isel</p>	<p>Amherthnasol</p>

			Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.		
Darpariaeth (hawliau sylfaenol plant a phobl ifanc i oroesi a datblygu)	Positif X	Negyddol <input type="checkbox"/>	→ <u>Positif</u> Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol: Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.	<input type="checkbox"/> Uchel X Isel	Amherthnasol
Diogelu	Positif X	Negyddol <input type="checkbox"/>	→ <u>Positif</u>	<input type="checkbox"/> Uchel X Isel	Amherthnasol

(mae plant a phobl ifanc yn cael eu diogelu rhag camfanteisio, cam-drin neu wahaniaethu).

Mae'r strategaeth yn cefnogi'r Nod Llesiant Cenedlaethol:

Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu: Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.

RHAN 2: ASESIAD EFFAITH INTEGREDIG (IIA) SYDD EI ANGEN - NODYN CANLLAW

Lle nodir unrhyw effeithiau Negyddol o arwyddocâd 'Uchel' fel rhan o'r ymarfer sgrinio yna mae angen cynnal IIA. Mae'r IIA yn cynnwys 7 adran a chyfres o gwestiynau i helpu i ddeall yr effeithiau'n fanylach ymhellach trwy archwiliad trylwyr o dystiolaeth a'r ymchwil sydd ar gael a fydd yn eich helpu i nodi sut y gellir lliniaru unrhyw effeithiau niweidiol:

Adran 1 - Nodweddion Gwarchoddedig

Adran 2 – Yr Iaith Gymraeg

Adran 3 – Y Ddyletswydd Economaidd-gymdeithasol (Penderfyniadau Strategol yn Unig)

Adran 4 - Dull Hawliau Plant - Y Ffordd Gywir

Adran 5 - Data

Adran 6 - Ymgynghori

Adran 7 - Penderfyniad

Dim ond os yw'n berthnasol y mae'n ofynnol i chi gwblhau Adran 1, 2, 3 neu 4, ac mae'n briodol gwneud hynny.

Rhaid i chi gwblhau adrannau 5,6 a 7 gan eu bod yn orfodol.

**Strategaeth
Hyrwydd'r Gymraeg
2017-2022**



Cymraeg



Trosolwg

Mae Mesur y Gymraeg (Cymru) 2011 yn mynd ati i foderneiddio'r fframwaith cyfreithiol ynglŷn â defnyddio'r Gymraeg wrth gyflawni gwasanaethau cyhoeddus. Ym Medi 2015, rhoddwyd Nodyn Cydymffurfio i Gyngor Bwrdeisdref Sirol Blaenau Gwent¹, oedd yn nodi'r gofyn i weithredu 171 o'r 176 o Safonau'r Gymraeg.

Nod Safonau'r Gymraeg yw:

- Gwella'r gwasanaethau y gall siaradwyr Cymraeg ddisgwyl eu cael gan sefydliadau penodol yn y Gymraeg;
- Cynyddu'r defnydd y mae pobl yn ei wneud o wasanaethau Cymraeg;
- Ei gwneud yn glir i sefydliadau beth sydd angen iddynt ei wneud o ran y Gymraeg; a
- Sicrhau bod cysondeb priodol o ran y dyletswyddau a roddir ar gyrrff yn yr un sectorau.

Mae'r Strategaeth Hyrwyddo 5 mlynedd hon yn cydymffurfio â Safon 145 sy'n nodi:

Rhaid i chi gynhyrchu, a chyhoeddi ar eich gwefan, Strategaeth 5 mlynedd sy'n nodi sut yr ydych yn bwriadu hyrwyddo'r Gymraeg ac i hwyluso'r defnydd o'r Gymraeg yn fwy eang yn eich ardal; a rhaid i'r strategaeth gynnwys (ymhlith pethau eraill)

- (a) targed (o ran y ganran o siaradwyr yn eich ardal) ar gyfer cynyddu neu gynnal y nifer o siaradwyr Cymraeg yn eich ardal erbyn diwedd y cyfnod o 5 mlynedd dan sylw, a
- (b) datganiad yn nodi sut yr ydych yn bwriadu cyrraedd y targed hwnnw; a rhaid i chi adolygu'r strategaeth a chyhoeddi fersiwn ddiwygiedig ar eich gwefan cyn pen 5 mlynedd o gyhoeddi strategaeth (neu o gyhoeddi strategaeth ddiwygiedig).

Os hoffech chi rhagor o wybodaeth, cysylltwch â:

Helena Hunt

Arweinydd Tîm Polisi

Tîm Partneriaethau ac Ymgysylltu Polisi

Gwasanaethau Corfforaethol a Strategaeth, Llawr 4A, Y Ganolfan Ddinesig,

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¹ http://www.blaenau-gwent.gov.uk/fileadmin/documents/Council/Equalities/Compliance_Notice_-_November_2016.pdf

Cynnwys

Cyflwyniad	4
Cyd-destun Polisi	5
Crynodeb: Strategaeth Hyrwyddo'r Gymraeg 2017-2022	7
Trosolwg o Flaenau Gwent	8
Amcanion Strategaeth Hyrwyddo'r Gymraeg 2017-2022	9
• Teuluoedd a Chymunedau	9
• Plant a Phobl Ifanc	10
• Cymraeg yn y Gweithle	11
Cynllun Gweithredu	12
• Teuluoedd a Chymunedau	12
• Plant a Phobl Ifanc	13
• Cymraeg yn y Gweithle	14

Cyflwyniad

Gweledigaeth y Cyngor yw ein bod yn dymuno i Flaenau Gwent fod yn lle gwell i fyw a gweithio ynddo ac i ymweld ag ef. Mae'r Gymraeg a'r Saesneg yn elfennau allweddol o'n hanes, diwylliant a'n gwead cymdeithasol.

Yn ddiweddar mae Llywodraeth Cymru wedi lansio ei gweledigaeth ar gyfer gweld miliwn o siaradwyr Cymraeg erbyn 2050 ar draws Cymru. Mae hon yn her sylweddol i Flaenau Gwent, sydd yn gyson wedi bod â'r defnydd lleiaf o'r Gymraeg yng Nghymru, ynghyd ag Awdurdodau eraill yn Ne Ddwyrain Cymru.

Er hynny, mae Cyngor Bwrdeisdref Sirol Blaenau Gwent yn ymroddedig i wneud cyfraniad gwerthfawr at y targed uchelgeisiol hwn, lle gallwn, gyda'n gilydd, gynyddu'r defnydd o'r Gymraeg a hybu cyfleoedd dwyieithog.

Rydym yn cydnabod na all y Cyngor gyflawni'r cynnydd angenrheidiol yn y defnydd o'r Gymraeg ar ei ben ei hun, a bydd cyflawni ei amcanion Hyrwyddo'r Gymraeg yn effeithiol yn dibynnu ar ymdrech ar y cyd a diwriad gan ein partneriaid ac ennyn diddordeb a chyfraniad preswylwyr Blaenau Gwent.

Trwy weithio mewn partneriaeth byddwn yn gwneud ein rhan i greu'r strategaeth a all greu'r amodau cywir i ddwyieithrwydd ffynnu a blodeuo, mewn teuluoedd a chymunedau, mewn plant a phobl ifanc, ac yn ein gweithle.

Mae ymrwymiad cyfreithiol ar y Cyngor i gynhyrchu'r strategaeth hon dan Fesur y Gymraeg (Cymru) 2011, Safon 145. Mae'r Strategaeth Hyrwyddo'r Gymraeg bum mlynedd hon yn nodi sut yr ydym yn bwriadu hyrwyddo'r Gymraeg a hwyluso'r defnydd o'r Gymraeg yn fwy eang ym Mwrdeisdref Sirol Blaenau Gwent.

Mae'r Strategaeth yn gobeithio adeiladu ar y gwaith da sydd eisoes wedi ei gyflawni trwy ein Cynlluniau Iaith Gymraeg blaenorol, a thrwy gryfhau ein rhwydweithiau o bartneriaethau sydd wedi hen sefydlu.

Bydd yr amcanion Hyrwyddo'r Gymraeg y byddwn yn gweithio arnynt yn y Strategaeth hon hefyd yn hanfodol, i ddangos sut y mae'r Cyngor hwn yn ymateb i'r ddeddfwriaeth newydd 'Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015'. Bydd hyn yn arbennig o bwysig ar gyfer nod llesiant cenedlaethol Cymru o 'Gymru o ddiwylliant bywiog a Chymraeg sy'n ffynnu'.

Er mwyn sicrhau ein bod yn cyflawni, byddwn yn monitro ac yn craffu ar y strategaeth yn barhaus fel rhan allweddol o fusnes y Cyngor, trwy integreiddio ein gweithredoedd i'n strwythurau adrodd a pherfformiad corfforaethol.

Yn unol â Safon y Gymraeg 146, bum mlynedd ar ôl cyhoeddi'r strategaeth hon bydd yn ofynnol i ni asesu'r graddau yr ydym wedi dilyn y strategaeth ac wedi cyrraedd y targed a osodwyd ynddi.

Cyd-destun Polisi

Mae'r adran ganlynol yn nodi'r fframweithiau cyfreithiol a pholisi sy'n rhoi siâp i'r Strategaeth Hyrwyddo'r Gymraeg hon:

Deddf Llywodraeth Cymru 2006

Yn Adran 78(1) Deddf Llywodraeth Cymru 2006 mae gofyn i Weinidogion Cymru fabwysiadu strategaeth sy'n nodi sut y maent yn bwriadu hyrwyddo a hwyluso'r defnydd o'r Gymraeg. Mae Adran 78(4) yn ei gwneud yn ofynnol i Weinidogion Cymru adolygu'r strategaeth ac yn eu galluogi i fabwysiadu strategaeth newydd o bryd i'w gilydd.

Ar 31 Hydref 2016 caeodd Llywodraeth Cymru ei hymgyngoriad ar ei chynigion ar gyfer y strategaeth newydd i'r Gymraeg: 'Miliwn o siaradwyr Cymraeg erbyn 2050', a fydd yn cymryd lle'r Strategaeth bresennol: *laith fyw: iaith byw* (2012–2017) yn gynnar y flwyddyn nesaf.

Mesur yr Iaith Gymraeg (Cymru) 2011²

Pasiwyd Mesur y Gymraeg (Cymru) gan Gynulliad Cenedlaethol Cymru a rhoddwyd y cydsyniad brenhinol iddo ar 9 Chwefror 2011. Cyflwynodd y mesur ffyrdd newydd o weithio ond yn bennaf:

- *rhoi i'r Gymraeg statws swyddogol yng Nghymru* ac mae'n cael effaith gyfreithiol, sy'n golygu na ddylai'r Gymraeg gael ei thrin yn llai ffafriol na'r Saesneg yng Nghymru;
- *sefydlu rôl Comisiynydd yr Iaith Gymraeg*;
- *creu gweithdrefn i gyflwyno dyletswyddau ar ffurf y safonau iaith*, sy'n esbonio sut y disgwylir i sefydliadau ddefnyddio'r Gymraeg;
- *gwneud darpariaeth hyrwyddo a hwyluso'r defnydd o'r Gymraeg*;
- *darparu ar gyfer ymchwilio i amhariad ar y rhyddid i ddefnyddio'r Gymraeg*.

Rheoliadau Safonau'r Gymraeg (Rhif 1) 2015 - Offeryn Statudol Cymru 2015 Rhif 996 (W. 68)³

O 31 Mawrth 2016, roedd yn rhaid i Gyngor Bwrdeisdref Sirol Blaenau Gwent gydymffurfio â'r rheoliadau uchod, oedd yn nodi'r Safonau newydd i'r Gymraeg. O'r 176 o Safonau, mae rhaid i Flaenau Gwent gydymffurfio ag 171 o'r Safonau fel y maent yn cael eu nodi yn yr Hysbysiad Cydymffurfio a gyhoeddwyd gan Gomisiynydd y Gymraeg. Mae gennym her wedi ei chyflwyno i Swyddfa Comisiynydd y Gymraeg a all arwain at newid yn yr Hysbysiad Cydymffurfio terfynol.

² <http://www.legislation.gov.uk/mwa/2011/1/enacted/welsh>

³

<http://www.comisiynyddygymraeg.cymru/Cymraeg/Rhestr%20Cyhoeddiadau/20161019%20Hysbysiad%20Cydymffurfio44%20CBS%20Blaenau%20Gwent.pdf>

Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru)⁴ 2015

Nod y Ddeddf hon yw gwella lles cymdeithasol, economaidd, amgylcheddol a diwylliannol Cymru. Bydd y Ddeddf yn gwneud i'r cyrff cyhoeddus a restrir yn y Ddeddf ystyried y tymor hir, gweithio yn well gyda phobl a chymunedau a'i gilydd, ceisio osgoi problemau a defnyddio dull mwy diwriad. Mae'r Ddeddf yn cyflwyno 7 o nodau llesiant, sy'n cynnwys 'Cymru o ddiwylliant bywiog a Chymraeg sy'n ffynnu' gyda'r disgwyliad y byddwn yn anelu at 'gymdeithas sy'n hybu a gwarchod diwylliant, treftadaeth a'r Gymraeg...' Mae hyn yn golygu bod dyletswydd eisoes ar nifer o gyrff cyhoeddus a restrir yn y Ddeddf i gyflawni'r nod hwnnw yn y tymor hir, ac un o'r camau yw creu miliwn o siaradwyr Cymraeg erbyn 2050.

Iaith fyw: iaith byw: Strategaeth y Gymraeg⁵ 2012 – 2017

Dyma strategaeth Llywodraeth Cymru i hyrwyddo a hwyluso'r defnydd o'r Gymraeg mewn bywyd o ddydd i ddydd. Gweledigaeth Llywodraeth Cymru yw gweld y Gymraeg yn ffynnu yng Nghymru. I gyflawni hynny, nod y strategaeth yw gweld cynnydd yn y nifer o bobl sy'n siarad ac yn defnyddio'r iaith.

Fframwaith Strategol Olynol ar gyfer Gwasanaethau Cymraeg mewn Iechyd, Gwasanaethau Cymdeithasol a Gofal Cymdeithasol⁶

Nod y fframwaith strategol olynol hwn i fframwaith strategol 'Mwy na geiriau...' a gyhoeddwyd yn 2012 yw cynnal momentwm ond hefyd gefnogi mwy o gydnabyddiaeth ymhlith darparwyr gwasanaeth mai nid dim ond mater o ddewis yw defnyddio'r Gymraeg ond ei fod yn fater o angen hefyd. Mae'n arbennig o bwysig i nifer o bobl fregus a'u teuluoedd sydd angen mynediad at wasanaethau yn eu hiaith gyntaf, fel pobl hŷn sy'n dioddef o dementia neu strôc a all golli eu hail iaith neu blant ifanc iawn sydd ddim ond yn siarad Cymraeg.

Mae'r 'cynnig gweithredol' yn parhau yn elfen graidd lle mae'r Cyngor a'i bartneriaid iechyd a gofal cymdeithasol yn cydnabod ei bod yn bwysig i staff gynnis gwasanaethau Cymraeg i ddefnyddwyr, yn hytrach na disgwyl i ddefnyddwyr y gwasanaeth orfod gofyn amdanynt.

Cynllun Strategol Cymraeg mewn Addysg Drafft Blaenau Gwent 2017-2020

Mae Deddf Safonau a Threfniadaeth Ysgolion (Cymru) (2013) yn gosod gofyn statudol ar awdurdodau lleol i baratoi a chyflwyno Cynllun Strategol y Gymraeg mewn Addysg. Mae'r Cynllun Strategol yn canolbwyntio ar y targedau yn y Strategaeth Addysg Cyfrwng Cymraeg a disgwylir i awdurdodau lleol roi adroddiad yn flynyddol ar berfformiad mewn cymhariaeth â'r targedau hyn.

⁴ http://www.legislation.gov.uk/anaw/2015/2/pdfs/anaw_20150002_en.pdf

⁵ <http://gov.wales/docs/dcells/publications/122902wls201217cy.pdf>

⁶ <http://gov.wales/docs/dhss/publications/160317morethanjustwordscy.pdf>

Crynodeb: Strategaeth Hyrwyddo'r Gymraeg 2017 - 2022

Gweledigaeth

Mae Llywodraeth Cymru wedi ymrwymo i 'Filiwn o siaradwyr Cymraeg erbyn 2050'.

Targed

Mae Safon y Gymraeg 145 yn nodi'r gofyn i osod "targed (o ran y ganran o siaradwyr yn eich ardal) ar gyfer cynyddu neu gynnal y nifer o siaradwyr Cymraeg yn eich ardal" erbyn 2022 a "datganiad yn nodi sut yr ydych yn bwriadu cyrraedd y targed hwnnw".

Er mwyn cyrraedd targed o gynnydd o 44% yn y siaradwyr Cymraeg erbyn 2050, byddai'n rhaid i ni gael 2,324 o siaradwyr Cymraeg ychwanegol mewn cymhariaeth â gwaelodlin Cyfrifiad 2011 Blaenau Gwent, sef 5,284.

Felly mae hyn yn cynrychioli cynnydd blynyddol ar gyfartaledd o 70 o siaradwyr Cymraeg ychwanegol h.y. 3% o'r ffigwr targed o 2,324 ychwanegol ym Mlaenau Gwent am y 33 mlynedd nesaf.

Er mwyn cyflawni'r targed hwn, bydd angen i Gyngor Bwrdeisdref Sirol Blaenau Gwent weithio mewn partneriaeth ag ystod eang o bartneriaid i hyrwyddo'r Gymraeg mewn lleoliadau addysg a chyfleoedd mwy hygyrch mewn cymunedau; a hyrwyddo'r Gymraeg yn y gweithle.

Amcanion

Mae Blaenau Gwent wedi dynodi'r tri amcan canlynol o ran hyrwyddo'r Gymraeg:

1. Hyrwyddo ac annog y defnydd o'r Gymraeg mewn teuluoedd ac yn y gymuned.
2. Cynyddu'r ddarpariaeth addysg Gymraeg a gweithgareddau anffurfiol i blant a phob ifanc a chynyddu eu hymwybyddiaeth o werth yr iaith.
3. Cynyddu'r cyfle i bobl ddefnyddio'r Gymraeg yn y gweithle

Deilliannau

- Mwy o bobl yn ymwneud â'r Gymraeg
- Mwy o bobl yn dod yn rhugl yn y Gymraeg
- Mwy o gyflogeion y Cyngor yn gallu defnyddio'r Gymraeg

Trefniadau Monitro

- Cynllun Gweithredu Strategaeth Hyrwyddo'r Gymraeg
- Cynllun Strategol Cymraeg mewn Addysg Blaenau Gwent
- Adroddiad Monitro Blynyddol y Gymraeg

Trosolwg o Flaenau Gwent

Daearyddiaeth

Mae Blaenau Gwent yn Ne Ddwyrain Cymru. Mae tua 20 milltir o Gasnewydd, a 30 milltir o Gaerdydd, ac yn union i'r de o Barc Cenedlaethol Bannau Brycheiniog.

Cymharol fach yw'r ardal yn ddaearyddol, gan fesur 15 milltir o hyd ar y mwyaf ac 8 milltir o led, a dyma'r awdurdod lleol lleiaf yng Nghymru o ran maint daearyddol, ar tua 10,900 hectar. Diffinnir yr ardal yn ffisegol gan fryniau serth sy'n rhannu'r tri phrif gwm. Mae'r cymoedd yma yn gartref i drefi a phentrefi sy'n ymddangos fe petaent yn llifo i'w gilydd. Fodd bynnag, mae pob cymuned yn falch o'i chymeriad a'i thraddodiadau ei hun. Ystyrir mai'r prif drefi yw Abertyleri, Brynmawr, Glynebwy, Nantyglo a Blaenau a Thredegar.

Poblogaeth

Yn ôl Cyfrifiad 2011, roedd Blaenau Gwent yn gartref i 69,814 o bobl, gan ei wneud yn un o'r awdurdodau lleol lleiaf yng Nghymru o ran poblogaeth. Er hynny, oherwydd ei faint daearyddol cymharol fychan, mae'n bumed o ran dwyster poblogaeth tu ôl i Gaerdydd, Casnewydd, Torfaen a Chaerffili.

Dynododd Cyfrifiad 2011 bod 5,284 o siaradwyr Cymraeg yn byw ym Mlaenau Gwent, oedd yn cyfateb i 7.8% o'r boblogaeth, roedd hyn yn gynnydd sylweddol mewn cymhariaeth â Chyfrifiad 1991, sy'n dangos dim ond 2.2% (n1,539) o siaradwyr Cymraeg.

Awgryma rhagolygon poblogaeth gan y Swyddfa Ystadegau Gwladol (ar sail canol 2011) y bydd poblogaeth Blaenau Gwent yn gostwng o 1.7% dros 10 mlynedd a 5.6% dros 20 mlynedd, er bod y rhagolygon yn mynd yn llai dibynadwy dros gyfnodau hwy.

Mae'r gostyngiad a ragwelir ym Mlaenau Gwent yn cyferbynnu â'r cynnydd a ragwelir yn gyffredinol ar draws rhanbarthau eraill yng Nghymru. Rhagwelir y bydd poblogaeth Cymru gyfan yn cynyddu o 4.1% dros y 10 mlynedd nesaf a 6.7% dros 20 mlynedd.

Er bod disgwyliadau hyd oes yn cynyddu ym Mlaenau Gwent, mae'r cyfraddau genedigaethau is a'r mudo allan net (er ei fod yn gymharol fychan) yn cyfrannu at y duedd ar i lawr dros yr 20 mlynedd nesaf.

Oherwydd y gostyngiad a ragwelir mewn poblogaeth â cyfraddau genedigaethau is a'r mudo allan net roedd gosod canran fel targed o ran cynnydd yn y siaradwyr Cymraeg ym Mlaenau Gwent yn her wirioneddol.

Amcanion y Strategaeth Hyrwyddo'r Gymraeg 2017-22

Teuluoedd a Chymunedau	
Amcan 1: Byddwn yn hyrwyddo ac annog y defnydd o'r Gymraeg mewn teuluoedd ac yn y gymuned	
Deilliannau: Yr hyn yr ydym am ei gyflawni:	
<ul style="list-style-type: none"> • Mwy o bobl yn ymwneud â'r Gymraeg • Mwy o bobl yn dod yn rhugl yn y Gymraeg • Mwy o gyflogeion y Cyngor yn gallu defnyddio'r Gymraeg 	
Cam Gweithredu 1.1	Hyrwyddo gweithgareddau Cymraeg / dwyieithog anffurfiol wedi eu darparu ym Mlaenau Gwent h.y. gwefan, cyfryngau cymdeithasol. Posterï ayb.
Cam Gweithredu 1.2	Hyrwyddo cyfleoedd ar gyfer addysgu mwy ffurfiol h.y. cwrs Mynediad ac ati
Cam Gweithredu 1.3	Hyrwyddo cyfleoedd hamdden trwy gyfrwng y Gymraeg
Cam Gweithredu 1.4	Hyrwyddo gwasanaethau Cymraeg neu ddwyieithog yn unol â e.e. cyfarwyddyd cenedlaethol fel 'Mwy na geiriau..'
Cam Gweithredu 1.5	Hyrwyddo a gwerthuso mynediad at wasanaethau awdurdodau lleol trwy gyfrwng y Gymraeg yn unol â Safonau'r Gymraeg
Cam Gweithredu 1.6	Cynyddu'r nifer o blant, pobl ifanc ac oedolion sy'n datgan eu dewis iaith (Cymraeg/Saesneg/dwyieithog) o ran y modd y maent yn cysylltu â gwasanaethau'r cyngor lleol
<p>Partneriaid: Byddwn yn gweithio gyda'r partneriaid canlynol i gyflawni'r amcan hwn:</p> <p>Plant, pobl ifanc ac oedolion ym Mlaenau Gwent, Dysgu Cymraeg Gwent, Coleg Gwent, Menter Iaith, Ymddiriedolaeth Aneurin Leisure Trust, Bwrdd Iechyd Prifysgol Aneurin Bevan, Mudiad Meithrin, Urdd Gobaith Cymru, Fforwm Rhanbarthol De Ddwyrain Cymru, Gwasanaeth Gwybodaeth Teuluol Cyngor Blaenau Gwent, RhAG (Rhieni dros Addysg Gymraeg, Fforwm Ieuenctid y Gymraeg, Yr Urdd yn Ysgol Gyfun Gwynllyw, Grŵp Deddf, Rhwydwaith Cydraddoldeb Corfforaethol, Pob Ysgol, Swyddfa Comisiynydd y Gymraeg</p>	

Plant a Phobl Ifanc	
Amcan 2: Cynyddu'r ddarpariaeth addysg Gymraeg a gweithgareddau anffurfiol i blant a phobl ifanc a chynyddu eu hymwybyddiaeth o werth yr iaith.	
Deilliannau: Yr hyn yr ydym am ei gyflawni:	
<ul style="list-style-type: none"> • Mwy o bobl yn ymwneud â'r Gymraeg • Mwy o bobl yn dod yn rhugl yn y Gymraeg • Mwy o weithwyr y Cyngor yn gallu defnyddio'r Gymraeg 	
Cam Gweithredu 2.1	Cynyddu'r ddarpariaeth blynyddoedd cynnar i ysgogi galw gan yr rhieni a'u annog nhw i wisgo bathodynau 'Dysgu'
Cam Gweithredu 2.2	Cynyddu cyfraddau trosglwyddo o'r ddarpariaeth feithrin Gymraeg i Ysgol Gymraeg Bro Helyg
Cam Gweithredu 2.3	Codi proffil a lefelau cymryd rhan mewn addysg cyfrwng Cymraeg
Cam Gweithredu 2.4	Gwella deilliannau i ddysgwyr cyfrwng Cymraeg
Cam Gweithredu 2.5	Gweithio yn rhanbarthol gydag Awdurdodau Lleol De Ddwyrain Cymru a hyrwyddo cyfleoedd cyfrwng Cymraeg mewn sefydliadau addysg bellach ac addysg uwch
Cam Gweithredu 2.6	Hyrwyddo gweithgareddau tu hwnt i'r cwricwlwm yn y Gymraeg/yn ddwyieithog a chyfleoedd cymdeithasol i blant a phobl ifanc o ysgolion cyfrwng Cymraeg a Saesneg
Cam Gweithredu 2.7	Hyrwyddo cyfleoedd i rieni/gofalwyr/tad-cuod a mam-guod i wella eu Cymraeg / sgiliau dwyieithog i gefnogi eu plant trwy addysg Gymraeg / ddwyieithog
<p>Partneriaid: Byddwn yn gweithio gyda'r partneriaid canlynol i gyflawni'r amcan hwn:</p> <p>Plant, pobl ifanc ac oedolion ym Mlaenau Gwent, Coleg Gwent, Dysgu Cymraeg Gwent, Menter Iaith, Ymddiriedolaeth Aneurin, Mudiad Meithrin, Urdd Gobaith Cymru, Fforwm Rhanbarthol De Ddwyrain Cymru, Gwasanaeth Gwybodaeth Teuluol Cyngor Blaenau Gwent, RhAG (Rhieni dros Addysg Gymraeg), Fforwm Ieuenctid y Gymraeg, Grŵp Deddf, Rhwydwaith Cydraddoldeb Corfforaethol, Pob Ysgol, Swyddfa Comisiynydd y Gymraeg</p>	

Cymraeg yn y Gweithle

Amcan 3: Cynyddu'r cyfle i bobl ddefnyddio'r Gymraeg yn y gweithle

Deilliannau: Yr hyn yr ydym am ei gyflawni:

- Mwy o bobl yn ymwneud â'r Gymraeg
- Mwy o bobl yn dod yn rhugl yn y Gymraeg
- Mwy o gyflogeion y Cyngor yn gallu defnyddio'r Gymraeg

Cam Gweithredu 3.1	Cynyddu'r nifer o gyflogeion sy'n gallu defnyddio'r Gymraeg a'u annog nhw o wisgo bathodynau "Dysgu" ac i helpu dysgwyr Cymraeg yn gymdeithasol ac gwella eu hyder.
Cam Gweithredu 3.2	Annog cyflogeion i wella eu Cymraeg a'u annog nhw i wisgo bathodynau "Dysgu" i hyrwyddo gwasanaethau dwyieithiog.
Cam Gweithredu 3.3	Hyrwyddo cyrsiau hyfforddi Cymraeg ac annog rhagor o gyflogeion i'w mynychu
Cam Gweithredu 3.4	Darparu ystod o ganllawiau a deunyddiau cefnogi i gynyddu'r ymwneud â'r Gymraeg a'r hyder wrth ei defnyddio yn y gweithle
Cam Gweithredu 3.5	Cefnogi pob adran i weithredu safonau'r Gymraeg yn effeithiol yn ôl Hysbysiad Cydymffurfio'r Cyngor
Cam Gweithredu 3.6	Monitro'n effeithiol y swyddi yn y Cyngor a hysbysebiri sy'n mynd trwy'r broses asesu'r Gymraeg yn effeithiol
Cam Gweithredu 3.7	Annog rhagor o gyfleoedd i gydweithwyr ymwneud â'i gilydd trwy gyfrwng y Gymraeg

Partneriaid: Byddwn yn gweithio gyda'r partneriaid canlynol i gyflawni'r amcan hwn:

Cyflogeion Gweithwyr Cyngor Bwrdeisdref Sirol Blaenau Gwent, Menter Iaith, Dysgu Cymraeg Gwent, Coleg Gwent, Ymddiriedolaeth Aneurin Leisure, Grŵp Deddf, Rhwydwaith Cydraddoldeb Corfforaethol, yr holl staff mewn Ysgolion, Swyddfa Comisiynydd y Gymraeg

Amcan 1: Byddwn yn hyrwyddo ac annog y defnydd o'r Gymraeg mewn teuluoedd ac yn y gymuned		
Cyfeirnod y Cam Gweithredu	Cam Gweithredu	Partneriaid Arweiniol
1.1	Hyrwyddo gweithgareddau Cymraeg / dwyieithog anffurfiol wedi eu darparu ym Mlaenau Gwent h.y. gwefan, cyfryngau cymdeithasol, posteri ayb.	Ysgolion cyfrwng Saesneg, Coleg Gwent, Dysgu Cymraeg Gwent, Menter Iaith, Ymddiriedolaeth Aneurin, Mudiad Meithrin, Ysgol Gyfun Gwynllyw, Ysgol Gymraeg Bro Helyg, Urdd Gobaith Cynru ayb.
1.2	Hyrwyddo cyfleoedd ar gyfer addysgu mwy ffurfiol h.y. cwrs Mynediad ac ati	Ysgolion, Coleg Gwent, Parth Dysgu Blaenau Gwent, Mudiad Meithrin
1.3	Hyrwyddo cyfleoedd hamdden trwy gyfrwng y Gymraeg	Ymddiriedolaeth Aneurin Leisure
1.4	Hyrwyddo gwasanaethau Cymraeg neu ddwyieithog yn unol ag e.e. cyfarwyddyd cenedlaethol fel 'Mwy na geiriau.'	Cyngor Bwrdeisdref Sirol Blaenau Gwent (h.y. Gwasanaethau Cymdeithasol ac ati), Bwrdd Iechyd Prifysgol Aneurin Bevan
1.5	Hyrwyddo a gwerthuso mynediad (h.y. gwefan, cyfryngau cymdeithasol, C2BG) at wasanaethau awdurdodau lleol trwy gyfrwng y Gymraeg yn unol â Safonau'r Gymraeg	Cyngor Bwrdeisdref Sirol Blaenau Gwent
1.6	Cynyddu'r nifer o blant, pobl ifanc ac oedolion sy'n datgan eu dewis iaith (Cymraeg/Saesneg/dwyieithog) o ran y modd y maent yn cysylltu â gwasanaethau'r cyngor lleol	Cyngor Bwrdeisdref Sirol Blaenau Gwent, Pob ysgol

Amcan 2: Cynyddu'r ddarpariaeth addysg Gymraeg a gweithgareddau anffurfiol i blant a phob ifanc a chynyddu eu hymwybyddiaeth o werth yr iaith.		
Cyfeirnod y Cam Gweithredu	Cam Gweithredu	Partneriaid Arweiniol
2.1	Cynyddu'r ddarpariaeth blynyddoedd cynnar i ysgogi galw gan y rhieni	Yr un fath â'r Cynllun Strategol Cymraeg mewn Addysg
2.2	Cynyddu cyfraddau trosglwyddo o'r ddarpariaeth feithrin Gymraeg i Ysgol Gymraeg Bro Helyg	Yr un fath â'r Cynllun Strategol Cymraeg mewn Addysg
2.3	Codi proffil a lefelau cymryd rhan mewn addysg cyfrwng Cymraeg	Yr un fath â'r Cynllun Strategol Cymraeg mewn Addysg
2.4	Gwella deilliannau i ddysgwyr cyfrwng Cymraeg	Yr un fath â'r Cynllun Strategol Cymraeg mewn Addysg
2.5	Gweithio yn rhanbarthol gydag Awdurdodau Lleol De Ddwyrain Cymru a hyrwyddo cyfleoedd cyfrwng Cymraeg mewn sefydliadau addysg pellach ac addysg uwch	Yr un fath â'r Cynllun Strategol Cymraeg mewn Addysg
2.6	Hyrwyddo gweithgareddau tu hwnt i'r cwricwlwm yn y Gymraeg/yn ddwyieithog a chyfleoedd cymdeithasol i blant a phobl ifanc o ysgolion cyfrwng Cymraeg a Saesneg	Yr un fath â'r Cynllun Strategol Cymraeg mewn Addysg
2.7	Hyrwyddo cyfleoedd i rieni/gofalwyr/tad-cuod a mam-guod neiniau i wella eu Cymraeg / sgiliau dwyieithog i gefnogi eu plant trwy addysg Gymraeg / ddwyieithog	Yr un fath â'r Cynllun Strategol Cymraeg mewn Addysg

Amcan 3: Cynyddu'r cyfle i bobl ddefnyddio'r Gymraeg yn y gweithle		
Cyfeirnod y Cam Gweithredu	Cam Gweithredu	Partneriaid Arweiniol
3.1	Cynyddu'r nifer o gyflogeion sy'n gallu defnyddio'r Gymraeg a'u annog nhw o wisgo bathodynau "Dysgu" ac i helpu dysgwyr Cymraeg yn gymdeithasol ac gwella eu hyder.	Cyngor Bwrdeisdref Sirol Blaenau Gwent
3.2	Annog cyflogeion i wella eu Cymraeg a'u annog nhw i wisgo bathodynau "Dysgu" i hyrwyddo gwasanaethau dwyieithiog.	Cyngor Bwrdeisdref Sirol Blaenau Gwent, Ysgolion cyfrwng Saesneg, Mudiad Meithrin, Ysgol Gyfun Gwynllyw, Ysgol Gymraeg Bro Helyg
3.3	Hyrwyddo cyrsiau hyfforddi Cymraeg ac annog rhagor o weithwyr i'w mynychu	Cyngor Bwrdeisdref Sirol Blaenau Gwent, Ysgolion cyfrwng Saesneg, Mudiad Meithrin, Ysgol Gyfun Gwynllyw, Ysgol Gymraeg Bro Helyg
3.4	Darparu ystod o ganllawiau a deunyddiau cefnogi i gynyddu'r ymwneud â'r Gymraeg a'r hyder wrth ei defnyddio yn y gweithle	Cyngor Bwrdeisdref Sirol Blaenau Gwent
3.5	Cefnogi pob adran i weithredu safonau'r Gymraeg yn effeithiol yn ôl Hysbysiad Cydymffurfio'r Cyngor	Cyngor Bwrdeisdref Sirol Blaenau Gwent
3.6	Monitro'r swyddi yn y Cyngor a hysbysebair sy'n mynd trwy'r broses asesu'r Gymraeg yn effeithiol	Cyngor Bwrdeisdref Sirol Blaenau Gwent
3.7	Annog rhagor o gyfleoedd i gydweithwyr ymwneud â'i gilydd trwy gyfrwng y Gymraeg	Cyngor Bwrdeisdref Sirol Blaenau Gwent

Agenda Item 9

Executive Committee and Council only

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer:

Committee: **Corporate Overview Scrutiny Committee**

Date of meeting: **22nd October 2021**

Report Subject: **Health & Safety Annual Report
1st April 2020 to 31st March 2021**

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

Report Submitted by: **Andrea J Prosser, Head of Organisational
Development**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Audit Committee	Democratic Services Committee	Scrutiny Committee	Executive Committee	Council	Other (please state)
22/09/21	30/09/21	12.10.21			22/10/21	10.11.21		

1. Purpose of the Report

- 1.1 The purpose of this report is to give members of the Corporate Overview Scrutiny opportunity to scrutinise and challenge the Authority's Health and Safety and Fire Safety at work performance for 2020/21.

2. Scope and Background

- 2.1 It is recommended by the Health and Safety Executive for Local Authorities such as BGCBC to report on their Health and safety at work performance as an Employer.
- 2.2 The report attached as appendix 1 also includes details of BGCBC's fire safety performance. This report is presented every financial year and identifies both good performance and areas of concern with recommendations to address these concerns.
- 2.3 This report also contains a section of the Health and Safety response to the emergency Covid-19 pandemic.

3. Options for Recommendation

3.1 Option 1

- That Corporate Overview Scrutiny support the annual review of the performance of Health and Safety and Fire Safety performance and the recommendations made.

3.2 Option 2

- That Corporate Overview Scrutiny make suggestions/amendments to the annual review of the performance or further actions / recommendations detailed in the report on Health and Safety and Fire Safety performance

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

BGCBC has statutory responsibilities for the Health and Safety/fire safety at work of employees and others. The report identifies the level of compliance with these statutory duties.

5. **Implications Against Each Option**

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

This report presents no direct impact on budget.

5.2 ***Risk including Mitigating Actions***

Any areas of concern in the report are risks to the Authority and the recommended actions will mitigate the risks.

5.3 ***Legal***

The Authority has statutory duties under both Health and Safety at Work and Fire Safety legislation and a duty of care to employees and others.

5.4 ***Human Resources***

There are no direct HR implications arising from the report.

6. **Supporting Evidence**

6.1 ***Performance Information and Data***

Included within the report.

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

Managing health and safety and fire safety risks protects users of BGCBC facilities and the general public.

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

Health and Safety have worked in partnership with the trade unions in supporting the response to the Covid19 pandemic. This Corporate Health and Safety group will be consulted on this report.

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

The recommendations would be of benefit long term as preventing accidents and ill health has long term implications.

6.5 ***Preventative focus***

6.6 ***Collaboration / partnership working***

There has been partnership and collaborative working in responding to the pandemic and fulfilling the requirements with partner organisations through service level agreements.

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

Complying with Health and Safety and fire safety legislation involves all service areas working together to manage any risks.

6.8 ***Decarbonisation and Reducing Carbon Emissions***

6.9a ***Socio Economic Duty Impact Assessment***

The report does not include any 'strategic decisions' as defined by the Socio-economic Duty. Therefore, a Socio-Economic Duty Assessment was not required.

6.9b. ***Equality Impact Assessment***

The review of performance has been applied on an equal basis.

7. **Monitoring Arrangements**

7.1 Health and Safety performance is monitored by the Corporate Health and Safety group and annually by the Corporate Management Team and Corporate Overview Scrutiny. Any emerging risks are managed using the Councils risk management processes.

Background Documents /Electronic Links

- *Appendix 1 – Health & Safety Annual Report 2020-2021*

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Health & Safety Annual Report

1 April 2020 – 31 March 2021



ORGANISATIONAL DEVELOPMENT DIVISION

CONTENTS

1. Report Summary	3
2. Introduction.....	3
3. Responsibilities	4
4. Accident/Incident Statistics	7
4.1 Employee Accidents	7
4.2 Employee Accidents Reportable to HSE	8
4.3 Accidents to Non employees	9
4.4 Accidents to Non employees Reportable to HSE	10
4.5 Reportable diseases and dangerous occurrences	10
4.6 Covid 19 Cases	10
4.7 Cost of Accidents/Incidents	11
5. Specific Issues	12
6. Conclusions.....	19
7. Recommendations	20
APPENDIX 1: CORPORATE HEALTH & SAFETY MANAGEMENT INFORMATION REPORT (1 APRIL 2020 – 31 MARCH 2021).....	21



1. Report Summary

The summary of the report is as follows:

- The number of employee accidents/incidents has **decreased** from 204 in 2019/2020 to 123 in 2020/2021
- The number of non-employee accidents has decreased from 701 in 2019/2020 to 212 in 2020/2021
- The number of employee accidents/incidents and diseases reportable to the HSE has **decreased** from 17 in 2019/2020 to 7 in 2020/2021 and this includes 4 cases of COVID 19
- The number of non-employee accidents/incidents reportable to HSE has **decreased** from 9 in 2019/2020 to 4 in 2020/2021
- There were 6 interventions by the Fire Authority which were desk top exercises and 4 interventions by the HSE.
- 19 health and safety inspections were carried out between 1st April 2020 and 31st March 2021.
- 12 statutory Fire Risk Assessments were carried out between 1st April 2020 and 31st March 2021.
- Staff absence has decreased and is below target.
- There were no cases of reportable diseases or dangerous occurrences other than 4 cases of COVID 19.
- The Health and Safety Advisors investigated 50 accidents/incidents.
- 7 referrals from the Occupational Health Department were made to the Health and Safety Advisors and recommendations were made
- An enormous amount of work to mitigate the risks of Covid 19 was undertaken.

2. Introduction

The Health and Safety Executive recommend that public bodies summarise their health, safety and welfare at work performance (as Employers not Regulators) in the form of an annual report. This report is a summary of both Blaenau Gwent County Borough Council's Health and Safety and Fire Safety proactive activities and the incidents and accidents that have occurred between April 1st 2020 and March 31st 2021.

This report is unique compared with previous annual reports in that an extensive amount of the work undertaken by the the Authority and the Health and Safety Advisors during this period was centred around COVID 19 mitigation.

3. Responsibilities

The Executive and the Managing Director

Along with the Managing Director the Authority's Executive has certain responsibilities as defined in the Health and Safety at Work Act 1974 and in the Regulatory Reform (Fire Safety) Order 2005. The corporate body of the Council is the Employer and the Managing Director is the individual with the ultimate responsibility for ensuring work related Health, Safety and Welfare and Fire Safety is managed in the Authority. Health and safety guidance recommends that an individual Executive member be given the responsibility for leading on health and safety performance and in BGCBC this role sits with the Leader of the Council.

N.B. the responsibilities of the Executive, lead executive member, Managing Director and all other levels of management are outlined in detail in the Authority's Corporate Health and Safety Policy.

Corporate Leadership Team

The Corporate Leadership Team (CLT) consists of the Managing Director, Corporate Directors, Chief Officer–Resources and the Chief Officer–Commercial. CLT are the driving force for the Management of Health and Safety and Fire Safety at work in the Authority. Whilst the Managing Director has ultimate responsibility all other members of the CLT have key responsibilities in the organisation's Health and Safety Management structure.

Departmental Management Teams

Each Directorate has Departmental Management Teams where the various Heads of Service report on a variety of issues. Health and Safety issues regularly form part of the agenda at Departmental Management Team meetings and it is clear that Heads of Service are key to the Health and Safety Management Structure.

Corporate Health and Safety Advisors

The Authority employs two Corporate Health and Safety Advisors who report to the Organisational Development Manager Payroll / Health & Safety. The advisors are the Authority's competent persons as defined in the Management of Health and Safety at work Regulations and the Regulatory Reform (Fire Safety) Order.

The advisors guide the whole Authority (including school Governing Bodies who have a Service Level Agreement with the Corporate Health and Safety Advisors) on all aspects of occupational health, safety, welfare and fire safety. The advisors have excellent relationships with key partners such as the Fire Authority and insurers. In particular, the advisors liaise with the Health and Safety Executive (HSE) on a wide range of issues, including HSE Inspections

and accident investigations that are relevant to BGCBC. This relationship has proved invaluable, particularly when the Authority has required advice and guidance from HSE.

The advisors also work closely with Organisational Development/Human Resources colleagues, particularly with regard to Occupational Health issues. There is also a close liaison with the Insurance/Risk Management team on liability issues.

Through the period under consideration the Advisors have worked with all the areas of the Authority providing regular updates and interpretation of the Covid 19 specific guidance. The Advisors have spent a great deal of time supporting the Education Department and other services to establish covid mitigation in schools and other premises.

Service Level Agreement with Aneurin Leisure Trust

The corporate Health and Safety advisers also support the Aneurin Leisure Trust(ALT) through a Service Level Agreement. This includes Health and Safety advice, reporting ALT accidents and incidents and undertaking investigations. The Health and Safety team also undertake health and safety inspections and Fire Riaks assessments for ALT. This covers all Libraries and Learning Centres in the Borough, Leisure Centres, Bryn Back Park and Bedwellty House. The data for the work by the Health and Safety Advsiors (which increased due to covid 19 mitigation) for the trust is not included in this report.

Occupational Health

The Authority uses a contracted service for its Occupational Health Service. An Occupational Health Nurse provides a 2 day per month clinic service for medical referrals, pre-employment screening and health surveillance. An Occupational Health Practitioner provides a 2 day per month clinic service and is also able to provide appointments at alternative locations as and when required. The breakdown of the departmental call on theOccupational Health can be seen in Table 1.

Directorate	Referrals
Corporate Services	23
Education	6
Regeneration & Community Services	57
School Based	82
Social Services	145
Total	313

Table 1: Employee Referrals to Occupational Health

Safety Committees and Safety Representatives

The various Trade Unions representing employees of the Authority and Schools have accredited Health and Safety Representatives. The Head of Organisational Development has regular meetings with the various Trade Unions and Health and Safety issues are discussed.

A Corporate Health and Safety Group made up of trade unions and senior managers has been established and meets quarterly.

4. Accident/Incident Statistics

All Services and schools report all accidents and incidents to the Health and Safety Advisors. It is a legal requirement that all incidents and accidents are recorded and that they are reviewed with consideration of action that would reduce the risk of a recurrence. The Advisors record all these accidents/incidents and then evaluate what needs to be reported to the Health and Safety Enforcing Authority under the requirements of the Reporting of Incidents, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

Briefly, accidents/incidents are reportable to the Enforcing Authority where:

- an employee has a major injury such as a broken bone(not fingers)
- is absent or unfit for their normal work for more than 7 days, or
- a non-employee requires immediate medical treatment at a hospital following a work related accident.

For detailed information please see [Appendix 1](#) which contains a table of the incidents and accidents for the Authority.

50 accidents/incidents were further investigated by the Health and Safety Department to ensure that details were correct and/or any required mitigations were carried out.

4.1 Employee Accidents

The 3 years trend for accidents in the Authority by department is shown in Figure 1.

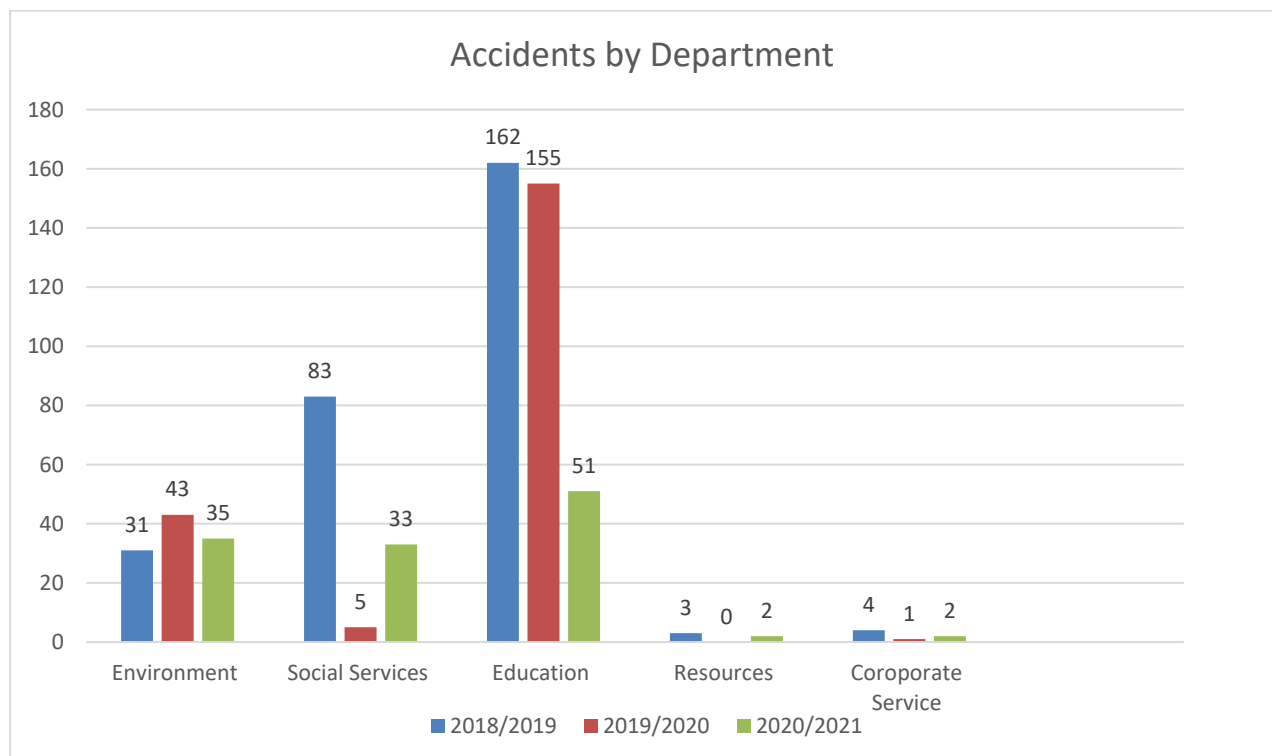


Figure 1: Accident by Department – 3 Year Trend

The total number of employee accidents/incidents has **decreased** from 204 in 2019/2020 to 122 in 2020/21. This is thought to be applicable in the greater part to many of the Authority's workers who were home based, furloughed or with other workplace restrictions/premises closures through a large part of the time that this report covers.

It is interesting to note that the numbers of accidents that occurred in the Environment Department fell despite the fact the Department continuing to work as normal throughout this period.

The data available for social services has risen with many of these incidents being minor accidents to care workers. This number is significantly down on the 2018/19 number of accidents again due to the limited activities of sections of the social services department(e.g. Day Services).The number of presented accidents in the Social Services Department for 2019/2020 are thought to be inaccurate.

The number of accidents to employees in the Education Department has fallen due to the disruption to the School Year through changes to school activities and the length of time that the School premise were closed.

4.2 Employee Accidents Reportable to HSE

Figure 2 shows employee accidents that were reportable to HSE.

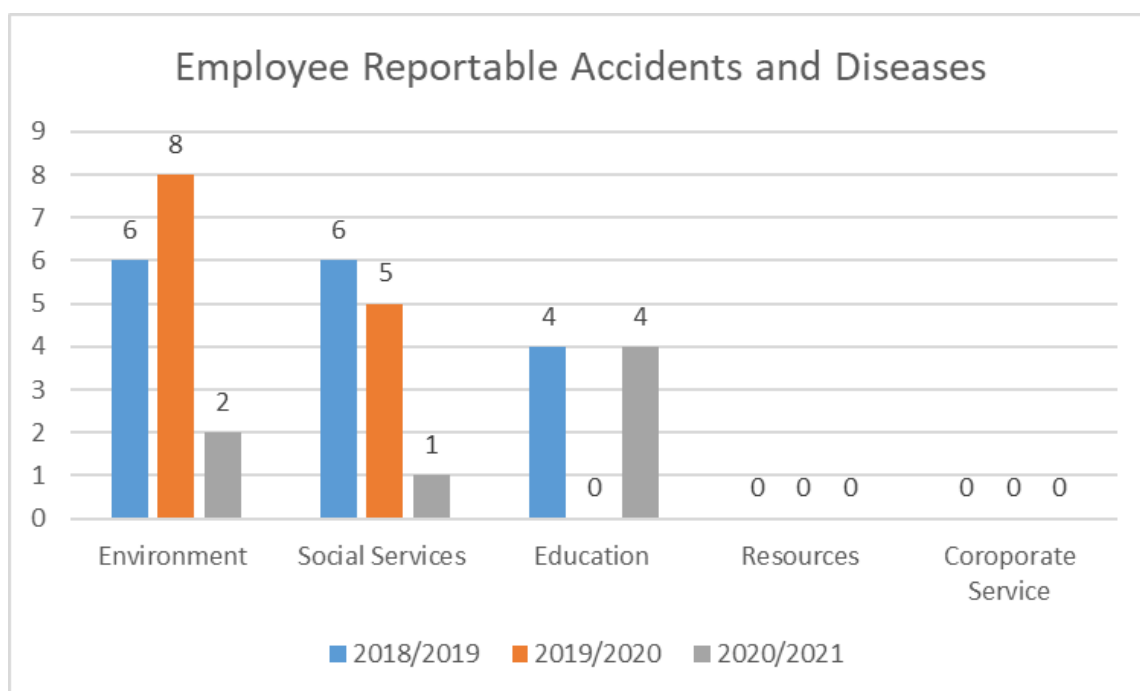


Figure 2: Employee Reportable Accidents – 3 Year Trend

There was a decrease in employee reportable accidents from 13 in 2019/20 and to 7 in 2020/21. It is positive to note that there is a significant fall in reportable accidents in the environment department with both these reportable accidents being over 7 day injuries from falls.

Also there is a fall in the social services accidents. This can be attributed to the amended activities of some of the department.

The 4 incidents in the education department were 4 cases of work transmitted Covid 19 from one instance in the same educational setting.

4.3 Accidents to Non employees

Figure 3 shows the number of accidents to non-employees between 1.4.20 and 31.3.21.

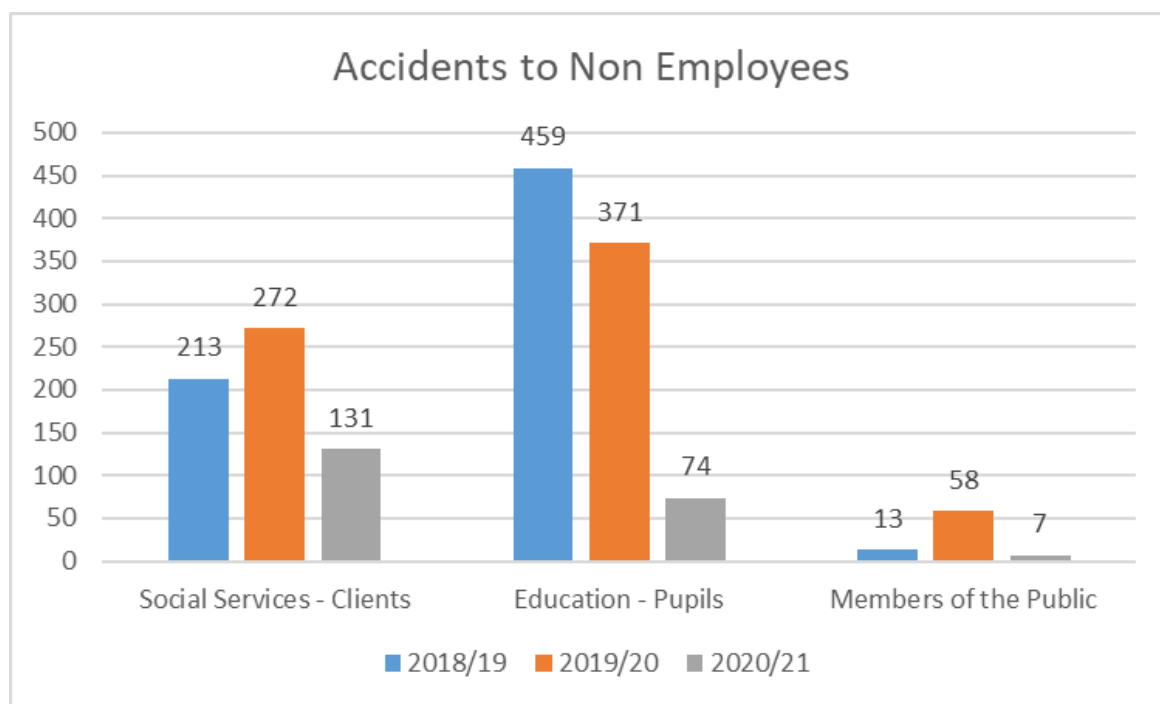


Figure 3: Accident by Category for Non employees – 3 Year Trend

The number of the accidents to non employees have fallen for all three categories in the period under consideration. The significant fall in accidents to pupils and members of the public can be attributed to the closure of schools and public buildings over the period. The fall in the number of accidents to clients of the social services can be attributed to the reduced services such as Day Services etc.

It should be noted that there is inconsistency in the reporting of pupil accidents/incidents by schools. For example some schools of similar size have very different number of accidents/incidents reported and there is a possibility that there may be both under-reporting (not reporting what procedures require) and over-reporting (relatively trivial incidents being reported).

The majority of the 131 accidents to clients of the social services can be attributed to clients in care homes.

4.4 Accidents to Non employees Reportable to HSE

Figure 4 shows non employee accidents that were reportable to the HSE.

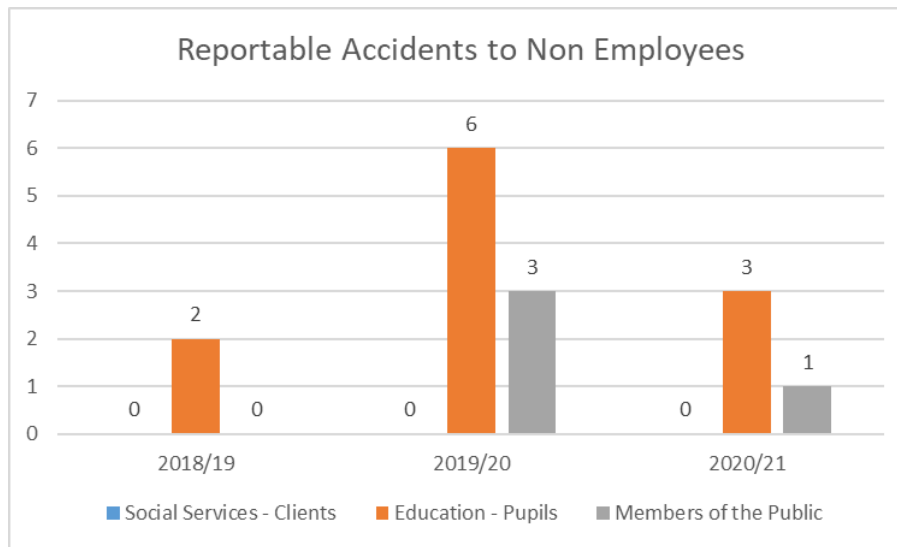


Figure 4: Reportable accidents to Members of the Public

There has been a decrease in these accidents from 11 in 2019/20 to 4 in 2020/21. These 4 accidents occurred on school premises and were mainly falls.

4.5 Reportable diseases and dangerous occurrences

Certain diseases (e.g. hand arm vibration syndrome and occupational dermatitis) and dangerous occurrences (e.g. failure of lifting equipment, exposure to Asbestos Containing Material) are reportable under RIDDOR. There were 4 reportable diseases in 2020/2021 which were Covid 19 related workplace transmission. .

Due to the evolution of the guidance from the Welsh Government through 2020/21 concerning the reporting of work related COVID 19 cases the Authority only reported 4 cases of work related COVID 19 to the HSE. There were more possible work related cases than the 4 that were reported but this was difficult to quantify.

4.6 Covid 19 Cases

The Covid 19 cases that were recorded in 2020/21 are shown in Table 2. There were a total of 644 recorded staff absences (confirmed positive or self isolation as contacts) due to Covid 19.

Service	Number of cases
Flying Start children	3
Cwrt Mytton/supported living residents	26
Employees in total	323
School based employees	106
School pupils	168

Table 2: Reported Covid Cases in the Authority 2020/21

4.7 Cost of Accidents/Incidents

There are no current methods of calculating the cost of accidents, the cost (in terms of lost wages and basic on-costs such as superannuation and National Insurance) of reportable (over 7 day injury) accidents or any other time lost accidents. However there has to be a significant financial pressure on the Authority as in addition to lost wages the following applies:

- Cost of temporary/seconded employees to cover long term absence.
- Overtime payments to cover absent employees.
- Administrative costs.
- Insurance costs.
- Possible loss of production.

5. Specific Issues

Attendance Management

Improving attendance remains a key priority for the Council although during this period a high percentage of staff were either based at home or furloughed. The outturn figure for 2020/21 was 9.98 which was within the annual target of 10.5 days. This is an improvement on the 2019/20 of outturn of 13.48 days. This gave a year on year improvement of 3.5 days. .

The main cause of total days lost was due to mental health illnesses.

Table 3 shows the top 5 reasons for sickness absence in 2020/21. 38% of sickness absence was due to psychiatric/mental health illnesses which was the main cause of sickness absence in the previous year. This accounted for 38% of all sickness absence. The other reasons were musculoskeletal injuries, cancer and gastro- intestinal problems. These were similar to last year. The new issue that has arisen in 2020/21 is sickness absence due to Covid and this accounted for 14.4% of absence.

Rank 2020/21	Category	% sickness	Rank 2019/20
1	Psychiatric / Mental Health	38.0%	1
2	Musculoskeletal & Injuries	16.9%	2
3	COVID-19 (confirmed / symptoms)	14.4%	-
4	Cancer	6.60%	3
5	Gastro-intestinal	5.47%	4

Table 3: Top 81% reasons for Sickness absence 2020/21

Management of Work Related Stress

It is the expectation that managers refer all employee absences caused by stress to Occupational Health. Departments have been reminded of the need to risk assess (using a stress management toolkit) and manage work related stress during these challenging times. The Council has a employee assistance programme and information on resources is published to the workforce on a weekly basis. The Workforce Strategy will continue the focus on the wellbeing of the workforce. .

With staff continuing to work at home and also moving to the new Agile Working System it is important that Managers maintain regular contact with staff to ensure that employee stress is monitored and acted upon.

Updated Legislation

Through the period under consideration there were continual covid 19 related Regulations and guidance provided by the UK and Welsh Government which required constant interpretation and circulation of this guidance to the appropriate Departments.

Review of Policies and Guidelines

The current suite of Policies and guidelines are shown in Table 3. The policies and guidelines that were reviewed in 2020/21 are highlighted in red .

POLICIES:	
<u>Health & Safety Policies</u> <ul style="list-style-type: none"> Asbestos Policy Display Screen Equipment Policy Lone Working Policy Smoke Free Policy Statement of Safety Policy 	<ul style="list-style-type: none"> Policy on Contractors working on Council Properties & Services Violence & Aggression Policy Work Related Stress Policy <u>OD Policies</u> <ul style="list-style-type: none"> Alcohol and Drugs Attendance Management
HEALTH AND SAFETY GUIDELINES:	
<ul style="list-style-type: none"> Construction (Design & Management) Regulations Control of Contractors Control of Legionella Bacteria in Water Systems Criteria for Eye Protection First Aid at Work Glazing Gritting of Council Work Places Guidance for Children not yet Toilet Trained Provision and use of Work Equipment Regulations (PUWER) 1998 Permits to Work Responsible Person 	<ul style="list-style-type: none"> Use of Voluntary Workers Working Time Regulations Lifting Operations and Lifting Equipment Regulations (LOLER) Risk Assessment Guidelines Young People at Work Immunisations Hand/arm vibration Noise School caretakers Preventing Finger Entrapment Personal Protective Equipment (PPE) Prevention of Arson in Schools New and Expectant Mothers at Work Special Educational Needs (SEN) Working at Heights Workplace Health, Safety and Welfare
PROCEDURES:	
<ul style="list-style-type: none"> Accident/incident Reporting 	<ul style="list-style-type: none"> Generic Fire Drill (to be adapted by each premises Responsible Person)

Table 3: Policies and Guidelines

Interventions by Enforcing Authorities

Health and Safety Executive (HSE)

There were 4 visits to Blaenau Gwent premises ((Ystruth Primary, Bro Helyg, Willoughton Primary, Georgetown primary) during 2020/21 by the Health and Safety Executive. These were to review Covid 19 arrangements in schools and the HSE concluded all 4 schools had carried out a suitable and sufficient covid risk assessment and were managing the risks in practice.

South Wales Fire and Rescue Service(SWFRS)

There were 6 interventions in the form of audits in Blaenau Gwent schools by the South Wales Fire and Rescue Service (SWFRS) in 2020/2021. The Audits were desk top exercises due to the Covid 19 pandemic. Any issues raised were all very minor and both the Authority and the schools responded and complied

Schools audited by SWFRS

- Tredegar Comprehensive School
- Glanhowy Primary School
- Abertillery Learning Community(Tillery Campus)
- PenyCwm School
- Ebbw Fawr Learning Community Secondary Phase
- Blaenycwm Primary School

In addition Brynmawr Foundation school was also audited by SWFRS so this intervention was against the Governing Body not BGCBC. However due to Service Level Agreements with the Authority the governing body was assisted in the response.

Fire Risk Assessments

The Health and Safety Advisors carried out 12 statutory Fire Risk Assessments (FRA) in 2020/2021. Written replies were received to 3 of these and the outstanding replies are from:

- Abertillery Youth Centre
- Cwm Youth Centre
- Cwrt Mytton
- VITCC Centre
- Ebbw Vale Multi Storey Car Park
- The Works MSCP
- Brynithel Flying Start
- Hilltop Flying Start hub/Sports Pavillion
- Flying Start Cefn Golau Hub

Health and Safety Inspection

The Corporate Health & Safety advisors carried out 19 inspections in 2020/2021. These inspections were not covid specific but any covid issues in the premises were identified. Written replies were received to 7 of these and the outstanding replies are from:

- Brynithel Cemetery
- Cefn Golau Cemetery
- Blaina I C C
- Ebbw Vale Family Resource Centre
- Cwrt Mytton Residential Home
- Brynmawr Cemetery
- Blaina Cemetery
- Cwm Cemetery
- Dukestown Cemetery

- Anvil Court
- VITCC Centre
- Vision House

COVID 19

The Covid 19 pandemic effectively started in the UK in February 2020 and continues to date so the whole financial year 2020/2021 was completely dominated by Covid risks and mitigation. The impact and mitigation required by all BGCBC services and schools was infinite and the pressures on services and many employees was almost unbearable. It is impossible to provide a detailed account of all the mitigation BGCBC as an employer implemented during the year but the following are some stand out examples:-

Adult services

Clearly, in terms of risk, to employees and service users residential services were the highest Covid risk service of the Authority. The impact on the service was so far reaching and challenging it is difficult to quantify. Whilst there are many examples of incredible efforts to mitigate Covid one stands out example in the early days of the pandemic was the decision to “lock down” Cwrt Mytton to all visitors before there was any guidance or directive from Governments or Public Health Authorities on care homes. This no doubt prevented Cwrt Mytton being significantly affected by cases in the “first wave” of the pandemic.

In addition other adult services had to be maintained in their entirety or modified at all stages of the pandemic. This required enormous efforts in areas such as supported living, domicillary care, social workers, community meals etc to mitigate risks whilst providing such services as “normally” as possible.

Children’s Services

Obviously, most children’s services had to be maintained at all stages of the pandemic be it Social Workers continuing with their statutory interventions, contact with families, childcare for key workers or operating as normal. This required enormous efforts to mitigate risks whilst providing such services as “normally” as possible.

Neighbourhood Services

Service such as waste collection , highways maintenence, cemeteries etc. had to continue to operate as normal during the pandemic. This presented huge challenges as none of this work can be done from home or with any possibility of social distancing particularly in vehicles. At the early stages of the pandemic there was literally no Government or industry covid guidance for this type of work to refer to so the service had to be creative and mitigate the risks as best as they could. An example would be that the service both designed and made screens to separate drivers from passengers and support vehicles were deployed to reduce numbers in the vehicle cabins. It is important to note that these services operated as normal from the first lockdown to date.

Environmental Health

Whilst much of the impact and work of Public Protection during the pandemic was of a regulatory nature (on covid matters and as such the detail is not for this report on BGCBC as an Employer) Environmental Health colleagues provided invaluable guidance to services and especially schools on all aspects of covid transmission and mitigation.

Schools

The challenges faced by the Authority and schools were enormous and even though school premises were closed for some of the financial year many remained open as re-purposed schools for key worker childcare and vulnerable learners. The particular challenges for schools were the inability to ensure social distancing, Home to School Transport, keeping children in contact groups, the requirements of Test, Trace and Protect with case management, detailed risk assessments, learners and staff with health issues vulnerable to covid and so on. One stand out example of mitigation was at the early stage of the pandemic and the need to provide re-purposed schools for childcare associated with key workers and vulnerable learners. Within days of this requirement being announced a number of BG schools had to establish such facilities ensuring risk assessments and mitigation was in place when there was far less knowledge (than now) of covid risks and transmission. Another example is the highly effective collaboration between services of the Authority (Education, cleaning, catering health and safety, Human Resources, transport, Technical Services, Environmental health etc) and schools on all aspects of covid risks and mitigation. This collaborative approach was recognised in the Estyn Thematic Review as being strong.

Health and Safety Advisors

Before the pandemic communicable diseases were generally not considered to be a workplace Health and Safety issue (normally defined as preventing workplace injury and ill health caused by work such as musculoskeletal issues, noise, vibration, asbestos etc). However the pandemic became a workplace Health and Safety issue and all Employers had to consider covid as a workplace risk to assess and mitigate. The Advisors were effectively deployed almost full time on covid related matters and provided guidance to all services and schools. There were multiple covid inspections of all workplaces (BGCBC, schools and leisure trust premises) during 2020/21, workplace investigations after cases and clusters, interventions where there was non compliance with covid mitigation etc. The advisors also provided guidance to address the impact covid mitigation had on any other risks (eg fire safety).

A great deal of time was also spent on supporting the development of Covid risk assessments for all the workplaces or work activities within the Authority. These risk assessments were also regularly reviewed as more information regarding Covid 19 was revealed and new guidance produced. These risk assessments were also followed up with visits to ensure that the mitigations detailed in the risk assessments were in place and proportionate.

Health and Safety Training

The need for training is identified in the risk assessment process, and as and when refresher training is required. All Services are committed to ensuring training is provided to comply with

legislation and individual training needs. Examples of the training provided to BGCBC staff from all sources are:

- Risk assessment
- General health and safety
- Fire safety
- First aid
- Moving and handling
- Managing violence/restrictive intervention
- Banksman training
- Responsible person
- Asbestos awareness
- Hand/arm vibration and noise

Training in 2020/21 was severely impacted by the pandemic between alteration of service delivery, furlough and staff working from home. Therefore the ability to deliver statutory or advisory training was difficult and in some cases impossible. It is imperative that staff that require training are identified by their managers and are appropriately trained so the Authority faces a significant backlog of such training. The only training that the HSE allowed to extend certification for was for First Aid so BGCBC like many employers is vulnerable on this point particularly with personal injury claims.

Insurance

During 2019/20 the number of Insurance claims received by the Authority in respect of all types of incidents involving employees and the public was 95 which is of the same order of the level of claims received in the previous 4 years. 4 of these claims related to Employers Liability.

The number of public liability claims against the Council decreased from 56 to 52 with the vast majority being for claims relating to alleged accidents on the Highway.

The Council are able to maintain a robust defence to the allegations made against it. The Insurance team invest significant effort into defending claims and relies on the cooperation of colleagues on the front line to maintain the policies and practices which allow claims to be defended.

In the current legal environment the establishment of Qualified One Way Costs Shifting (QOCS) means that the financial burden of defending claims rests with the Authority unless Fundamental Dishonesty is proven (the burden of proof being extremely high) against the Claimant.

Motor claims have increased in 2020/21 to 39 claims. The highest number of reported incidents resulting in claims are still for potholes (19), hit stationary vehicle (16) and "reversing". (11). All of which have seen an increase.

	Employer's Liability	Motor Vehicle	Public Liability	Total
1/4/2016 - 31/3/2017	8	29	46	83
1/4/2017 - 31/3/2018	10	36	64	110
1/4/2018 - 31/3/2019	4	26	74	104
1/4/2019 - 31/3/2020	6	21	56	83
1/4/2020 - 31/3/2021	4	39	52	95

Table 4: Insurance Claims 2021/21

Capacity

As with previous years it is clear that there are capacity issues for some department's/services to carry out all the required Health and Safety and Fire Safety management regimes and this has been further impacted by Covid 19 pandemic. However it is important to note that the pandemic cannot be used as a reason for Health and Safety/fire safety standards to lapse.

The Health and Safety advisors, Human Resources advisors and sometimes the Insurance Team have regularly reported non-compliance to managers. One of the often cited reasons for any non-compliance is capacity.

The Corporate Health and Safety Advisors can audit compliance but as there are only two officers their capacity is also extremely limited and this has been revealed further by the requirements of the pandemic (effectively deployed full time on covid 19 matters).

Departments and services should regularly review their compliance standards and ensure any gaps in capacity are addressed. Corporate Health and Safety and HR can advise where possible but ultimately managers are responsible for managing any risks.

6. Conclusions

The headline positive features for the Authority's health and safety performance in 2020/21 were:

- The reduced numbers of accidents and reportable accidents due to reduced activities
- The robust and totally comprehensive response to the Covid 19 pandemic
- The 4 HSE interventions on covid 19 in schools had a very positive outcome.
- The 6 interventions by the SWFRS only identified minor issues.

The headline areas of concern in the Authority's health and safety performance in 2020/21 were:

- Concerns around capacity reported by Directorates in managing health and safety
- Challenges in health and safety requirements created by the management of Covid 19
- The reduced amount of regular Health and Safety activities and training which will create a 'catch up' period
- No response to some health and safety inspections and fire risk assessments by some departments and services.

7. Recommendations

1. Each Directorate Management Team to continue to review their health and safety management arrangements and ensure they have the capacity to comply with statutory duties. Also to ensure that the individuals that are aware of their responsibilities and have received the appropriate information and training.
2. It is recommended that any strategic/operational decisions taken by services must be subject to a health and safety risk assessment within the wider impact assessments. Any identified risks should be managed through an implementation plan and identify leads. If there are capacity issues identified by service directorates that put the authority at risk then this may need escalation to the Corporate Risk Register and review at the Corporate Leadership Team to take action.
3. Each Corporate Director to review the lack of response to some Fire Risk Assessments and Health and Safety inspections.
4. Inconsistencies in school pupil accident/incident reporting to be addressed by the Corporate Health and Safety Advisors and the Education Directorate through directing the Heads to the Accident reporting policy and encouraging the use of the online reporting system.
5. Health and safety/fire safety should continue to be a key consideration and included in corporate templates such as programme, project and Financial Efficiency Projects etc to ensure risks are identified and that compliance is considered throughout the project.
6. All departments and schools identify what required training has been not been delivered during the pandemic and prioritise the back log and catch up during 2021/22.

APPENDIX 1: CORPORATE HEALTH & SAFETY MANAGEMENT INFORMATION REPORT (1 APRIL 2020 – 31 MARCH 2021)

	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
Number of Accidents – BGCBC Employees	8	3	6	7	11	21	15	19	12	4	3	13	123
Number of Accidents – ALT Employees	0	0	0	0	1	0	0	0	0	0	0	0	1
Number of Accidents – Pupils	0	1	3	1	0	21	13	14	6	1	4	10	74
Number of Accidents – Members of the Public in BGCBC premises	0	0	1	0	0	0	1	2	0	2	1	0	7
Number of Accidents – Service Users (Social Services)	15	32	19	17	20	9	0	0	2	3	7	7	131
Number of Accidents – Members of the public in ALT premises	0	0	0	0	0	1	0	1	2	0	0	0	4
Total No. of Accidents	23	36	29	25	32	52	29	36	22	10	15	30	340
No. of Reportable Accidents to BGCBC Employees	0	1	0	0	0	0	0	4	0	1	0	1	7
No. of Reportable Accident to Non – Employees in BGCBC premises	0	0	0	0	0	1	0	2	0	0	0	1	4
Total No. of Reportable Accidents	0	1	0	0	0	1	0	2	0	1	0	2	7
No. of Reportable Diseases and Dangerous Occurrences	0	0	0	0	0	0	4	0	0	0	0	0	4
No. of Accidents/Incidents Investigated Op 2 & 3	0	0	1	0	0	3	2	4	1	1	0	2	14
• Non Employee	0	1	1	1	0	5	6	11	10	0	0	1	36
• Employee													
No. of Incidents of Violence & Aggression	0	0	0	0	0	0	0	0	0	0	0	0	0
• Non Employee	2	2	1	3	2	13	9	3	7	1	1	7	52
• Employee													
No. of Interventions by HSE From Steve	0	0	0	0	0	0	4	0	0	0	0	0	4
No. of Interventions by the Fire Authority	0	0	0	6	0	0	0	0	0	0	0	0	6
No. of BGCBC Premises Health & Safety Inspections	1	0	0	7	7	0	0	0	0	0	2	3	19
No of ALT Health and safety inspections	0	0	0	1	1	1	0	0	0	0	0	6	9
No. of BGCBC Fire Risk Assessments	2	0	0	1	3	1	0	0	0	0		0	12
No of ALT Fire Risk assessments	2	0	0	0	2	0	1	0	0	0	0	1	6
No. of health & safety/fire safety training Sessions Delivered	0	0	0	0	0	0	0	0	0	0	0	0	0
No. of Persons Given Health & Safety Training	0	0	0	0	0	0	0	0	0	0	0	0	0

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Agenda Item 10

Executive Committee and Council only

Date signed off by the Monitoring Officer:

Date signed off by the Section 151 Officer:

Committee: **Corporate Overview Scrutiny Committee**
Date of meeting: **22nd October 2021**
Report Subject: **Update on UK Resettlement and Asylum Seeker Dispersal Schemes**
Portfolio Holder: **Leader of the Council, Councillor Nigel Daniels**
Report Submitted by: **Bernadette Elias, Chief Officer Commercial and Customer**

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 27/9/21	30 /9/21	12.10.21			22/10/21	10.11.21		

1. Purpose of the Report

- 1.1 To provide an update on participation supporting the UK Resettlement scheme (which recently has included supporting the resettlement of Afghan nationals), and seek support for the participation in the Home Office Widening Asylum Seeker Dispersal Scheme prior to being presented to Executive.

2. Scope and Background

Overview and update on UK Resettlement Schemes

- 2.1 In response to the humanitarian crisis in Syria, in 2015 the UK Government made a national commitment to resettle up to 20,000 Syrian refugees throughout the course of 5 years. During that time, and in recognising of the vital role in helping refugees resettle into the UK, local authorities and community partners were encouraged to support the national resettlement programme. In 2016, Blaenau Gwent welcomed the first Syrian family and since that time has successfully resettled 4 refugee families comprising 20 individuals.
- 2.2 Based on the success in delivering the refugee programme and the ongoing national commitment to resettling people who are at most risk of harm, the UK government has encouraged authorities to continue to support refugee resettlement. In 2019, Blaenau Gwent demonstrated a continued commitment to support this national effort by agreeing to continue participating in the UK Resettlement Scheme (UKRS).
- 2.3 In the lead up to the withdrawal of UK and NATO forces from Afghanistan the UK Government established a standalone scheme to relocate Afghan Interpreters/former Locally Employed Staff (LES) who had assisted UK forces throughout the conflict. Those who qualified for the scheme and who chose to relocate to the UK with their families are not expected to return to Afghanistan.
- 2.4 In May 2021, given the acceleration of the Afghan scheme, the Home Office in collaboration with the Wales' Strategic Migration Partnership (WSMP) wrote to all local authorities requesting potential support. Following these

discussions, and in recognition of the existing pledge made by the Council to continue to support the UKRS, support for the Afghan Scheme was prioritised.

- 2.5 Working with lead officers and partners - as part of the resettlement approach – has ensured that all appropriate support arrangements have been established and the first Afghan family were welcomed into the borough on 9th September.
- 2.6 The capacity of local services is a key element that has underpinned the authority's engagement in the resettlement scheme(s) thus far and to ensure a proportionate level of participation is considered, with regards to future engagement, we have consulted with local partners. Following these discussions, it is proposed that a commitment be made to resettle a total of four Afghan families, this will largely be governed by the availability of suitable accommodation.
- 2.7 **Widening Asylum Seeker Dispersal**
- 2.8 The Home Office is responsible for fulfilling the United Kingdom's obligation under the 1951 United Nations Convention relating to the status of Refugees (The Geneva Convention) and ensuring that those genuinely fleeing persecution are given the protection they need.
- 2.9 To achieve this, the UK Visa and Immigration (UKVI) provides support services for Asylum Seekers, failed Asylum Seekers and Refugees. Statutory provision is in accordance with Immigration and Asylum Act 1999 and the Asylum Support Regulation 2000.
- 2.10 The UK has a proud history of granting asylum to those who need it. The number of asylum applications to the UK peaked in 2002 at 84,132. After that the number fell sharply to reach a twenty-year low point of 17,916 in 2010, before rising again to reach 35,737 in 2019.
- 2.11 Due to a shortage of known and suitable accommodation in existing dispersal areas, to assist with future planning and the requirement to create equitable distribution of people seeking asylum amongst Local Authorities in the UK, the Home Office have requested that every Local Authority participates in the Widening Dispersal Scheme to increase opportunities throughout the UK where Asylum Seekers can reside.
- 2.12 On 5th March 2021, a meeting was convened with WLGA, inviting Chief Executives of all Wales Local Authorities to discuss assisting with Widening Dispersal. The Home Office is looking for an 'In Principal Agreement' that permits an accommodation provider contracted by the Home Office to source accommodation for people seeking asylum.
- 2.13 The Home Office has not predetermined the number of people to be placed in each area but want to establish a dialogue that identifies the capacity of each Local Authority and to agree a way forward that works to enable participation.

- 2.14 In March 2021, the Home Office advised there were approximately 10,000 asylum seekers in contingency accommodation (hotels) in England, largely in the Kent and London areas. Significant backlogs in the system to process applications have been caused by the pandemic and there is an urgent need for all areas of the UK to contribute to supporting asylum seekers to move into more suitable, temporary accommodation while their applications for asylum are processed.
- 2.15 Cardiff, Swansea, Wrexham and Newport are the four areas of Wales that are currently designated as Asylum Seeker Dispersal areas. All four local authorities remain committed to the programme, however additional support from all Wales Local Authorities is required in order to contribute to the Home Office target of supporting a further 800 individuals to be accommodated in Wales. More recently Caerphilly, Rhondda Cynon Taff and Conwy have also made progress in their initial phased participation in the scheme.
- 2.16 Further to the all Wales discussions held in March 2021, a follow up meeting with the Wales Strategic Migration Partnership, Home Office and Torfaen County Borough Council has taken place. These preliminary officer discussions explored the potential role Blaenau Gwent could play, recognising the potential benefits of a regional approach to widening asylum dispersal.
- 2.17 As part of the developing regional approach it is proposed that the Council participate in a pilot with two properties focussed at families. This is comparable with the level of participation that has been offered in other areas and considered proportionate for Blaenau Gwent. The pilot would include a full review at a 12-month stage to determine whether the Councils continue with the arrangements of 2 properties, reduces participation, or has the scope to increase participation.
3. **Options for Recommendation**
That Corporate Overview Committee:
- 3.1 **Option 1:**
- i. Notes the progress made in participation with the UK resettlement, including most recently the Afghan resettlement programme; and
 - ii. Supports the proposal to participate in the Widening Asylum Seeker Dispersal Scheme as a pilot, prior to being presented to Executive.
- 3.2 **Option 2:**
- i. Notes the progress made in participation with the UK resettlement including most recently the Afghan resettlement programme; and
 - ii. Does not support the proposal to participate in the Widening Asylum Seeker Dispersal Scheme as a pilot, prior to being presented to Executive.
4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

4.1 The UK Resettlement Schemes continues to operate sustainably, with excellent partnership work taking place between third sector organisations, the University Health Board and the Local Authority. There are also very strong links with Education establishments within the Authority and the coordinated approach to Blaenau Gwent's work has received widespread recognition. Participation in the Wider Dispersal Scheme would build on this partnership approach and contribute to the Welsh Governments stated ambition that Wales is a Nation of Sanctuary.

5. **Implications Against Each Option**

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

5.1.1 **Asylum Dispersal**

Asylum Seeker accommodation and support are funded by the Home Office directly, therefore no funding will be given to the Local Authority. Any additional costs associated with Education or Social Care needs of individuals or families arriving into Blaenau Gwent as part of this scheme will need to be met by the Council through existing budgets.

5.1.2 Whilst a decision on an Asylum Seeker's 'Right to Remain' as a refugee is made, all living costs are covered by the Home Office through their delivery partner Clearsprings Ready Homes.

5.1.3 Should an individual be granted Leave to Remain, there may be on-going welfare benefit costs until the person secures employment and becomes financially independent. Eligibility to claim Housing Benefit is determined by the status awarded when someone enters the UK. If granted the right to reside, then the entitlement to claim housing benefit would be at Local Housing Allowance rates for properties.

5.1.4 **UK Resettlement Scheme**

The resettlement programmes are different, these schemes are government funded, and this funding is tapered over 5 years. The grant the LA receives allows the authority to support each arriving family – this support is wide ranging and consists of anything from furnishing their accommodation to helping families adjust to life in the UK. We commission Displaced People in Action (a third sector organisation procured on a regional contract across the 3 West Gwent authorities) to work with each family in supporting them to orientate to their new communities. Each family has an assigned case worker who will assist the family throughout their initial 3-5 years, this support focuses on building independence – supporting families with befriending, volunteering opportunities and, at a later stage, assisting families access employment.

5.1.5 To establish a strong sense of belonging to their new communities, we also promote the value in learning English language and have commissioned and ESOL provider (People Plus) to provide home tuition for all adult refugees. Support has also been extended to schools who have welcomed refugee children and has funded additional language needs provision – all supported by the Home Office funding.

5.2 ***Risk including Mitigating Actions***

5.2.1 **ACCOMMODATION AND SUPPORT FOR ASYLUM SEEKERS**

Participating authorities in the Asylum Dispersal scheme do not need to source or maintain properties as this is done by Clearsprings Ready Homes in Wales. Clearsprings Ready Homes accommodate and support Asylum Seekers in the private rented sector and equip accommodation (including rent, licensing, furnishing property maintenance and payment of utility bills). They work closely with the Authority to identify suitable locations to source accommodation that is economically viable and with access to public transport routes and in proximity to community services.

5.2.2 They provide full support for individuals and families into a community whilst their asylum application is being assessed. The length of stay in asylum accommodation can be anywhere between 6 months and 2 years, depending on the complexity of the case.

5.2.3 Migrant Help will work in tandem with ClearSprings Ready Homes across potential new areas in Wales.

5.2.5 **CEASING SUPPORT FOR ASYLUM SEEKERS**

For those who are granted protection, their access to cash support and accommodation will cease within 28 days of receiving the decision in relation to their application.

5.2.6 Those individuals who have been refused asylum can appeal and will continue to receive support whilst they have an appeal outstanding. When they exhaust their appeal rights, cash support and accommodation will cease 21 days after the final decision.

5.2.7 At present people without children whose appeal has not been upheld are expected to return their country of origin. However, Section 4 support may on occasions continue to be provided if there is a short-term barrier to them leaving. If they refuse to leave, removal can be enforced (but not to all countries).

5.2.8 At present, for families with children under 18, accommodation and cash support only ceases if someone is granted asylum. Families who are refused asylum at present remain supported by UKVI if they have children under 18 and until their youngest child is 18.

5.3 ***Legal***

5.3.1 **LEGAL IMPLICATIONS/LEGISLATION CONSIDERATIONS FOR ASYLUM SEEKERS**

The power to enforce a Local Authority to participate in widening dispersal exists under the Immigration and Asylum Act 1999. The Minister has made it clear to UKVI that engagement with all Local Authorities will be undertaken and will ensure that all options are exhausted before use of these powers will be considered.

- 5.3.2 The Council has neither the statutory duty nor the power to provide financial support or accommodation to Asylum Seekers. Section 95 of the Immigration and Asylum Act 1999 provides that the Secretary of State may provide or arrange for the provision of support for Asylum Seekers and their dependents who appear to be destitute. Section 95 support is paid via an Aspen Card, which can be used to withdraw cash as well as used in shops to buy provisions
- 5.3.3 If an Asylum Seeker is granted Refugee Status, Humanitarian Protection, Discretionary Leave (unless a 'No Recourse to Public Funds' condition is attached); or Indefinite Leave to Remain, they are then able to access mainstream benefits on the same basis as a British National. Where an Asylum Seeker is granted one of these statuses the Council may have a statutory obligation to prevent homelessness.
- 5.3.4 Failed Asylum Seekers may remain in the UK with no recourse to public funds until they are served with removal directions by the Home Office. Section 115 of the Immigration and Asylum Act 1999 states that a person will have 'no recourse to public funds' if they are subject to Immigration control. Public funds include welfare benefit and public housing.
- 5.3.5 **DEFINITIONS**
Asylum is protection given by a country to someone fleeing from persecution in their own country. An **Asylum Seeker is someone who has applied for asylum and is awaiting a decision on whether they will be granted Refugee status.** An asylum applicant who does not qualify for refugee status may still be granted leave to remain in the UK for Humanitarian or other reasons. An Asylum Seeker whose application is refused at initial decision may appeal the decision through an appeals process and, if successful, may be granted leave to remain.
- 5.3.6 If the application is accepted, an Asylum Seeker will generally be granted 5 years refugee status. Successful applicants can work, live and study in the UK and access public funds.
- 5.4 **Human Resources**
- 5.4.1 There are limited Human Resources implications to supporting asylum seekers during the application process, ClearSprings Ready Homes provide the management and support for asylum seekers.
- 5.4.2 In the likelihood of asylum seeker families arriving into the borough, there will however be education implications. The authority will be required to provide education for all *accompanied* children, this has implications for any schools within the catchment area of the procured accommodation.
- 5.4.3 From the learning experiences gained in delivering the UKRS (which has supported the resettlement within the borough of refugees from several countries from the Middle East and North Africa region), the degree of mental health complexities may also be a draw on local services. Whilst the psychological trauma of children has been a common presentation in several

cases (although not in all), adult mental health (influenced by previous experiences of torture, sexual violence and bereavement) have provided significant challenges, confounded by lengthy waiting lists and in some areas a lack or limited mental health care services.

- 5.4.4 In recognition of the possible resource implications – we are proposing a proportionate yet cautious approach to the authority’s participation in the Asylum Dispersal Scheme. This would include the offer of two properties within the borough, with a full review on the delivery of the scheme and an assessment of future engagement within the scheme.

6. **Supporting Evidence**

6.1 ***Performance Information and Data***

6.1.2 **ASYLUM DISPERSAL**

Should the local authority agree to participate in the asylum dispersal scheme we will be dialogue with ClearSprings Ready Homes on a monthly basis, and are proposing a full review at a 12-month stage to determine future involvement in the scheme.

6.1.3 **UK RESETTLEMENT SCHEME**

In the case of the resettlement schemes, the authority is fair more involved in the support and delivery.

- 6.1.4 Whilst this support is tailored to the needs of each family it is essential that new arrivals becoming connected to their new community, as such we (via our commissioned service provider DPIA) support families in accessing services such as GPs, schools, dentists, Job centre and also orientate families to the local community - supporting them with transport links to and from town centres and neighbouring authorities. We also support families to orientate to wider communities within South Wales and signpost new arrivals to religious establishments (where appropriate).

- 6.1.5 To establish a strong sense of belonging to their new communities, we also promote the value of learning English language, as such Blaenau Gwent provide 4 hours of home tuition to each family relocated within the borough - this compliments the existing community based ESOL services which are also available but removes any barriers in accessing language learning.

- 6.1.6 The lead officer for ongoing management is the Regional Community Cohesion Coordinator, who also manages the Resettlement programme across Torfaen – this provides greater consistency across the region in the delivery of the programme. The Coordinator manages the contracts of DPIA and Peopleplus (ESOL provider), holding bi weekly meetings with the case workers to discuss the progress of each family, this includes evaluating the delivery of all resettlement action plans to ensure there is consistent approaches adopted for each resettled family and that the support is tapered at the appropriate juncture to ensure we nurture independence.

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

6.2.1 Should the local authority agree to participate in asylum dispersal we will be working with partners in a similar way to how we deliver the UK Resettlement Programme. In the first instance this includes; mapping any community tensions and working with partners such as; Gwent Police and community safety leads, housing and health (alongside ClearSprings Ready Homes)- to determine the most appropriate areas within the borough to procure properties.

6.2.2 Learning from the successes in resettling refugee families, it is recommended that a proactive approach to supporting community conversations is also considered, this may include engaging elected members and communities to ensure we dispel any myths regarding asylum dispersal.

6.2.3 There are no expected negative outcomes for the general public in authority's participation in the Asylum Dispersal scheme, we will however, be creating a safe haven within the area for those most in need.

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

Should the local authority agree to engage in the Asylum Dispersal Scheme, we will be working with our partners from ABUHB, Gwent Police, Housing and Education to determine the most appropriate level of participation. We will also be working with local elected members to ensure that the community - where appropriate – are best informed.

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

This report recognises the long-term implications of participation in the Asylum Dispersal Scheme, highlighting key impacts on services such as education and mental health provision. It is also important to consider the implications on housing and how participating in the scheme may somewhat compete with the wider homelessness policies which the local authorities are currently prioritising. However this is mitigated by the cautious and proportionate degree of proposed participation (2 properties).

6.4.1 The participation of Blaenau Gwent in asylum dispersal will also provide future families who have experienced considerable hardship with the route to a long-term safe haven.

6.5 ***Preventative focus***

Should Blaenau Gwent engage with the Asylum Dispersal Scheme we would be working to help prevent vulnerable children and their families from further trauma and suffering in areas of significant conflict and, further, discharging both our moral and humanitarian obligations.

6.6 ***Collaboration / partnership working***

Following Blaenau Gwent's successful approach to refugee resettlement, we will be consulting all relevant partners in the lead up to any future involvement in asylum dispersal, this includes establishing dialogue with Gwent police

and community safety colleagues - with regards to the community cohesion concerns in procuring accommodation. Collaboration with health and primary and secondary care services - to ensure the best support is available to asylum seekers located within the area. Engagement with education services to ensure that schools are best supported in the likelihood of receiving asylum seeker children.

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

Supporting this scheme is an extension to existing commitments across the well-being objectives to support vulnerable people, we will build on the learning we have gained in the participation of resettling Refugees via Vulnerable Persons/ Childrens Resettlement Scheme and we will continue to work with a range of services to ensure partners contribute to a successful approach to Asylum Dispersal.

6.8 ***Decarbonisation and Reducing Carbon Emissions***

There are no positive or negative impacts of the proposal. The proposal at this time is primarily concerned in the first instance in starting discussions with the Home Office, WSMP and ClearSprings Ready Homes.

6.9a ***Socio Economic Duty Impact Assessment***

In order to comply with the statutory duties contained within the Equality Act 2010 and meet our Socio-economic duty in providing services which can improve inequality of outcome for people who face socio-economic disadvantage.

6.9b. ***Equality Impact Assessment***

A full Equality Impact Assessment will be undertaken to assess the impact of taking forward the widening the Asylum Seeker Dispersal Scheme within the County Borough.

7. **Monitoring Arrangements**

7.1 Progress reporting forms part of the Corporate Overview Scrutiny Committee Forward Work Programme.

Monitoring of the support provided to resettled families is part of the contract management in place.

ClearSprings Ready Homes provide the management and support for asylum seekers as directed by the Home Office.

Background Documents /Electronic Links

- *None*

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Agenda Item 11

Executive Committee and Council only

Date signed off by the Monitoring Officer: N/A

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

Committee: **Corporate Overview Scrutiny Committee**
Date of meeting: **22nd October 2021**
Report Subject: **Forward Work Programme: 3rd December 2021**
Portfolio Holder: **Cllr Nigel Daniels, Leader / Executive Member
Corporate Services**
Report Submitted by: **Cllr Stewart Healy, Chair of the Corporate
Overview Scrutiny Committee**

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	x	12.10.21			22.10.21			

1. **Purpose of the Report**
 - 1.1 To present to Members the Corporate Overview Scrutiny Committee Forward Work Programme for the Meeting on 3rd December 2021 for discussion and agreement.
2. **Scope and Background**
 - 2.1 The Scrutiny Work Programmes are key aspects of the Council's planning and governance arrangements and support the requirements of the Constitution.
 - 2.2 The topics set out in the Forward Work Programme link to the strategic work of the Council as identified by the Council's revised Corporate Plan, corporate documents and supporting business plans.
 - 2.3 Effective work programmes are essential to ensure that the work of scrutiny makes a positive impact upon the Council's delivery of services.
 - 2.4 The Committee's Forward Work Programme was agreed in June 2021, 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 Scrutiny and Democratic Officer under the direction of the Chair and Committee.
 - 2.5 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 programme of work; 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 Scrutiny Committee consider the Forward Work Programme for the meeting 3rd December 2021, 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.

3.2 **Option 2:** The Scrutiny Committee agree the Forward Programme for the meeting 3rd December 2021, as presented.

Background Documents /Electronic Links

- Appendix 1 – Forward Work Programme – Meeting on 3rd December 2021

Corporate Overview Scrutiny Committee Forward Work Programme

Dates	Topic	Purpose	Lead	Executive / Council
Friday 3rd December 2021	1. Communications Strategy Quarterly Monitoring	Performance Monitoring To consider the performance of the Communication Strategy focus on the impact of the strategy during COVID19 Pandemic	Bernadette Elias	Executive - 15.12.21
	2. Commercial Strategy Quarterly Monitoring	Performance Monitoring To consider performance of the Commercial Strategy, focus Strategic Commercial Board element. In depth look at each of the 5 elements	Bernadette Elias	Executive – 15.12.21
	3. Treasury Management – Mid-Year Review	Budget Monitoring To scrutinise the Treasury Management activities carried out by the Authority during the first half of the 2021/22 financial year.	Rhian Hayden	Council – 27.01.22
	4. Joint Finance and Performance report	Performance Monitoring Members to receive quarters 1 and 2 for consideration.	Gemma Wasley	Executive 15.12.21
	5. Contracts Over £500,000	Performance Monitoring Members to consider the progress of projects including area concerns and to satisfy the standing orders for contracts requiring progress reports to Executive.	Clive Rogers	Executive 15.12.21

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