

# Pecyn Dogfennau Cyhoeddus

## Cyngor Sir

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Man Cyfarfod  
**Trwy Teams**

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Dyddiad y Cyfarfod  
**Dydd Iau, 30 Gorffennaf 2020**

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Amser y Cyfarfod  
**2.00 pm**

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I gael rhagor o wybodaeth cysylltwch â  
**Stephen Boyd**  
01597 826374  
steve.boyd@powys.gov.uk



Neuadd Y Sir  
Llandrindod  
Powys  
LD1 5LG

Dyddiad Cyhoeddi

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Mae croeso i'r rhai sy'n cymryd rhan ddefnyddio'r Gymraeg. Os hoffech chi siarad Cymraeg yn y cyfarfod, gofynnwn i chi roi gwybod i ni erbyn hanner dydd ddau ddiwrnod cyn y cyfarfod

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## AGENDA

<b>1.</b>	<b>YMDDIHEURIADAU</b>
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To receive apologies for absence.

<b>2.</b>	<b>DATGANIADAU O DDIDDORDEB</b>
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Derbyn unrhyw ddatganiadau o ddiddordeb gan Aelodau yn ymwneud ag eitemau i'w hystyried ar yr agenda.

<b>3.</b>	<b>COFNODION</b>
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Awdurdodi'r Cadeirydd i lofnodi cofnodion y cyfarfodydd a gynhaliwyd ar 28 Chwefror a 5 Mawrth 2020 fel cofnodion cywir.

(Tudalennau 1 - 90)

<b>4.</b>	<b>CYHOEDDIADAU'R CADEIRYDD</b>
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Derbyn unrhyw gyhoeddiadau gan Gadeirydd y Cyngor.

<b>5.</b>	<b>CYHOEDDIADAU'R ARWEINYDD</b>
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Derbyn unrhyw gyhoeddiadau gan yr Arweinydd.

<b>6.</b>	<b>BRIFF GAN Y PRIF WEITHREDWR</b>
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Derbyn briff gan y Prif Weithredwr.

<b>7.</b>	<b>GWELEDIGAETH 2025: EIN CYNLLUN GWELLA CORFFORAETHOL ADRODDIAD PERFFORMIAD BLYNYDDOL 2019-2020 A CHYNLLUN CYDRADDOLDEB STRATEGOL ADRODDIAD MONITRO BLYNYDDOL 2019-2020</b>
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Ystyried Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol Adroddiad Perfformiad Blynyddol 2019-2020 a Chynllun Cydraddoldeb Strategol Adroddiad Monitro Blynyddol 2019-2020.

**Cynllun Gwella Corfforaethol Adroddiad Perfformiad Blynyddol**  
Adroddiad llawn a chrynodeb un tudalen wedi'i atodi.

Gellir gweld y fersiynau hawdd i'w darllen ar y dolenni isod  
SWAY Cymraeg: <https://sway.office.com/HTKfNSnmhCitVzcC?ref=Link>  
SWAY Saesneg: <https://sway.office.com/g6SVxXovHt8MQRHq?ref=Link>

**Cynllun Cydraddoldeb Strategol Adroddiad Monitro Blynyddol**  
SWAY Cymraeg: <https://sway.office.com/QfWhJfFA0LT5wLzH?ref=Link>  
SWAY Saesneg: <https://sway.office.com/qUnDI41pRiFXSnOY?ref=Link>

(Tudalennau 91 - 162)

<b>8.</b>	<b>ADRODDIAD BLYNYDDOL SAFONAU'R IAITH GYMRAEG 2019-2020</b>
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Ystyried adroddiad gan y Cynghorydd Sir Myfanwy Alexander Aelod Portffolio ar faterion Gofal Cymdeithasol Oedolion a'r Iaith Gymraeg.

(Tudalennau 163 - 224)

<b>9.</b>	<b>TROSGLWYDDIADAU</b>
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Ystyried unrhyw drosglwyddiadau sydd angen eu cymderadwyo gan y Cyngor.  
(I Ddilyn)

<b>10.</b>	<b>LWFANSAU A THREULIAU AELODAU 2019-20</b>
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Ystyried adroddiad gan y Pennaeth Cyllid.  
(Tudalennau 225 - 232)

<b>11.</b>	<b>CYFLOGAU, LWFANSAU A THREULIAU AELODAU 2020-21</b>
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Ystyried adroddiad y Pennaeth Cyllid.

(Tudalennau 233 - 274)

<b>12.</b>	<b>ARGYMHELLIAD GAN Y PWYLLGOR GWASANAETHAU DEMOCRATAIDD</b>
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Ystyried adroddiad y Pennaeth Gwasanaethau Cyfreithiol a Democrataidd.  
(Tudalennau 275 - 284)

<b>13.</b>	<b>PENODIADAU A WNAED GAN GRWPIAU GWLEIDYDDOL A CHYMERADWYWYD GAN Y SWYDDOG MONITRO</b>
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Nodi'r penodiadau canlynol a wnaed i bwyllgorau a chyrrff allanol gan grwpiau gwleidyddol a chymeradwywyd gan y Swyddog Monitro o dan bwerau cyffredinol dirprwyedig gan y Cyngor ar 16 Mai 2013.

Penodwyd y Cyngorydd Sir James Evans i Awdurdod Parc Cenedlaethol Bannau Brycheiniog gan y Grwp Ceidwadol yn lle'r Cyngorydd Sir Iain McIntosh.

Penodwyd y Cyngorydd Sir Gwynfor Thomas i'r Awdurdod Tan ac Achub Canolbarth a Gorllewin Cymru gan y Grwp Ceidwadol yn lle'r Cyngorydd Sir Claire Mills.

<b>14.</b>	<b>OL TREFNIADAU Y BWRDD GWELLA A SICRWYDD</b>
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Derbyn adroddiad y Cabinet ar Ol-Argymhellion y Bwrdd Gwella a Sicrwydd, er gwybodaeth.  
(Tudalennau 285 - 304)

<b>15.</b>	<b>RHYBUDD O GYNNIG: DATGANIAD AM ARGYFWNG HINSAWDD A GALWAD I WEITHREDU AR YNNI LLEOL</b>
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Mae'r Cyngor hwn yn nodi bod adroddiad y Panel IPPC ar gynhesu byd-eang yn rhagweld effeithiau difrifol ar iechyd, y cartref a'r amgylchedd, gyda'r llyfogydd difrifol ym mis Hydref 2019 a Chwefror 2020 yn peryglu cymunedau Powys, gan ddangos yn glir nad ydym yn barod am yr heriau a wynebwn fel Cyngor.

Mae'r Cyngor hwn yn nodi bod cynghorau, drwy ddatgan argyfwng hinsawdd, yn dangos eu harweinyddiaeth ar y cyd ac yn arwydd o'r brys y maen nhw'n eu rhoi, fel corff atebol cyhoeddus, ar fynd i'r afael â'r newid yn yr hinsawdd a datgarboneiddio'r economi fel sy'n ofynnol yn ôl Deddf yr Amgylchedd (Cymru) 2016.

Mae'r Cyngor hwn yn nodi y bydd y Cyngor, drwy gefnogi'r Bil Trydan Lleol, yn dileu'r rhwystrau i gyflenwad ynni lleol, ac y gallai arwain drwy esiampl wrth leihau ei ôl troed carbon corfforaethol drwy ddefnyddio ein hystâd fferm i fod yn ddarparwr trydan adnewyddadwy lleol, tra'n cefnogi cymunedau i ddod o hyd i ffyrdd arloesol o leihau eu hól troed carbon a buddsoddi mewn cyfleusterau cymunedol a'u cefnogi.

Mae'r Cyngor hwn yn nodi ymrwymiad Fay Jones AS i'r ymdrech drawsbleidiol i droi'r Bil Trydan Lleol yn gyfraith, gan helpu Cyngorau i roi hwb cychwynnol i chwyldro ynni lleol sydd â'r potensial i leihau ôl troed carbon Powys unwaith ac am byth tra'n dosbarthu'r manteision i gymunedau lleol yn barhaus.

### **Mae'r Cyngor hwn felly yn penderfynu:**

1. Ymuno â chynghorau eraill ledled Cymru wrth ddatgan Argyfwng Hinsawdd
2. Cefnogi'r broses o weithredu Ffyniant i bawb: Cymru Carbon Isel (Mawrth 2019) er mwyn sicrhau bod Cyngor Sir Powys yn awdurdod lleol di-garbon net erbyn 2030.

Cynigiwyd gan y Cynghorydd Sir Jake Berriman

Eiliwyd gan y Cynghorydd Sir Jackie Charlton

<b>16.</b>	<b>RHYBUDD O GYNNIG: TALIADAU MEYSYDD PARCIO</b>
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Er mwyn cefnogi busnesau lleol a helpu i adfywio'r economi ym Mhowys, mae'r cyngor hwn yn gofyn i'r Cabinet ystyried rhoi ar waith cyfnod parcio am ddim cychwynnol o 2 awr ar gyfer pob cerbyd sy'n defnyddio holl feysydd parcio Cyngor Sir Powys, i'w adolygu bob 6 mis.

Mae'r Cyngor hefyd yn annog Arweinydd y Cyngor a'r Aelod Portffolio ar faterion Cyllid i ofyn am gymorth ariannol gan Lywodraeth Cymru (drwy'r cynlluniau a ariennir gan y Llywodraeth sy'n dod i'r amlwg i gefnogi'r economi yn dilyn Covid-19) ar gyfer unrhyw incwm a gollir o ganlyniad i'r mesur hwn. Os na fydd hyn yn llwyddiannus i gefnogi'r defnydd o arian wrth gefn o'r tanwariant yn ystod blwyddyn gyllideb 2019/20 i gefnogi unrhyw ddiffyg.

Cynigydd y Cynghorydd Sir James Gibson-Watt

Eilydd y Cynghorydd Sir William Powell

<b>17.</b>	<b>RHYBUDD O GYNNIG: EFFAITH COVID-19 AR YSTRADGYNLAIS</b>
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Ym mis Ebrill 2020, cyhoeddodd y Ganolfan Trefi ei hadroddiad, 'effaith pandemig COVID-19 ar ein trefi a'n dinasoedd'. Mae'r adroddiad yn canolbwyntio ar 'ble' mae effaith COVID-19 yn fwyaf tebygol o gael ei themlo.

Mae'r Cyngor hwn yn nodi bod Ystradgynlais wedi ei dynodi fel un o'r ugain lle mwyaf difreintiedig yng Nghymru a Lloegr yn ôl mesurau y Ganolfan ar gyfer Trefi.

Mae'r Cyngor hwn yn penderfynu sefydlu grŵp 'Gorchwyl a Gorffen' brys gydag Aelodau, Swyddogion a rhanddeiliaid i:

1. Ystyried canfyddiadau adroddiad Canolfan Trefi;
2. Datblygu strategaeth economaidd ar gyfer Ystradgynlais sy'n canolbwyntio ar adferiad, cefnogaeth i fusnesau a sgiliau; a



3. Rhoi cynlluniau clir a mesuradwy ar waith i fynd i'r afael ag amddifadedd ac anghydraddoldebau iechyd.

Cynigwyd gan y Cynghorydd Sir Huw Williams  
Eiliwyd gan y Cynghorydd Sir Sue McNicholas

<b>18. CWESTIYNAU YN UNOL Â'R CYFANSODDIAD</b>
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- 18.1. **Cwestiwn i'r Aelod Portffolio ar faterion Llywodraethu ac Ymgysylltu Corfforaethol a'r Aelod Portffolio ar faterion Pobl Ifanc a Diwylliant gan y Cynghorydd Sir Gareth Ratcliffe**

Beth mae Cyngor Sir Powys yn ei wneud i gydnabod ymgyrch 'Mae Bywydau Duon o Bwys'?

(Tudalennau 305 - 306)

- 18.2. **Cwestiwn i'r Aelod Portffolio ar fateiron Addysg ac Eiddo gan y Cynghorydd Sir Sandra Davies**

Rhoddodd y Gweinidog dros Addysg, Kirsty Williams y dewis i Awdurdodau Lleol bod staff ysgol yn gweithio pedwerydd wythnos ychwanegol 'yn wirfoddol' ar ddiwedd mis Gorffennaf (gwyliau ysgol arferol) a chael pythefnos o wyliau ym mis Hydref - neu beidio.

Mae Cyngor Sir Powys yn un o dri awdurdod lleol sydd wedi cytuno i fabwysiadu hyn.

A yw'r Awdurdod hwn wedi ystyried yr effaith y bydd hyn yn ei gael ar addysg pobl ifanc?

Mae'r system "Dal i fyny" cyfredol, yn cynnwys pellter cymdeithasol yn cyfateb i bobl ifanc yn mynychu ysgol unwaith yr wythnos ar gyfer dysgu wyneb yn wyneb am dair neu bedair wythnos.

Ni fydd ysgolion ar agor am y bedwaredd wythnos ar ddiwedd mis Gorffennaf gan Awdurdodau Lleol eraill sydd ddim wedi derbyn y system hon ond bydd eu hysgolion yn agored am wythnos lawn ym mis Hydref ar gyfer eu holl bobl ifanc: pedwar diwrnod ychwanegol o fynychu'r ysgol.

(Tudalennau 307 - 308)

- 18.3. **Cwestiwn i'r Arweinydd gan y Cynghorydd Sir Sandra Davies**

Mae llawer o waith cynllunio a pharatoi ar waith ar hyn o bryd i alluogi ysgolion i agor ym mis Medi, er mwyn i bobl ifanc ddychwelyd i ysgolion.

Pa ddyddiad y bydd yr awdurdod hwn yn aildechrau ei fusnes arferol a phryd bydd Swyddfeydd y Cyngor yn agor i aelodau'r cyhoedd?

(Tudalennau 309 - 310)

18.4. **Cwestiwn i'r Aelod Portffolio ar faterion yr Amgylchedd gan y Cynghorydd Sir William Powell**

Pa gamau y mae adran Priffyrdd Cyngor Sir Powys yn eu cymryd i sicrhau cyfathrebu effeithiol rhwng ei gweithlu, staff dan gontract a gweithwyr Asiantaeth Cefnffyrdd Gogledd a Chanolbarth Cymru (N&MWTRA) o ran cynnal a chadw ffyrdd, cau ffyrdd ac ati er mwyn lleihau canlyniadau anfwriadol ar gymunedau lleol a'r cyhoedd sy'n teithio?

(I Ddilyn)

18.5. **Cwestiwn i'r Aelod Portffolio ar faterion yr Amgylchedd gan y Cynghorydd Sir William Powell**

Yng ngoleuni sylwadau cadarnhaol a wnaed yn ddiweddar gan Lee Waters AS, Dirprwy Weinidog Llywodraeth Cymru dros yr Economi a Thrafnidiaeth am yr ymgyrch dros derfyn cyflymder o '20 yn Ddigon' ym mhob ardal drefol, pa ystyriaeth a roddwyd gan Gyngor Sir Powys i osod terfyn o 20mya gwirfoddol ar bob cerbyd y mae'n berchen arno, neu sy'n darparu ei wasanaethau, yn ein trefi a phentrefi?

Gan y byddai'r mesur hwn yn talu ar ei ganfed o ran diogelwch y cyhoedd a cherddwyr, prysurdeb adwerthu a'r sector lletygarwch a diogelu'r amgylchedd, a fydd yr Aelod Portffolio yn barod i ymrwymo i gomisiynu arolwg dichonoldeb, i'w adolygu gan gyfoedion y Ganolfan Dechnoleg Amgen ym Machynlleth?

(I Ddilyn)

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNCIL  
CHAMBER - COUNTY HALL, LLANDRINDOD WELLS ON FRIDAY, 28 FEBRUARY  
2020**

**PRESENT**

County Councillor B Baynham (Chair)

County Councillors MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, M J Dorrance, E Durrant, D O Evans, J Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, H Hulme, A Jenner, E A Jones, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, P E Lewis, MC Mackenzie, I McIntosh, S McNicholas, DW Meredith, C Mills, G Morgan, JG Morris, R Powell, WD Powell, D R Price, P C Pritchard, G Pugh, J Pugh, G W Ratcliffe, L Rijnenberg, L Roberts, P Roberts, K M Roberts-Jones, D Rowlands, K S Silk, D Selby, D A Thomas, T J Van-Rees, E Vaughan, M Weale, J Wilkinson, A Williams, G I S Williams, D H Williams, J Williams, J M Williams and S L Williams

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors P Davies, S C Davies, L Skilton and R Williams

<b>2.</b>	<b>COUNTY DECLARATIONS OF INTEREST</b>
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County Councillor T Van-Rees declared a personal and prejudicial interest when the County Farms Estate was discussed during the budget debate.

<b>3.</b>	<b>CHIEF EXECUTIVE'S ANNOUNCEMENTS</b>
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The Chief Executive reminded Members of their duty to set a balanced budget and the rate of Council Tax by 11<sup>th</sup> March.

The Chair advised that she was changing the running order of the agenda to take the item on the budget next.

<b>4.</b>	<b>MEDIUM-TERM FINANCIAL STRATEGY 2020-2025 AND 2020-21 BUDGET AND CAPITAL PROGRAMME FOR 2020-2030</b>
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Council considered the Medium-Term Financial Strategy for 2020-25, which included a Financial Resource Model for 2020-25, the revenue budget for 2020-21 and capital programme for 2020-21 to 2029-30. (Copy filed with the signed minutes).

More than 10 Members stood to request a recorded vote on the budget.

Just prior to the start of the meeting an addendum to the budget proposing a Council Tax increase of 4.8% had been circulated by email to Councillors. The

Chair advised she was prepared to accept the report as it was a minor amendment to the budget. County Councillor Pete Roberts raised a point of order noting that the Constitution only allowed minor amendments to be accepted if they had arisen out of debate and that there had not been a debate. Council was adjourned at 11.40 and reconvened at 12.00. The Chair advised that she accepted Councillor Roberts' point of order and the Portfolio Holder for Finance withdrew the addendum.

The Portfolio Holder for Finance presented the budget report. The budget was supported by the Medium Term Financial Strategy which set out how revenue and capital resources would be used to deliver the priorities set out in Vision 2025. The MTFs provided a set of clear principles which would drive the Council's budget and spending decisions over 2020-25 which Members and others could examine and judge the Council's financial performance against. The Portfolio Holder for Finance noted that services continued to perform well with Powys ranking 5<sup>th</sup> in Wales in terms of overall performance using Public Accountability Measures. Work on school transformation was continuing at pace and there had been sustained improvement in Children's Services performance.

The Portfolio Holder for Finance advised that the settlement gave the Council a cash increase of £9.5 million which, when adjusted for transfers into the formula of specific grants, was a 4.2% increase on the previous year. This represented the largest increase in funding for a decade and followed the Cabinet's lobbying of Welsh Government to raise the issues facing rural authorities supported with the evidence provided through the Rural Cost Analysis. The budget included an additional £6 million each for schools and Children's Services to meet cost pressures. The budget also included an additional £0.5 million a year for roads' maintenance, an area highlighted for concern during the public budget consultation exercise in the autumn.

Welsh Government had given no indication of the future allocations for 2021-22 onwards, but in view of current economic and fiscal projections and in the absence of other information the MTFs set out a worst likely scenario predicated on an assumption that Aggregated External Finance would reduce by -2% for 2021-22, 2022-23, 2023-24 and 2024-25. Based on these assumptions the total recurrent reductions required from 2021-22 to 2024-25 amounted to around £49 million. £10.79 million of cost reduction proposals were proposed in the 2020-21 budget.

Members of the opposition groups spoke against the budget arguing that the proposed Council Tax increase was unaffordable for residents and that some of the savings were high risk and undeliverable. The Chair of the Finance Panel also raised points about the affordability of the rise, noting that 40% of properties in Powys were in Bands E to G and that Powys had a higher proportion of pensioners on fixed incomes than the Welsh average. He also had concerns that capital receipts were not being fully utilised for transformation projects and at the proportion of the budget spent on Education and Social Services. Some Members criticised the quality of the impact assessments saying that they lacked confidence in them in the absence of a report analysing why some of last year's savings had not been met.

Council adjourned at 13.22 and reconvened at 14.06 and continued the debate on the budget.

Present County Councillor B Baynham

County Councillors MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, M J Dorrance, E Durrant, D O Evans, J Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, H Hulme, A Jenner, E A Jones, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, P E Lewis, MC Mackenzie, I McIntosh, S McNicholas, DW Meredith, C Mills, G Morgan, JG Morris, R Powell, WD Powell, D R Price, P C Pritchard, G Pugh, J Pugh, G W Ratcliffe, L Rijnenberg, L Roberts, P Roberts, K M Roberts-Jones, D Rowlands, K S Silk, D Selby, D A Thomas, T J Van-Rees, E Vaughan, M Weale, J Wilkinson, A Williams, G I S Williams, D H Williams, J Williams, J M Williams and S L Williams

The Chair of the Health and Care Scrutiny Committee acknowledged the progress being made in Children's Services. He noted the introduction of the Flying Start scheme would help reduce the number of children going into care and which would hopefully lead to savings later in the year.

The Chair of the Economy, Residents, Community and Governance Scrutiny Committee talked about the impact of cuts to preventative and youth services and called for a review into the provision of youth services to be undertaken in line with the resolution previously passed by Council. He criticised the decision to reduce opening hours at Y Gaer and to end funding for public conveniences in Brecon and Ystradgynlais. In response to a question about an unidentified £110k cut to the Education budget, the Chief Executive advised that this was funding for Erw which was no longer required.

Having heard the debate the Portfolio Holder for Finance advised that he was moving an amendment to the proposed increase in Council Tax from 5% to 4.8%. This was seconded by County Councillor Van-Rees. The Chair accepted this as a minor amendment.

County Councillor James Gibson-Watt moved his amendment to recommendation 2 which had been submitted in accordance with the Constitution.

"This Council rejects a Council Tax rise of 5% as harmful and unaffordable to many. It notes the greatly improved 2020/21 grant settlement from Welsh Government, which was received after the initial decision to increase Council Tax by 5% was made, and that most Councils in Wales are proposing Council Tax increases of below 5%.

In addition Council is concerned about some of the proposed service cuts that will be detrimental to the Council's ability to provide key services to our communities and will adversely impact on Vision 2025 objectives

Council therefore requests the Cabinet and Section 151 Officer to amend the proposed budget for decision at the next County Council meeting, prioritising in particular the restoration of funding to Library services, Cultural & Arts facilities and the Regulatory and Countryside Services the council delivers; and makes adjustments to enable the Council Tax increase to be reduced to 3.75%, and make such other proposals that are appropriate to achieve a balanced budget for 2020/21."

In moving the amendment Councillor Gibson-Watt noted that the proposed level of Council Tax was above inflation and if accepted would mean above average increases for the next 5 years. He also referred to projected savings in the Libraries service which he said would put the future of the service at risk. County Councillor Davis Selby seconded the motion and expressed concern at proposed cuts to the Planning service. He argued that as the Cabinet had found an additional £152k just before the meeting it should be able find an additional £1.5m and come back to Council the next week with revised proposals.

The amendment was put to the vote and lost by 29 votes to 33.

The amendment to change the increase in Council Tax from 5% to 4.8% was put to the vote.

By 45 votes to 15 with 1 abstention it was

**RESOLVED that the Revenue Budget for 2020-2021 with the inclusion of a 4.8% increase in Council Tax shown in the Financial Resource Model in Appendix B is approved.**

This became the substantive motion for recommendation 2 and Council then voted on recommendations 1 to 8 in the addendum proposed by County Councillor Aled Davies and seconded by County Councillor Rosemarie Harris.

Recommendation 1: by 36 votes to 27 with 1 abstention it was

<b>RESOLVED</b>	<b>Reason for Decision</b>
<b>1. That the MTFS for 2020-2025 as set out in Appendix A to the report be agreed in principle.</b>	<b>To aid business planning and development of the budget over a three-year period.</b>

Recommendation 2: Recorded Vote

Myfanwy Alexander	For
Mark Barnes	For
Jake Berriman	Against
Graham Breeze	For
Jackie Charlton	Against
Linda Corfield	For
Kelvyn Curry	Against
Aled Davies	For
Bryn Davies	Against
Dai Davies	For
Phyl Davies	Absent

Sandra Davies	Absent
Matthew Dorrance	Against
Emily Durrant	Against
David Evans	For
James Evans	For
Liam Fitzpatrick	Against
Les George	For
James Gibson-Watt	Against
Rosemarie Harris	For
Stephen Hayes	For
Heulwen Hulme	For
Amanda Jenner	For
Arwel Jones	For
David Jones	For
Emyr Jones	For
E Michael Jones	For
Gareth Jones	For
Joy Jones	Absent
Michael J Jones	For
Diane Jones-Poston	For
Francesca Jump	Against
Karen Laurie-Parry	Against
Hywel Lewis	For
Karl Lewis	For
Peter Lewis	Absent
Maureen Mackenzie	Against
Iain McIntosh	Abstain
Sue McNicholas	Against
David Meredith	Against

Claire Mills	Absent
Gareth Morgan	Against
John Morris	Against
Rachel Powell	For
William Powell	Against
David Price	Absent
Phil Pritchard	For
Gareth Pugh	For
Jeremy Pugh	Against
Gareth Ratcliffe	Against
Liz Rijnenberg	Against
Lucy Roberts	For
Pete Roberts	Against
Kath Roberts-Jones	For
Dan Rowlands	For
David Selby	Against
Kathryn Silk	Against
Les Skilton	Absent
David Thomas	Against
Gwynfor Thomas	For
Tim Van-Rees	For
Elwyn Vaughan	Against
Martin Weale	Against
Jonathan Wilkinson	For
Ange Williams	Against
Gwilym Williams	For
Huw Williams	Against
Jon Williams	Against
Michael Williams	For
Roger Williams	Absent



Sarah Williams	Against
Beverley Baynham	For

Recommendation 2: by 34 votes to 29 with 1 abstention it was

<b>RESOLVED</b>	<b>Reason for Decision</b>
<b>2. That the Revenue Budget for 2020-2021 with the inclusion of a 4.8% increase in Council Tax shown in the Financial Resource Model in Appendix B is approved.</b>	<b>Statutory Requirement</b>

Recommendation 3: by 33 votes to 25 with 2 abstentions it was

<b>RESOLVED</b>	<b>Reason for Decision</b>
<b>3. That the Fees and Charges proposed within the Fees and Charges Register are approved (Appendices D and E)</b>	<b>To comply with Powys County Council Income Policy</b>

Recommendation 4: by 47 votes to 9 with 3 abstentions it was

<b>RESOLVED</b>	<b>Reason for Decision</b>
<b>4. The proposed Capital Strategy and Capital Programme for 2020-30 shown in Appendix F is approved.</b>	<b>Statutory Requirement</b>

Recommendation 5: by 43 votes to 16 with 1 abstention it was

<b>RESOLVED</b>	<b>Reason for Decision</b>
<b>5. The Minimum Revenue Provision Statement as set out on Appendix F is approved.</b>	<b>Statutory Requirement</b>

Recommendation 6: by 42 votes to 13 it was

<b>RESOLVED</b>	<b>Reason for Decision</b>
<b>6. The Treasury Management Strategy and the Annual Investment Strategy in Appendix F is approved.</b>	<b>Statutory Requirement</b>

Recommendation 7: by 47 votes to 10 with 1 abstention it was

<b>RESOLVED</b>	<b>Reason for Decision</b>

<p><b>7. The Authorised borrowing limit for 2020-21 as required under section 3(1) of the Local Government Act 2003 be approved at £434 million as set out in section 3.60 of this report.</b></p>	<p><b>Statutory Requirement</b></p>
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Recommendation 8: by 50 votes to 6 with 2 abstentions its was

RESOLVED	Reason for Decision
<p><b>8. The Prudential Indicators for 2020-21 are approved as set out in section 3.56 to 3.58 of the report and Appendix F.</b></p>	<p><b>Statutory Requirement</b></p>

<p><b>5.</b></p>	<p><b>2020/2021 ANNUAL REVIEW OF VISION 2025 OUR CORPORATE IMPROVEMENT PLAN, INCLUDING OUR STRATEGIC EQUALITY OBJECTIVES 2020-2024</b></p>
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This item was deferred to the meeting on 5<sup>th</sup> March.

<p><b>6.</b></p>	<p><b>STATEMENT ON STORM DENNIS</b></p>
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The Leader made a statement on the Council’s response to Storm Dennis. The whole of the county had been affected and there had been flooding in Brecon, Crickhowell, Llanelwedd, Llangorse, Knighton, Welshpool and Ystradgynlais. 129 residential and 33 commercial properties had been affected by flooding and the number was still rising. There had been 20 school closures, 50 road closures and bridges had been damaged. Costs were not yet known but were likely to run into many millions. The Leader paid tribute to staff and partner agencies. She outlined the financial assistance available to householders and businesses.

County Councillor John Morris spoke about the flooding in Crickhowell and he argued that the Council’s response was not appropriate to the scale of the disaster.

**County Councillor B Baynham (Chair)**

**COFNODION CYFARFOD Y CYNGOR SIR A GYNHALIWYD YN SIAMBR Y  
CYNGOR, NEUADD Y SIR, LLANDRINDOD DDYDD GWENER 28 CHWEFROR 2020**

**YN BRESENNOL**

Y Cyngorydd Sir B Baynham (Cadeirydd)

Y Cyngorwyr Sir MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, M J Dorrance, E Durrant, D O Evans, J Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, H Hulme, A Jenner, E A Jones, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, P E Lewis, MC Mackenzie, I McIntosh, S McNicholas, DW Meredith, C Mills, G Morgan, JG Morris, R Powell, WD Powell, D R Price, P C Pritchard, G Pugh, J Pugh, G W Ratcliffe, L Rijnenberg, L Roberts, P Roberts, K M Roberts-Jones, D Rowlands, K S Silk, D Selby, D A Thomas, T J Van-Rees, E Vaughan, M Weale, J Wilkinson, A Williams, G I S Williams, D H Williams, J Williams, J M Williams a S L Williams

<b>1.</b>	<b>YMDDIHEURIADAU</b>
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Derbyniwyd ymddiheuriadau am absenoldeb gan y Cyngorwyr Sir P Davies, S C Davies, L Skilton ac R Williams

<b>2.</b>	<b>DATGANIADAU BUDDIANT Y SIR</b>
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Cyhoeddodd y Cyngorydd Sir T Van-Rees fuddiant personol a buddiant sy'n rhagfarnu pan fyddai Ystad Ffermydd y Sir yn cael ei drafod yn ystod y ddadl ar y gyllideb.

<b>3.</b>	<b>CYHOEDDIADAU'R PRIF WEITHREDWR</b>
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Atgoffodd y Prif Weithredwr yr Aelodau o'u dyletswydd i osod cyllideb gytbwys a chyfradd Treth y Cyngor erbyn 11 Mawrth.

Dywedodd y Cadeirydd ei bod yn newid trefn yr agenda i gymryd yr eitem am y gyllideb nesaf.

<b>4.</b>	<b>STRATEGAETH ARIANNOL TYMOR CANOLIG 2020-2025, Y GYLLIDEB REFENIW AR GYFER 2020-21 A'R RHAGLEN GYFALAF AR GYFER 2020-2030</b>
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Ystyriodd y Cyngor y Strategaeth Ariannol Tymor Canolig ar gyfer 2020-25, a oedd yn cynnwys Model Adnoddau Ariannol ar gyfer 2020-25, y gyllideb refeniw ar gyfer 2020-21 a'r rhaglen gyfalaf ar gyfer 2020-21 i 2029-30. (Copi wedi'i ffeilio gyda'r cofnodion wedi'u llofnodi).

Safodd mwy na 10 Aelod i ofyn am bleidlais wedi'i chofnodi ar y gyllideb.

Ychydig cyn dechrau'r cyfarfod, dosbarthwyd atodiad i'r gyllideb a oedd yn cynnig cynnydd o 4.8% yn Nhreth y Cyngor trwy e-bost at y Cynghorwyr. Dywedodd y Cadeirydd ei bod hi'n barod i dderbyn yr adroddiad gan mai mân welliant i'r gyllideb oedd hwn. Cododd y Cynghorydd Sir Pete Roberts bwynt o drefn gan nodi bod y Cyfansoddiad yn caniatáu derbyn mân welliannau dim ond os oeddent wedi codi o'r ddadl ac nad oedd yna ddadl wedi bod. Gohiriwyd y Cyngor am 11.40 a chafodd ei ailymgynnull am 12.00. Dywedodd y Cadeirydd ei bod hi'n derbyn pwynt trefn y Cynghorydd Roberts a thynnodd yr Aelod Portffolio dros faterion Cyllid yr atodiad yn ôl.

Cyflwynodd yr Aelod Portffolio dros faterion Cyllid yr adroddiad ar y gyllideb. Cefnogwyd y gyllideb gan y Strategaeth Ariannol Tymor Canolig a oedd yn nodi sut y byddai refeniw ac adnoddau cyfalaf yn cael eu defnyddio i gyflawni'r blaenoriaethau a nodir yn y ddogfen 'Gweledigaeth 2025'. Roedd y SATC (MTFS) yn cynnig set o egwyddorion clir a fyddai'n sail i gyllideb a phenderfyniadau gwariant y Cyngor dros y blynyddoedd 2020-25. Byddai Aelodau ac eraill yn gallu archwilio a barnu perfformiad ariannol y Cyngor yn eu herbyn. Nododd yr Aelod Portffolio dros faterion Cyllid fod y gwasanaethau yn parhau i berfformio'n dda gyda Phowys yn dod yn 5<sup>ed</sup> yng Nghymru o ran perfformiad cyffredinol gan ddefnyddio Mesurau Atebolrwydd Cyhoeddus. Roedd y gwaith ar drawsnewid ysgolion yn mynd yn ei flaen yn gyflym a bu gwelliant parhaus ym mherfformiad y Gwasanaethau Plant.

Dywedodd yr Aelod Portffolio dros faterion Cyllid fod y setliad yn rhoi cynnydd o £9.5 miliwn o ran arian parod i'r Cyngor a oedd, o'i addasu ar gyfer trosglwyddiadau i fformiwla grantiau penodol, yn gynnydd o 4.2% ar y flwyddyn flaenorol. Roedd hyn yn cynrychioli'r cynnydd mwyaf mewn cyllid ers degawd ac roedd yn dilyn ymdrech y Cabinet i lobïo Llywodraeth Cymru i dynnu sylw at y materion sy'n wynebu awdurdodau gwledig, a gefnogwyd gyda'r dystiolaeth a ddarparwyd drwy'r Dadansoddiad Costau Gwledig. Roedd y gyllideb yn cynnwys £6 miliwn yn ychwanegol i ysgolion ac i'r Gwasanaethau Plant i fynd tuag at y pwysau o ran costau. Roedd y gyllideb hefyd yn cynnwys £0.5 miliwn ychwanegol y flwyddyn ar gyfer cynnal a chadw ffyrdd, maes y tynnwyd sylw ato yn ystod yr ymarferiad ymgynghori ar y gyllideb gyhoeddus yn yr hydref.

Nid oedd Llywodraeth Cymru wedi rhoi unrhyw arwydd o'r dyraniadau ar gyfer y blynyddoedd o 2021-22 ymlaen, ond o ystyried y rhagamcanion economaidd a chyllidol cyfredol ac oherwydd na chafwyd unrhyw wybodaeth arall, cyflwynodd y SATC (MTFS) y senario debygol waethaf yn seiliedig ar dybiaeth y byddai Cyllid Allanol Agredegig yn lleihau o -2% ar gyfer 2021-22, 2022-23, 2023-24 a 2024-25. Yn seiliedig ar y rhagdybiaethau hyn, roedd cyfanswm y gostyngiadau rheolaidd oedd yn ofynnol rhwng 2021-22 a 2024-25 oddeutu £49 miliwn. Cynigiwyd £10.79 miliwn o gynigion i leihau costau yng nghyllideb 2020-21.

Siaradodd aelodau'r gwrthbleidiau yn erbyn y gyllideb gan ddadlau bod y cynnydd arfaethedig yn Nhreth y Cyngor yn anfforddiadwy i breswylwyr a bod rhai o'r arbedion yn rhai risg uchel ac na fyddai modd eu cyflwyno. Cododd Cadeirydd y Panel Cyllid bwyntiau hefyd ynghylch fforddiadwyedd y codiad, gan nodi bod 40% o eiddo ym Mhowys o fewn Bandiau E i G a bod gan Powys gyfran uwch o bensiynwyr ar incwm sefydlog na chyfartaledd Cymru. Roedd ganddo bryderon hefyd nad oedd derbyniadau cyfalaf yn cael eu defnyddio'n llawn ar gyfer prosiectau trawsnewid ac ynghylch cyfran y gyllideb a oedd yn cael ei gwario ar Addysg a Gwasanaethau Cymdeithasol. Beirniadodd rhai Aelodau ansawdd yr asesiadau effaith gan ddweud nad oedd ganddynt hyder ynddynt

gan na chafwyd adroddiad yn dadansoddi pam na chyflawnwyd rhywfaint o arbedion y llynedd.

Gohiriwyd y Cyngor am 13.22 ac fe wnaeth yr aelodau ailymgynnull am 14.06 a pharhau â'r ddadl ar y gyllideb.

**Yn Bresennol:** Y Cynghorydd Sir B Baynham

Y Cynghorwyr Sir MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, M J Dorrance, E Durrant, D O Evans, J Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, H Hulme, A Jenner, E A Jones, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, P E Lewis, MC Mackenzie, I McIntosh, S McNicholas, DW Meredith, C Mills, G Morgan, JG Morris, R Powell, WD Powell, D R Price, P C Pritchard, G Pugh, J Pugh, G W Ratcliffe, L Rijnenberg, L Roberts, P Roberts, K M Roberts-Jones, D Rowlands, K S Silk, D Selby, D A Thomas, T J Van-Rees, E Vaughan, M Weale, J Wilkinson, A Williams, G I S Williams, D H Williams, J Williams, J M Williams ac S L Williams

Cydnabu Cadeirydd y Pwyllgor Craffu ar Iechyd a Gofal y cynnydd sy'n cael ei wneud yn y Gwasanaethau Plant. Nododd y byddai cyflwyno'r cynllun Dechrau'n Deg yn helpu i leihau nifer y plant sy'n mynd i ofal ac a fyddai, gobeithio, yn arwain at arbedion yn ddiweddarach yn y flwyddyn.

Siaradodd Cadeirydd Pwyllgor Craffu'r Economi, Preswylwyr, y Gymuned a Llywodraethu am effaith toriadau ar wasanaethau ataliol ac ieuencid. Galwodd am gynnal adolygiad i ddarpariaeth y gwasanaethau ieuencid yn unol â'r penderfyniad a basiwyd yn flaenorol gan y Cyngor. Beirniadodd y penderfyniad i gwtogi oriau agor yn Y Gaer a dod â chyllid i ben ar gyfer cyfleusterau cyhoeddus yn Aberhonddu ac Ystradgynlais. Mewn ymateb i gwestiwn am doriad o £110k na chafwyd manylion yn ei gylch i'r gyllideb Addysg, dywedodd y Prif Weithredwr mai cyllid ar gyfer ERW oedd hwn nad oedd ei angen mwyach.

Ar ôl clywed y ddadl, dywedodd yr Aelod Portffolio dros faterion Cyllid ei fod yn cynnig gwelliant i'r cynnydd arfaethedig yn Nhreth y Cyngor o 5% i 4.8%. Eiliwyd hyn gan y Cynghorydd Sir Van-Rees. Derbyniodd y Cadeirydd hwn fel mân welliant.

Cynigiodd y Cynghorydd Sir James Gibson-Watt ei welliant i argymhelliad 2 a gyflwynwyd yn unol â'r Cyfansoddiad.

"Mae'r Cyngor hwn yn gwrthod codiad o 5% yn Nhreth y Cyngor ac yn ei ystyried yn niweidiol ac yn anfforddiadwy i lawer. Mae'n nodi'r setliad grant llawer gwell gan Lywodraeth Cymru ar gyfer 2020/21, a dderbyniwyd ar ôl i'r penderfyniad cychwynnol i gynyddu Treth y Cyngor 5% gael ei wneud, a bod mwyafrif y Cynghorau yng Nghymru yn cynnig codiadau yn Nhreth y Cyngor sydd o dan 5%.

Yn ogystal, mae'r Cyngor yn poeni am rai o'r toriadau arfaethedig i wasanaethau a fydd yn niweidiol i allu'r Cyngor i ddarparu gwasanaethau allweddol i'n cymunedau ac a fydd yn cael effaith andwyol ar amcanion Gweledigaeth 2025.

Felly mae'r Cyngor yn gofyn i'r Cabinet a'r Swyddog Adran 151 ddiwygio'r gyllideb arfaethedig er mwyn gallu gwneud penderfyniad yng nghyfarfod nesaf y

Cyngor Sir, gan flaenoriaethu'n benodol adfer cyllid i'r Gwasanaethau Llyfrgell, cyfleusterau Diwylliannol a Chelfyddydol a'r Gwasanaethau Rheoleiddio a Chefn Gwlad y mae'r cyngor yn eu darparu; a gwneud addasiadau i alluogi i'r cynnydd yn Nhreth y Cyngor gael ei ostwng i 3.75%, a gwneud pa bynnag gynigion eraill sy'n briodol i sicrhau cyllideb gytbwys ar gyfer 2020/21."

Wrth gynnig y gwelliant, nododd y Cyngorydd Gibson-Watt fod lefel arfaethedig Treth y Cyngor yn uwch na chwyddiant ac os byddai'n cael ei derbyn byddai'n golygu codiadau uwch na'r cyfartaledd am y 5 mlynedd nesaf. Cyfeiriodd hefyd at yr arbedion a ragwelir yn y gwasanaeth Llyfrgelloedd a fyddai, meddai, yn peryglu dyfodol y gwasanaeth. Eiliodd y Cyngorydd Sir David Selby y cynnig a mynegodd bryder ynghylch toriadau arfaethedig i'r gwasanaeth Cynllunio. Dadleuodd, gan fod y Cabinet wedi dod o hyd i £152k ychwanegol ychydig cyn y cyfarfod, y dylai allu dod o hyd i £1.5m ychwanegol a dod yn ôl i'r Cyngor yr wythnos nesaf gyda chynigion diwygiedig.

Pleidleisiwyd ynghylch y gwelliant ac fe'i collwyd o 29 pleidlais i 33.

Rhodddwyd y gwelliant i newid y cynnydd yn Nhreth y Cyngor o 5% i 4.8% i bleidlais.

O 45 pleidlais i 15 gydag 1 yn ymatal

**PENDERFYNWYD bod y Gyllideb Refeniw ar gyfer 2020-2021, gan gynnwys cynnydd o 4.8% yn Nhreth y Cyngor a ddangosir yn y Model Adnoddau Ariannol yn Atodiad B yn cael ei chymeradwyo.**

Daeth hwn yn gynnig terfynol ar gyfer argymhelliad 2 ac yna pleidleisiodd y Cyngor ar argymhellion 1 i 8 yn yr atodiad a gynigiwyd gan y Cyngorydd Sir Aled Davies ac a eiliwyd gan y Cyngorydd Sir Rosemarie Harris.

Argymhelliad 1: o 36 pleidlais i 27 gydag 1 yn ymatal

PENDERFYNWYD	Rheswm dros y Penderfyniad
<b>1. Cytuno mewn egwyddor ynghylch y SATC (MTFS) ar gyfer 2020-2025 fel y'i nodir yn Atodiad A i'r adroddiad.</b>	<b>Cynorthwyo cynllunio busnes a datblygu'r gyllideb dros gyfnod o dair blynedd.</b>

Argymhelliad 2: Pleidlais wedi'i Chofnodi

Myfanwy Alexander	Dros
Mark Barnes	Dros
Jake Berriman	Yn erbyn
Graham Breeze	Dros
Jackie Charlton	Yn erbyn
Linda Corfield	Dros

Kelvyn Curry	Yn erbyn
Aled Davies	Dros
Bryn Davies	Yn erbyn
Dai Davies	Dros
Phyl Davies	Yn absennol
Sandra Davies	Yn absennol
Matthew Dorrance	Yn erbyn
Emily Durrant	Yn erbyn
David Evans	Dros
James Evans	Dros
Liam Fitzpatrick	Yn erbyn
Les George	Dros
James Gibson-Watt	Yn erbyn
Rosemarie Harris	Dros
Stephen Hayes	Dros
Heulwen Hulme	Dros
Amanda Jenner	Dros
Arwel Jones	Dros
David Jones	Dros
Emyr Jones	Dros
E Michael Jones	Dros
Gareth Jones	Dros
Joy Jones	Yn absennol
Michael J Jones	Dros
Diane Jones-Poston	Dros
Francesca Jump	Yn erbyn
Karen Laurie-Parry	Yn erbyn
Hywel Lewis	Dros
Karl Lewis	Dros

Peter Lewis	Yn absennol
Maureen Mackenzie	Yn erbyn
Iain McIntosh	Ymatal
Sue McNicholas	Yn erbyn
David Meredith	Yn erbyn
Claire Mills	Yn absennol
Gareth Morgan	Yn erbyn
John Morris	Yn erbyn
Rachel Powell	Dros
William Powell	Yn erbyn
David Price	Yn absennol
Phil Pritchard	Dros
Gareth Pugh	Dros
Jeremy Pugh	Yn erbyn
Gareth Ratcliffe	Yn erbyn
Liz Rijnenberg	Yn erbyn
Lucy Roberts	Dros
Pete Roberts	Yn erbyn
Kath Roberts-Jones	Dros
Dan Rowlands	Dros
David Selby	Yn erbyn
Kathryn Silk	Yn erbyn
Les Skilton	Yn absennol
David Thomas	Yn erbyn
Gwynfor Thomas	Dros
Tim Van-Rees	Dros
Elwyn Vaughan	Yn erbyn
Martin Weale	Yn erbyn
Jonathan Wilkinson	Dros
Ange Williams	Yn erbyn



Gwilym Williams	Dros
Huw Williams	Yn erbyn
Jon Williams	Yn erbyn
Michael Williams	Dros
Roger Williams	Yn absennol
Sarah Williams	Yn erbyn
Beverley Baynham	Dros

Argymhelliad 2: o 34 pleidlais i 29 gydag 1 yn ymatal

PENDERFYNWYD	Rheswm dros y Penderfyniad
<b>2. Bod y Gyllideb Refeniw ar gyfer 2020-2021, gan gynnwys cynnydd o 4.8% yn Nhreth y Cyngor a ddangosir yn y Model Adnoddau Ariannol yn Atodiad B yn cael ei chymeradwyo.</b>	<b>Gofyniad Statudol</b>

Argymhelliad 3: o 33 pleidlais i 25 gyda 2 yn ymatal

PENDERFYNWYD	Rheswm dros y Penderfyniad
<b>3. Bod y Ffioedd a'r Taliadau a gynigir yn y Gofrestr Ffioedd a Thaliadau yn cael eu cymeradwyo (Atodiadau D ac E)</b>	<b>Cydymffurfio â Pholisi Incwm Cyngor Sir Powys</b>

Argymhelliad 4: o 47 pleidlais i 9 gyda 3 yn ymatal

PENDERFYNWYD	Rheswm dros y Penderfyniad
<b>4. Cymeradwyo'r Strategaeth Gyfalaf a'r Rhaglen Gyfalaf arfaethedig ar gyfer 2020-30 a ddangosir yn Atodiad F.</b>	<b>Gofyniad Statudol</b>

Argymhelliad 5: o 43 pleidlais i 16 gydag 1 yn ymatal

PENDERFYNWYD	Rheswm dros y Penderfyniad
<b>5. Cymeradwyo'r Datganiad Darparu Refeniw Isafol fel y'i nodir yn Atodiad F.</b>	<b>Gofyniad Statudol</b>

Argymhelliad 6: o 42 pleidlais i 13

PENDERFYNWYD	Rheswm dros y Penderfyniad
<b>6. Cymeradwyo Strategaeth Rheoli'r Trysorlys a'r Strategaeth Fuddsoddi Flynyddol yn Atodiad F.</b>	<b>Gofyniad Statudol</b>

Argymhelliad 7: o 47 pleidlais i 10 gydag 1 yn ymatal

PENDERFYNWYD	Rheswm dros y Penderfyniad
<b>7. Cymeradwyo'r terfyn benthyca awdurdodedig ar gyfer 2020-21, fel sy'n ofynnol o dan adran 3(1) o Ddeddf Llywodraeth Leol 2003, ar £434 miliwn fel y nodir yn adran 3.60 yr adroddiad hwn.</b>	<b>Gofyniad Statudol</b>

Argymhelliad 8: o 50 pleidlais i 6 gyda 2 yn ymatal

PENDERFYNWYD	Rheswm dros y Penderfyniad
<b>8. Cymeradwyo'r Dangosyddion Darbodus ar gyfer 2020-21 fel y'u nodir yn adran 3.56 i 3.58 yr adroddiad ac Atodiad F.</b>	<b>Gofyniad Statudol</b>

<b>5.</b>	<b>ADOLYGIAD BLYNYDDOL 2020/2021 O WELEDIGAETH 2025 EIN CYNLLUN GWELLA CORFFORAETHOL, GAN GYNNWYS EIN HAMCANION CYDRADDOLDEB STRATEGOL 2020-2024</b>
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Gohiriwyd yr eitem hon tan y cyfarfod ar 5 Mawrth.

<b>6.</b>	<b>DATGANIAD AR STORM DENNIS</b>
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Gwnaeth yr Arweinydd ddatganiad ar ymateb y Cyngor i Storm Dennis. Effeithiwyd ar y sir gyfan a bu llifogydd yn Aberhonddu, Crughywel, Llanellwedd, Llangors, Tref-y-clawdd, Y Trallwng ac Ystradgynlais. Effeithiodd llifogydd ar 129 o eiddo preswyl a 33 eiddo masnachol ac roedd y nifer yn dal i godi. Caewyd 20 o ysgolion, caewyd 50 o ffyrdd ac roedd pontydd wedi'u difrodi. Nid oedd y costau'n hysbys eto ond roeddent yn debygol o fod yn filiynau lawer. Canmolodd yr Arweinydd y staff a'r asiantaethau partner a diolchodd iddynt. Amlinellodd y cymorth ariannol sydd ar gael i ddeiliaid tai a busnesau.

Siaradodd y Cyngorydd Sir John Morris am y llifogydd yng Nghrughywel a dadleuodd nad oedd ymateb y Cyngor yn briodol o ystyried graddfa'r trychineb.

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNCIL CHAMBER - COUNTY HALL, LLANDRINDOD WELLS ON THURSDAY, 5 MARCH 2020**

**PRESENT**

County Councillor B Baynham (Chair)

County Councillors MC Alexander, J Berriman, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, P Davies, M J Dorrance, D O Evans, J Evans, L George, J Gibson-Watt, M R Harris, S M Hayes, A Jenner, D R Jones, G Jones, J R Jones, E M Jones, M J Jones, F H Jump, K Laurie-Parry, H Lewis, K Lewis, I McIntosh, S McNicholas, DW Meredith, JG Morris, R Powell, WD Powell, G Pugh, J Pugh, G W Ratcliffe, L Rijnenberg, L Roberts, P Roberts, K M Roberts-Jones, K S Silk, D Selby, D Rowlands, D A Thomas, R G Thomas, T J Van-Rees, E Vaughan, M Weale, A Williams, G I S Williams, D H Williams and J M Williams,

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors M Barnes, S Davies, E Durrant, H Hulme, E Jones, D Jones-Poston, P Lewis, M Mackenzie, C Mills, G Morgan, D Price, P Pritchard, L Skilton, J Wilkinson, J Williams, R Williams and S Williams.

<b>2.</b>	<b>MINUTES</b>
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The Chair was authorised to sign the minutes of the meeting held on 23<sup>rd</sup> January 2020 as a correct record.

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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There were no declarations of interested reported.

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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The Chair thanked Dragontree for providing the floral display in the planters at the entrance to County Hall. She had provided Members with details of her engagements by email but she did highlight the award of a Silver Kite to Cynthia Davies for her work in helping Ystradgynlais win the Wales in Bloom award. She had also attended Brecon and Radnor YFCs drama finals. The Chair was pleased to present Julie Davies and Helen Dolman with certificates for their work in helping the Council to achieve national accreditation for cyber security and information governance.

<b>5.</b>	<b>LEADER'S ANNOUNCEMENTS</b>
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The Leader advised she had attended an event with Business Wales in Caerberis. She noted the opening of Brecon High School which with the opening of Y Gaer took investment in the town to £35 million. Further school investments

were planned with the submission of a strategic outline case for the replacement of Ysgol Cedewain in Newtown and the replacement school in Machynlleth. Work had started on a £5 million social housing scheme in Brecon and further projects were planned to help deliver 380 affordable homes by 2025. The Leader thanked Jayne Bevan and her team for the successful Careers Festival held at the Royal Welsh Showground the previous day. She advised that the Cabinet would be meeting Herefordshire Cabinet at the end of the month to discuss matters of mutual interest. Finally she advised that a Member development day would be organised to consider the Council's response to climate change and that together with the county's two MPs a day to showcase Powys businesses at Westminster would be arranged.

## **6. CHIEF EXECUTIVE'S BRIEFING**

The Chief Executive advised that two advice sessions had been arranged for businesses affected by flooding in Crickhowell on 10<sup>th</sup> March and in Builth Wells on 12<sup>th</sup> March. Officers of the Council, together with officials from Business Wales, the Development Bank for Wales and Welsh Government would be in attendance.

The Chief Executive updated Members on the Council's response to coronavirus. Significant preparations were being made in case of an outbreak at local level. The council was working closely with Public Health Wales who was leading the responses and with Powys Teaching Health Board.

## **7. PUBLIC QUESTIONS**

### **7.1. Question to the Portfolio Holder for Finance, Countryside and Transport from Kate Jones**

**I want to ask what is Powys County Council doing in order to address the current climate emergency our planet is suffering?**

**For example:**

**In terms of recycling - where does it end up?? Is it all actually recycled?**

Information is provided on our website detailing where all the material we collect is taken and how it is recycled. Apart from a very small percentage that may be rejected during the process, all collected materials are recycled. This is verified through the reporting process to NRW.

**General waste - how is landfill coping??**

Whilst some of our residual waste does still go to landfill we are now diverting significant amounts to Energy from Waste facilities. This not only means that energy is generated from this waste, but also means that even more material can be extracted for recycling and the bottom ash used in the building industry.

## **Renewable energy - Is Powys investing in windfarms, hydro schemes (we get enough rainfall!), ground source heat pumps etc...**

### Mid Wales Growth Deal

The region has been given the opportunity to negotiate a Growth Deal for Mid Wales with UK and Welsh Governments. Working in partnership, Powys County Council, Ceredigion County Council & the Growing Mid Wales Partnership have undertaken a significant programme of work to date. Efforts have focussed on gathering, testing and refining evidence and data whilst building strong co-ordination and support from a wide range of stakeholders, across political, institutional and sectoral interests through engagement workshops and consultations. Activity will support the region in creating a strong case for investment through a Mid Wales Growth Deal but also support the identification of strategic economic priorities that will enact sustainable change in the Mid Wales economy. It is important that we develop the Growth Deal and our ways of working to be able to respond flexibly to a changing economic, policy and funding landscape. Global challenges, leaving the EU and political shifts will all require us to be flexible.

A key area of focus for the Mid Wales region is Energy (Low Carbon, Hydrogen and Circular Economy) this is reflected in the emerging vision and strategic economic plan for the Growing Mid Wales Partnership but is also a key theme for the emerging Mid Wales Growth Deal.

The UK has committed to legally binding targets of a reduction in carbon emissions of 80% by 2050. Welsh Government has said that it wants to go further and reach net zero by 2050. Mid Wales is abundant in the natural resources that, if harnessed properly, can help both governments achieve their targets. The awareness and impacts of climate change are becoming more prevalent forcing global, national and local priorities to rapidly work towards a decarbonised future. The need for systematic change in the way we view, produce and consume energy in the region is key and can provide opportunities for economic growth, supporting our key sectoral strengths such as high value manufacturing, Agriculture, tourism & transport as well as supporting our communities and future generations prosperity, health and wellbeing. Mid Wales has the ambition to act upon the economic opportunities which will arise in the transition from fossil fuels to a low carbon economy. Using our wealth of natural resources, expertise in low carbon technology, business and educational institutions we will build resilience within the region, which is inclusive and sustainable.

### Mid Wales Energy Strategy

The Growing Mid Wales Partnership alongside Powys and Ceredigion County Councils with support from the Welsh Government Energy Service & the Carbon Trust have undertaken a year-long project to produce a regional energy vision and action plan for Mid Wales. Once finalised the strategy and action plan will be key documents for the region to work with partners and Welsh Government to develop proposals alongside growth deal activity which will meet our decarbonisation targets and tackle climate change.

This work seeks to provide a strategic direction for the future of a decarbonised energy system including heat, power and transport within Mid Wales. It will define steps to begin to overcome the challenges we face.

## Mid Wales Energy Strategy Vision

“To achieve a zero carbon energy system that contributes to wider UK decarbonisation and delivers community and economic benefits, eliminates fuel poverty, and better connects Mid Wales to the rest of the UK.”

## Mid Wales Energy Plan priorities

The energy strategy has identified several key priorities for the region to take forward and prioritise activity within the action plan between now and 2035. The vision and priorities were developed through various stakeholder events, consultations and feedback along with significant evidence and data collated from regional, national and international sources.

## **Are all new builds given specific eco standards so they are carbon neutral?**

Planned Maintenance/WHQS - Powys County Council's Housing Services has been committed to tackling climate change for a number of years, this has been achieved through installation of systems of renewable energy, improved window and door specifications, and increased and new levels of insulation, all with the objective of reducing carbon emissions and improving the lifestyles of our tenants. We will continue to look at, and pilot, new and innovative ways in which we can achieve decarbonisation. However, we cannot compromise current systems with an impetus that could force tenants into fuel poverty.

Affordable housing & Wood Knowledge Wales- Powys County Council are committed to building new energy efficient homes across the County with a focus on ways in which construction and build specification can reduce the carbon footprint. The affordable housing programme will see the development of new homes which are 16% above building regulations, Passivhaus homes, timber framed construction, a reduction in the use of PVC materials, homes achieving EPC A, the use of renewable energy sources such as solar panels and air source heat pumps, and where the supply chain permits, using as many locally skilled consultants and contractors as possible. Powys County Council continue to work collaboratively with Welsh Government Housing Policy colleagues to ensure healthy and sustainable new homes are delivered in Powys.

Powys County Council has led the Home Grown Homes initiative. A partnership project between housing associations, the Welsh Local Government Association (WLGA), Community Housing Cymru (CHC), Welsh Government and Natural Resources Wales, which has increased the use of locally grown and processed timber in the construction of new homes. This will help support local economic activity and contribute positively towards a more sustainable environment. As part of its commitment to the Home Grown Homes project the council has adopted a Wood Encouragement Policy. This commits the Council to maximising wherever practicable the use of timber in the construction process. The Wood Encouragement Policy is issued when procuring all new Council House developments.

## Green Powys - Housing

As the 'Green Heart of Wales' Powys County Council will be working to improve the thermal comfort of its council-owned homes and at the same time, help reduce the carbon footprint of the county.

The results of the Welsh Audit Office Customer Experience Survey, has shown over 20% of our residents do not feel that all rooms in their homes are warm enough. The Green Powys programme is designed to increase fuel efficiency and reduce fuel poverty for tenants of the Council. It will also build a solid foundation for the Council to contribute towards the Welsh Government's proposals to decarbonise homes across Wales.

The cost of decarbonising all of the homes currently owned by the Council is difficult to quantify. However, a broad brush estimate based on the costs estimated by other Welsh landlords suggest a possible investment of £135m will be needed for Powys. The Council is considering scaling back the installation of fossil fuel heating systems and begin ramping up more sustainable systems, such as air source heat pumps, and begin developing 'whole home' solutions. Progress will increase once further details are known about potential new decarbonisation standards with further guidance likely to be received from Welsh Government in 2020.

### New Builds

Powys County Council Building Control are required to apply current national building regulation standards to all new dwellings.

Building Regulations are minimum standards therefore builders of new dwellings are at liberty to design their dwellings to a standard that exceeds that of the current regulations if they so wish.

### **Why are our supermarkets in Powys STILL using SO MUCH single use plastic???**

As a Council we have no control over the activities of international companies such as the supermarkets in Powys. However, with the increasing public and media scrutiny since the Blue Planet documentary, supermarkets are now competing with each other to reduce the plastic that they use.

### **Why do we only have a handful of 'refill' shops?? Every supermarket should give us the option to refill our shampoo, hand soap, washing liquid, washing powder, dishwasher powder, pasta, rice, coffee etc. (thus reducing plastic)**

Again this is not in the control of the Council. Market forces will control whether shops set up and they will only do so where there is a demand from the public.

### **Come on Powys our lush green county should be leading the way on climate change for the rest of Wales and the rest of the UK.**

**Please invest more in the forestry industry. We need more trees planted to absorb more CO2 and to emit more oxygen. Powys has the surface area. Let's get planting it.**

**Are you going to make sure that climate change and environmental science becomes a key topic in our education system from pre-school to university?**

We encourage schools to build awareness of environmental issues into the curriculum by undertaking a range of activities. We also encourage pupil voice in all of our schools in the classroom through participative pedagogy and through their school councils. All schools have a school council and most schools also have an eco-committee. Pupil voice is a key element in the Estyn framework for the inspection of schools and is something that is promoted by school improvement officers in school visits. We will also be taking on board the publication from the Children's Commissioner for Wales 'The Right Way – A Children's Rights Approach for Education in Wales. (May 2019)

At primary level there are numerous examples of climate change and responsible citizenship re recycling, energy use built into units of work but also through their eco clubs – some of our schools have the platinum eco awards such as Newbridge on Wye, Hay on Wye and from the secondary sector Crickhowell HS and Llanidloes HS.

It carries through to secondary schools with eco clubs, but is covered intensively in numerous subject areas:

- Geography & Science (all key stages) – the science behind climate change (natural and human causes) but more importantly how to address the issues – both mitigation and adaptation. Also renewable and non-renewable energies are discussed at length.
- Personal/ Social Education (PSE) – citizenship
- Welsh Baccalaureate – as part of the Global Citizenship skills challenge – where frequently pupils work independently or in groups to come up with schemes / methods to combat the effects of climate change.
- Another good example is the rich task that Crickhowell HS did on minimising plastic use as part of the four purposes as global citizens. They undertook a beach clean after looking at the impact of plastic on food webs, in Design and Technology produced clothing from waste material & developing renewable energy etc. Other schools would have examples of similar rich tasks too.

There was no supplementary question.

**7.2. Question to the Portfolio Holder for Environment from Ann Rooney Evans**

**What will the Council do to initiate and support a trial at the recycling centres of allowing residents to take for re-use, any items that are useful, rather than see them thrown away for recycling or landfill; thus supporting the hierarchy of Reduce, Re-use, Recycle?**

**This would be a valuable step towards a circular economy, it would help to normalise the practice of offering things for re-use rather than throwing them away. I am shocked and dismayed by the perfectly good stuff that is thrown away, and that could be re-used. The staff at the recycling centre must be very frustrated by it too. You could ask for donations for items taken (voluntary). There are similar schemes running elsewhere that have overcome any perceived challenges around health and safety, or staff training.**



**Response**

Our Household Waste Recycling Centres are currently operated under contract with the contractor currently entering into such a trial for re-use at the new site at Newtown with a local community group. A purpose built shed has been put in place at this site for this purpose.

Space is a limiting factor at many of our sites as re-use shops are popular with the public, which can result in congestion at the facilities. Other options are to take the material for re-use off site and this is what happens at our site at Lower Cwmtwrch.

There is a re-use area at Welshpool with income generated being donated to local communities.

The supplementary question was

When will the results of the trial at Newtown be known and published, and plans made up for implementing them, or another solution at other sites, such as Brecon? And what are the criteria for judging success? The response to my question sounded as if increased traffic due to demand was a problem - I hope that a more entrepreneurial approach will be taken to see this an opportunity, not a problem! And please will the Council (through the site operators) put up posters and info on the website, linking to the charity shops and re-use websites that are available - in order to cut down the amount coming to recycling sites. I would like to see the Council do more on REDUCE and REUSE - before recycle.

The Leader advised that the Portfolio Holder was away but that a written response would be provided.

**7.3. Question to the Portfolio Holder for Environment from Wendy Joss**

**Prime Minister Boris Johnson announced last week that a ban on fossil fuel cars would be brought forward to 2035, five years earlier than initially expected.**

**How are PCC intending on delivering the ability of its occupants and its tourists to have frequent and reliable charging points so as to invest in new Electric Vehicles in time for 2035?**

**There are only 1.8 public charging points per 100000 in Wales.**

**Response**

A number of fast electric vehicle charging points will be installed in several council owned long stay car parks across the county following a successful bid for funding from the Office for Low Emission Vehicles (OLEV) and Powys CC funding.

The funding was awarded under a criteria which would enable charging points to be installed in areas, which could benefit residents who do not have a drive or garage, and park their electric vehicle on their street. Chargers will also be open to the public or visitor use.

The funding given will allow Powys to install charging points in **8** of our car parks. It signals the start of our Phase I programme which will see us begin to build up a network of charging points across the county and we'll be looking to lever in more funding to increase our provision going forward.

The charging points will ensure that both local residents and tourists with electric vehicles can access charging points at various locations throughout the county.

The nine car parks chosen for the Phase I installation are:

- High Street Car Park, Llandrindod Wells, LD1 6BG
- The Groe Car Park, Builth Wells, LD2 3BL
- Mount Street Car Park, Llanidloes, SY18 6BZ
- Maengwyn Street Car Park, Machynlleth, SY20 8DY
- Back Lane Car Park, Newtown, SY16 2NH
- Church Street Car Park, Welshpool, SY21 7DD
- Hereford Street Car Park, Presteigne, LD8 2AT
- The Watton Car Park, Brecon, LD3 7ED

This is part of a longer term aspiration to create a network of EV charging points across the county, provided by a range of parties such as County Council, Welsh Government (rapid chargers) and Private sector.

We are currently seeking grant funding from Welsh Government for completion of phase 1 to install charging points in the following locations

Rhayader – Dark Lane Car Park

Knighton – Bowling Green Lane Car Park

Ystradgynlais – Heol Eglwys Car Park

Hay-on-Wye – Oxford Street Car Park

Further phases are yet to be developed and are subject to wider National plans and funding

The supplementary question was

My question was in response to the new UK policy and time line. The committed 8 charging points throughout Powys were based on an old time line. Originally the Government set targets to ensure that almost every car and van in the UK is a zero emission vehicle by 2050, and to make the UK a world leader in EV and battery technologies. Whereas now it's 2035.

This is an ambitious target and the requirement for a big increase in charging points availability will be essential. How do Powys intend deliver for the new targets?

The Portfolio Holder was absent so a written response would be provided.

<b>8. COUNCIL TAX RESOLUTION FOR 2020/21</b>
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Council considered the Council Tax resolution for 2020/21.

The budget for 2020/21 was agreed at Council on 28<sup>th</sup> February 2020 and an increase of 4.8% in Council Tax for the financial year 2020-21 was approved by Council as part of the budget.

At a meeting of the Cabinet on the 27<sup>th</sup> November 2019, the Council calculated the following Tax Base amounts for the year 2020/21 in accordance with Regulations made under Section 33 (5) of the Local Government Finance Act, 1992.

- (a) Being the amount calculated by the Council, in accordance with the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995, as amended, as its Council Tax Base for the year 2020/2021.
- (b) Part of the Council's area community of:

**Community of:**

<b>COMMUNITY</b>	<b>Tax Base 2020-21</b>
Abbeycwmhir	127.49
Aberedw	140.84
Aberhafesp	223.97
Abermule with Llandyssil	736.31
Banwy	321.85
Bausley with Criggion	366.90
Beguildy	379.26
Berriew	753.24
Betws Cedewain	229.46
Brecon	3510.52
Bronllys	435.38
Builth Wells	1073.60
Cadfarch	451.23
Caersws	712.07
Carno	357.14
Carreghofa	316.57
Castle Caereinion	305.31
Churchstoke	864.58
Cilmery	237.53
Clyro	420.93
Cray	132.27
Crickhowell	1135.60
Cwmdu and District	555.79
Disserth & Trecoed	554.40
Duhonw	151.61
Dwyrhiw	280.49
Erwood	254.26
Felinfach	379.16
Forden	803.59
Gladestry	228.46
Glantwymyn	651.48
Glasbury	571.24

Glascwm	268.53
Glyn Tarrell	301.12
Guilsfield	854.02
Gwernyfed	483.92
Hay-on-Wye	905.85
Honddu Isaf	222.68
Kerry	992.37
Knighton	1321.10
Llanafanfawr	235.63
Llanbadarn Fawr	352.05
Llanbadarn Fynydd	142.73
Llanbister	190.78
Llanbrynmair	499.47
Llanddew	120.62
Llanddewi Ystradenny	144.92
Llandinam	443.75
Llandrindod Wells	2388.72
Llandrinio & Arddleen	723.75
Llandysilio	549.91
Llanelwedd	188.69
Llanerfyl	216.39
LLanfair Caereinion	795.41
Llanfechain	272.80
Llanfihangel	273.01
Llanfihangel Rhydithon	118.12
Llanfrynach	327.94
Llanfyllin	711.58
Llangammarch	264.23
Llangattock	564.56
Llangedwyn	196.06
Llangorse	564.76
Llangunllo	201.14
Llangurig	379.76
Llangynidr	585.49
Llangyniew	308.99
Llangynog	198.95
Llanidloes	1195.81
Llanidloes Without	310.78
Llanigon	282.28
Llanrhaeadr Ym Mochnant	593.57
Llansantffraid	719.35
Llansilin	366.60
Llanwddyn	125.80
Llanwrthwl	110.44
Llanwrtyd Wells	396.32
Llanyre	583.11
Llywel	257.55

Machynlleth	871.06
Maescar	471.42
Manafon	181.81
Meifod	708.39
Merthyr Cynog	140.54
Mochdre with Penstrowed	254.07
Montgomery	723.44
Nantmel	350.06
New Radnor	234.93
Newtown & Llanllwchaiarn	4342.55
Old Radnor	406.28
Paincastle	284.58
Pen Y Bont Fawr	252.08
Penybont & Llandegley	206.62
Presteigne & Norton	1288.20
Rhayader	910.54
St Harmon	317.46
Talgarth	741.49
Talybont-on-Usk	400.70
Tawe Uchaf	571.24
Trallong	196.26
Trefeglwys	470.97
Treflys	239.32
Tregynon	390.13
Trewern	654.37
Vale of Grwyney	499.22
Welshpool	2687.35
Whitton	211.10
Yscir	258.06
Ystradfelte	254.96
Ystradgynlais	2963.56

**62,396:70**                     

being the amounts calculated by the Council in accordance with the Regulations, as the amounts of its Council Tax Base for the year 2020/2021 for dwellings in those parts of its area to which one or more special items relate. **Appendix One** confirms the 2020/21 precept and band D charge for each Town and Community Council.

### 3.0 THE CALCULATION

3.1. THAT the following amounts be now calculated by the Council for the year 2020/2021 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992:

a) £470,559,254

being the aggregate of the amounts which the Council estimates for the items

set out in Section 32 (2) (a) to (e) of the Act

- b) £197,100,811 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (3) (a) to (c) of the Act
- c) £273,458,443 being the amount by which the aggregate at 2.1(a) above exceeds the aggregate at 2.1(b) above, calculated by the Council, in accordance with Section 32 (4) of the Act, as its budget requirement for the year
- d) £184,155,048 being the aggregate of the sums which the Council estimates will be payable for the year into its General Fund in respect of re-distributed Non Domestic Rates, Revenue Support Grant, special grant or additional Grant.
- e) £1,431.22 being the amount at 2.1(c) above less the amount at 2.1(d) above, all divided by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 33 (1) of the Act, as the basic amount of its Council Tax for the year
- f) £4,151,970 being the aggregate amount of all special items referred to in Section 34 (1) of the Act
- g) £1,364.68 being the amount at 2.1(e) above less the result given by dividing the amount at 2.1(f) above by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no special item relates.

h)

**BRECKNOCK**

**COMMUNITY**

**COUNTY &  
COMMUNITY  
COUNCIL TAX BAND D**

Brecon	£1,493.38
Bronllys	£1,392.24
Builth Wells	£1,456.50
Cilmerly	£1,381.04

Cray	£1,403.24
Crickhowell	£1,405.19
Duhonw	£1,374.57
Erwood	£1,386.31
Felinfach	£1,388.42
Glyn Tarrell	£1,396.23
Gwerynfed	£1,380.18
Hay-on-Wye	£1,422.33
Honddu Isaf	£1,369.69
Llanafan Fawr	£1,375.29
Llanddew	£1,385.41
Cwmdu and District	£1,386.27
Llanfrynach	£1,404.32
Llangammarch	£1,405.55
Llangattock	£1,398.93
Llangorse	£1,393.01
Llangynidr	£1,388.59
Llanigon	£1,382.39
Llanwrthwl	£1,391.85
Llanwrtyd Wells	£1,413.95
Llywel	£1,401.57
Maescar	£1,396.50
Merthyr Cynog	£1,399.15
Talgarth	£1,437.51
Talybont-on-Usk	£1,402.29
Tawe Uchaf	£1,417.20
Trallong	£1,373.85
Treflys	£1,379.30
Vale of Grwyney	£1,380.70
Yscir	£1,377.68
Ystradfellte	£1,411.75
Ystradgynlais	£1,463.89

MONTGOMERYSHIRE

<u>COMMUNITY</u>	<u>COUNTY &amp; COMMUNITY COUNCIL TAX BAND D</u>
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Aberhafesp	£1,391.02
Banwy	£1,382.50
Bausley with Criggion	£1,388.68
Berriew	£1,377.29
Betws Cedewain	£1,393.68
Cadfarch	£1,383.96
Caersws	£1,411.19
Carno	£1,403.05
Carreghofa	£1,399.16
Castle Caereinion	£1,404.49
Churchstoke	£1,392.15
Dwyrhiw	£1,384.75
Fordeu	£1,401.20

Glantwymyn	£1,382.33
Guilsfield	£1,383.07
Kerry	£1,392.36
Llanbrynmair	£1,391.11
Llandinam	£1,448.95
Llandrinio and Arddleen	£1,389.15
Llandysilio	£1,395.14
Abermule with Llandyssil	£1,413.57
Llanerfyl	£1,385.94
LLanfair Caereinion	£1,414.97
Llanfechain	£1,392.17
Llanfihangel	£1,415.96
Llanfyllin	£1,411.06
Llangedwyn	£1,379.98
Llangurig	£1,376.53
Llangyniew	£1,394.45
Llangynog	£1,414.94
Llanidloes	£1,499.05
Llanidloes Without	£1,396.86
Llanrhaeadr ym Mochnant	£1,384.90
Llansantffraid	£1,391.79
Llansilin	£1,374.23
Llanwddyn	£1,434.63
Machynlleth	£1,581.66
Manafon	£1,392.18
Meifod	£1,385.95
Mochdre with Penstrowed	£1,394.20
Montgomery	£1,427.74
Newtown & Llanllwchaiarn	£1,543.11
Pen Y Bont Fawr	£1,416.25
Trefeglwys	£1,378.48
Tregynon	£1,403.90
Trewern	£1,396.12
Welshpool	£1,583.36

RADNORSHIRE

	<u>COUNTY &amp;</u>
	<u>COMMUNITY</u>
<u>COMMUNITY</u>	<u>COUNCIL TAX BAND D</u>

Abbeycwmhir	£1,393.54
Aberedw	£1,371.07
Beguildy	£1,389.18
Clyro	£1,376.56
Disserth & Trecoed	£1,386.74
Gladestry	£1,377.81
Glasbury	£1,383.94
Glascwm	£1,380.94
Knighton	£1,418.73
Llanbadarn Fawr	£1,384.00
Llanbadarn Fynydd	£1,395.68
Llanbister	£1,400.99



Llanddewi Ystradenny	£1,375.72
Llandrindod Wells	£1,440.45
Llanelwedd	£1,378.99
Llanfihangel Rhydithon	£1,395.16
Llangunllo	£1,383.57
Llanyre	£1,388.68
Nantmel	£1,396.73
New Radnor	£1,394.28
Old Radnor	£1,385.56
Paincastle	£1,370.65
Penybont & Llandegley	£1,389.39
Presteigne & Norton	£1,419.68
Rhayader	£1,411.90
St Harmon	£1,405.73
Whitton	£1,381.18

being the amounts given by adding to the amount at 3.1(g) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at 2.2 above, calculated by the Council, in accordance with Section 34 (3) of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate.

(i) Part of the Council's area

**BRECKNOCK****COMMUNITY****COUNTY &  
COMMUNITY  
COUNCIL TAX BANDS**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Brecon	£995.59	£1,161.52	£1,327.45	£1,493.38	£1,825.24	£2,157.10	£2,488.97	£2,986.76	£3,484.55
Bronllys	£928.16	£1,082.85	£1,237.55	£1,392.24	£1,701.63	£2,011.01	£2,320.40	£2,784.48	£3,248.56
Builth Wells	£971.00	£1,132.83	£1,294.67	£1,456.50	£1,780.17	£2,103.83	£2,427.50	£2,913.00	£3,398.50
Cilmerly	£920.69	£1,074.14	£1,227.59	£1,381.04	£1,687.94	£1,994.84	£2,301.73	£2,762.08	£3,222.43
Cray	£935.49	£1,091.41	£1,247.32	£1,403.24	£1,715.07	£2,026.90	£2,338.73	£2,806.48	£3,274.23
Crickhowell	£936.79	£1,092.93	£1,249.06	£1,405.19	£1,717.45	£2,029.72	£2,341.98	£2,810.38	£3,278.78
Duhonw	£916.38	£1,069.11	£1,221.84	£1,374.57	£1,680.03	£1,985.49	£2,290.95	£2,749.14	£3,207.33
Erwood	£924.21	£1,078.24	£1,232.28	£1,386.31	£1,694.38	£2,002.45	£2,310.52	£2,772.62	£3,234.72
Felinfach	£925.61	£1,079.88	£1,234.15	£1,388.42	£1,696.96	£2,005.50	£2,314.03	£2,776.84	£3,239.65
Glyn Tarrell	£930.82	£1,085.96	£1,241.09	£1,396.23	£1,706.50	£2,016.78	£2,327.05	£2,792.46	£3,257.87
Gwernyfed	£920.12	£1,073.47	£1,226.83	£1,380.18	£1,686.89	£1,993.59	£2,300.30	£2,760.36	£3,220.42
Hay-on-Wye	£948.22	£1,106.26	£1,264.29	£1,422.33	£1,738.40	£2,054.48	£2,370.55	£2,844.66	£3,318.77
Honddu Isaf	£913.13	£1,065.31	£1,217.50	£1,369.69	£1,674.07	£1,978.44	£2,282.82	£2,739.38	£3,195.94
Llanafanfawr	£916.86	£1,069.67	£1,222.48	£1,375.29	£1,680.91	£1,986.53	£2,292.15	£2,750.58	£3,209.01
Llanddew	£923.61	£1,077.54	£1,231.48	£1,385.41	£1,693.28	£2,001.15	£2,309.02	£2,770.82	£3,232.62
Cwmdu and District	£924.18	£1,078.21	£1,232.24	£1,386.27	£1,694.33	£2,002.39	£2,310.45	£2,772.54	£3,234.63
Llanfrynach	£936.21	£1,092.25	£1,248.28	£1,404.32	£1,716.39	£2,028.46	£2,340.53	£2,808.64	£3,276.75
Llangammarch	£937.03	£1,093.21	£1,249.38	£1,405.55	£1,717.89	£2,030.24	£2,342.58	£2,811.10	£3,279.62
Llangattock	£932.62	£1,088.06	£1,243.49	£1,398.93	£1,709.80	£2,020.68	£2,331.55	£2,797.86	£3,264.17
Llangorse	£928.67	£1,083.45	£1,238.23	£1,393.01	£1,702.57	£2,012.13	£2,321.68	£2,786.02	£3,250.36
Llangynidr	£925.73	£1,080.01	£1,234.30	£1,388.59	£1,697.17	£2,005.74	£2,314.32	£2,777.18	£3,240.04
Llanigon	£921.59	£1,075.19	£1,228.79	£1,382.39	£1,689.59	£1,996.79	£2,303.98	£2,764.78	£3,225.58
Llanwrthwl	£927.90	£1,082.55	£1,237.20	£1,391.85	£1,701.15	£2,010.45	£2,319.75	£2,783.70	£3,247.65

Tudalen 32

Llanwrtyd Wells	£942.63	£1,099.74	£1,256.84	£1,413.95	£1,728.16	£2,042.37	£2,356.58	£2,827.90	£3,299.22
Llywel	£934.38	£1,090.11	£1,245.84	£1,401.57	£1,713.03	£2,024.49	£2,335.95	£2,803.14	£3,270.33
Maescar	£931.00	£1,086.17	£1,241.33	£1,396.50	£1,706.83	£2,017.17	£2,327.50	£2,793.00	£3,258.50
Merthyr Cynog	£932.77	£1,088.23	£1,243.69	£1,399.15	£1,710.07	£2,020.99	£2,331.92	£2,798.30	£3,264.68
Talgarth	£958.34	£1,118.06	£1,277.79	£1,437.51	£1,756.96	£2,076.40	£2,395.85	£2,875.02	£3,354.19
Talybont-on-Usk	£934.86	£1,090.67	£1,246.48	£1,402.29	£1,713.91	£2,025.53	£2,337.15	£2,804.58	£3,272.01
Tawe Uchaf	£944.80	£1,102.27	£1,259.73	£1,417.20	£1,732.13	£2,047.07	£2,362.00	£2,834.40	£3,306.80
Trallong	£915.90	£1,068.55	£1,221.20	£1,373.85	£1,679.15	£1,984.45	£2,289.75	£2,747.70	£3,205.65
Treflys	£919.53	£1,072.79	£1,226.04	£1,379.30	£1,685.81	£1,992.32	£2,298.83	£2,758.60	£3,218.37
Vale of Grwyney	£920.47	£1,073.88	£1,227.29	£1,380.70	£1,687.52	£1,994.34	£2,301.17	£2,761.40	£3,221.63
Yscir	£918.45	£1,071.53	£1,224.60	£1,377.68	£1,683.83	£1,989.98	£2,296.13	£2,755.36	£3,214.59
Ystradfellte	£941.17	£1,098.03	£1,254.89	£1,411.75	£1,725.47	£2,039.19	£2,352.92	£2,823.50	£3,294.08
Ystradgynlais	£975.93	£1,138.58	£1,301.24	£1,463.89	£1,789.20	£2,114.51	£2,439.82	£2,927.78	£3,415.74

Tudalen 33 MONTGOMERYSHIRE

COMMUNITY

COUNTY &  
COMMUNITY  
COUNCIL TAX BANDS

	A	B	C	D	E	F	G	H	I
Aberhafesp	£927.35	£1,081.90	£1,236.46	£1,391.02	£1,700.14	£2,009.25	£2,318.37	£2,782.04	£3,245.71
Banwy	£921.67	£1,075.28	£1,228.89	£1,382.50	£1,689.72	£1,996.94	£2,304.17	£2,765.00	£3,225.83
Bausley with Criggion	£925.79	£1,080.08	£1,234.38	£1,388.68	£1,697.28	£2,005.87	£2,314.47	£2,777.36	£3,240.25
Berriew	£918.19	£1,071.23	£1,224.26	£1,377.29	£1,683.35	£1,989.42	£2,295.48	£2,754.58	£3,213.68
Betws Cedewain	£929.12	£1,083.97	£1,238.83	£1,393.68	£1,703.39	£2,013.09	£2,322.80	£2,787.36	£3,251.92
Cadfarth	£922.64	£1,076.41	£1,230.19	£1,383.96	£1,691.51	£1,999.05	£2,306.60	£2,767.92	£3,229.24
Caersws	£940.79	£1,097.59	£1,254.39	£1,411.19	£1,724.79	£2,038.39	£2,351.98	£2,822.38	£3,292.78
Carno	£935.37	£1,091.26	£1,247.16	£1,403.05	£1,714.84	£2,026.63	£2,338.42	£2,806.10	£3,273.78
Carreghofa	£932.77	£1,088.24	£1,243.70	£1,399.16	£1,710.08	£2,021.01	£2,331.93	£2,798.32	£3,264.71
Castle Caereinion	£936.33	£1,092.38	£1,248.44	£1,404.49	£1,716.60	£2,028.71	£2,340.82	£2,808.98	£3,277.14
Churchstoke	£928.10	£1,082.78	£1,237.47	£1,392.15	£1,701.52	£2,010.88	£2,320.25	£2,784.30	£3,248.35
Dwyrhiw	£923.17	£1,077.03	£1,230.89	£1,384.75	£1,692.47	£2,000.19	£2,307.92	£2,769.50	£3,231.08

	Fornden	£934.13	£1,089.82	£1,245.51	£1,401.20	£1,712.58	£2,023.96	£2,335.33	£2,802.40	£3,269.47
	Glantwymyn	£921.55	£1,075.15	£1,228.74	£1,382.33	£1,689.51	£1,996.70	£2,303.88	£2,764.66	£3,225.44
	GUILFIELD	£922.05	£1,075.72	£1,229.40	£1,383.07	£1,690.42	£1,997.77	£2,305.12	£2,766.14	£3,227.16
	Kerry	£928.24	£1,082.95	£1,237.65	£1,392.36	£1,701.77	£2,011.19	£2,320.60	£2,784.72	£3,248.84
	Llanbrynmair	£927.41	£1,081.97	£1,236.54	£1,391.11	£1,700.25	£2,009.38	£2,318.52	£2,782.22	£3,245.92
	Llandinam	£965.97	£1,126.96	£1,287.96	£1,448.95	£1,770.94	£2,092.93	£2,414.92	£2,897.90	£3,380.88
	Llandrinio and Arddleen	£926.10	£1,080.45	£1,234.80	£1,389.15	£1,697.85	£2,006.55	£2,315.25	£2,778.30	£3,241.35
	Llandysilio	£930.09	£1,085.11	£1,240.12	£1,395.14	£1,705.17	£2,015.20	£2,325.23	£2,790.28	£3,255.33
	Abermule with Llandyssil	£942.38	£1,099.44	£1,256.51	£1,413.57	£1,727.70	£2,041.82	£2,355.95	£2,827.14	£3,298.33
	Llanerfyl	£923.96	£1,077.95	£1,231.95	£1,385.94	£1,693.93	£2,001.91	£2,309.90	£2,771.88	£3,233.86
	Llanfair Caereinion	£943.31	£1,100.53	£1,257.75	£1,414.97	£1,729.41	£2,043.85	£2,358.28	£2,829.94	£3,301.60
	Llanfechain	£928.11	£1,082.80	£1,237.48	£1,392.17	£1,701.54	£2,010.91	£2,320.28	£2,784.34	£3,248.40
Tudalen 34	Llanfihangel	£943.97	£1,101.30	£1,258.63	£1,415.96	£1,730.62	£2,045.28	£2,359.93	£2,831.92	£3,303.91
	Llanfyllin	£940.71	£1,097.49	£1,254.28	£1,411.06	£1,724.63	£2,038.20	£2,351.77	£2,822.12	£3,292.47
	Llangedwyn	£919.99	£1,073.32	£1,226.65	£1,379.98	£1,686.64	£1,993.30	£2,299.97	£2,759.96	£3,219.95
	Llangurig	£917.69	£1,070.63	£1,223.58	£1,376.53	£1,682.43	£1,988.32	£2,294.22	£2,753.06	£3,211.90
	Llangyniew	£929.63	£1,084.57	£1,239.51	£1,394.45	£1,704.33	£2,014.21	£2,324.08	£2,788.90	£3,253.72
	Llangynog	£943.29	£1,100.51	£1,257.72	£1,414.94	£1,729.37	£2,043.80	£2,358.23	£2,829.88	£3,301.53
	Llanidloes	£999.37	£1,165.93	£1,332.49	£1,499.05	£1,832.17	£2,165.29	£2,498.42	£2,998.10	£3,497.78
	Llanidloes Without	£931.24	£1,086.45	£1,241.65	£1,396.86	£1,707.27	£2,017.69	£2,328.10	£2,793.72	£3,259.34
	Llanrhaeadr									
	Mochnant	£923.27	£1,077.14	£1,231.02	£1,384.90	£1,692.66	£2,000.41	£2,308.17	£2,769.80	£3,231.43
Llansantffraid	£927.86	£1,082.50	£1,237.15	£1,391.79	£1,701.08	£2,010.36	£2,319.65	£2,783.58	£3,247.51	

<u>COMMUNITY</u>		<u>COUNTY &amp; COMMUNITY COUNCIL TAX BANDS</u>								
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Llansilin		£916.15	£1,068.85	£1,221.54	£1,374.23	£1,679.61	£1,985.00	£2,290.38	£2,748.46	£3,206.54
Llanwddyn		£956.42	£1,115.82	£1,275.23	£1,434.63	£1,753.44	£2,072.24	£2,391.05	£2,869.26	£3,347.47
Machynlleth		£1,054.44	£1,230.18	£1,405.92	£1,581.66	£1,933.14	£2,284.62	£2,636.10	£3,163.32	£3,690.54
Manafon		£928.12	£1,082.81	£1,237.49	£1,392.18	£1,701.55	£2,010.93	£2,320.30	£2,784.36	£3,248.42
Meifod		£923.97	£1,077.96	£1,231.96	£1,385.95	£1,693.94	£2,001.93	£2,309.92	£2,771.90	£3,233.88
Mochdre	with									
Penstrowed		£929.47	£1,084.38	£1,239.29	£1,394.20	£1,704.02	£2,013.84	£2,323.67	£2,788.40	£3,253.13
Montgomery		£951.83	£1,110.46	£1,269.10	£1,427.74	£1,745.02	£2,062.29	£2,379.57	£2,855.48	£3,331.39
Newtown	&									
Llanllwchaiarn		£1,028.74	£1,200.20	£1,371.65	£1,543.11	£1,886.02	£2,228.94	£2,571.85	£3,086.22	£3,600.59
Pen Y Bont Fawr		£944.17	£1,101.53	£1,258.89	£1,416.25	£1,730.97	£2,045.69	£2,360.42	£2,832.50	£3,304.58
Trefeglwys		£918.99	£1,072.15	£1,225.32	£1,378.48	£1,684.81	£1,991.14	£2,297.47	£2,756.96	£3,216.45
Tregynon		£935.93	£1,091.92	£1,247.91	£1,403.90	£1,715.88	£2,027.86	£2,339.83	£2,807.80	£3,275.77
Trewern		£930.75	£1,085.87	£1,241.00	£1,396.12	£1,706.37	£2,016.62	£2,326.87	£2,792.24	£3,257.61
Welshpool		£1,055.57	£1,231.50	£1,407.43	£1,583.36	£1,935.22	£2,287.08	£2,638.93	£3,166.72	£3,694.51

RADNORSHIRECOMMUNITYCOUNTY &  
COMMUNITY  
COUNCIL TAX BANDS

Tudalen 36

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
Abbeycwmhir	£929.03	£1,083.86	£1,238.70	£1,393.54	£1,703.22	£2,012.89	£2,322.57	£2,787.08	£3,251.59
Aberedw	£914.05	£1,066.39	£1,218.73	£1,371.07	£1,675.75	£1,980.43	£2,285.12	£2,742.14	£3,199.16
Beguildy	£926.12	£1,080.47	£1,234.83	£1,389.18	£1,697.89	£2,006.59	£2,315.30	£2,778.36	£3,241.42
Clyro	£917.71	£1,070.66	£1,223.61	£1,376.56	£1,682.46	£1,988.36	£2,294.27	£2,753.12	£3,211.97
Disserth & Trecoed	£924.49	£1,078.58	£1,232.66	£1,386.74	£1,694.90	£2,003.07	£2,311.23	£2,773.48	£3,235.73
Gladestry	£918.54	£1,071.63	£1,224.72	£1,377.81	£1,683.99	£1,990.17	£2,296.35	£2,755.62	£3,214.89
Glasbury	£922.63	£1,076.40	£1,230.17	£1,383.94	£1,691.48	£1,999.02	£2,306.57	£2,767.88	£3,229.19
Glascwm	£920.63	£1,074.06	£1,227.50	£1,380.94	£1,687.82	£1,994.69	£2,301.57	£2,761.88	£3,222.19
Knighton	£945.82	£1,103.46	£1,261.09	£1,418.73	£1,734.00	£2,049.28	£2,364.55	£2,837.46	£3,310.37
Llanbadarn Fawr	£922.67	£1,076.44	£1,230.22	£1,384.00	£1,691.56	£1,999.11	£2,306.67	£2,768.00	£3,229.33
Llanbadarn Fynydd	£930.45	£1,085.53	£1,240.60	£1,395.68	£1,705.83	£2,015.98	£2,326.13	£2,791.36	£3,256.59
Llanbister	£933.99	£1,089.66	£1,245.32	£1,400.99	£1,712.32	£2,023.65	£2,334.98	£2,801.98	£3,268.98
Llanddewi Ystradenny	£917.15	£1,070.00	£1,222.86	£1,375.72	£1,681.44	£1,987.15	£2,292.87	£2,751.44	£3,210.01
Llandrindod Wells	£960.30	£1,120.35	£1,280.40	£1,440.45	£1,760.55	£2,080.65	£2,400.75	£2,880.90	£3,361.05
Llanelwedd	£919.33	£1,072.55	£1,225.77	£1,378.99	£1,685.43	£1,991.87	£2,298.32	£2,757.98	£3,217.64
Llanfihangel Rhydithon	£930.11	£1,085.12	£1,240.14	£1,395.16	£1,705.20	£2,015.23	£2,325.27	£2,790.32	£3,255.37
Llangunllo	£922.38	£1,076.11	£1,229.84	£1,383.57	£1,691.03	£1,998.49	£2,305.95	£2,767.14	£3,228.33
Llanyre	£925.79	£1,080.08	£1,234.38	£1,388.68	£1,697.28	£2,005.87	£2,314.47	£2,777.36	£3,240.25
Nantmel	£931.15	£1,086.35	£1,241.54	£1,396.73	£1,707.11	£2,017.50	£2,327.88	£2,793.46	£3,259.04
New Radnor	£929.52	£1,084.44	£1,239.36	£1,394.28	£1,704.12	£2,013.96	£2,323.80	£2,788.56	£3,253.32
Old Radnor	£923.71	£1,077.66	£1,231.61	£1,385.56	£1,693.46	£2,001.36	£2,309.27	£2,771.12	£3,232.97
Painscastle	£913.77	£1,066.06	£1,218.36	£1,370.65	£1,675.24	£1,979.83	£2,284.42	£2,741.30	£3,198.18
Penybont & Llandegley	£926.26	£1,080.64	£1,235.01	£1,389.39	£1,698.14	£2,006.90	£2,315.65	£2,778.78	£3,241.91
Presteigne & Norton	£946.45	£1,104.20	£1,261.94	£1,419.68	£1,735.16	£2,050.65	£2,366.13	£2,839.36	£3,312.59

Rhayader	£941.27	£1,098.14	£1,255.02	£1,411.90	£1,725.66	£2,039.41	£2,353.17	£2,823.80	£3,294.43
St Harmon	£937.15	£1,093.35	£1,249.54	£1,405.73	£1,718.11	£2,030.50	£2,342.88	£2,811.46	£3,280.04
Whitton	£920.79	£1,074.25	£1,227.72	£1,381.18	£1,688.11	£1,995.04	£2,301.97	£2,762.36	£3,222.75

being the amounts given by multiplying the amounts at 3(h) above by the number which, in the proportion set out in Section 5 (1) of the Act, is applicable to dwellings listed in a particular Valuation Band divided by the number which in that proportion is applicable to dwellings listed in Valuation Band D, calculated by the Council, in accordance with Section 36 (1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different Valuation Bands.

- 3.2 THAT it be noted for the year 2020/2021 the Police and Crime Commissioner for Dyfed-Powys Police has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act, 1992, for each of the categories of dwellings shown below:**

**Valuation Bands**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
£ 173.71	£ 202.66	£ 231.61	£ 260.56	£ 318.46	£ 376.36	£ 434.27	£ 521.12	£ 607.97

- 3.3 THAT, having calculated the aggregate in each case of the amounts at 3.1(i) and 3.2 above, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2020/2021 for each of the categories of dwellings shown below:**



**BRECKNOCKSHIRE/SIR FRYCHEINIOG****COMMUNITY/CYMUNED**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Brecon	£1,169.29	£1,364.18	£1,559.06	£1,753.94	£2,143.70	£2,533.47	£2,923.23	£3,507.88	£4,092.53
Bronllys	£1,101.87	£1,285.51	£1,469.16	£1,652.80	£2,020.09	£2,387.38	£2,754.67	£3,305.60	£3,856.53
Builth Wells	£1,144.71	£1,335.49	£1,526.28	£1,717.06	£2,098.63	£2,480.20	£2,861.77	£3,434.12	£4,006.47
Cilmerly	£1,094.40	£1,276.80	£1,459.20	£1,641.60	£2,006.40	£2,371.20	£2,736.00	£3,283.20	£3,830.40
Cray	£1,109.20	£1,294.07	£1,478.93	£1,663.80	£2,033.53	£2,403.27	£2,773.00	£3,327.60	£3,882.20
Crickhowell	£1,110.50	£1,295.58	£1,480.67	£1,665.75	£2,035.92	£2,406.08	£2,776.25	£3,331.50	£3,886.75
Duhonw	£1,090.09	£1,271.77	£1,453.45	£1,635.13	£1,998.49	£2,361.85	£2,725.22	£3,270.26	£3,815.30
Erwood	£1,097.91	£1,280.90	£1,463.88	£1,646.87	£2,012.84	£2,378.81	£2,744.78	£3,293.74	£3,842.70
Felinfach	£1,099.32	£1,282.54	£1,465.76	£1,648.98	£2,015.42	£2,381.86	£2,748.30	£3,297.96	£3,847.62
Glyn Tarrell	£1,104.53	£1,288.61	£1,472.70	£1,656.79	£2,024.97	£2,393.14	£2,761.32	£3,313.58	£3,865.84
Gwernyfed	£1,093.83	£1,276.13	£1,458.44	£1,640.74	£2,005.35	£2,369.96	£2,734.57	£3,281.48	£3,828.39
Hay-on-Wye	£1,121.93	£1,308.91	£1,495.90	£1,682.89	£2,056.87	£2,430.84	£2,804.82	£3,365.78	£3,926.74
Honddu Isaf	£1,086.83	£1,267.97	£1,449.11	£1,630.25	£1,992.53	£2,354.81	£2,717.08	£3,260.50	£3,803.92
Llanafanfawr	£1,090.57	£1,272.33	£1,454.09	£1,635.85	£1,999.37	£2,362.89	£2,726.42	£3,271.70	£3,816.98
Llanddew	£1,097.31	£1,280.20	£1,463.08	£1,645.97	£2,011.74	£2,377.51	£2,743.28	£3,291.94	£3,840.60
Cwmdu and District	£1,097.89	£1,280.87	£1,463.85	£1,646.83	£2,012.79	£2,378.75	£2,744.72	£3,293.66	£3,842.60
Llanfrynach	£1,109.92	£1,294.91	£1,479.89	£1,664.88	£2,034.85	£2,404.83	£2,774.80	£3,329.76	£3,884.72
Llangammarch	£1,110.74	£1,295.86	£1,480.99	£1,666.11	£2,036.36	£2,406.60	£2,776.85	£3,332.22	£3,887.59
Llangattock	£1,106.33	£1,290.71	£1,475.10	£1,659.49	£2,028.27	£2,397.04	£2,765.82	£3,318.98	£3,872.14
Llangorse	£1,102.38	£1,286.11	£1,469.84	£1,653.57	£2,021.03	£2,388.49	£2,755.95	£3,307.14	£3,858.33
Llangynidr	£1,099.43	£1,282.67	£1,465.91	£1,649.15	£2,015.63	£2,382.11	£2,748.58	£3,298.30	£3,848.02
Llanigon	£1,095.30	£1,277.85	£1,460.40	£1,642.95	£2,008.05	£2,373.15	£2,738.25	£3,285.90	£3,833.55
Llanwrthwl	£1,101.61	£1,285.21	£1,468.81	£1,652.41	£2,019.61	£2,386.81	£2,754.02	£3,304.82	£3,855.62
Llanwrtyd Wells	£1,116.34	£1,302.40	£1,488.45	£1,674.51	£2,046.62	£2,418.74	£2,790.85	£3,349.02	£3,907.19
Llywel	£1,108.09	£1,292.77	£1,477.45	£1,662.13	£2,031.49	£2,400.85	£2,770.22	£3,324.26	£3,878.30
Maescar	£1,104.71	£1,288.82	£1,472.94	£1,657.06	£2,025.30	£2,393.53	£2,761.77	£3,314.12	£3,866.47

Merthyr Cynog	£1,106.47	£1,290.89	£1,475.30	£1,659.71	£2,028.53	£2,397.36	£2,766.18	£3,319.42	£3,872.66
Talgarth	£1,132.05	£1,320.72	£1,509.40	£1,698.07	£2,075.42	£2,452.77	£2,830.12	£3,396.14	£3,962.16
Talybont-on-Usk	£1,108.57	£1,293.33	£1,478.09	£1,662.85	£2,032.37	£2,401.89	£2,771.42	£3,325.70	£3,879.98
Tawe Uchaf	£1,118.51	£1,304.92	£1,491.34	£1,677.76	£2,050.60	£2,423.43	£2,796.27	£3,355.52	£3,914.77
Trallong	£1,089.61	£1,271.21	£1,452.81	£1,634.41	£1,997.61	£2,360.81	£2,724.02	£3,268.82	£3,813.62
Treflys	£1,093.24	£1,275.45	£1,457.65	£1,639.86	£2,004.27	£2,368.69	£2,733.10	£3,279.72	£3,826.34
Vale of Grwyney	£1,094.17	£1,276.54	£1,458.90	£1,641.26	£2,005.98	£2,370.71	£2,735.43	£3,282.52	£3,829.61
Yscir	£1,092.16	£1,274.19	£1,456.21	£1,638.24	£2,002.29	£2,366.35	£2,730.40	£3,276.48	£3,822.56
Ystradfellte	£1,114.87	£1,300.69	£1,486.50	£1,672.31	£2,043.93	£2,415.56	£2,787.18	£3,344.62	£3,902.06
Ystradgynlais	£1,149.63	£1,341.24	£1,532.84	£1,724.45	£2,107.66	£2,490.87	£2,874.08	£3,448.90	£4,023.72

MONTGOMERYSHIRE/SIR DREFALDWYNCOMMUNITY/CYMUNED

	A	B	C	D	E	F	G	H	I
Aberhafesp	£1,101.05	£1,284.56	£1,468.07	£1,651.58	£2,018.60	£2,385.62	£2,752.63	£3,303.16	£3,853.69
Banwy	£1,095.37	£1,277.94	£1,460.50	£1,643.06	£2,008.18	£2,373.31	£2,738.43	£3,286.12	£3,833.81
Bausley with Criggion	£1,099.49	£1,282.74	£1,465.99	£1,649.24	£2,015.74	£2,382.24	£2,748.73	£3,298.48	£3,848.23
Berriew	£1,091.90	£1,273.88	£1,455.87	£1,637.85	£2,001.82	£2,365.78	£2,729.75	£3,275.70	£3,821.65
Betws Cedewain	£1,102.83	£1,286.63	£1,470.44	£1,654.24	£2,021.85	£2,389.46	£2,757.07	£3,308.48	£3,859.89
Cadfarch	£1,096.35	£1,279.07	£1,461.80	£1,644.52	£2,009.97	£2,375.42	£2,740.87	£3,289.04	£3,837.21
Caersws	£1,114.50	£1,300.25	£1,486.00	£1,671.75	£2,043.25	£2,414.75	£2,786.25	£3,343.50	£3,900.75
Carno	£1,109.07	£1,293.92	£1,478.76	£1,663.61	£2,033.30	£2,402.99	£2,772.68	£3,327.22	£3,881.76
Carreghofa	£1,106.48	£1,290.89	£1,475.31	£1,659.72	£2,028.55	£2,397.37	£2,766.20	£3,319.44	£3,872.68
Castle Caereinion	£1,110.03	£1,295.04	£1,480.04	£1,665.05	£2,035.06	£2,405.07	£2,775.08	£3,330.10	£3,885.12
Churchstoke	£1,101.81	£1,285.44	£1,469.08	£1,652.71	£2,019.98	£2,387.25	£2,754.52	£3,305.42	£3,856.32
Dwyrhiw	£1,096.87	£1,279.69	£1,462.50	£1,645.31	£2,010.93	£2,376.56	£2,742.18	£3,290.62	£3,839.06
Forden	£1,107.84	£1,292.48	£1,477.12	£1,661.76	£2,031.04	£2,400.32	£2,769.60	£3,323.52	£3,877.44
Glantwymyn	£1,095.26	£1,277.80	£1,460.35	£1,642.89	£2,007.98	£2,373.06	£2,738.15	£3,285.78	£3,833.41
Guilsfield	£1,095.75	£1,278.38	£1,461.00	£1,643.63	£2,008.88	£2,374.13	£2,739.38	£3,287.26	£3,835.14
Kerry	£1,101.95	£1,285.60	£1,469.26	£1,652.92	£2,020.24	£2,387.55	£2,754.87	£3,305.84	£3,856.81
Llanbrynmair	£1,101.11	£1,284.63	£1,468.15	£1,651.67	£2,018.71	£2,385.75	£2,752.78	£3,303.34	£3,853.90
Llandinam	£1,139.67	£1,329.62	£1,519.56	£1,709.51	£2,089.40	£2,469.29	£2,849.18	£3,419.02	£3,988.86
Llandrinio and Arddleen	£1,099.81	£1,283.11	£1,466.41	£1,649.71	£2,016.31	£2,382.91	£2,749.52	£3,299.42	£3,849.32
Llandysilio	£1,103.80	£1,287.77	£1,471.73	£1,655.70	£2,023.63	£2,391.57	£2,759.50	£3,311.40	£3,863.30
Abermule with Llandyssil	£1,116.09	£1,302.10	£1,488.12	£1,674.13	£2,046.16	£2,418.19	£2,790.22	£3,348.26	£3,906.30
Llanerfyl	£1,097.67	£1,280.61	£1,463.56	£1,646.50	£2,012.39	£2,378.28	£2,744.17	£3,293.00	£3,841.83
LLanfair Caereinion	£1,117.02	£1,303.19	£1,489.36	£1,675.53	£2,047.87	£2,420.21	£2,792.55	£3,351.06	£3,909.57

Tudalen 41

Llanfechain	£1,101.82	£1,285.46	£1,469.09	£1,652.73	£2,020.00	£2,387.28	£2,754.55	£3,305.46	£3,856.37
Llanfihangel	£1,117.68	£1,303.96	£1,490.24	£1,676.52	£2,049.08	£2,421.64	£2,794.20	£3,353.04	£3,911.88
Llanfyllin	£1,114.41	£1,300.15	£1,485.88	£1,671.62	£2,043.09	£2,414.56	£2,786.03	£3,343.24	£3,900.45
Llangedwyn	£1,093.69	£1,275.98	£1,458.26	£1,640.54	£2,005.10	£2,369.67	£2,734.23	£3,281.08	£3,827.93
Llangurig	£1,091.39	£1,273.29	£1,455.19	£1,637.09	£2,000.89	£2,364.69	£2,728.48	£3,274.18	£3,819.88
Llangyniew	£1,103.34	£1,287.23	£1,471.12	£1,655.01	£2,022.79	£2,390.57	£2,758.35	£3,310.02	£3,861.69
Llangynog	£1,117.00	£1,303.17	£1,489.33	£1,675.50	£2,047.83	£2,420.17	£2,792.50	£3,351.00	£3,909.50
Llanidloes	£1,173.07	£1,368.59	£1,564.10	£1,759.61	£2,150.63	£2,541.66	£2,932.68	£3,519.22	£4,105.76
Llanidloes Without	£1,104.95	£1,289.10	£1,473.26	£1,657.42	£2,025.74	£2,394.05	£2,762.37	£3,314.84	£3,867.31

Tudalen 42	Llanrhaeadr ym Mochnant	£1,096.97	£1,279.80	£1,462.63	£1,645.46	£2,011.12	£2,376.78	£2,742.43	£3,290.92	£3,839.41
	Llansantffraid	£1,101.57	£1,285.16	£1,468.76	£1,652.35	£2,019.54	£2,386.73	£2,753.92	£3,304.70	£3,855.48
	Llansilin	£1,089.86	£1,271.50	£1,453.15	£1,634.79	£1,998.08	£2,361.36	£2,724.65	£3,269.58	£3,814.51
	Llanwddyn	£1,130.13	£1,318.48	£1,506.84	£1,695.19	£2,071.90	£2,448.61	£2,825.32	£3,390.38	£3,955.44
	Machynlleth	£1,228.15	£1,432.84	£1,637.53	£1,842.22	£2,251.60	£2,660.98	£3,070.37	£3,684.44	£4,298.51
	Manafon	£1,101.83	£1,285.46	£1,469.10	£1,652.74	£2,020.02	£2,387.29	£2,754.57	£3,305.48	£3,856.39
	Meifod	£1,097.67	£1,280.62	£1,463.56	£1,646.51	£2,012.40	£2,378.29	£2,744.18	£3,293.02	£3,841.86
	Mochdre with Penstrowed	£1,103.17	£1,287.04	£1,470.90	£1,654.76	£2,022.48	£2,390.21	£2,757.93	£3,309.52	£3,861.11
	Montgomery	£1,125.53	£1,313.12	£1,500.71	£1,688.30	£2,063.48	£2,438.66	£2,813.83	£3,376.60	£3,939.37
	Newtown & Llanllwchaiarn	£1,202.45	£1,402.85	£1,603.26	£1,803.67	£2,204.49	£2,605.30	£3,006.12	£3,607.34	£4,208.56
	Pen Y Bont Fawr	£1,117.87	£1,304.19	£1,490.50	£1,676.81	£2,049.43	£2,422.06	£2,794.68	£3,353.62	£3,912.56
	Trefeglwys	£1,092.69	£1,274.81	£1,456.92	£1,639.04	£2,003.27	£2,367.50	£2,731.73	£3,278.08	£3,824.43
	Tregynon	£1,109.64	£1,294.58	£1,479.52	£1,664.46	£2,034.34	£2,404.22	£2,774.10	£3,328.92	£3,883.74
	Trewern	£1,104.45	£1,288.53	£1,472.60	£1,656.68	£2,024.83	£2,392.98	£2,761.13	£3,313.36	£3,865.59
	Welshpool	£1,229.28	£1,434.16	£1,639.04	£1,843.92	£2,253.68	£2,663.44	£3,073.20	£3,687.84	£4,302.48

RADNORSHIRE/SIR FAESYFEDCOMMUNITY/CYMUNED

	A	B	C	D	E	F	G	H	I
Abbeycwmhir	£1,102.73	£1,286.52	£1,470.31	£1,654.10	£2,021.68	£2,389.26	£2,756.83	£3,308.20	£3,859.57
Aberedw	£1,087.75	£1,269.05	£1,450.34	£1,631.63	£1,994.21	£2,356.80	£2,719.38	£3,263.26	£3,807.14
Beguildy	£1,099.83	£1,283.13	£1,466.44	£1,649.74	£2,016.35	£2,382.96	£2,749.57	£3,299.48	£3,849.39
Clyro	£1,091.41	£1,273.32	£1,455.22	£1,637.12	£2,000.92	£2,364.73	£2,728.53	£3,274.24	£3,819.95
Disserth & Trecoed	£1,098.20	£1,281.23	£1,464.27	£1,647.30	£2,013.37	£2,379.43	£2,745.50	£3,294.60	£3,843.70
Gladestry	£1,092.25	£1,274.29	£1,456.33	£1,638.37	£2,002.45	£2,366.53	£2,730.62	£3,276.74	£3,822.86
Glasbury	£1,096.33	£1,279.06	£1,461.78	£1,644.50	£2,009.94	£2,375.39	£2,740.83	£3,289.00	£3,837.17
Glascwm	£1,094.33	£1,276.72	£1,459.11	£1,641.50	£2,006.28	£2,371.06	£2,735.83	£3,283.00	£3,830.17
Knighton	£1,119.53	£1,306.11	£1,492.70	£1,679.29	£2,052.47	£2,425.64	£2,798.82	£3,358.58	£3,918.34
Llanbadarn Fawr	£1,096.37	£1,279.10	£1,461.83	£1,644.56	£2,010.02	£2,375.48	£2,740.93	£3,289.12	£3,837.31
Llanbadarn Fynydd	£1,104.16	£1,288.19	£1,472.21	£1,656.24	£2,024.29	£2,392.35	£2,760.40	£3,312.48	£3,864.56
Llanbister	£1,107.70	£1,292.32	£1,476.93	£1,661.55	£2,030.78	£2,400.02	£2,769.25	£3,323.10	£3,876.95
Llanddewi									
Ystradenny	£1,090.85	£1,272.66	£1,454.47	£1,636.28	£1,999.90	£2,363.52	£2,727.13	£3,272.56	£3,817.99
Llandrindod Wells	£1,134.01	£1,323.01	£1,512.01	£1,701.01	£2,079.01	£2,457.01	£2,835.02	£3,402.02	£3,969.02
Llanelwedd	£1,093.03	£1,275.21	£1,457.38	£1,639.55	£2,003.89	£2,368.24	£2,732.58	£3,279.10	£3,825.62
Llanfihangel									
Rhydithon	£1,103.81	£1,287.78	£1,471.75	£1,655.72	£2,023.66	£2,391.60	£2,759.53	£3,311.44	£3,863.35
Llangunllo	£1,096.09	£1,278.77	£1,461.45	£1,644.13	£2,009.49	£2,374.85	£2,740.22	£3,288.26	£3,836.30
Llanyre	£1,099.49	£1,282.74	£1,465.99	£1,649.24	£2,015.74	£2,382.24	£2,748.73	£3,298.48	£3,848.23
Nantmel	£1,104.86	£1,289.00	£1,473.15	£1,657.29	£2,025.58	£2,393.86	£2,762.15	£3,314.58	£3,867.01
New Radnor	£1,103.23	£1,287.10	£1,470.97	£1,654.84	£2,022.58	£2,390.32	£2,758.07	£3,309.68	£3,861.29
Old Radnor	£1,097.41	£1,280.32	£1,463.22	£1,646.12	£2,011.92	£2,377.73	£2,743.53	£3,292.24	£3,840.95
Painscastle	£1,087.47	£1,268.72	£1,449.96	£1,631.21	£1,993.70	£2,356.19	£2,718.68	£3,262.42	£3,806.16
Penybont &	£1,099.97	£1,283.29	£1,466.62	£1,649.95	£2,016.61	£2,383.26	£2,749.92	£3,299.90	£3,849.88

Llandegley									
Presteigne & Norton	£1,120.16	£1,306.85	£1,493.55	£1,680.24	£2,053.63	£2,427.01	£2,800.40	£3,360.48	£3,920.56
Rhayader	£1,114.97	£1,300.80	£1,486.63	£1,672.46	£2,044.12	£2,415.78	£2,787.43	£3,344.92	£3,902.41
St Harmon	£1,110.86	£1,296.00	£1,481.15	£1,666.29	£2,036.58	£2,406.86	£2,777.15	£3,332.58	£3,888.01
Whitton	£1,094.49	£1,276.91	£1,459.32	£1,641.74	£2,006.57	£2,371.40	£2,736.23	£3,283.48	£3,830.73

The recommendation was moved by the Portfolio Holder for Finance, Countryside and Transport and seconded by County Councillor Tim Van-Rees and by 29 votes to 20 with 1 abstention it was

**RESOLVED**

- 1. THAT the amounts contained in paragraph 3.1 above be accepted by the Council for the year 2020/2021 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992**
- 2. THAT, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the amounts contained in paragraph 3.3 as the amounts of Council Tax for the year 2020/2021 for each of the categories of dwellings shown.**

<b>9.</b>	<b>2020/2021 ANNUAL REVIEW OF VISION 2025 OUR CORPORATE IMPROVEMENT PLAN, INCLUDING OUR STRATEGIC EQUALITY OBJECTIVES 2020-2024</b>
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Council considered an update of Vision 2025: Our Corporate Improvement Plan (CIP). The updated CIP was the result of an in-depth review of the current activities and performance measures. The CIP 2020 Update also included a set of proposed new Equality Objectives for implementation from April 2020 onwards.

The Corporate Director Transformation confirmed that the public could use their preferred method of contacting the Council whether it be digital, face to face or by phone. She advised that an easy to read version of the document was being produced and she gave a commitment to bringing back infographics on peoples experience of interacting with the Council over the next 12 months. In response to a question about partnership working on engaging with hard to reach groups she also advised that the Council was working closely with Powys Teaching Health Board on communications and engagement. The Council worked with other public sector organisations through the Public Service Board and funding was being sought from Welsh Government for a communications and engagement officer for the PSB.

In response to a point made about cuts being made to the arts and culture budget, the Portfolio Holder for Young People and Culture acknowledged the role of arts and culture in the health and wellbeing agenda and advised that PTHB had just recruited an officer for the arts. She would be bringing together partners from the PTHB and voluntary sector to look at the opportunities for commissioning arts and culture.

In response to a question on what the council was doing to close the disability and gender pay gap Members were advised that the mean gender pay gap had reduced from 9.9% to 8.25% in the last 12 months. The Council had to ensure it was doing everything it could in its recruitment and retention processes to

support women and people with disabilities. All managers were required to undertake safer recruitment training.

In response to a point that the report didn't include anything about any targets that hadn't been achieved, the Leader said that she was happy to include a section in her foreword and the Corporate Director Transformation explained that this would be set out in more detail in the annual report published in July.

It was moved by the Leader and seconded by the Deputy Leader and Portfolio Holder for Finance, Countryside and Transport and by 51 votes to 0 it was

### **RESOLVED**

- 1. That the 2020 Update of Vision 2025: Our CIP (as outlined in Appendix A) is approved for publication, with implementation from April 2020.**
- 2. That the six new Equality Objectives including their supporting activities and measures (outlined in Appendix A), are approved for publication in the CIP Update 2020, with implementation from April 2020.**
- 3. That the timeframe of the CIP is extended from 2023 to 2025 to align with Vision 2025.**

<b>10. PAY POLICY STATEMENT</b>
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The Monitoring Officer advised that all officers had an interest but he sought a dispensation from Council for the Professional Lead – Employment Services, the IT Support Officers and the translator to remain to assist with the running of the meeting. It was moved by the Vice Chair and seconded by the Assistant Vice Chair and

**RESOLVED to give dispensation for the Professional Lead – Employment Services, the IT Support Officers and the translator to remain to assist with the running of the meeting.**

All other officers left the meeting.

Council considered the Pay Policy Statement for 2020-21. Officers explained that the Council employed a number of staff on relief rather than zero hours contracts and undertook to let Members have numbers of staff involved. The Portfolio Holder for Finance agreed to look at the possibility opting out of the NJC for Heads of Service so that pay was linked to delivering on the Council's objectives.

It was moved by the Portfolio Holder for Finance, Countryside and Transport and seconded by County Councillor James Evans and by 46 votes to 0 with 3 abstentions it was



**RESOLVED to approve the pay policy statement to ensure compliance with section 38 (1) of the Localism Act 2011.**

<b>11. NOTICE OF MOTION</b>
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Council debated the notice of motion moved by County Councillor Elwyn Vaughan and seconded by County Councillor Bryn Davies

“In view of the fact that Powys County Council paid nearly £4m in the use of gagging orders; otherwise technically known as compromise or settlement agreements; from 2005 to 2019; with 105 non-disclosure agreements; Council calls for all such agreements and payments over 5k to be approved by a Cabinet member with a quarterly update report presented to the Audit Committee, therefore ensuring openness and transparency.”

In moving the motion County Councillor Vaughan argued that there needed to be more accountability and transparency and that the culture of the Council needed to change.

County Councillor Amanda Jenner moved an amendment. Council adjourned at 12.09 and reconvened at 12.23. The proposer and seconder of the motion indicated that they were content to support Councillor Jenner’s amendment:

“Council calls for the numbers of settlement agreements and NDAs entered into as well as anonymised examples of settlement agreements and NDAs, to be brought to Audit Committee on an annual basis for a review of their terms, with a view to a further report and recommendations being presented to Cabinet and Council should it be deemed necessary.”

The amendment was moved by County Councillor Jenner and seconded by County Councillor Michael Williams and by 46 votes to 0 it was

**RESOLVED that Council calls for the numbers of settlement agreements and NDAs entered into as well as anonymised examples of settlement agreements and NDAs, to be brought to Audit Committee on an annual basis for a review of their terms, with a view to a further report and recommendations being presented to Cabinet and Council should it be deemed necessary.**

<b>12. QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION</b>
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**12.1. Question to the Portfolio Holder for Environment from County Councillor David Selby**

Can the Portfolio Holder confirm that the former main road through Newtown (A483) has now been officially de-trunked, and therefore confirm what works are now planned on Llanidloes Road to improve the road surface and safety for pedestrians and cyclists?

Response

Although the 14<sup>th</sup> February 2020 is the elected date for officially transferring the responsibility of the sections of trunk roads now superseded by the new Newtown bypass, the formal process has yet to be completed.

We anticipate that Welsh Government will complete the formalities very soon, and then in turn we can set out our maintenance and repair plans. Until such a time, we have no mechanism to undertake the substantial works anticipated.

As the Portfolio Holder was not present, County Councillor Selby indicated he would submit his supplementary question under the questions to Portfolio Holders at any time scheme.

**12.2. Question to the Portfolio Holder for Corporate Governance and Engagement from County Councillor Gwilym Williams**

Can the Cabinet member inform myself and other members, giving total numbers how many non-disclosure agreements, N. D. A. have Powys Council done in the last two years to current date, including financial cost, could each year be separately? Can the total financial cost for N D A be given for each year?

Response

February 2018 to February 2019 – 7 Settlement Agreements. Total Cost (including statutory costs) £ 336, 037.07

February 2019 to February 2020 – 3 Settlement Agreements. Total Cost (including statutory costs) £ 71,170.98

For the record, these agreements, called Settlement Agreements are standard and the Employee MUST obtain legal advice before concluding the agreement. They are also approved by the Head of Service, Head of Workforce and Legal Services before entered into.

They are not called non-disclosure settlements but they do include a confidentiality clause which places a mutual obligation on both parties (employer and employee) about the agreement and its terms remaining confidential to the parties involved and prevents parties from making any derogatory comments about each other. ACAS and Unions approve the use of these agreements, which are standard in England and Wales, both in public and private practice.

In response to Councillor Williams' supplementary question, the Portfolio Holder advised that there were no redundancy costs associated with these cases.

**12.3. Question to the Portfolio Holder for Adult Social Care from County Councillor Francesca Jump**

We will all be aware of the recent reports in the press in relation to the difficulties experienced in some parts of Powys in resourcing domiciliary care for people who have care and support needs. Can the Portfolio Holder for ASC inform Council what the current position is in relation to people waiting for services; how many people are currently waiting for domiciliary care without support? What is the average wait for a domiciliary care and what is the longest wait? In addition, can the Portfolio holder advise Council what is being done to address this?

Response

As all Councillors, and especially as the Portfolio Holder for Adult Social Care, I am concerned about the difficulties we are having in providing domiciliary care for individuals within Powys. The service works hard to ensure that individuals who need care are supported appropriately.

As at 1<sup>st</sup> February 2020, Powys County Council provides/commissions 12,285 hours of domiciliary care per week to 749 individuals across the county. This is made up of direct domiciliary care provision, commissioned domiciliary care services, 24/7 care at home services and sitting services. As of the 1<sup>st</sup> February 2020, the in-house domiciliary care service delivered 1418 hours of care and support per week, which equates to 14.01% of the market. The remaining 85.99% is delivered by private and charitable organisations.

There are also 490 individuals who receive direct payments to purchase care every week, along with people who receive care and support through their extra care living arrangements.

For a variety of reasons, including the failure of the domiciliary care commissioning of 2014, the Council's financial pressures, and the demographic pressures impacting on recruitment, provision of domiciliary care in Powys is challenging.

Significant work is being undertaken to manage the demand for domiciliary care; to provide support from other sources and to meet demand differently; as well as to increase capacity.

At the time of writing the number of individuals awaiting care with no current provision is 35 (403 hours per week). This was 40 individuals in September 2019. Of the current 35 individuals, seven of them have either refused offers of care for a variety of reasons, or have decided that other care provision would be more suitable to meet their needs. Of those who have been waiting and have not received any offers of care, there is one individual who has been waiting 169 days. This is exceptional, however, with this individual being one of two who have been waiting for longer than 100 days without an offer of care provision.

The average time for providers to provide care from brokerage start in Quarter 3 of 2018/19 was 28 days. In Quarter 3 of 2019/20 it was 33 days. This demonstrates the challenges in procuring care and reflects the rural challenges also felt by neighbouring authorities.

Work already undertaken is showing some signs of success. The total number of individuals in receipt of domiciliary care has reduced and the number of hours provided has also reduced. The average package of domiciliary care in February 2018 was 15.1 hours per week per person. It is now 14.5 hours per week. At the end of 2017 the percentage of domiciliary care calls which were doubled handed was 42%. It is now 36%.

The work being undertaken to support the situation includes:

- Reshaping Demand
- TEC (Technology Enabled Care) – Powys County Council has invested heavily in new forms of support at home and this includes Technology Enabled Care. The number of unique individuals supported since April 2019 is over 500; The projected total net cost avoidance to social care for 2019/20 for the 510 individuals prescribed with TEC, is estimated at £420k;

- o Moving with Dignity (Singled Handed Care) – following a successful pilot, the Council has invested in two occupational therapists and equipment to enable reduction in the need for two care workers to visit some service users;
- o Strengths Based Working – The social services department in general has adopted a strengths-based approach to social care and aims to empower people and support them to re-engage with their communities.
- o Community Connectors & 3rd Sector Capacity – The Powys Teaching Health Board in partnership with Powys County Council have commissioned a further 4 (total 13) Community Connectors who work across the county aiming to support individuals’ engagement with community groups and societies;
- o Ask Sara – The Council is investing in its information and advice services in order to enable people to make informed decisions as to their needs and how to meet them. This includes the commissioning of “AskSara”;
- o Home Based Support Pilots – The Council has invested in pilots across Radnorshire and the south of Montgomeryshire which provide 24/7 proactive floating support and rapid response service for people who use their Technology Enabled Care alarms;
- o Reviews – the Council is working to ensure that reviews of care services are undertaken in a timely and regular manner, alongside providers, and are effective in releasing domiciliary care capacity where appropriate.
- Meeting Demand
- o Reablement – the reablement service works with therapists from the health board and is very successful at supporting people returning home and in reducing dependency;
- o Direct Payments – Powys is one of the leaders in Wales in provision of direct payments (currently 490 people with a Direct Payment, purchasing their own self-directed care. The numbers continue to increase, and the value of the care provided by direct payments is now approximately half of the domiciliary care budget. We intend to put in place a digital solution to create further incentives and efficiencies in the processing and take up of Direct Payments and enabling people using Direct Payments to be matched with potential Personal Assistants;
- o Dynamic Purchasing System (DPS) – Social Services’ Commissioning Unit have adopted a new method of procuring from domiciliary care providers.
- o Outcome Focused Care – we are working with a provider to develop an outcome focused care service in one area of north Powys.
- o Short Term alternatives – we have booked residential care beds so that people may move out of hospital nearer to home while they await provision of domiciliary care. These are used regularly;
- o Supporting Providers •
- RISCA Registration – We have paid the registration fees of all domiciliary care workers in Powys;
- Recruitment – We have been working with providers to hold recruitment events in different areas of Powys. These have been well attended and are ongoing;
- o Best use of existing capacity – we are working on different ways of providing medication visits, lunch preparation visits and home-based respite.
- o Extra care - Powys are developing Extra Care Housing alternatives
- Increasing Capacity
- o Micro Enterprise work – we have commissioned a not for profit company called Community Catalysts who work to support development of small care businesses in rural areas.

- o Increase in-house care provision – we have increased the hours available to the in-house domiciliary care service over the winter period in order to support transfers of care from hospital;
- o The prioritisation criteria for the in-house ‘bridging’ team has been reviewed and updated. Priority is given to people who have been waiting for care and support for longer periods.
- o Package swapping – we are working with domiciliary care providers to swap packages between providers where possible to make more efficient ‘runs’. This increases the capacity of the wider market;
- o A communications plan has been developed and is currently being implemented in order to raise awareness and attract more people to work in social care.

Work is also being undertaken to prepare a strategic approach to funding domiciliary care in Powys for the longer term.

I trust, therefore, that it is clear that much work is being undertaken to improve the situation around provision of domiciliary care in Powys.

Finally, it is also worth noting that Powys is not alone in this situation. The shortage of domiciliary carers and challenges around service provision are faced across Wales as recent national media coverage of challenges in a neighbouring authority confirms. The funding of social care is a national challenge and it is pleasing to note that work is ongoing at Welsh Government level to consider how best to fund social care into the future.

In response to Councillor Jump’s supplementary question as to Social Services plans for responding to the coronavirus outbreak, the Portfolio Holder for Adult Social Care advised that the service was planning for the worst case scenario. The Corporate Director (Childrens and Adults) explained that the service was looking at scenario planning and identifying mission critical activities to prioritise essential care visits. PTHB had advised that they would carry out home visits to those in isolation. Members would be kept informed.

<b>13. URGENT MOTION</b>
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The Chair advised that she was allowing the following urgent motion proposed by County Councillor Pete Roberts and seconded by County Councillor James Gibson-Watt:

1. That Rule 4.27 of the Constitution be suspended for an initial period of 6 months to allow remote attendance at meetings by Members if so required due to issues arising from the Covid 19 virus.
2. That the Chief Executive, in consultation with the Chair or Council and/or Chairs of Committees, (as appropriate) determine whether or not a remote attendance meeting is appropriate.
3. The Chair of Council shall determine if the suspension should be extended beyond the initial 6 month period.

Councillor Roberts explained that this would enable the business of Council to continue by means of Skype or Teams.

The Head of Legal and Democratic Services advised that current Welsh Government regulations put restrictions on remote attendance. He was hopeful that given the current situation they would bring forward amended regulations allowing remote attendance. He did indicate that remote attendance for a regulatory committee such as Planning would be difficult.

By 45 votes to 0 it was

**RESOLVED**

1. **That Rule 4.27 of the Constitution be suspended for an initial period of 6 months to allow remote attendance at meetings by Members if so required due to issues arising from the Covid 19 virus.**
2. **That the Chief Executive, in consultation with the Chair or Council and/or Chairs of Committees, (as appropriate) determine whether or not a remote attendance meeting is appropriate.**
3. **The Chair of Council shall determine if the suspension should be extended beyond the initial 6 month period.**

<b>14. STATEMENT BY THE CABINET</b>
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The Portfolio Holder for Economic Development, Housing and Regulatory Services made a statement on the Council's response to climate change. He advised that the Cabinet had commissioned a review of the Council's strategies and policies in this area and would report back to Council in the near future. The Leader intended to form a cross party working group and round table discussions would be arranged with the WLGA, farming unions and environmental groups.

**County Councillor B Baynham (Chair)**

**COFNODION CYFARFOD COUNTY COUNCIL A GYNHALIWDYD YN SIAMBR Y  
CYNGOR - NEUADD Y SIR, LLANDRINDOD DDYDD IAU, 5 MAWRTH, 2020**

**YN BRESENNOL**

Y Cynghorydd Sir B Baynham (Cadeirydd)

Y Cynghorwyr Sir MC Alexander, J Berriman, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, P Davies, M J Dorrance, D O Evans, J Evans, L George, J Gibson-Watt, M R Harris, S M Hayes, A Jenner, D R Jones, G Jones, J R Jones, E M Jones, M J Jones, F H Jump, K Laurie-Parry, H Lewis, K Lewis, I McIntosh, S McNicholas, DW Meredith, JG Morris, R Powell, WD Powell, G Pugh, J Pugh, G W Ratcliffe, L Rijnenberg, L Roberts, P Roberts, K M Roberts-Jones, K S Silk, D Selby, D Rowlands, D A Thomas, R G Thomas, T J Van-Rees, E Vaughan, M Weale, A Williams, G I S Williams, D H Williams a J M Williams,

**1. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwyr Sir M Barnes, S Davies, E Durrant, H Hulme, E Jones, D Jones-Poston, P Lewis, M Mackenzie, C Mills, G Morgan, D Price, P Pritchard, L Skilton, J Wilkinson, J Williams, R Williams a S Williams.

**2. COFNODION**

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfod a gynhaliwyd ar 23 Ionawr 2020 fel cofnod cywir.

**3. DATGANIADAU BUDDIANT**

Ni chafwyd unrhyw ddatganiadau o fuddiant.

**4. CYHOEDDIADAU'R CADEIRYDD**

Diolchodd y Cadeirydd i Dragontree am ddarparu'r arddangosfa o flodau yn y potiau wrth fynedfa Neuadd y Sir. Roedd hi wedi anfon manylion ei chyfarfodydd at yr Aelodau trwy'r e-bost ond fe roddodd sylw i ddyfarnu'r Barcud Arian i Cynthia Davies am ei gwaith yn helpu Ystradgynlais i ennill gwobr Cymru yn ei Blodau. Roedd hefyd wedi mynychu rownd derfynol dramâu CFFI Brycheiniog a Maesyfed. Roedd y Cadeirydd yn falch o gyflwyno tystysgrifau i Julie Davies a Helen Dolman am eu gwaith yn helpu'r Cyngor i sicrhau achrediad cenedlaethol am seibr-ddiogelwch a llywodraethiant gwybodaeth.

**5. CYHOEDDIADAU'R ARWEINYDD**

Dywedodd yr Arweinydd ei bod wedi mynychu achlysur Busnes Cymru yng Nghaerberis. Nododd agoriad swyddogol Ysgol Uwchradd Aberhonddu. Roedd agor yr Ysgol, ynghyd ag agor y Gaer yn golygu bod buddsoddiad o £35 miliwn wedi bod yn y dref. Cynlluniwyd buddsoddiadau pellach mewn ysgolion wrth i

achos amlinellol strategol gael ei gyflwyno am adeilad newydd i Ysgol Cedewain yn y Drenewydd ac adeilad newydd i'r ysgol ym Machynlleth. Roedd gwaith wedi dechrau ar gynllun tai cymdeithasol gwerth £5 miliwn yn Aberhonddu ac roedd rhagor o brosiectau wedi'u cynllunio a fyddai'n helpu i gyflenwi 380 o dai fforddiadwy erbyn 2025. Diolchodd yr Arweinydd i Jayne Bevan a'i thîm am yr Wyl Gyrfaoedd lwyddiannus a gynhaliwyd ar Faes Sioe Frenhinol Cymru y diwrnod cynt. Dywedodd y byddai'r Cabinet yn cyfarfod â Chabinet Henffordd ddiwedd y mis i drafod materion o ddiddordeb y naill i'r llall. Yn olaf, fe ddywedodd y byddai diwrnod datblygiad Aelodau yn cael ei sefydlu i ystyried ymateb y Cyngor i newid yn yr hinsawdd, ac y byddai trefniadau ar gyfer hynny, ynghyd â dau AS y Sir yn bresennol i gynnal arddangosfa o fusnesau Powys yn San Steffan.

## **6. | NEGES BRIFFIO'R PRIF WEITHREDWR**

Dywedodd y Prif Weithredwr bod dau sesiwn cynghori wedi'u trefnu ar gyfer busnesau yr oedd y llifogydd wedi effeithio arnynt, yng Nghrughywel ar 10 Mawrth ac yn Llanfair-ym-Muallt ar 12 Mawrth. Byddai Swyddogion y Cyngor, ynghyd â swyddogion Busnes Cymru, Banc Datblygu Cymru a Llywodraeth Cymru wrth law.

Rhoddodd y Prif Weithredwr y newyddion diweddaraf i'r Cyngor ynghylch y coronafeirws. Roedd paratoadau sylweddol yn cael eu gwneud rhag ofn y byddai achosion lleol. Roedd y cyngor yn cydweithio'n agos ag lechyd Cyhoeddus Cymru a oedd yn arwain yr ymatebion a gyda bwrdd lechyd Addysgu Powys.

## **7. | CWESTIYNAU GAN Y CYHOEDD**

### **7.1. Cwestiynau i'r Aelod Portffolio Cyllid, Cefn Gwlad a Chludiant gan Kate Jones**

**Hoffwn i holi beth y mae Cyngor Sir Powys yn ei wneud er mwyn mynd i'r afael â'r argyfwng hinsawdd sy'n wynebu ein planed?**

**Er enghraifft:**

**O ran ailgylchu - i ble aiff y cyfan yn y pen draw? A yw'r cyfan yn cael ei ailgylchu mewn gwirionedd?**

Rydym yn darparu gwybodaeth ar ein gwefan sy'n manylu ar le y bydd yr holl wastraff a gasglwn yn cael ei ddsbarthu, a sut y bydd yn cal ei ailgylchu. Ar wahân i ganran fechan a gaiff ei wrthod yn ystod y broses, bydd yr holl ddeunyddiau'n cael eu hailgylchu. Mae hyn wedi'i wireddu trwy'r broses adrodd i Gyfoeth Naturiol Cymru.

**Gwastraff cyffredinol - sut y mae safleoedd tirlenwi'n ymdopi?**

Er bod peth o'n gwastraff gweddilliol yn mynd i safleoedd tirlenwi, rydym yn dargyfeirio symiau sylweddol o'r cyfleusterau Gwastraff i Ynni. Mae hyn yn golygu nid yn unig bod ynni'n cael ei chynhyrchu o'r gwastraff, ond hefyd bod



modd echdynnu hyd yn oed rhagor o ddeunyddiau i'w hailgylchu a defnyddio'r llwch o'r gwaelod yn y diwydiant adeiladu.

### **Ynni Adnewyddadwy - a yw Powys yn buddsoddi mewn ffermydd gwynt, cynlluniau hydro (mae yna ddigon o law yma!), pypmiau gwres o'r ddaear ac ati ...**

#### Bargen Twf Canolbarth Cymru

Rhodddwyd cyfle i'r rhanbarth drafod Bargen Twf ar gyfer Canolbarth Cymru â Llywodraethau Cymru a'r DU. Trwy weithio mewn partneriaeth â'i gilydd, mae Cyngor Sir Powys, Cyngor Sir Ceredigion a Phartneriaeth Tyfu Canolbarth Cymru wedi ymgymryd â rhaglen waith sylweddol hyd yma. Mae ymdrechion wedi canolbwyntio ar gasglu, profi a gwella tystiolaeth a data ac ar yr un pryd, adeiladu cydgysylltiad cryf a chefnogaeth amrediad eang o randdeiliaid, ar draws buddiannau gwleidyddol, sefydliadol a sectoraidd trwy weithdai ymgysylltu ac ymgynghoriadau. Bydd y gweithgareddau'n cefnogi'r rhanbarth gan greu achos cryf dros fuddsoddi trwy Bargen Twf Canolbarth Cymru ond hefyd yn cefnogi darganfod blaenoriaethau economaidd strategol a fydd yn sicrhau newid cynaliadwy yn economi Canolbarth Cymru. Mae'n bwysig ein bod yn datblygu'r Fargen Twf a'n ffyrdd o weithio i allu ymateb yn hyblyg i bolisi ac amgylchiadau ariannu economaidd cyfnewidiol. Bydd heriau byd-eang, gadael yr UE a newidiadau gwleidyddol oll yn gofyn am hyblygrwydd.

Mae Ynni (Carbon Isel, Hydrogen a'r Economi Cylchol) yn faes ffocws i ranbarth Canolbarth Cymru ac mae hyn wedi'i adlewyrchu yn y weledigaeth sy'n amlygu'i hun a chynllun economaidd strategol Partneriaeth Tyfu Canolbarth Cymru ac mae hefyd yn brif thema ddatblygol ar gyfer Bargen Twf Canolbarth Cymru.

Mae'r DU wedi ymrwmo i dargedau cyfreithiol rwymol i ostwng y gollyngiadau carbon o 80% erbyn 2050. Mae Llywodraeth Cymru'n dweud ei bod am fynd ymhellach a chyrraedd sero-net erbyn 2050. Mae gan Ganolbarth Cymru adnoddau naturiol cyfoethog a fydd os cânt eu defnyddi'n gywir, yn gallu helpu'r ddwy lywodraeth fel ei gilydd i gyrraedd eu targedau. Mae ymwybyddiaeth ac effeithiau newid hinsawdd yn dod yn fwyfwy amlwg ac yn gorfodi blaenoriaethau byd-eang, cenedlaethol a lleol i weithio tuag at ddyfodol di-garbon. Mae'r angen am newid systematig yn ein ffordd o ystyried, cynhyrchu a defnyddio ynni yn y rhanbarth yn allweddol, ac yn gallu darparu cyfleoedd ar gyfer twf economaidd, cynorthwyo ein cryfderau sectoraidd er enghraifft gweithgynhyrchu gwerth uchel, Amaethyddiaeth, twristiaeth a chludiant, yn ogystal â chefnogi ein cymunedau a ffyniant, iechyd a llesiant cenedlaethau'r dyfodol. Mae gan Canolbarth Cymru'r uchelgais i weithredu ar gyfleoedd economaidd a fydd yn codi wrth bontio o danwydd ffosil i economi carbon isel. Trwy ddefnyddio'n cyfoeth o adnoddau naturiol, ein harbenigedd mewn technoleg carbon isel, a'n sefydliadau busnes ac addysgol, byddwn yn adeiladu cadernid cynhwysol a chynaliadwy o fewn y rhanbarth.

#### Strategaeth Ynni Canolbarth Cymru

Mae Partneriaeth Tyfu Canolbarth Cymru ynghyd â Chynghorau Sir Powys a Cheredigion, gyda chymorth Gwasanaeth Ynni Llywodraeth Cymru a'r Carbon Trust wedi ymgymryd â phrosiect blwyddyn o hyd i gynhyrchu gweledigaeth ynni a chynllun gweithredu ar gyfer Canolbarth Cymru. Pan fydd y strategaeth a'r cynllun gweithredu wedi'u cwblhau, dyma fydd y prif ddogfennau y bydd

rhanbarth yn eu defnyddio wrth weithio gyda phartneriaid a Llywodraeth Cymru er mwyn datblygu cynigion ochr yn ochr â gweithgareddau'r fargen twf a fydd yn cyrraedd ein targedau datgarboneiddio ac yn mynd i'r afael â newid hinsawdd. Mae'r gwaith yma'n ceisio darparu cyfeiriad strategol ar gyfer dyfodol system ynni wedi'i datgarboneiddio a fydd yn cynnwys gwres, pŵer a chlodiant yng Nghanolbarth Cymru. Bydd yn diffinio'r camau i ddechrau goresgyn yr heriau a wynebwn.

Gweledigaeth Strategaeth Ynni Canolbarth Cymru

“Cyflawni system ynni digarbon sy'n cyfrannu at ddatgarboneiddio ehangach dros y DU ac yn cyflenwi manteision cymunedol ac economaidd, yn dileu tloedi tanwydd, ac yn cysylltu Canolbarth Cymru â gweddill y DU yn well.”

### **Blaenoriaethau Cynllun Ynni Canolbarth Cymru**

Mae'r strategaeth ynni wedi nodi sawl blaenoriaeth allweddol i'r rhanbarth ei sbarduno ymlaen a blaenoriaethu gweithgarwch ar ei gyfer yn y cynllun gweithredu rhwng nawr a 2035. Datblygwyd y gweledigaethau a'r blaenoriaethau trwy'r amrywiol ddigwyddiadau rhanddeiliaid, ymgynghoriadau ac adborth ynghyd â thystiolaeth a data sylweddol wedi'i gasglu o adnoddau rhanbarthol, cenedlaethol a rhyngwladol.

### **A fydd safonau ecolegol penodol yn cael eu pennu ar gyfer pob adeilad newydd i sicrhau ei fod yn carbon niwtral?**

Cynnal a Chadw Cynlluniedig / Safonau Ansawdd Tai Cymru (WHQS) - Mae Gwasanaethau Tai Cyngor Sir Powys wedi ymrwymo i fynd i'r afael â newid hinsawdd am nifer o flynyddoedd. Mae hyn wedi'i gyflawni trwy osod systemau ynni adnewyddadwy, gwell manylebau ar gyfer drysau a ffenestr, a lefelau insiwleiddio newydd, gyda'r amcan o leihau gollyngiadau carbon a gwella ffyrdd o fyw ein tenantiaid. Byddwn yn parhau i edrych ar ffyrdd newydd ac arloesol o ddatgarboneiddio. Fodd bynnag, ni allwn beryglu systemau cyfredol trwy sbarduno hyn i'r fath raddau fel bod tenantiaid yn dioddef tloedi tanwydd.

Tai fforddiadwy a Wood Knowledge Wales - Mae Cyngor Sir Powys wedi ymrwymo i adeiladu tai effeithlon newydd ar draws y Sir gan ganolbwyntio ar ffyrdd y gall manylebau adeiladu leihau'r ôl troed carbon. Yn y rhaglen tai fforddiadwy, bydd cartrefi newydd yn cael eu datblygu sydd 16% yn uwch na rheoliadau adeiladu, cartrefi Passivhaus, adeiladau ffrâm pren, lleihad yn y defnydd o ddeunyddiau PVC, cartrefi sy'n cyrraedd EPC safon A, defnyddio ynni adnewyddadwy fel paneli solar a phympiau gwres pwmp ffynhonnell aer, a lle mae modd o fewn y gadwyn gyflenwi, defnyddio cymaint o ymgynghorwyr a chontractwyr medrus lleol â phosibl. Bydd Cyngor Sir Powys yn parhau i weithio'n gydweithredol â chydweithwyr Polisi Tai Llywodraeth Cymru i sicrhau cartrefi newydd iach a chynaliadwy ym Mhowys.

Mae Cyngor Sir Powys wedi arwain y fenter Cartrefi Cynhenid. Prosiect partneriaeth yw hwn rhwng cymdeithasau tai, Cymdeithas Llywodraeth Leol Cymru (CLILC), Tai Cymunedol Cymru (CHC), Llywodraeth Cymru a Chyfoeth Naturiol Cymru, sydd wedi cynyddu'r defnydd o bren a gafodd ei dyfu a'i brosesu'n lleol i adeiladu cartrefi newydd. Bydd hyn yn helpu i gynnal gweithgarwch economaidd lleol ac yn cyfrannu'n bositif tuag at amgylchedd mwy cynaliadwy. Fel rhan o'i ymrwymiad i'r prosiect Cartrefi Cynhenid, mae'r cyngor

wedi mabwysiadu Polisi Annog y Defnydd o Bren. Mae hyn yn ymrwymo'r Cyngor i ddefnyddio pren yn y broses adeiladu pryd bynnag y bydd yn ymarferol gwneud hynny. Bydd y Polisi Annog y Defnydd o Bren yn cael ei ddefnyddio wrth brynu holl ddatblygiadau dai newydd y Cyngor.

#### Powys Werdd - Tai

Fel 'Calon Werdd Cymru' bydd Cyngor Sir Powys yn gweithio i wella cysur thermol ei gartrefi cyngor, ac ar yr un pryd bydd yn helpu i leihau ôl-troed carbon y sir.

Mae canlyniadau Arolwg Swyddfa Archwilio Cymru o Brofiad Cwsmeriaid wedi dangos bod dros 20% o'n trigolion yn teimlo nad yw pob ystafell yn eu cartrefi'n ddigon cynnes. Mae rhaglen Powys Werdd wedi'i dylunio i gynyddu effeithlonrwydd tanwydd a lleihau tloedi tanwydd i denantiaid y Cyngor. Bydd hefyd yn adeiladu sylfaen gadarn i'r Cyngor gyfrannu tuag at fwriad Llywodraeth Cymru i ddatgarboneiddio cartrefi ledled Cymru.

Mae'n anodd cyfrifo cost datgarboneiddio'r holl gartrefi sy'n perthyn i'r Cyngor ar hyn o bryd. Fodd bynnag, mae amcangyfrif bras o'r costau y mae landlordiaid eraill Cymru'n eu cyfrifo yn awgrymu y gallai fod angen i Bowys fuddsoddi £135m. Mae'r Cyngor yn ystyried peidio'n raddol â gosod systemau gwresogi tanwydd ffosil, a dechrau cynnig systemau mwy cynaliadwy, megis pypiau gwres ffynhonnell aer, a dechrau datblygu atebion 'cartref cyfan'. Bydd y cynnydd yn gwella pan fyddwn yn gwybod rhagor o fanylion am y safonau datgarboneiddio newydd posibl a'r canllawiau y mae Llywodraeth Cymru'n debygol o'u cyflwyno yn 2020.

#### Adeiladau Newydd

Mae gofyn i Reolau Adeiladu Cyngor Sir Powys gymhwysu'r safonau rheoliadau adeiladau cenedlaethol cyfredol i bob annedd newydd.

Safonau sylfaenol yw Rheoliadau Adeiladu, felly mae adeiladwyr anheddau newydd yn rhydd i ddylunio'u hanheddau i safon sy'n rhagori ar y rheoliadau cyfredol os dymunant.

#### **Pam fod ein harchfarchnadoedd ym Mhowys yn DAL i ddefnyddio CYMAINT o blastig untro???**

Fel Cyngor nid oes gennym reolaeth dros yr hyn a wna cwmnïau rhyngwladol fel archfarchnadoedd Powys. Fodd bynnag, gyda'r craffu cynyddol gan y cyfryngau a'r cyhoedd ers rhaglen ddogfen Blue Planet, mae archfarchnadoedd bellach yn cystadlu i leihau'r plastig a ddefnyddiant.

#### **Pam nad oes gennym namyn llond dwrn o siopau sy'n 'ail-lenwi'? Dylai pob archfarchnad roi'r dewis i ni ail-lenwi ein siampw, sebon, hylif golchi llestri, powdr golchi dillad, pasta, reis, coffi ac ati (gan leihau'r plastig)**

Unwaith eto, nid y Cyngor sy'n rheoli hyn. Bydd grymoedd y farchnad yn rheoli a fydd siopau'n gwneud hyn ai peidio, ac ni fyddant yn gwneud hynny oni bai y bydd y cyhoedd yn galw amdano.

**Dewch ymlaen, Powys, dylai ein sir doreithiog werdd fod yn arwain y ffordd i Gymru a gweddill y DU ar newid hinsawdd.**

**Da chi, buddsoddwch yn y diwydiant coedwigaeth. Mae angen plannu rhagor o goed i amsugno rhagor o CO2 a gollwng rhagor o ocsigen i'r awyr. Mae digon o arwynebedd gan Bowys. Gadewch i ni fynd ati i'w plannu.**

**Ydych chi am sicrhau bod newid hinsawdd a gwyddor amgylcheddol yn thema allweddol yn ein system addysg o'r adeg cyn-ysgol hyd at y cyfnod prifysgol?**

Rydym yn annog ysgolion i ymgorffori ymwybyddiaeth o faterion amgylcheddol yn y cwricwlwm trwy gynnal amrediad o weithgareddau. Rydym hefyd yn annog llais ein holl ddisgyblion yn y dosbarth trwy addysgeg gyfranogol a thrwy eu cynghorau ysgol. Mae gan bob ysgol gyngor ysgol, ac mae gan y rhan fwyaf o ysgolion eco-bwyllgor hefyd. Mae llais disgyblion yn elfen bwysig yn fframwaith Estyn ar gyfer arolygu ysgolion ac mae'n rhywbeth y mae swyddogion gwella ysgolion yn eu hyrwyddo mewn ymweliadau ysgol. Byddwn hefyd yn ystyried y cyhoeddiad gan Gomisiynydd Plant Cymru 'The Right Way – A Children's Rights Approach for Education in Wales'. (Mai 2019)

Ar y lefel gynradd mae sawl enghraifft o newid hinsawdd a dinasyddiaeth gyfrifol o ran ailgylchu, defnydd o ynni wedi'i ymgorffori mewn unedau gwaith, ond hefyd trwy eu clybiau eco - mae gan rai o'n hysgolion (er enghraifft Pontnewydd-ar-Wy, y Gelli Gandryll, ac yn y sector uwchradd Crughywel a Llanidloes) ddyfarniad eco platinwm.

Mae hyn yn digwydd hefyd yn yr ysgolion uwchradd gyda chlybiau eco, ond mae'n cael ei gynnwys yn helaeth mewn sawl maes pwnc:

- Daearyddiaeth a Gwyddoniaeth (pob cyfnod allweddol) – y gwyddoniaeth y tu ôl i newid hinsawdd (achosion naturiol a dynol) ond yn anad dim sut i fynd i'r afael â'r problemau – lliniaru ac addasu. Hefyd trafodir ynni adnewyddadwy ac ynni anadnewyddadwy yn helaeth.
- Addysg Bersonol / a Chymdeithasol (ABaCh) - dinasyddiaeth
- Y Fagloriaeth Gymreig - fel rhan o'r her sgiliau Dinasyddiaeth Fyd-eang lle bydd disgyblion yn aml yn gweithio'n annibynnol neu mewn grwpiau i feddwl am gynlluniau/dulliau i ymladd effeithiau newid hinsawdd.
- Enghraifft dda arall yw'r dasg gyfoethog a wnaeth YU Crughywel ar leihau'r defnydd o blastig fel rhan o'r pedwar diben fel dinasyddion byd-eang. Aethant ati i lanhau traeth ar ôl astudio effaith plastig ar weoedd bwyd. Ym maes Dylunio a Thechnoleg, buont yn cynhyrchu dillad o ddeunyddiau gwastraff a thrwy ddatblygu ynni adnewyddadwy. Bydd gan ysgolion eraill enghreifftiau o dasgau cyfoethog tebyg hefyd.

Nid oedd unrhyw gwestiwn atodol.

## **7.2. Cwestiynau i'r Aelod Portffolio ar faterion yr Amgylchedd gan Ann Rooney Evans**

**Beth fydd y Cyngor yn ei wneud i ysgogi a chefnogi cynlluniau arbrofol yn y canolfannau ailgylchu lle gall trigolion fynd ag unrhyw eitemau sy'n ddefnyddiol, yn hytrach na'u taflu ymaith yn y biniau ailgylchu neu**

**dirllenwi; er mwyn cefnogi hierarchaeth Arbed, Ailddefnyddio ac Ailgylchu?**

**Byddai hyn yn gam gwerthfawr tuag at economi gylchol. Byddai'n helpu i normaleiddio'r arfer o gynnig pethau i'w hailddefnyddio, yn hytrach na'u taflu. Rwy'n gwaredu ac mae'n chwith gweld y deunyddiau hollol dderbyniol sy'n cael eu taflu ymaith y gellid eu hailddefnyddio. Mae'n rhaid bod hyn yn peri i'r staff yn y ganolfan ailgylchu hefyd deimlo'n rhwystredig. Gallech ofyn am roddion (gwirfoddol) yn gyfnewid am eitem. Mae cynlluniau tebyg mewn ardaloedd eraill sydd wedi goresgyn unrhyw heriau canfyddedig ynghylch iechyd a diogelwch, neu hyfforddiant staff.**

Ymateb

Mae ein Canolfannau Gwastraff o'r Cartref ac Ailgylchu yn cael eu rhedeg dan gontract, ac mae'r contractwyr wrthi'n treialu cynllun ailddefnyddio o'r fath yn y safle newydd yn y Drenewydd gyda grwp cymunedol lleol. Adeiladwyd sied pwrpasol ar y safle at y diben yma.

Mae lle yn ffactor sy'n cyfyngu ar lawer o'n safleoedd, gan fod siopau ailddefnyddio'n boblogaidd ymhlith y cyhoedd, ac mae hyn yn gallu arwain at dagfeydd yn y cyfleusterau. Ymhlith yr opsiynau eraill yw mynd â'r deunydd i'w ailddefnyddio oddi ar y safle, a dyma sy'n digwydd yn ein safle yng Nghwm-twrch Isaf.

Mae ardal eitemau i'w hailddefnyddio yn Trallwng, ac mae'r incwm sy'n cael ei gynhyrchu'n cael ei roi i gymunedau lleol.

Y cwestiwn atodol oedd

Pryd fydd canlyniadau'r cynllun arbrofol yn y Drenewydd yn hysbys ac yn cael eu cyhoeddi, a chynlluniau'n cael eu creu i roi'r rhain neu ddatrysiadau eraill ar waith ar safleoedd eraill, megis Aberhonddu? A beth yw'r meini prawf ar gyfer dyfarnu llwyddiant? Roedd yr ateb i'm cwestiwn yn swnio fel pe byddai cynnydd yn y traffig yn sgil y galw yn broblem - gobeithio y bydd dull mwy entrepreneuraidd yn cael ei ddefnyddio er mwyn gweld hyn fel cyfle, nid problem!

A wnaiff y Cyngor (trwy weithredwyr y safle) arddangos poster i a gwybodaeth ar y wefan sy'n cysylltu â'r siopau elusen a'r gwefannau ailddefnyddio sydd ar gael - er mwyn torri ar y swm sy'n dod i safleoedd ailgylchu. Hoffwn i weld y Cyngor yn gwneud mwy i ARBED ac AILDDEFNYDDIO - cyn ailgylchu.

Dywedodd yr Arweinydd bod yr Aelod Portffolio dan sylw i ffwrdd ar hyn o bryd ond y byddai ateb ysgrifenedig yn cael ei ddarparu.

### **7.3. Cwestiwn i'r Aelod Portffolio ar faterion yr Amgylchedd gan Wendy Joss**

**Cyhoeddodd Y Prif Weinidog Boris Johnson yr wythnos diwethaf y byddai gwaharddiad ar geir sy'n llosgi tanwydd ffosil yn cael ei orfodi bum mlynedd yn gynt na'r disgwyl gwreiddiol.**

**Sut y mae CSP yn bwriadu sicrhau bod trigolion y sir ac ymwelwyr yn gallu ddefnyddio pwyntiau gwefru dibynadwy er mwyn gallu buddsoddi mewn Cerbydau Trydan newydd erbyn 2035?**

## **Dim ond 1.8 o bwyntiau gwefru cyhoeddus fesul 10000 sydd ar gael yng Nghymru.**

### **Ymateb**

Bydd nifer o bwyntiau gwefru cerbydau yn cael eu gosod yn llawer o feysydd parcio arhosiad hir y sir, yn dilyn cais llwyddiannus am arian gan y Swyddfa Cerbydau Allyriadau Isel (OLEV) ac arian CS Powys.

Dyfarnwyd yr arian dan feini prawf a fyddai'n galluogi pwyntiau gwefru i gael eu gosod mewn ardaloedd a fyddai'n fanteisiol i drigolion nad oes ganddynt ddreif na garej, ac nad ydynt yn gallu parcio'u cerbyd trydan ar y stryd. Bydd y peiriannau gwefru hefyd ar gael i aelodau o'r cyhoedd neu ymwelwyr.

Bydd yr arian a roddwyd yn caniatáu i Bowys osod pwyntiau gwefru yn **8** o'n meysydd parcio. Mae'n arwydd o ddechrau cymal 1 ein rhaglen a fydd yn cynnwys adeiladu rhwydwaith o bwyntiau gwefru ar draws y sir, a byddwn yn ceisio dod â rhagor o arian i mewn i gynyddu'n darpariaeth yn y dyfodol.

Bydd y pwyntiau gwefru'n sicrhau bod modd i drigolion lleol a thwristiaid â cheir trydan gyrraedd pwyntiau gwefru mewn lleoliadau amrywiol ledled y sir.

Dyma'r naw maes parcio a ddewiswyd ar gyfer Cymal 1 o'r rhaglen i osod peiriannau gwefru:

- Maes Parcio'r Stryd Fawr, Llandrindod, LD1 6BG
- Maes Parcio'r Groe, Llanfair-ym-Muallt, LD2 3BL
- Maes Parcio Mount Street, Llanidloes, SY18 6BZ
- Maes Parcio Heol Maengwyn, Machynlleth, SY20 8DY
- Maes Parcio Lôn Gefn, y Drenewydd SY16 2NH
- Maes Parcio Stryd yr Eglwys, y Trallwng, SY21 7DD
- Maes Parcio Stryd Henffordd, Llanandras, LD8 2AT
- Maes Parcio Watton, Aberhonddu, LD3 7Ed

Mae hyn yn rhan o ddyhead tymor hir i greu rhwydwaith o bwyntiau gwefru i gerbydau trydan ar draws y sir, gydag amrywiaeth o bobl fel y Cyngor Sir, Llywodraeth Cymru (gwefrwyr cyflym) a'r sector Preifat yn darparu'r rhain.

Rydym wrthi'n ceisio arian grant oddi wrth Lywodraeth Cymru i gwblhau cymal 1 gan osod pwyntiau gwefru yn y lleoliadau canlynol:

Rhaeadr Gwy - Maes Parcio Lôn Dywyll

Tref-y-Clawdd - Maes Parcio Bowling Green Lane

Ystradgynlais – Maes Parcio Heol Eglwys

Y Gelli Gandryll - Maes Parcio Oxford Street

Mae cymalau pellach i'w datblygu, gan ddibynnu ar gynlluniau Cenedlaethol ehangach a'r arian sydd ar gael.

Y cwestiwn atodol oedd

Roedd fy nghwestiwn mewn ymateb i bolisi ac amserlen newydd y DU. Roedd yr 8 pwynt gwefru ym Mhowys yn seiliedig ar hen amserlen. Yn wreiddiol, fe osododd y Llywodraeth dargedau i sicrhau y byddai bron pob car a fan yn y DU yn gerbyd dim-gollyngiadau erbyn 2050, a bod y DU yn arweinydd ym maes Cerbydau Trydan a thechnolegau batri. Ond nawr ry'n ni'n sôn am 2035.

Mae'n darged uchelgeisiol, a bydd yn gwbl hanfodol ein bod yn diwallu'r galw am gynnydd mawr yn y pwyntiau gwefru sydd ar gael. Sut y mae Powys yn bwriadu cyflenwi'r targedau newydd?

Roedd y Deiliad Portffolio'n absennol, felly byddai ateb ysgrifenedig yn cael ei ddarparu.

## 8. PENDERFYNIAD TRETH Y CYNGOR AR GYFER 2020/21

Rhoddodd y Cyngor ystyriaeth i'r penderfyniad ar Dreth y Cyngor ar gyfer 2020/21.

Cytunwyd y gyllideb ar gyfer 2020/21 yn y Cyngor ar 28 Chwefror 2020 a chymeradwyodd y Cyngor gynnydd o 4.8% yn Nhreth y Cyngor ar gyfer y flwyddyn ariannol 2020-21 fel rhan o'r gyllideb.

Mewn cyfarfod o'r Cabinet ar y 27 o Dachwedd 2019, cyrifodd y Cyngor y symiau Sylfaen Treth canlynol ar gyfer y flwyddyn 2020/21 yn unol â Rheoliadau a wnaed o dan Adran 33 (5) Deddf Cyllid Llywodraeth Leol 1992.

(a) Sef y swm a gyfrifwyd gan y Cyngor, yn unol â Rheoliadau Awdurdodau Lleol (Cyfrifo Sylfaen Treth y Cyngor) (Cymru) 1995 fel y'i diwygiwyd fel ei Sylfaen Treth y Cyngor ar gyfer 2020/2021.

(b) Rhan o ardal y Cyngor:

### Cymuned:

CYMUNED	Sylfaen Treth 2020-21
Abaty Cwm-hir	127.49
Aberedw	140.84
Aberhafesb	223.97
Aber-miwl a Llandysul	736.31
Banwy	321.85
Bausley gyda Chrugion	366.90
Bugeildy	379.26
Aberriw	753.24
Betws Cedewain	229.46
Aberhonddu	3510.52
Bronllys	435.38
Llanfair-ym-Muallt	1073.60
Cadfarch	451.23
Caersws	712.07
Carno	357.14
Carreghofa	316.57
Castell Caereinion	305.31
Yr Ystog	864.58

Cilmeri	237.53
Cleirwy	420.93
Cray	132.27
Crickhowell	1135.60
Cwmdu a'r Cylch	555.79
Diserth a Threcoed	554.40
Duhonw	151.61
Dwyrhiw	280.49
Erwyd	254.26
Felin-fach	379.16
Ffordun	803.59
Llanfair Llythynwg	228.46
Glantwymyn	651.48
Y Clas-ar-Wy	571.24
Glascwm	268.53
Glyn Tarell	301.12
Cegidfa	854.02
Gwernyfed	483.92
Y Gelli Gandryll	905.85
Honddu Isaf	222.68
Ceri	992.37
Tref-y-Clawdd	1321.10
Llanafan-fawr	235.63
Llanbadarn Fawr	352.05
Llanbadarn Fynydd	142.73
Llanbister	190.78
Llanbrynmair	499.47
Llanddew	120.62
Llanddewi Ystradenni	144.92
Llandinam	443.75
Llandrindod	2388.72
Llandrinio ac Arddlîn	723.75
Llandysilio	549.91
Llanelwedd	188.69
Llanerfyl	216.39
Llanfair Caereinion	795.41
Llanfechain	272.80
Llanfihangel	273.01
Llanfihangel Rhydeithon	118.12
Llanfrynach	327.94
Llanfyllin	711.58
Llangamarch	264.23
Llangatwg	564.56
Llangedwyn	196.06
Llan-gors	564.76
Llangunllo	201.14
Llangurig	379.76



Llangynidr	585.49
Llangynyw	308.99
Llangynog	198.95
Llanidloes	1195.81
Llanidloes Allanol	310.78
Llanigon	282.28
Llanrhaeadr-ym-Mochnant	593.57
Llansantffraid	719.35
Llansilin	366.60
Llanwddyn	125.80
Llanwrthwl	110.44
Llanwrtyd	396.32
Llanllŷr	583.11
Llywel	257.55
Machynlleth	871.06
Maescar	471.42
Manafon	181.81
Meifod	708.39
Merthyr Cynog	140.54
Mochdre gyda Phenystrywaid	254.07
Trefaldwyn	723.44
Nantmel	350.06
Maesyfed	234.93
Y Drenewydd a Llanllwchaearn	4342.55
Penraig	406.28
Castell-paen	284.58
Pen-y-bont-fawr	252.08
Pen-y-bont a Llandeglau	206.62
Llanandras a Nortyn	1288.20
Rhaeadr Gwy	910.54
Llanarmon	317.46
Talgarth	741.49
Tal-y-bont ar Wysg	400.70
Tawe Uchaf	571.24
Trallong	196.26
Trefeglwys	470.97
Treflys	239.32
Tregynon	390.13
Trewern	654.37
Dyffryn Grwyne	499.22
Y Trallwng	2687.35
Hwytyyn	211.10
Ysgir	258.06
Ystradfelte	254.96
Ystradgynlais	2963.56

**62,396:70** \_\_\_\_\_

sef y symiau a gyfrifwyd gan y Cyngor yn unol â'r Rheoliadau, fel symiau ei Sylfaen Treth y Cyngor ar gyfer blwyddyn 2020/2021, ar gyfer anheddau yn y rhannau hynny o'i ardal lle mae un neu fwy o eitemau arbennig yn berthnasol. Mae **Atodiad Un** yn cadarnhau praesept 2020/21 a phrif band D ar gyfer pob Cyngor Tref a Chymuned.

### **3.0 Y CYFRIFO**

3.1. BOD y symiau canlynol yn awr yn cael eu cyfrifo gan y Cyngor ar gyfer y flwyddyn 2020/2021 yn unol ag Adrannau 32 i 36 Deddf Cyllid Llywodraeth Leol, 1992:

- a) £470,559,254 sef y symiau cyfanredol y mae'r Cyngor yn eu hamcangyfrif ar gyfer yr eitemau a nodir yn Adran 32 (2) (a) i (e) o'r Ddeddf
- b) £197,100,811 sef y symiau cyfanredol y mae'r Cyngor yn eu hamcangyfrif ar gyfer yr eitemau a nodir yn Adran 32 (3) (a) i (c) o'r Ddeddf.
- c) £273,458,443 sef y faint y mae'r swm cyfanredol yn 2.1(a) uchod yn uwch na'r swm cyfanredol yn crynswth yn 2.1(b) uchod, wedi'i gyfrifo gan y Cyngor, yn unol ag Adran 32 (4) o'r Ddeddf, fel yr hyn sy'n ofynnol ar gyfer y gyllideb am y flwyddyn
- d) £184,155,048 sef y symiau cyfanredol y mae'r Cyngor yn eu hamcangyfrif a fydd yn daladwy am y flwyddyn i'w Gronfa Gyffredinol o ran Trethi Annomestig a ailddosbarthwyd, Grant Cynnal Refeniw, grant arbennig neu Grant ychwanegol.
- e) £1,431.22 sef y swm yn 2.1(c) uchod, llai'r swm yn 2.1(d) uchod, pob un wedi'i rannu â'r swm yn 1.3(a) uchod, wedi'i gyfrifo gan y Cyngor, yn unol ag Adran 33 (1) o'r Ddeddf, fel swm sylfaenol ei Dreth y Cyngor am y flwyddyn
- f) £4,151,970 sef swm cyfanredol yr holl eitemau arbennig y cyfeiriwyd atynt yn Adran 34 (1) o'r Ddeddf.
- g) £1,364.68 sef y swm yn 2.1(e) uchod, llai'r canlyniad a roddir trwy rannu'r swm yn 2.1(f) uchod â'r swm yn 1.3(a) uchod, wedi'i gyfrifo gan y Cyngor, yn unol ag Adran 34 (2) o'r Ddeddf, fel swm sylfaenol ei Dreth y Cyngor am y flwyddyn am anheddau yn y rhannau hynny o'i ardal nad oes yr un eitem arbennig yn berthnasol.

h)

### **BRYCHEINIOG**

SIR A CHYMUNED

**Tudalen 64**

CYMUNEDTRETH Y CYNGOR  
BAND D

Aberhonddu	£1,493.38
Bronllys	£1,392.24
Llanfair-ym-Muallt	£1,456.50
Cilmeri	£1,381.04
Crai	£1,403.24
Crughywel	£1,405.19
Duhonw	£1,374.57
Erwyd	£1,386.31
Felin-fach	£1,388.42
Glyn Tarell	£1,396.23
Gwernyfed	£1,380.18
Y Gelli Gandryll	£1,422.33
Honddu Isaf	£1,369.69
Llanafan-fawr	£1,375.29
Llanddew	£1,385.41
Cwmdu a'r Cylch	£1,386.27
Llanfrynach	£1,404.32
Llangamarch	£1,405.55
Llangatwg	£1,398.93
Llan-gors	£1,393.01
Llangynidr	£1,388.59
Llanigon	£1,382.39
Llanwrthwl	£1,391.85
Llanwrtyd	£1,413.95
Llywel	£1,401.57
Maescar	£1,396.50
Merthyr Cynog	£1,399.15
Talgarth	£1,437.51
Tal-y-bont ar Wysg	£1,402.29
Tawe Uchaf	£1,417.20
Trallong	£1,373.85
Treflys	£1,379.30
Dyffryn Grwyne	£1,380.70
Ysgir	£1,377.68
Ystradfellte	£1,411.75
Ystradgynlais	£1,463.89

MALDWYNSIR A CHYMUNED  
TRETH Y CYNGOR  
BAND DCYMUNED

Aberhafesb	£1,391.02
Banwy	£1,382.50
Bausley gyda Chrugion	£1,388.68
Aberriw	£1,377.29

Betws Cedewain	£1,393.68
Cadfarch	£1,383.96
Caersws	£1,411.19
Carno	£1,403.05
Carreghofa	£1,399.16
Castell Caereinion	£1,404.49
Yr Ystog	£1,392.15
Dwyrhiw	£1,384.75
Ffordun	£1,401.20
Glantwymyn	£1,382.33
Cegidfa	£1,383.07
Ceri	£1,392.36
Llanbrynmair	£1,391.11
Llandinam	£1,448.95
Llandrinio	£1,389.15
Llandysilio	£1,395.14
Aber-miwl a Llandysul	£1,413.57
Llanerfyl	£1,385.94
Llanfair Caereinion	£1,414.97
Llanfechain	£1,392.17
Llanfihangel	£1,415.96
Llanfyllin	£1,411.06
Llangedwyn	£1,379.98
Llangurig	£1,376.53
Llangynyw	£1,394.45
Llangynog	£1,414.94
Llanidloes	£1,499.05
Llanidloes Allanol	£1,396.86
Llanrhaeadr-ym-Mochnant	£1,384.90
Llansantffraid	£1,391.79
Llansilin	£1,374.23
Llanwddyn	£1,434.63
Machynlleth	£1,581.66
Manafon	£1,392.18
Meifod	£1,385.95
Mochdre gyda Phenystyrywaid	£1,394.20
Trefaldwyn	£1,427.74
Y Drenewydd a Llanllwchaearn	£1,543.11
Pen-y-bont-fawr	£1,416.25
Trefeglwys	£1,378.48
Tregynon	£1,403.90
Trewern	£1,396.12
Y Trallwng	£1,583.36

**MAESYFED****CYMUNED****SIR A CHYMUNED  
TRETH Y CYNGOR  
BAND D**

Abaty Cwm-hir	£1,393.54
Aberedw	£1,371.07
Bugeildy	£1,389.18

Cleirwy	£1,376.56
Diserth a Threcoed	£1,386.74
Llanfair Llythynwg	£1,377.81
Y Clas-ar-Wy	£1,383.94
Glascwm	£1,380.94
Tref-y-Clawdd	£1,418.73
Llanbadarn Fawr	£1,384.00
Llanbadarn Fynydd	£1,395.68
Llanbister	£1,400.99
Llanddewi Ystradenni	£1,375.72
Llandrindod	£1,440.45
Llanelwedd	£1,378.99
Llanfihangel	£1,395.16
Llangunllo	£1,383.57
Llanllŷr	£1,388.68
Nantmel	£1,396.73
Maesyfed	£1,394.28
Pencraig	£1,385.56
Castell-paen	£1,370.65
Pen-y-bont a Llandegla	£1,389.39
Llanandras a Nortyn	£1,419.68
Rhaeadr Gwy	£1,411.90
Llanarmon	£1,405.73
Hwytyn	£1,381.18

sef y symiau a geir trwy ychwanegu at y swm yn 3.1(g) uchod symiau'r eitem neu eitemau arbennig sy'n berthnasol i'r anheddau yn y rhannau hynny o ardal y Cyngor a grybwyllir uchod, wedi'i rannu ymhob achos â'r swm yn 2.2 uchod, wedi'i gyfrifo gan y Cyngor, yn unol ag Adran 34 (3) o'r Ddeddf, fel symiau sylfaenol ei Dreth y Cyngor am y flwyddyn ar gyfer anheddau yn y rhannau hynny o'i ardal y mae un neu ragor o eitemau arbennig yn berthnasol iddynt.

(i) Rhan o ardal y Cyngor

**BRYCHEINIOG****CYMUNED****SIR A CHYMUNED  
BANDIAU TRETH Y  
CYNGOR**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Tudalen 68									
Aberhonddu	£995.59	£1,161.52	£1,327.45	£1,493.38	£1,825.24	£2,157.10	£2,488.97	£2,986.76	£3,484.55
Bronllys	£928.16	£1,082.85	£1,237.55	£1,392.24	£1,701.63	£2,011.01	£2,320.40	£2,784.48	£3,248.56
Llanfair-ym-Muallt	£971.00	£1,132.83	£1,294.67	£1,456.50	£1,780.17	£2,103.83	£2,427.50	£2,913.00	£3,398.50
Cilmeri	£920.69	£1,074.14	£1,227.59	£1,381.04	£1,687.94	£1,994.84	£2,301.73	£2,762.08	£3,222.43
Crai	£935.49	£1,091.41	£1,247.32	£1,403.24	£1,715.07	£2,026.90	£2,338.73	£2,806.48	£3,274.23
Crughywel	£936.79	£1,092.93	£1,249.06	£1,405.19	£1,717.45	£2,029.72	£2,341.98	£2,810.38	£3,278.78
Duhonw	£916.38	£1,069.11	£1,221.84	£1,374.57	£1,680.03	£1,985.49	£2,290.95	£2,749.14	£3,207.33
Erwyd	£924.21	£1,078.24	£1,232.28	£1,386.31	£1,694.38	£2,002.45	£2,310.52	£2,772.62	£3,234.72
Felin-fach	£925.61	£1,079.88	£1,234.15	£1,388.42	£1,696.96	£2,005.50	£2,314.03	£2,776.84	£3,239.65
Glyn Tarell	£930.82	£1,085.96	£1,241.09	£1,396.23	£1,706.50	£2,016.78	£2,327.05	£2,792.46	£3,257.87
Gwernyfed	£920.12	£1,073.47	£1,226.83	£1,380.18	£1,686.89	£1,993.59	£2,300.30	£2,760.36	£3,220.42
Y Gelli Gandryll	£948.22	£1,106.26	£1,264.29	£1,422.33	£1,738.40	£2,054.48	£2,370.55	£2,844.66	£3,318.77
Honddu Isaf	£913.13	£1,065.31	£1,217.50	£1,369.69	£1,674.07	£1,978.44	£2,282.82	£2,739.38	£3,195.94
Llanafan-fawr	£916.86	£1,069.67	£1,222.48	£1,375.29	£1,680.91	£1,986.53	£2,292.15	£2,750.58	£3,209.01
Llanddew	£923.61	£1,077.54	£1,231.48	£1,385.41	£1,693.28	£2,001.15	£2,309.02	£2,770.82	£3,232.62
Cwmdu a'r Cylch	£924.18	£1,078.21	£1,232.24	£1,386.27	£1,694.33	£2,002.39	£2,310.45	£2,772.54	£3,234.63
Llanfrynach	£936.21	£1,092.25	£1,248.28	£1,404.32	£1,716.39	£2,028.46	£2,340.53	£2,808.64	£3,276.75
Llangamarch	£937.03	£1,093.21	£1,249.38	£1,405.55	£1,717.89	£2,030.24	£2,342.58	£2,811.10	£3,279.62
Llangatwg	£932.62	£1,088.06	£1,243.49	£1,398.93	£1,709.80	£2,020.68	£2,331.55	£2,797.86	£3,264.17
Llan-gors	£928.67	£1,083.45	£1,238.23	£1,393.01	£1,702.57	£2,012.13	£2,321.68	£2,786.02	£3,250.36
Llangynidr	£925.73	£1,080.01	£1,234.30	£1,388.59	£1,697.17	£2,005.74	£2,314.32	£2,777.18	£3,240.04
Llanigon	£921.59	£1,075.19	£1,228.79	£1,382.39	£1,689.59	£1,996.79	£2,303.98	£2,764.78	£3,225.58
Llanwrthwl	£927.90	£1,082.55	£1,237.20	£1,391.85	£1,701.15	£2,010.45	£2,319.75	£2,783.70	£3,247.65

Llanwrtyd	£942.63	£1,099.74	£1,256.84	£1,413.95	£1,728.16	£2,042.37	£2,356.58	£2,827.90	£3,299.22
Llywel	£934.38	£1,090.11	£1,245.84	£1,401.57	£1,713.03	£2,024.49	£2,335.95	£2,803.14	£3,270.33
Maescar	£931.00	£1,086.17	£1,241.33	£1,396.50	£1,706.83	£2,017.17	£2,327.50	£2,793.00	£3,258.50
Merthyr Cynog	£932.77	£1,088.23	£1,243.69	£1,399.15	£1,710.07	£2,020.99	£2,331.92	£2,798.30	£3,264.68
Talgarth	£958.34	£1,118.06	£1,277.79	£1,437.51	£1,756.96	£2,076.40	£2,395.85	£2,875.02	£3,354.19
Tal-y-bont ar Wysg	£934.86	£1,090.67	£1,246.48	£1,402.29	£1,713.91	£2,025.53	£2,337.15	£2,804.58	£3,272.01
Tawe Uchaf	£944.80	£1,102.27	£1,259.73	£1,417.20	£1,732.13	£2,047.07	£2,362.00	£2,834.40	£3,306.80
Trallong	£915.90	£1,068.55	£1,221.20	£1,373.85	£1,679.15	£1,984.45	£2,289.75	£2,747.70	£3,205.65
Treflys	£919.53	£1,072.79	£1,226.04	£1,379.30	£1,685.81	£1,992.32	£2,298.83	£2,758.60	£3,218.37
Dyffryn Grwyne	£920.47	£1,073.88	£1,227.29	£1,380.70	£1,687.52	£1,994.34	£2,301.17	£2,761.40	£3,221.63
Ysgir	£918.45	£1,071.53	£1,224.60	£1,377.68	£1,683.83	£1,989.98	£2,296.13	£2,755.36	£3,214.59
Ystradfellte	£941.17	£1,098.03	£1,254.89	£1,411.75	£1,725.47	£2,039.19	£2,352.92	£2,823.50	£3,294.08
Ystradgynlais	£975.93	£1,138.58	£1,301.24	£1,463.89	£1,789.20	£2,114.51	£2,439.82	£2,927.78	£3,415.74

Tudalen 69  
MALDWYN  
CYMUNED

**SIR A CHYMUNED  
BANDIAU TRETH Y  
CYNGOR**

	A	B	C	D	E	F	G	H	I
Aberhafesb	£927.35	£1,081.90	£1,236.46	£1,391.02	£1,700.14	£2,009.25	£2,318.37	£2,782.04	£3,245.71
Banwy	£921.67	£1,075.28	£1,228.89	£1,382.50	£1,689.72	£1,996.94	£2,304.17	£2,765.00	£3,225.83
Bausley gyda Chrugion	£925.79	£1,080.08	£1,234.38	£1,388.68	£1,697.28	£2,005.87	£2,314.47	£2,777.36	£3,240.25
Aberriw	£918.19	£1,071.23	£1,224.26	£1,377.29	£1,683.35	£1,989.42	£2,295.48	£2,754.58	£3,213.68
Betws Cedewain	£929.12	£1,083.97	£1,238.83	£1,393.68	£1,703.39	£2,013.09	£2,322.80	£2,787.36	£3,251.92
Cadfarch	£922.64	£1,076.41	£1,230.19	£1,383.96	£1,691.51	£1,999.05	£2,306.60	£2,767.92	£3,229.24
Caersws	£940.79	£1,097.59	£1,254.39	£1,411.19	£1,724.79	£2,038.39	£2,351.98	£2,822.38	£3,292.78
Carno	£935.37	£1,091.26	£1,247.16	£1,403.05	£1,714.84	£2,026.63	£2,338.42	£2,806.10	£3,273.78
Carreghofa	£932.77	£1,088.24	£1,243.70	£1,399.16	£1,710.08	£2,021.01	£2,331.93	£2,798.32	£3,264.71
Castell Caereinion	£936.33	£1,092.38	£1,248.44	£1,404.49	£1,716.60	£2,028.71	£2,340.82	£2,808.98	£3,277.14
Yr Ystog	£928.10	£1,082.78	£1,237.47	£1,392.15	£1,701.52	£2,010.88	£2,320.25	£2,784.30	£3,248.35
Dwyrhiw	£923.17	£1,077.03	£1,230.89	£1,384.75	£1,692.47	£2,000.19	£2,307.92	£2,769.50	£3,231.08

	Ffordun	£934.13	£1,089.82	£1,245.51	£1,401.20	£1,712.58	£2,023.96	£2,335.33	£2,802.40	£3,269.47
	Glantwymyn	£921.55	£1,075.15	£1,228.74	£1,382.33	£1,689.51	£1,996.70	£2,303.88	£2,764.66	£3,225.44
	Cegidfa	£922.05	£1,075.72	£1,229.40	£1,383.07	£1,690.42	£1,997.77	£2,305.12	£2,766.14	£3,227.16
	Ceri	£928.24	£1,082.95	£1,237.65	£1,392.36	£1,701.77	£2,011.19	£2,320.60	£2,784.72	£3,248.84
	Llanbrynmair	£927.41	£1,081.97	£1,236.54	£1,391.11	£1,700.25	£2,009.38	£2,318.52	£2,782.22	£3,245.92
	Llandinam	£965.97	£1,126.96	£1,287.96	£1,448.95	£1,770.94	£2,092.93	£2,414.92	£2,897.90	£3,380.88
	Llandrinio	£926.10	£1,080.45	£1,234.80	£1,389.15	£1,697.85	£2,006.55	£2,315.25	£2,778.30	£3,241.35
	Llandysilio	£930.09	£1,085.11	£1,240.12	£1,395.14	£1,705.17	£2,015.20	£2,325.23	£2,790.28	£3,255.33
	Aber-miwl a Llandysul	£942.38	£1,099.44	£1,256.51	£1,413.57	£1,727.70	£2,041.82	£2,355.95	£2,827.14	£3,298.33
	Llanerfyl	£923.96	£1,077.95	£1,231.95	£1,385.94	£1,693.93	£2,001.91	£2,309.90	£2,771.88	£3,233.86
	Llanfair Caereinion	£943.31	£1,100.53	£1,257.75	£1,414.97	£1,729.41	£2,043.85	£2,358.28	£2,829.94	£3,301.60
	Llanfechain	£928.11	£1,082.80	£1,237.48	£1,392.17	£1,701.54	£2,010.91	£2,320.28	£2,784.34	£3,248.40
Tudalen 70	Llanfihangel	£943.97	£1,101.30	£1,258.63	£1,415.96	£1,730.62	£2,045.28	£2,359.93	£2,831.92	£3,303.91
	Llanfyllin	£940.71	£1,097.49	£1,254.28	£1,411.06	£1,724.63	£2,038.20	£2,351.77	£2,822.12	£3,292.47
	Llangedwyn	£919.99	£1,073.32	£1,226.65	£1,379.98	£1,686.64	£1,993.30	£2,299.97	£2,759.96	£3,219.95
	Llangurig	£917.69	£1,070.63	£1,223.58	£1,376.53	£1,682.43	£1,988.32	£2,294.22	£2,753.06	£3,211.90
	Llangynyw	£929.63	£1,084.57	£1,239.51	£1,394.45	£1,704.33	£2,014.21	£2,324.08	£2,788.90	£3,253.72
	Llangynog	£943.29	£1,100.51	£1,257.72	£1,414.94	£1,729.37	£2,043.80	£2,358.23	£2,829.88	£3,301.53
	Llanidloes	£999.37	£1,165.93	£1,332.49	£1,499.05	£1,832.17	£2,165.29	£2,498.42	£2,998.10	£3,497.78
	Llanidloes Allanol	£931.24	£1,086.45	£1,241.65	£1,396.86	£1,707.27	£2,017.69	£2,328.10	£2,793.72	£3,259.34
	Llanrhaeadr-ym-Mochnant	£923.27	£1,077.14	£1,231.02	£1,384.90	£1,692.66	£2,000.41	£2,308.17	£2,769.80	£3,231.43
	Llansantffraid	£927.86	£1,082.50	£1,237.15	£1,391.79	£1,701.08	£2,010.36	£2,319.65	£2,783.58	£3,247.51



**SIR A**  
**CHYMUNED**  
**BANDIAU**  
**TRETH Y**  
**CYNGOR**

**CYMUNED**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Llansilin	£916.15	£1,068.85	£1,221.54	£1,374.23	£1,679.61	£1,985.00	£2,290.38	£2,748.46	£3,206.54
Llanwddyn	£956.42	£1,115.82	£1,275.23	£1,434.63	£1,753.44	£2,072.24	£2,391.05	£2,869.26	£3,347.47
Machynlleth	£1,054.44	£1,230.18	£1,405.92	£1,581.66	£1,933.14	£2,284.62	£2,636.10	£3,163.32	£3,690.54
Manafon	£928.12	£1,082.81	£1,237.49	£1,392.18	£1,701.55	£2,010.93	£2,320.30	£2,784.36	£3,248.42
Meifod	£923.97	£1,077.96	£1,231.96	£1,385.95	£1,693.94	£2,001.93	£2,309.92	£2,771.90	£3,233.88
Mochdre gyda Phenystrywaid	£929.47	£1,084.38	£1,239.29	£1,394.20	£1,704.02	£2,013.84	£2,323.67	£2,788.40	£3,253.13
Trefaldwyn	£951.83	£1,110.46	£1,269.10	£1,427.74	£1,745.02	£2,062.29	£2,379.57	£2,855.48	£3,331.39
Y Drenewydd a Llanllwchaearn	£1,028.74	£1,200.20	£1,371.65	£1,543.11	£1,886.02	£2,228.94	£2,571.85	£3,086.22	£3,600.59
Pen-y-bont-fawr	£944.17	£1,101.53	£1,258.89	£1,416.25	£1,730.97	£2,045.69	£2,360.42	£2,832.50	£3,304.58
Trefeglwys	£918.99	£1,072.15	£1,225.32	£1,378.48	£1,684.81	£1,991.14	£2,297.47	£2,756.96	£3,216.45
Tregynon	£935.93	£1,091.92	£1,247.91	£1,403.90	£1,715.88	£2,027.86	£2,339.83	£2,807.80	£3,275.77
Trewern	£930.75	£1,085.87	£1,241.00	£1,396.12	£1,706.37	£2,016.62	£2,326.87	£2,792.24	£3,257.61
Y Trallwng	£1,055.57	£1,231.50	£1,407.43	£1,583.36	£1,935.22	£2,287.08	£2,638.93	£3,166.72	£3,694.51

MAESYFEDCYMUNEDSIR A CHYMUNED  
BANDIAU TRETH Y  
CYNGOR

Tudalen 72

	A	B	C	D	E	F	G	H	I
Abaty Cwm-hir	£929.03	£1,083.86	£1,238.70	£1,393.54	£1,703.22	£2,012.89	£2,322.57	£2,787.08	£3,251.59
Aberedw	£914.05	£1,066.39	£1,218.73	£1,371.07	£1,675.75	£1,980.43	£2,285.12	£2,742.14	£3,199.16
Bugeildy	£926.12	£1,080.47	£1,234.83	£1,389.18	£1,697.89	£2,006.59	£2,315.30	£2,778.36	£3,241.42
Cleirwy	£917.71	£1,070.66	£1,223.61	£1,376.56	£1,682.46	£1,988.36	£2,294.27	£2,753.12	£3,211.97
Diserth a Threcoed	£924.49	£1,078.58	£1,232.66	£1,386.74	£1,694.90	£2,003.07	£2,311.23	£2,773.48	£3,235.73
Llanfair Llythynwg	£918.54	£1,071.63	£1,224.72	£1,377.81	£1,683.99	£1,990.17	£2,296.35	£2,755.62	£3,214.89
Y Clas-ar-Wy	£922.63	£1,076.40	£1,230.17	£1,383.94	£1,691.48	£1,999.02	£2,306.57	£2,767.88	£3,229.19
Glascwm	£920.63	£1,074.06	£1,227.50	£1,380.94	£1,687.82	£1,994.69	£2,301.57	£2,761.88	£3,222.19
Tref-y-Clawdd	£945.82	£1,103.46	£1,261.09	£1,418.73	£1,734.00	£2,049.28	£2,364.55	£2,837.46	£3,310.37
Llanbadarn Fawr	£922.67	£1,076.44	£1,230.22	£1,384.00	£1,691.56	£1,999.11	£2,306.67	£2,768.00	£3,229.33
Llanbadarn Fynydd	£930.45	£1,085.53	£1,240.60	£1,395.68	£1,705.83	£2,015.98	£2,326.13	£2,791.36	£3,256.59
Llanbister	£933.99	£1,089.66	£1,245.32	£1,400.99	£1,712.32	£2,023.65	£2,334.98	£2,801.98	£3,268.98
Llanddewi Ystradenni	£917.15	£1,070.00	£1,222.86	£1,375.72	£1,681.44	£1,987.15	£2,292.87	£2,751.44	£3,210.01
Llandrindod	£960.30	£1,120.35	£1,280.40	£1,440.45	£1,760.55	£2,080.65	£2,400.75	£2,880.90	£3,361.05
Llanelwedd	£919.33	£1,072.55	£1,225.77	£1,378.99	£1,685.43	£1,991.87	£2,298.32	£2,757.98	£3,217.64
Llanfihangel	£930.11	£1,085.12	£1,240.14	£1,395.16	£1,705.20	£2,015.23	£2,325.27	£2,790.32	£3,255.37
Llangunllo	£922.38	£1,076.11	£1,229.84	£1,383.57	£1,691.03	£1,998.49	£2,305.95	£2,767.14	£3,228.33
Llanllŷr	£925.79	£1,080.08	£1,234.38	£1,388.68	£1,697.28	£2,005.87	£2,314.47	£2,777.36	£3,240.25
Nantmel	£931.15	£1,086.35	£1,241.54	£1,396.73	£1,707.11	£2,017.50	£2,327.88	£2,793.46	£3,259.04
Maesyfed	£929.52	£1,084.44	£1,239.36	£1,394.28	£1,704.12	£2,013.96	£2,323.80	£2,788.56	£3,253.32
Pencraig	£923.71	£1,077.66	£1,231.61	£1,385.56	£1,693.46	£2,001.36	£2,309.27	£2,771.12	£3,232.97
Castell-paen	£913.77	£1,066.06	£1,218.36	£1,370.65	£1,675.24	£1,979.83	£2,284.42	£2,741.30	£3,198.18
Pen-y-bont a	£926.26	£1,080.64	£1,235.01	£1,389.39	£1,698.14	£2,006.90	£2,315.65	£2,778.78	£3,241.91

Llandeglau										
Llanandras a Nortyn	£946.45	£1,104.20	£1,261.94	£1,419.68	£1,735.16	£2,050.65	£2,366.13	£2,839.36	£3,312.59	
Rhaeadr Gwy	£941.27	£1,098.14	£1,255.02	£1,411.90	£1,725.66	£2,039.41	£2,353.17	£2,823.80	£3,294.43	
Llanarmon	£937.15	£1,093.35	£1,249.54	£1,405.73	£1,718.11	£2,030.50	£2,342.88	£2,811.46	£3,280.04	
Hwytyn	£920.79	£1,074.25	£1,227.72	£1,381.18	£1,688.11	£1,995.04	£2,301.97	£2,762.36	£3,222.75	

sef y symiau a geir trwy luosi'r symiau yn 3(h) uchod â'r rhif sydd, yn y gyfran a nodir yn Adran 5 (1) o'r Ddeddf, yn berthnasol i'r anheddau a restrir mewn Band Prisio penodol, wedi'i rannu â'r rhif sydd, yn y gyfran honno yn berthnasol i anheddau restrir ym Mand Prisio D, a gyfrifwyd gan y Cyngor, yn unol ag Adran 36 (1) o'r Ddeddf, yn symiau y i'w hystyried am y flwyddyn ar gyfer categorïau anheddau a restrir mewn gwahanol Fandiau Prisio.

- 3.2** ***NODI bod Comisiynydd yr Heddlu a Throseddu Heddlu Dyfed-Powys wedi datgan y symiau canlynol ar gyfer blwyddyn 2020/21 mewn prae-septau a gyflwynir i'r Cyngor, angen nodi am y flwyddyn 2020/2021 bod yn unol ag Adran 40 Deddf Cyllid Llywodraeth Leol, 1992, ar gyfer y categorïau anheddau a welir isod:***

***Bandiau Prisio***

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
£ 173.71	£ 202.66	£ 231.61	£ 260.56	£ 318.46	£ 376.36	£ 434.27	£ 521.12	£ 607.97

- 3.3** BOD y Cyngor, ar ôl cyfrifo'r cyfanswm ymhob achos ar gyfer y symiau yn 3.1(i) a 3.2 uchod, yn unol ag Adran 30 (2) Deddf Cyllid Llywodraeth Leol 1992, trwy hyn yn gosod y symiau canlynol yn symiau Treth y Cyngor am y flwyddyn 2020/2021 ar gyfer pob un o'r categorïau anheddau a ddangosir isod:

**SIR FRYCHEINIOG/BRECKNOCKSHIRE****CYMUNED/COMMUNITY**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Aberhonddu	£1,169.29	£1,364.18	£1,559.06	£1,753.94	£2,143.70	£2,533.47	£2,923.23	£3,507.88	£4,092.53
Bronllys	£1,101.87	£1,285.51	£1,469.16	£1,652.80	£2,020.09	£2,387.38	£2,754.67	£3,305.60	£3,856.53
Llanfair-ym-Muallt	£1,144.71	£1,335.49	£1,526.28	£1,717.06	£2,098.63	£2,480.20	£2,861.77	£3,434.12	£4,006.47
Cilmeri	£1,094.40	£1,276.80	£1,459.20	£1,641.60	£2,006.40	£2,371.20	£2,736.00	£3,283.20	£3,830.40
Crai	£1,109.20	£1,294.07	£1,478.93	£1,663.80	£2,033.53	£2,403.27	£2,773.00	£3,327.60	£3,882.20
Crughywel	£1,110.50	£1,295.58	£1,480.67	£1,665.75	£2,035.92	£2,406.08	£2,776.25	£3,331.50	£3,886.75
Duhonw	£1,090.09	£1,271.77	£1,453.45	£1,635.13	£1,998.49	£2,361.85	£2,725.22	£3,270.26	£3,815.30
Erwyd	£1,097.91	£1,280.90	£1,463.88	£1,646.87	£2,012.84	£2,378.81	£2,744.78	£3,293.74	£3,842.70
Felin-fach	£1,099.32	£1,282.54	£1,465.76	£1,648.98	£2,015.42	£2,381.86	£2,748.30	£3,297.96	£3,847.62
Glyn Tarell	£1,104.53	£1,288.61	£1,472.70	£1,656.79	£2,024.97	£2,393.14	£2,761.32	£3,313.58	£3,865.84
Gwernyfed	£1,093.83	£1,276.13	£1,458.44	£1,640.74	£2,005.35	£2,369.96	£2,734.57	£3,281.48	£3,828.39
Y Gelli Gandryll	£1,121.93	£1,308.91	£1,495.90	£1,682.89	£2,056.87	£2,430.84	£2,804.82	£3,365.78	£3,926.74
Honddu Isaf	£1,086.83	£1,267.97	£1,449.11	£1,630.25	£1,992.53	£2,354.81	£2,717.08	£3,260.50	£3,803.92
Llanafan-fawr	£1,090.57	£1,272.33	£1,454.09	£1,635.85	£1,999.37	£2,362.89	£2,726.42	£3,271.70	£3,816.98
Llanddew	£1,097.31	£1,280.20	£1,463.08	£1,645.97	£2,011.74	£2,377.51	£2,743.28	£3,291.94	£3,840.60
Cwmdu a'r Cylch	£1,097.89	£1,280.87	£1,463.85	£1,646.83	£2,012.79	£2,378.75	£2,744.72	£3,293.66	£3,842.60
Llanfrynach	£1,109.92	£1,294.91	£1,479.89	£1,664.88	£2,034.85	£2,404.83	£2,774.80	£3,329.76	£3,884.72
Llangamarch	£1,110.74	£1,295.86	£1,480.99	£1,666.11	£2,036.36	£2,406.60	£2,776.85	£3,332.22	£3,887.59
Llangatwg	£1,106.33	£1,290.71	£1,475.10	£1,659.49	£2,028.27	£2,397.04	£2,765.82	£3,318.98	£3,872.14
Llan-gors	£1,102.38	£1,286.11	£1,469.84	£1,653.57	£2,021.03	£2,388.49	£2,755.95	£3,307.14	£3,858.33
Llangynidr	£1,099.43	£1,282.67	£1,465.91	£1,649.15	£2,015.63	£2,382.11	£2,748.58	£3,298.30	£3,848.02
Llanigon	£1,095.30	£1,277.85	£1,460.40	£1,642.95	£2,008.05	£2,373.15	£2,738.25	£3,285.90	£3,833.55
Llanwrthwl	£1,101.61	£1,285.21	£1,468.81	£1,652.41	£2,019.61	£2,386.81	£2,754.02	£3,304.82	£3,855.62
Llanwrtyd	£1,116.34	£1,302.40	£1,488.45	£1,674.51	£2,046.62	£2,418.74	£2,790.85	£3,349.02	£3,907.19
Llywel	£1,108.09	£1,292.77	£1,477.45	£1,662.13	£2,031.49	£2,400.85	£2,770.22	£3,324.26	£3,878.30
Maescar	£1,104.71	£1,288.82	£1,472.94	£1,657.06	£2,025.30	£2,393.53	£2,761.77	£3,314.12	£3,866.47

Merthyr Cynog	£1,106.47	£1,290.89	£1,475.30	£1,659.71	£2,028.53	£2,397.36	£2,766.18	£3,319.42	£3,872.66
Talgarth	£1,132.05	£1,320.72	£1,509.40	£1,698.07	£2,075.42	£2,452.77	£2,830.12	£3,396.14	£3,962.16
Tal-y-bont ar Wysg	£1,108.57	£1,293.33	£1,478.09	£1,662.85	£2,032.37	£2,401.89	£2,771.42	£3,325.70	£3,879.98
Tawe Uchaf	£1,118.51	£1,304.92	£1,491.34	£1,677.76	£2,050.60	£2,423.43	£2,796.27	£3,355.52	£3,914.77
Trallong	£1,089.61	£1,271.21	£1,452.81	£1,634.41	£1,997.61	£2,360.81	£2,724.02	£3,268.82	£3,813.62
Treflys	£1,093.24	£1,275.45	£1,457.65	£1,639.86	£2,004.27	£2,368.69	£2,733.10	£3,279.72	£3,826.34
Dyffryn Grwyne	£1,094.17	£1,276.54	£1,458.90	£1,641.26	£2,005.98	£2,370.71	£2,735.43	£3,282.52	£3,829.61
Ysgir	£1,092.16	£1,274.19	£1,456.21	£1,638.24	£2,002.29	£2,366.35	£2,730.40	£3,276.48	£3,822.56
Ystradfellte	£1,114.87	£1,300.69	£1,486.50	£1,672.31	£2,043.93	£2,415.56	£2,787.18	£3,344.62	£3,902.06
Ystradgynlais	£1,149.63	£1,341.24	£1,532.84	£1,724.45	£2,107.66	£2,490.87	£2,874.08	£3,448.90	£4,023.72

SIR DREFALDWYN/MONTGOMERYSHIRECYMUNED/COMMUNITY

	A	B	C	D	E	F	G	H	I
Aberhafesb	£1,101.05	£1,284.56	£1,468.07	£1,651.58	£2,018.60	£2,385.62	£2,752.63	£3,303.16	£3,853.69
Banwy	£1,095.37	£1,277.94	£1,460.50	£1,643.06	£2,008.18	£2,373.31	£2,738.43	£3,286.12	£3,833.81
Bausley gyda Chrugion	£1,099.49	£1,282.74	£1,465.99	£1,649.24	£2,015.74	£2,382.24	£2,748.73	£3,298.48	£3,848.23
Aberriw	£1,091.90	£1,273.88	£1,455.87	£1,637.85	£2,001.82	£2,365.78	£2,729.75	£3,275.70	£3,821.65
Betws Cedewain	£1,102.83	£1,286.63	£1,470.44	£1,654.24	£2,021.85	£2,389.46	£2,757.07	£3,308.48	£3,859.89
Cadfarch	£1,096.35	£1,279.07	£1,461.80	£1,644.52	£2,009.97	£2,375.42	£2,740.87	£3,289.04	£3,837.21
Caersws	£1,114.50	£1,300.25	£1,486.00	£1,671.75	£2,043.25	£2,414.75	£2,786.25	£3,343.50	£3,900.75
Carno	£1,109.07	£1,293.92	£1,478.76	£1,663.61	£2,033.30	£2,402.99	£2,772.68	£3,327.22	£3,881.76
Carreghofa	£1,106.48	£1,290.89	£1,475.31	£1,659.72	£2,028.55	£2,397.37	£2,766.20	£3,319.44	£3,872.68
Castell Caereinion	£1,110.03	£1,295.04	£1,480.04	£1,665.05	£2,035.06	£2,405.07	£2,775.08	£3,330.10	£3,885.12
Yr Ystog	£1,101.81	£1,285.44	£1,469.08	£1,652.71	£2,019.98	£2,387.25	£2,754.52	£3,305.42	£3,856.32
Dwyrhiw	£1,096.87	£1,279.69	£1,462.50	£1,645.31	£2,010.93	£2,376.56	£2,742.18	£3,290.62	£3,839.06
Ffordun	£1,107.84	£1,292.48	£1,477.12	£1,661.76	£2,031.04	£2,400.32	£2,769.60	£3,323.52	£3,877.44
Glantwymyn	£1,095.26	£1,277.80	£1,460.35	£1,642.89	£2,007.98	£2,373.06	£2,738.15	£3,285.78	£3,833.41
Cegidfa	£1,095.75	£1,278.38	£1,461.00	£1,643.63	£2,008.88	£2,374.13	£2,739.38	£3,287.26	£3,835.14
Ceri	£1,101.95	£1,285.60	£1,469.26	£1,652.92	£2,020.24	£2,387.55	£2,754.87	£3,305.84	£3,856.81
Llanbrynmair	£1,101.11	£1,284.63	£1,468.15	£1,651.67	£2,018.71	£2,385.75	£2,752.78	£3,303.34	£3,853.90
Llandinam	£1,139.67	£1,329.62	£1,519.56	£1,709.51	£2,089.40	£2,469.29	£2,849.18	£3,419.02	£3,988.86
Llandrinio ac Arddlŷn	£1,099.81	£1,283.11	£1,466.41	£1,649.71	£2,016.31	£2,382.91	£2,749.52	£3,299.42	£3,849.32
Llandysilio	£1,103.80	£1,287.77	£1,471.73	£1,655.70	£2,023.63	£2,391.57	£2,759.50	£3,311.40	£3,863.30
Aber-miwl a Llandysul	£1,116.09	£1,302.10	£1,488.12	£1,674.13	£2,046.16	£2,418.19	£2,790.22	£3,348.26	£3,906.30
Llanerfyl	£1,097.67	£1,280.61	£1,463.56	£1,646.50	£2,012.39	£2,378.28	£2,744.17	£3,293.00	£3,841.83
Llanfair Caereinion	£1,117.02	£1,303.19	£1,489.36	£1,675.53	£2,047.87	£2,420.21	£2,792.55	£3,351.06	£3,909.57

Llanfechain	£1,101.82	£1,285.46	£1,469.09	£1,652.73	£2,020.00	£2,387.28	£2,754.55	£3,305.46	£3,856.37
Llanfihangel	£1,117.68	£1,303.96	£1,490.24	£1,676.52	£2,049.08	£2,421.64	£2,794.20	£3,353.04	£3,911.88
Llanfyllin	£1,114.41	£1,300.15	£1,485.88	£1,671.62	£2,043.09	£2,414.56	£2,786.03	£3,343.24	£3,900.45
Llangedwyn	£1,093.69	£1,275.98	£1,458.26	£1,640.54	£2,005.10	£2,369.67	£2,734.23	£3,281.08	£3,827.93
Llangurig	£1,091.39	£1,273.29	£1,455.19	£1,637.09	£2,000.89	£2,364.69	£2,728.48	£3,274.18	£3,819.88
Llangynyw	£1,103.34	£1,287.23	£1,471.12	£1,655.01	£2,022.79	£2,390.57	£2,758.35	£3,310.02	£3,861.69
Llangynog	£1,117.00	£1,303.17	£1,489.33	£1,675.50	£2,047.83	£2,420.17	£2,792.50	£3,351.00	£3,909.50
Llanidloes	£1,173.07	£1,368.59	£1,564.10	£1,759.61	£2,150.63	£2,541.66	£2,932.68	£3,519.22	£4,105.76
Llanidloes Allanol	£1,104.95	£1,289.10	£1,473.26	£1,657.42	£2,025.74	£2,394.05	£2,762.37	£3,314.84	£3,867.31

Tudalen 78	Llanrhaeadr-ym-Mochnant	£1,096.97	£1,279.80	£1,462.63	£1,645.46	£2,011.12	£2,376.78	£2,742.43	£3,290.92	£3,839.41
	Llansantffraid	£1,101.57	£1,285.16	£1,468.76	£1,652.35	£2,019.54	£2,386.73	£2,753.92	£3,304.70	£3,855.48
	Llansilin	£1,089.86	£1,271.50	£1,453.15	£1,634.79	£1,998.08	£2,361.36	£2,724.65	£3,269.58	£3,814.51
	Llanwddyn	£1,130.13	£1,318.48	£1,506.84	£1,695.19	£2,071.90	£2,448.61	£2,825.32	£3,390.38	£3,955.44
	Machynlleth	£1,228.15	£1,432.84	£1,637.53	£1,842.22	£2,251.60	£2,660.98	£3,070.37	£3,684.44	£4,298.51
	Manafon	£1,101.83	£1,285.46	£1,469.10	£1,652.74	£2,020.02	£2,387.29	£2,754.57	£3,305.48	£3,856.39
	Meifod	£1,097.67	£1,280.62	£1,463.56	£1,646.51	£2,012.40	£2,378.29	£2,744.18	£3,293.02	£3,841.86
	Mochdre gyda									
	Phenystrywaid	£1,103.17	£1,287.04	£1,470.90	£1,654.76	£2,022.48	£2,390.21	£2,757.93	£3,309.52	£3,861.11
	Trefaldwyn	£1,125.53	£1,313.12	£1,500.71	£1,688.30	£2,063.48	£2,438.66	£2,813.83	£3,376.60	£3,939.37
	Y Drenewydd a									
	Llanllwchaearn	£1,202.45	£1,402.85	£1,603.26	£1,803.67	£2,204.49	£2,605.30	£3,006.12	£3,607.34	£4,208.56
	Pen-y-bont-fawr	£1,117.87	£1,304.19	£1,490.50	£1,676.81	£2,049.43	£2,422.06	£2,794.68	£3,353.62	£3,912.56
	Trefeglwys	£1,092.69	£1,274.81	£1,456.92	£1,639.04	£2,003.27	£2,367.50	£2,731.73	£3,278.08	£3,824.43
	Tregynon	£1,109.64	£1,294.58	£1,479.52	£1,664.46	£2,034.34	£2,404.22	£2,774.10	£3,328.92	£3,883.74
	Trewern	£1,104.45	£1,288.53	£1,472.60	£1,656.68	£2,024.83	£2,392.98	£2,761.13	£3,313.36	£3,865.59
	Y Trallwng	£1,229.28	£1,434.16	£1,639.04	£1,843.92	£2,253.68	£2,663.44	£3,073.20	£3,687.84	£4,302.48



**SIR FAESYFED/RADNORSHIRE****CYMUNED/COMMUNITY**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Abaty Cwm-hir	£1,102.73	£1,286.52	£1,470.31	£1,654.10	£2,021.68	£2,389.26	£2,756.83	£3,308.20	£3,859.57
Aberedw	£1,087.75	£1,269.05	£1,450.34	£1,631.63	£1,994.21	£2,356.80	£2,719.38	£3,263.26	£3,807.14
Bugeildy	£1,099.83	£1,283.13	£1,466.44	£1,649.74	£2,016.35	£2,382.96	£2,749.57	£3,299.48	£3,849.39
Cleirwy	£1,091.41	£1,273.32	£1,455.22	£1,637.12	£2,000.92	£2,364.73	£2,728.53	£3,274.24	£3,819.95
Diserth a Threcoed	£1,098.20	£1,281.23	£1,464.27	£1,647.30	£2,013.37	£2,379.43	£2,745.50	£3,294.60	£3,843.70
Llanfair Llythynwg	£1,092.25	£1,274.29	£1,456.33	£1,638.37	£2,002.45	£2,366.53	£2,730.62	£3,276.74	£3,822.86
Y Clas-ar-Wy	£1,096.33	£1,279.06	£1,461.78	£1,644.50	£2,009.94	£2,375.39	£2,740.83	£3,289.00	£3,837.17
Glascwm	£1,094.33	£1,276.72	£1,459.11	£1,641.50	£2,006.28	£2,371.06	£2,735.83	£3,283.00	£3,830.17
Tref-y-Clawdd	£1,119.53	£1,306.11	£1,492.70	£1,679.29	£2,052.47	£2,425.64	£2,798.82	£3,358.58	£3,918.34
Llanbadarn Fawr	£1,096.37	£1,279.10	£1,461.83	£1,644.56	£2,010.02	£2,375.48	£2,740.93	£3,289.12	£3,837.31
Llanbadarn Fynydd	£1,104.16	£1,288.19	£1,472.21	£1,656.24	£2,024.29	£2,392.35	£2,760.40	£3,312.48	£3,864.56
Llanbister	£1,107.70	£1,292.32	£1,476.93	£1,661.55	£2,030.78	£2,400.02	£2,769.25	£3,323.10	£3,876.95
Llanddewi									
Ystradenni	£1,090.85	£1,272.66	£1,454.47	£1,636.28	£1,999.90	£2,363.52	£2,727.13	£3,272.56	£3,817.99
Llandrindod	£1,134.01	£1,323.01	£1,512.01	£1,701.01	£2,079.01	£2,457.01	£2,835.02	£3,402.02	£3,969.02
Llanelwedd	£1,093.03	£1,275.21	£1,457.38	£1,639.55	£2,003.89	£2,368.24	£2,732.58	£3,279.10	£3,825.62
Llanfihangel	£1,103.81	£1,287.78	£1,471.75	£1,655.72	£2,023.66	£2,391.60	£2,759.53	£3,311.44	£3,863.35
Llangunllo	£1,096.09	£1,278.77	£1,461.45	£1,644.13	£2,009.49	£2,374.85	£2,740.22	£3,288.26	£3,836.30
Llanllŷr	£1,099.49	£1,282.74	£1,465.99	£1,649.24	£2,015.74	£2,382.24	£2,748.73	£3,298.48	£3,848.23
Nantmel	£1,104.86	£1,289.00	£1,473.15	£1,657.29	£2,025.58	£2,393.86	£2,762.15	£3,314.58	£3,867.01
Maesyfed	£1,103.23	£1,287.10	£1,470.97	£1,654.84	£2,022.58	£2,390.32	£2,758.07	£3,309.68	£3,861.29
Pencraig	£1,097.41	£1,280.32	£1,463.22	£1,646.12	£2,011.92	£2,377.73	£2,743.53	£3,292.24	£3,840.95
Castell-paen	£1,087.47	£1,268.72	£1,449.96	£1,631.21	£1,993.70	£2,356.19	£2,718.68	£3,262.42	£3,806.16

Pen-y-bont a Llandegla	£1,099.97	£1,283.29	£1,466.62	£1,649.95	£2,016.61	£2,383.26	£2,749.92	£3,299.90	£3,849.88
Llanandras a Nortyn	£1,120.16	£1,306.85	£1,493.55	£1,680.24	£2,053.63	£2,427.01	£2,800.40	£3,360.48	£3,920.56
Rhaeadr Gwy	£1,114.97	£1,300.80	£1,486.63	£1,672.46	£2,044.12	£2,415.78	£2,787.43	£3,344.92	£3,902.41
Llanarmon	£1,110.86	£1,296.00	£1,481.15	£1,666.29	£2,036.58	£2,406.86	£2,777.15	£3,332.58	£3,888.01
Hwytyn	£1,094.49	£1,276.91	£1,459.32	£1,641.74	£2,006.57	£2,371.40	£2,736.23	£3,283.48	£3,830.73

Cynigiwyd yr argymhelliad gan yr Aelod Portffolio Cyllid, Cefn Gwlad a Chludiant, ac fe'i eiliwyd ef gan y Cynghorydd Sir Tim Van-Rees, ac o 29 pleidlais i 20, gydag un cynghorydd yn atal ei bleidlais,

## PENDERFYNWYD

- 1. BOD y Cyngor yn cymeradwyo'r symiau a geir ym mharagraff 3.1 uchod gan y am y flwyddyn 2020/2021, yn unol ag Adrannau 32 i 36 Deddf Cyllid Llywodraeth Leol, 1992.**
- 2. BOD y Cyngor, yn unol ag Adran 30 (2) Deddf Cyllid Llywodraeth Leol 1992, trwy hyn yn gosod y symiau a geir ym mharagraff 3.3 yn symiau Treth y Cyngor am y flwyddyn 2020/2021 ar gyfer pob un o'r categorïau anheddau a ddangosir.**

<b>9.</b>	<b>ADOLYGIAD BLYNYDDOL 2020/2021 O WELEDIGAETH 2025, EIN CYNLLUN GWELLA CORFFORAETHOL, GAN GYNNWYS EIN HAMCANION CYDRADDOLDEB STRATEGOL 2020-2024</b>
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Ystyriodd y Cyngor ddiweddariad o Weledigaeth 2025: Ein Cynllun Gwella Corfforaethol (CIP). Canlyniad adolygiad trylwyr o'r weithgareddau a'r mesurau perfformiad diweddar oedd y CIP diwygiedig. Roedd y Diweddariad ar CIP 2020 hefyd yn cynnwys set o Amcanion Cydraddoldeb newydd arfaethedig i'w gweithredu o Ebrill 2020 ymlaen.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Trawsnewid y gallai'r cyhoedd ddefnyddio'r dull a oedd orau ganddynt i gysylltu â'r Cyngor boed hynny'n ddigidol, wyneb-yn-wyneb neu dros y ffôn. Dywedodd fod fersiwn hawdd ei ddeall o'r ddogfen yn cael ei gynhyrchu, ac ymrwymodd i ddod ag infograffeg yn ôl ar brofiad pobl o ryngweithio â'r Cyngor dros y 12 mis nesaf. Mewn ymateb i gwestiwn am waith partneriaeth ar ymgysylltu â grwpiau anodd eu cyrraedd, dywedodd fod y Cyngor yn cydweithio'n agos â Bwrdd Iechyd Addysgu Powys ar gyfathrebu ac ymgysylltu. Roedd y Cyngor yn gweithio gyda sefydliadau sector cyhoeddus eraill trwy'r Bwrdd Gwasanaethau Cyhoeddus ac roeddent yn ceisio arian gan Lywodraeth Cymru i benodi swyddog cyfathrebu ac ymgysylltu i'r Bwrdd Gwasanaethau Cyhoeddus.

Mewn ymateb i bwynt am y toriadau i'r gyllideb celfyddyd a diwylliant, cydnabu'r Aelod Portffolio Pobl Ifanc a Diwylliant rôl y celfyddydau a diwylliant yn yr agenda iechyd a llesiant, a dywedodd fod y Bwrdd Iechyd newydd recriwtio swyddog y celfyddydau. Byddai hi'n dwyn ynghyd bartneriaid y bwrdd lechyd (PTHB) a'r sector gwirfoddol i archwilio'r cyfleoedd ar gyfer comisiynu'r celfyddydau a diwylliant.

Mewn ymateb i gwestiwn ar beth yr oedd y cyngor yn ei wneud i gau'r bwlch cyflog rhwng pobl anabl a phawb arall, a rhwng y rhywiau, cafodd yr Aelodau wybod bod y bwlch cyflog cymedrig rhwng y rhywiau wedi lleihau o 9.9% i 8.25% yn ystod y 12 mis diwethaf. Roedd yn rhaid i'r cyngor sicrhau ei fod yn gwneud popeth o fewn ei allu yn ei brosesau recriwtio a chadw staff i gefnogi merched a

phobl ag anableddau. Roedd gofyn i bob rheolwr gael hyfforddiant recriwtio mwy diogel.

Mewn ymateb i bwynt nad oedd yr adroddiad yn cynnwys unrhyw beth am unrhyw dargedau nas cyrhaeddwyd, dywedodd yr Arweinydd ei bod yn fodlon cynnwys adran yn ei rhagair ac eglurodd y Cyfarwyddwr Corfforaethol Trawsnewid y byddai rhagor o fanylion ar hyn yn yr adroddiad blynyddol a gyhoeddir mis Gorffennaf.

Cynigiwyd gan yr Arweinydd ac eiliwyd gan yr is-Arweinydd ac Aelod Portffolio Cyllid, Cefn gwlad a Chludiant, ac o 51 pleidlais i 0,

#### **PENDERFYNWYD**

- 1. Y byddai Diweddariad 2020 Gweledigaeth 2025: Ein CIP (fel yr amlinellwyd yn Atodiad A) yn cael ei gymeradwyo i'w gyhoeddi, a'i roi ar waith o Ebrill 2020.**
- 2. Bod y chwech Amcan Cydraddoldeb newydd gan gynnwys eu gweithgareddau a'u mesurau ategol (a amlinellir yn Atodiad A) yn cael eu cymeradwyo i'w cyhoeddi yn Niweddariad 2020 CIP, a'i roi ar waith o Ebrill 2020.**
- 3. Bod amserlen y CIP yn cael ei ymestyn o 2023 i 2-25 er mwyn cyd-fynd â Gweledigaeth 2025.**

<b>10. DATGANIAD POLISI CYFLOGAU</b>
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Dywedodd y Swyddog Monitro bod gan yr holl swyddogion fuddiant, ond ceisiodd oddefeb oddi wrth y Cyngor i'r Arweinydd Proffesiynol - Gwasanaethau Cyflogaeth, y Swyddogion Cymorth TG a'r cyfieithydd gael aros er mwyn cynorthwyo'r cyfarfod. Cynigiwyd hyn gan yr Is-gadeirydd ac eiliwyd ef gan y Dirprwy Is Gadeirydd a

**PHENDERFYNWYD cyflwyno goddefeb i'r Arweinydd Proffesiynol - Gwasanaethau Cyflogaeth, y Swyddogion Cymorth TG a'r cyfieithydd i aros i gynorthwyo gyda'r cyfarfod.**

Gadawodd pob swyddog arall y cyfarfod.

Ystyriodd y Cyngor y Datganiad Polisi Cyflog ar gyfer 2020-21. Eglurodd swyddogion fod y Cyngor yn cyflogi nifer o staff llanw, yn hytrach na staff ar contract dim oriau, a dywedodd y byddai'n rhoi gwybod i'r Aelodau am nifer y staff dan sylw. Cytunodd yr Aelod Portffolio Cyllid edrych ar bosibilrwydd optio allan o NJC i Benaethiaid Gwasanaeth er mwyn creu cysylltiad rhwng cyflog â chyflenwi amcanion y Cyngor.

Cynigiwyd hyn gan yr Aelod Portffolio Cyllid, Cefn Gwlad a Chludiant, ac eiliwyd ef gan y Cyngor Sir James Evans, ac o 46 pleidlais i 0, gyda 3 yn atal eu pleidlais,

**PENDERFYNWYD cymeradwyo'r datganiad polisi cyflog i sicrhau cydymffurfiad ag adran 38 (1) Deddf Lleoliaeth 2011.**

**11. HYSBYSIAD O GYNNIG**

Trafododd y Cyngor yr hysbysiad o gynnig gan y Cynghorydd Sir Elwyn Vaughan a eiliwyd gan y Cynghorydd Sir Bryn Davies.

“Yn wyneb y ffaith fod Cyngor Sir Powys wedi talu bron £4m am orchmynion cau ceg; a elwir yn dechnegol yn gytundebau cyfaddawdu neu setlo; rhwng 2005 a 2019; gyda 105 o gytundebau peidio â datgelu (NDA); mae'r Cyngor yn galw ar i bob cytundeb a thaliad dros £5k gael ei gymeradwyo gan aelod o'r Cabinet, a chyflwyno adroddiad diweddarau bob chwarter i'r Pwyllgor Archwilio, er mwyn sicrhau gonestrwydd a thryloywder .”

Wrth gynnig y rhybudd, dadleuodd y Cynghorydd Sir Vaughan fod angen rhagor o atebolrwydd a thryloywder, a bod angen i ddiwylliant y Cyngor newid.

Cynigodd y Cynghorydd Amanda Jenner welliant. Gohiriwyd y Cyngor am 12:09 ac ailgynnullwyd am 12:23. Dangosodd cynigydd ac eilydd y cynnig eu bod yn fodlon cefnogi gwelliant y Cynghorydd Jenner:

“Mae'r Cyngor yn galw ar i gyfanswm nifer y cytundebau setlo a Chytundebau NDA, yn ogystal ag enghreifftiau di-enw o gytundebau setlo a Chytundebau NDA, gael eu dwyn gerbron y Pwyllgor Archwilio'n flynyddol i adolygu eu telerau, gyda golwg ar gyflwyno adroddiad pellach ac argymhellion i'r Cabinet a'r Cyngor os tybir bod angen gwneud hyn.”

Cymeradwywyd y gwelliant gan y Cynghorydd Sir Jenner a'i eilio gan y Cynghorydd Sir Michael Williams, ac o 46 pleidlais i 0,

**PENDERFYNWYD bod y Cyngor i alw am ddod â niferoedd cytundebau setlo ac NDA a drefnwyd, ynghyd ag enghreifftiau di-enw o gytundebau setlo ac NDA, i'r Pwyllgor Archwilio yn flynyddol i adolygu'u telerau, gyda'r bwriad o adrodd ymhellach a chyflwyno argymhellion i'r Cabinet a'r Cyngor pe byddai hynny'n cael ei dybio'n angenrheidiol.**

**12. CWESTIYNAU YN UNOL Â'R CYFANSODDIAD**

**12.1. Cwestiwn i'r Adeilad Portffolio ar faterion yr Amgylchedd gan y Cynghorydd Sir David Selby.**

A all yr Aelod Portffolio gadarnhau bod statws cefnffordd bellach wedi'i dynnu oddi ar yr hen briffordd trwy'r Drenewydd (A483), ac felly a all hi gadarnhau pa waith sydd bellach wedi'i gynllunio ar Ffordd Llanidloes i wella arwyneb y ffordd er mwyn sicrhau diogelwch cerddwyr a beicwyr?

Ymateb

Er mai 14 Chwefror 2020 yw'r dyddiad a ddewiswyd ar gyfer trosglwyddiad swyddogol y cyfrifoldeb am rannau o'r cefnffyrdd sydd bellach wedi'u disodli gan ffordd osgoi newydd y Drenewydd, nid yw'r broses ffurfiol eto wedi'i chwblhau.

Rydym yn rhagweld y bydd Llywodraeth Cymru yn cwblhau'r mater ffurfiol yn fuan iawn, ac yna gallwn ninnau fanylu ar ein cynlluniau cynnal a chadw a thrwsio. Hyd hynny, nid oes gennym fecanwaith i gyflawni'r gwaith sylweddol a ddisgwylir.

Gan nad oedd yr Aelod Portffolio'n bresennol, dywedodd Cyngor Sir Selby y byddai'n cyflwyno ei gwestiwn atodol dan y cynllun i holi'r Aelod Portffolio unrhyw bryd.

### **12.2. Cwestiwn i Aelod Portffolio Llywodraethiant ac Ymgysylltiad Corfforaethol oddi wrth y Cyngorydd Sir Gwilym Williams**

A all yr aelod Cabinet ddweud wrthyf i a'r aelodau eraill, gan ddefnyddio cyfansymiau, sawl cytundeb peidio â datgelu (NDA) a drefnodd Cyngor Sir Powys yn ystod y ddwy flynedd diwethaf, gan gynnwys y gost ariannol, ac a oes modd dangos pob blwyddyn ar wahân? A ellir dangos y cyfanswm cost ariannol NDA fesul blwyddyn?

Ymateb

Chwefror 2018 i Chwefror 2019 – 7 Cytundeb Setlo. Cyfanswm (gan gynnwys costau statudol) £336, 037.07

Chwefror 2019 i Chwefror 2020 – 3 Cytundeb Setlo. Cyfanswm (gan gynnwys costau statudol) £71, 170.98

Er gwybodaeth, mae'r cytundebau hyn, o'r enw Cytundebau Setlo, yn safonol, ac mae'n RHAID i'r gweithiwr gael cyngor cyfreithiol cyn dod â'r cytundeb i ben. Mae'r Pennaeth Gwasanaeth, Pennaeth y Gweithlu a'r Gwasanaethau Cyfreithiol yn eu cymeradwyo cyn eu trefnu.

Nid ydynt yn cael eu galw'n setliadau peidio â datgelu (NDA), ond maen nhw'n cynnwys cymal cyfrinachedd sy'n gosod rhwymedigaeth ar y naill ochr a'r llall (y cyflogwr a'r gweithiwr) am y cytundeb a'i delerau, gan gadw popeth yn gyfrinachol rhwng y ddwy ochr ac atal y naill ochr a'r llall rhag gwneud unrhyw sylwadau difrifol am ei gilydd. Mae ACAS a'r Undebau'n cymeradwyo'r defnydd o'r cytundebau hyn, sy'n safonol yng Nghymru a Lloegr, yn gyhoeddus ac yn breifat.

Mewn ymateb i gwestiwn atodol y Cyngorydd Williams, dywedodd yr Aelod Portffolio nad oedd unrhyw gostau diswyddo'n gysylltiedig â'r achosion hyn.

### **12.3. Cwestiwn i'r Aelod Portffolio ar faterion Gofal Cymdeithasol Oedolion gan y Cyngorydd Francesca Jump.**

Byddwn i gyd yn ymwybodol o adroddiadau diweddar yn y wasg ynglyn â'r anawsterau a brofwyd mewn rhai rhannau o Bowys wrth drefnu gofal yn y cartref i bobl ag anghenion gofal a chefnogaeth. A all yr Aelod Portffolio ar faterion Gofal Cymdeithasol Oedolion roi gwybod i'r Cyngor beth yw'r sefyllfa gyfredol o ran pobl yn aros am wasanaethau; faint o bobl sy'n dal i aros ar hyn o bryd am

ofal yn y cartref heb gymorth. Beth yw'r cyfnod aros ar gyfartaledd am ofal yn y cartref, a beth yw'r cyfnod aros hwyaf? Yn ogystal â hyn, a all yr Aelod Portffolio ddweud wrth y Cyngor beth sy'n cael ei wneud i fynd i'r afael â hyn?

Ymateb

Fel pob Cynghorydd, ac yn enwedig fel yr Aelod Portffolio ar faterion Gofal Cymdeithasol Oedolion, rwy'n pryderu am yr anawsterau ry'n ni'n eu cael wrth ddarparu gofal yn y cartref i unigolion ym Mhowys. Mae'r gwasanaeth yn gweithio'n galed i sicrhau bod unigolion sydd ag angen gofal yn cael y gefnogaeth briodol.

Ar 1 Chwefror 2020, roedd Cyngor Sir Powys yn darparu/yn comisiynu 12,285 awr o ofal yn y cartref bob wythnos i 749 o unigolion ar hyd a lled y sir. Mae hyn yn cynnwys darpariaeth gofal yn y cartref uniongyrchol, gwasanaethau gofal yn y cartref wedi'u comisiynu, gwasanaethau yn y cartref 24/7 a gwasanaethau gwarchod. Ar 1 Chwefror 2020, cyflenwodd y gwasanaethau mewnol gofal yn y cartref 1418 o oriau o ofal a chefnogaeth bob wythnos, cyfwerth â 14.01% o'r farchnad. Bydd y 85.99% sy'n weddill yn cael ei gyflenwi gan sefydliadau preifat ac elusennol.

Hefyd mae yna 490 o unigolion sy'n derbyn taliadau uniongyrchol i brynu gofal bob wythnosol, ynghyd â phobl sy'n derbyn gofal a chymorth trwy eu trefniadau byw gofal ychwanegol.

Am amrywiaeth o resymau, gan gynnwys methiant comisiynu gofal yn y cartref yn 2014, y pwysau ariannol ar y Cyngor, a'r pwysau demograffaid sy'n effeithio ar recriwtio, mae darparu gofal yn y cartref ym Mhowys yn anodd.

Mae gwaith sylweddol yn cael ei wneud i reoli'r galw am ofal yn y cartref; i ddarparu cefnogaeth o ffynonellau eraill ac i gyflenwi'r galw'n wahanol, yn ogystal ag i gynyddu ein gallu i wneud hynny.

Ar adeg ysgrifennu'r adroddiad yma, roedd 35 o unigolion yn aros am ofal heb unrhyw ddarpariaeth ar y pryd (403 awr yr wythnos). Erbyn Medi 2019 roedd 40 o unigolion yn y sefyllfa yma. O'r 35 unigolyn cyfredol, mae saith ohonynt naill ai wedi gwrthod cynigion gofal am amrywiaeth o resymau, neu wedi penderfynu y byddai darpariaeth gofal arall yn fwy addas i ddiwallu'u hanghenion. O'r rheiny sydd wedi aros a heb dderbyn unrhyw gynnig o ofal, mae un unigolyn wedi bod yn aros am 169 diwrnod. Mae hyn yn eithriadol, fodd bynnag. Mae'r unigolyn dan sylw yn un o ddim ond dau sydd wedi bod yn aros am fwy na 100 diwrnod heb gael cynnig darpariaeth gofal.

Yn Chwarter 3 yn 2018/19, 28 diwrnod ar gyfartaledd oedd y cyfnod o ddechrau'r froceriaeth cyn i ddarparwyr ddarparu gofal. Yn Chwarter 3 yn 2019/20, roedd y cyfnod yn 33 diwrnod. Mae hyn yn dangos yr heriau wrth brynu gofal ac mae'r adlewyrchu'r heriau gwledig y mae'r awdurdodau cyfagos yn eu profi.

Mae'r gwaith sydd wedi'i wneud eisoes yn dangos ambell arwydd o lwyddiant. Mae cyfanswm yr unigolion sy'n derbyn gofal yn y cartref wedi lleihau ac mae nifer yr oriau a ddarperir hefyd wedi lleihau. 15.1 awr yr wythnos fesul unigolyn oedd y pecyn gofal yn y cartref ar gyfartaledd ym mis Chwefror 2018. 14.5 awr yr wythnos ydyw erbyn hyn. Ar ddiwedd 2017, 42% oedd canran y galwadau gofal yn y cartref lle roedd angen dau ofalwr. Bellach mae'r ganran honno'n 36%.

Mae'r gwaith sy'n cael ei wneud i gefnogi'r sefyllfa yn cynnwys:

- Ail-lunio'r Galw
- o TEC (Gofal sy'n cael ei Alluogi gan Dechnoleg) – Mae Cyngor Sir wedi buddsoddi'n drwm mewn ffurfiau newydd ar gymorth yn y cartref, gan gynnwys Gofal sy'n cael ei Alluogi gan Dechnoleg. Roedd nifer yr unigolion a gefnogwyd ers Ebrill 2019 dros 500; yn achos y 510 y rhoddwyd TEC iddynt, amcangyfrifir mai £420k oedd cyfanswm net y costau sy'n cael eu hosgoi;
- o Symud gydag Urddas (Gofal gan un Gofalwr) - yn dilyn cynllun arbrofol llwyddiannus, mae'r Cyngor wedi buddsoddi mewn dau therapydd galwedigaethol a chyfarpar i alluogi lleihau'r angen am ymweliad gan ddau weithiwr gofal i ymweld â rhai defnyddwyr gwasanaeth;
- o Gweithio ar Sail Cryfder - mae'r adran gwasanaethau cymdeithasol yn gyffredinol wedi mabwysiadu dull seiliedig ar gryfder wrth drin gofal cymdeithasol, a'i nod yw grymuso pobl a'u cefnogi i ymgysylltu â'u cymunedau.
- o Cysylltwyr Cymunedol a Capasiti 3ydd Sector - mae Bwrdd Iechyd Addysgu Powys mewn partneriaeth â Chyngor Sir Powys wedi comisiynu 4 yn rhagor (o gyfanswm o 13) o Gysylltwyr Cymunedol i weithio ar draws y sir gyda'r nod o gefnogi ymgysylltiad unigolion â grwpiau cymunedol a chymdeithasol;
- o Ask Sara – Mae'r Cyngor yn buddsoddi yn ei wasanaethau gwybodaeth a chyngor er mwyn galluogi pobl i wneud penderfyniadau ar sail gwybodaeth am eu hanghenion, a sut i'w diwallu. Mae hyn yn cynnwys comisiynu "AskSara";
- o Cynlluniau Arbrofol Cymorth Seiliedig yn y Cartref - mae'r Cyngor wedi buddsoddi mewn cynlluniau arbrofol ar draws Sir Faesyfed a de Sir Drefaldwyn sy'n darparu cymorth rhagweithiol yn ôl yr angen 24/7 a gwasanaeth ymateb cyflym i bobl sy'n defnyddio'u larymau Gofal sy'n cael eu Galluogi gan Dechnoleg;
- o Adolygu – mae'r Cyngor yn gweithio i sicrhau bod adolygiadau o wasanaethau gofal yn cael eu cynnal yn brydlon ac yn rheolaidd, ochr yn ochr â'r darparwyr, a'u bod yn effeithiol wrth ryddhau gallu gofal yn y cartref lle bo hyn yn briodol.
- Cwrdd â'r Galw
- o Ailalluogi – mae'r gwasanaeth ailalluogi'n gweithio gyda therapyddion o'r bwrdd iechyd ac mae'n llwyddo i gynorthwyo pobl sy'n dychwelyd i'r cartref ac yn lleihau dibyniaeth;
- o Taliadau Uniongyrchol - mae Powys yn un o'r awdurdodau arweiniol yng Nghymru wrth ddarparu taliadau uniongyrchol (ar hyn o bryd mae gan 490 o bobl drefniadau Taliadau Uniongyrchol ac yn prynu eu gofal y maen nhw'u hunain wedi'i ddewis. Mae'r niferoedd yn parhau i gynyddu a gwerth y gofal sy'n cael ei ddarparu trwy daliadau uniongyrchol erbyn hyn yn werth tua hanner y gyllideb gofal yn y cartref. Rydym yn bwriadu rhoi datrysiad digidol ar waith i greu rhagor o gymhellion a mwy o effeithlonrwydd wrth brosesu Taliadau Uniongyrchol ac annog pobl i wneud cais amdanynt a galluogi'r rhai sy'n eu defnyddio i gael eu cyfateb â Chynorthwyywyr Personol posibl;
- o System Brynu Ddynamig (DPS) – mae Uned Gomisiynu'r Gwasanaethau Cymdeithasol wedi mabwysiadu dull newydd o brynu oddi wrth ddarparwyr gofal yn y cartref.
- o Gofal sy'n Canolbwyntio ar Ddeilliannau - rydym yn gweithio gyda darparwr i ddatblygu gwasanaeth gofal sy'n canolbwyntio ar ddeilliannau mewn un ardal yng ngogledd Powys.



- o Dulliau Amgen Tymor Byr – rydym wedi bwcio gwelyau gofal preswyl er mwyn i bobl symud allan o'r ysbyty ac yn agosach at eu cartref wrth iddyn nhw aros am ofal yn y cartref. Bydd y rhain yn cael eu defnyddio'n rheolaidd:
- o Cefnogi Darparwyr
  - Cofrestriad RISCA – Rydym wedi talu ffioedd cofrestru holl weithwyr gofal yn y cartref ym Mhowys;
  - Recriwtio – Rydym wedi bod yn gweithio gyda darparwyr i gynnal achlysuron recriwtio mewn gwahanol ardaloedd o Bowys. Mae nifer dda wedi mynychu'r rhain ac mae'r cyfarfodydd yn parhau;
- o Defnydd gorau o gapasiti sy'n bodoli yn barod – rydym yn gweithio ar wahanol ffyrdd o ddarparu ymweliadau i roi meddyginiaeth, ymweliadau i baratoi cinio a seibiant mewn cartref.
- o Gofal ychwanegol - mae Powys wrthi'n datblygu dewisiadau amgen o ran Tai Gofal Ychwanegol
  - Cynyddu'r Gallu
- o Gwaith Microfenter – rydym wedi comisiynu cwmni nid-er-elw o'r enw Community Catalysts sy'n gweithio i gefnogi datblygiad busnesau gofal bychain mewn ardaloedd gwledig.
- o Cynyddu darpariaeth gofal mewnol - rydym wedi cynyddu'r oriau sydd ar gael i'r gwasanaeth gofal yn y cartref dros y gaeaf er mwyn cynorthwyo trosglwyddiad gofal o'r ysbyty;
- o Mae'r meini prawf blaenoriaethu ar gyfer y tîm 'pontio' mewnol wedi'i adolygu a'i ddiweddarau. Rhoddir y flaenoriaeth i bobl sydd wedi bod yn aros am ofal a chymorth am gyfnodau hwy.
- o Cyfnewid pecynnau - rydym yn gweithio gyda darparwyr gofal yn y cartref i gyfnewid pecynnau rhwng gwahanol ddarparwyr lle bo modd er mwyn gallu gwneud 'teithiau' mwy effeithlon. Mae hyn yn cynyddu gallu'r farchnad ehangach;
- o Datblygwyd cynllun cyfathrebu sy'n cael ei roi ar waith ar hyn o bryd er mwyn cynyddu ymwybyddiaeth a denu rhagor o bobl i weithio ym maes gofal cymdeithasol.

Mae gwaith hefyd yn cael ei wneud i baratoi dull strategol o ariannu gofal yn y cartref ym Mhowys yn y tymor hir.

Hyderaf felly ei bod yn eglur bod llawer o waith yn cael ei wneud i wella'r sefyllfa o ran darparu gofal yn y cartref ym Mhowys.

Yn olaf, mae hefyd yn werth nodi nad yw Powys ar ei phen ei hun yn hyn o beth. Mae'r prinder gofalwyr yn y cartref a'r heriau o ran darparu gwasanaeth i'w gweld ar hyd a lled Cymru, fel y cadarnha'r cyfryngau cenedlaethol diweddar mewn perthynas ag anawsterau mewn awdurdod cyfagos. Mae ariannu gofal cymdeithasol yn her genedlaethol ac mae'n dda gweld bod gwaith yn mynd rhagddo ar lefel Llywodraeth Cymru i ystyried y ffordd orau o ariannu gofal cymdeithasol yn y dyfodol.

Mewn ymateb i gwestiwn atodol y Cynghorydd Jump ynghylch cynlluniau'r Gwasanaethau Cymdeithasol ar gyfer ymateb i'r achosion o'r coronafeirws, dywedodd yr Aelod Portffolio ar faterion Gofal Cymdeithasol Oedolion fod y gwasanaeth yn cynllunio ar gyfer y sefyllfa waethaf bosibl. Esboniodd y Cyfarwyddwr Corfforaethol (Plant ac Oedolion) fod y gwasanaeth yn edrych ar gynllunio senarios a nodi'r gweithgareddau fyddai'n hanfodol i'r gwaith er mwyn blaenoriaethu ymweliadau gofal hanfodol. Roedd PTHB wedi dweud y byddent yn ymweld â chartrefi'r rhai a oedd wedi'u hynysu. Byddent yn sicrhau bod yr Aelodau'n cael gwybod.

<b>13. CYNNIG BRYD</b>
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Dyweddodd y Cadeirydd ei bod yn caniatáu'r cynnig brys canlynol gan y Cyngorydd Sir Pete Roberts, wedi'i eilio gan y Cyngorydd Sir James Gibson-Watt:

1. Bod Rheol 4.27 y Cyfansoddiad yn cael ei hatal am gyfnod cychwynnol o 6 mis i ganiatáu i'r Aelodau fod yn bresennol mewn cyfarfodydd o bell pe byddai angen oherwydd problemau fyddai'n codi yn sgil firws y COVID-19.
2. Bod y Prif Weithredwr, mewn ymgynghoriad â'r Cadeirydd neu'r Cyngor a/neu Gadeiryddion Pwyllgorau, (fel y bo'n briodol), yn pennu p'un a fyddai cyfarfod â phresenoldeb o bell yn briodol.
3. Bod Cadeirydd y Cyngor yn penderfynu a ddylid ymestyn hyn y tu hwnt i'r cyfnod 6 mis cychwynnol ai peidio.

Esboniodd y Cyngorydd Roberts y byddai hyn yn galluogi busnes y Cyngor i barhau trwy Skype neu Teams.

Dyweddodd Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd bod rheoliadau cyfredol Llywodraeth Cymru'n gosod cyfyngiadau ar bresenoldeb o bell. Roedd yn gobeithio, o ystyried y sefyllfa gyfredol, y byddent yn cyflwyno rheoliadau diwygiedig i ganiatáu presenoldeb o bell. Dywedodd y byddai presenoldeb o bell ar gyfer pwyllgor rheoleiddio, megis Cynllunio, yn anodd.

O 45 pleidlais i 0,

**PENDERFYNWYD**

1. **Bod Rheol 4.27 y Cyfansoddiad yn cael ei hatal am gyfnod cychwynnol o 6 mis i ganiatáu i'r Aelodau fod yn bresennol mewn cyfarfodydd o bell pe byddai angen oherwydd problemau fyddai'n codi yn sgil firws y COVID-19.**
2. **Bod y Prif Weithredwr, mewn ymgynghoriad â'r Cadeirydd neu'r Cyngor a/neu Gadeiryddion Pwyllgorau, (fel y bo'n briodol), yn pennu p'un a fyddai cyfarfod â phresenoldeb o bell yn briodol.**
3. **Bod Cadeirydd y Cyngor yn pennu a ddylid ymestyn hyn y tu hwnt i'r cyfnod 6 mis cychwynnol ai peidio.**

<b>14. DATGANIAD GAN Y CABINET</b>
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Cyflwynodd yr Aelod Portffolio ar faterion Datblygu Economaidd, Tai a Gwasanaethau rheoleiddio ddatganiad ar ymateb y Cyngor i newid yn yr

hinsawdd. Dywedodd bod y Cabinet wedi comisiynu adolygiad o strategaethau a pholisïau'r Cyngor yn y maes yma, ac y byddai'n adrodd yn ôl i'r Cyngor yn y dyfodol agos. Roedd yr Arweinydd yn bwriadu llunio gweithgor trawsbleidiol a chynnal trafodaethau bord gron gyda CLILC, yr undebau amaeth a grwpiau amgylcheddol.

**Y Cynghorydd Sir B Baynham (Cadeirydd)**

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

**CYNGOR SIR POWYS COUNTY COUNCIL**

**COUNTY COUNCIL**

30<sup>th</sup> July 2020

**REPORT AUTHOR:** County Councillor Rosemarie Harris, Leader  
County Councillor Graham Breeze  
Portfolio Holder for Corporate Governance and  
Engagement  
County Councillor Aled Davies  
Portfolio Holder for Finance, Countryside and  
Transportation

**REPORT TITLE:** Vision 2025: Our Corporate Improvement Plan Annual  
Performance Report 2019-2020 and Strategic Equality  
Plan Annual Monitoring Report 2019-2020

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**REPORT FOR:** Approval

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**1. Purpose**

1.1 The purpose of this report is to present the Vision 2025: Corporate Improvement Plan (CIP) Annual Performance Report 2020 and the Strategic Equality Plan Annual Monitoring Report 2019-2020 for consideration and approval.

**2. Background**

**2.1 Vision 2025: CIP Annual Performance Report:**

The CIP Annual Performance Report sets out Powys County Council's performance during 2019-20 against the Well-being objectives and activities set out in Vision 2025: Our Corporate Improvement Plan. These are:

- We will develop a vibrant economy
- We will lead the way in providing effective, integrated health and care in a rural environment
- We will strengthen learning and skills
- We will support our residents and communities.

We also have an internal facing objective called Making it Happen.

2.2 It has been designed to meet the council's reporting duties under the Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009. In doing so, it includes:

- A detailed analysis of the progress we have made to deliver each of our Well-being objectives during 2019-20
- How we have engaged and consulted with residents, communities and businesses
- Feedback from our regulators (Wales Audit Office, Care Inspectorate Wales and Estyn) and how we are responding to their comments.

2.3 The report aims to provide a balanced and open account of performance and has been developed using information from the following reports to ensure clear alignment and consistency:

- Quarterly Corporate Performance Reports
- Quarterly Transformation Programme highlight reports
- Assurance and Improvement Board Reports
- Revenue and Capital outturn reports.
- Annual Governance Statement 2019-20

2.4 An Easy Read version of the report has been produced, together with a one-page infographic, to ensure the council's performance is communicated effectively.

### 2.5 Strategic Equality Plan (SEP) Annual Monitoring Report 2019/2020

The SEP Annual Monitoring Report 2019/2020 provides information on how the Council is meeting its requirements in relation to the Equality Act 2010 and more specifically, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

2.6 This report sets out how Powys County Council performed during 2019-20 against the commitments the Council made in its Strategic Equality Plan 2016-2020 and yearly updates. These are:

Objective 1: Close attainment gaps in education

Objective 2: Encourage fair recruitment, development and reward in employment

Objective 3: Improve living conditions in cohesive communities

Objective 4: Increase access to justice and encourage democratic participation

Objective 5: Improve access to mental health services to people experiencing poor mental health. Note: Joint Objective and actions with Powys Teaching Health Board (PTHB). All under Hearts and Mind Delivery plan

Objective 6: Prevent abuse, neglect and ill-treatment in care

Objective 7: Eliminate violence, abuse and harassment in the community

2.7 As well as providing a summary, the interactive tools in the report allow you to view and analyse the Council's progress in-depth. The information can be broken down either by service, by BRAG status, by objective or by each reporting period (quarter).

2.8 As this was the final year of delivering the 2016-20 plan, the report also looks back at some of the Council's key achievements over the past four years and summarises the difference they have helped make to Powys residents. Finally, the report highlights the six new equality objectives for 2020/2024, which have been integrated into the Vision 20205: CIP Update for 2020-2021.

## **3. Advice**

3.1 Powys County Council are required to publish the CIP Annual Performance Report by 31<sup>st</sup> October to comply with legislation. Similarly, the SEP Monitoring Report is required to be published by 31<sup>st</sup> March after each year but it is considered good practice to publish by July.

3.2 The draft CIP Annual Performance Report was considered by the Economy, Residents, Communities and Governance Scrutiny Committee Joint Scrutiny Working Group on 9<sup>th</sup> July 2020. As a result of comments received by the group, a number of amendments have been made to strengthen the document.

#### **4. Resource Implications**

4.1 The performance reported in the reports reflects the activity undertaken across the Council during the year and the costs are included and reported within the Revenue and Capital Budgets.

#### **5. Legal implications**

5.1 Legal: The recommendation can be supported from a legal point of view.

5.2 The Head of Legal and Democratic Services ( Monitoring Officer ) has commented as follows: “ I note the legal comment and have nothing to add to the report”.

#### **6. Data Protection**

6.1 N/A

#### **7. Comment from local member(s)**

7.1 The CIP Annual Performance Report 2019-2020 and Strategic Equality Plan Annual Monitoring Report 2019-2020, impacts with equal force across the whole County.

#### **8. Integrated Impact Assessment**

8.1 Not required as both annual reports do not include any proposals or service changes.

#### **9. Recommendation**

9.1 It is proposed that County Council consider the content of the **Vision 2025: CIP Annual Performance Report 2020** and **Strategic Equality Plan Annual Monitoring Report 2019/2020** and approve for publication in line with statutory reporting duties.

Contact Officer: Emma Palmer, Head of Transformation and Communications  
Tel: 01874 612217  
Email: Emma.Palmer@powys.gov.uk

Head of Service: Emma Palmer

Corporate Director: Ness Young, Resources and Transformation.



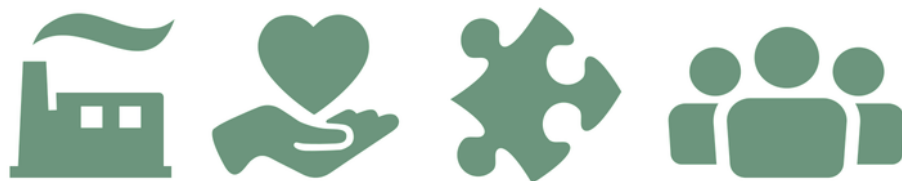
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# Vision 2025:

## Our Corporate Improvement Plan

### Annual Performance Report

April 2019 - March 2020



In April 2018 we launched Vision 2025: Powys County Council's Corporate Improvement Plan which set out our seven-year vision for the county and our plans for how we would achieve it.

This document presents our performance during 2019-20 against the Well-being objectives and activities set out in Vision 2025: Our Corporate Improvement Plan.

Let us know what you think of this report and how you think we could improve services in the future.

## Get in touch:

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Chief Executive and Member Support  
Powys County Council,  
County Hall,  
Llandrindod Wells,  
Powys, LD1 5LG



01597 826158



[business\\_intelligence@powys.gov.uk](mailto:business_intelligence@powys.gov.uk)



[www.powys.gov.uk](http://www.powys.gov.uk)



Twitter: @powyscc @cspowys

Facebook: @powyscc @cspowys

Youtube: Cyngor Sir Powys County Council

Instagram: @powyscountycouncil

## 01 Introduction

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Key facts about Powys  
Leader's introduction  
Our Vision and Objectives  
Message from the Chief Executive  
How we measure and analyse performance

## 02 Delivering our objectives in 2019-20

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The Economy  
Health and Care  
Learning and Skills  
Residents and Communities  
Making it Happen

## 03 Monitoring and Review

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Listening to our residents  
Listening to our regulators  
Governance Arrangements  
Comparing our performance to other Welsh Council's

This document meets the Council’s responsibility under the **Well-being of Future Generations (Wales) Act 2015** to report on the progress it has made in meeting its Well-being objectives for the preceding financial year (2019-2020). Our well-being objectives show how we are contributing to a national set of goals (the 7 well-being goals) in a sustainable way (this means thinking about the longer term, involving people in planning our services, considering how we can deliver services in collaboration with others, ensuring our plans are integrated and putting resources into preventing problems occurring or getting worse). See below for a description of the 7 Well-being goals, and Appendix A for the 5 Ways of Working.

This report also meets the Council’s responsibility to review its Improvement Objectives and assess its performance in the previous financial year in line with the **Local Government (Wales) Measure 2009** and shows how the council is delivering the 7 aspects of improvement.

**The Wellbeing of Future Generations (Wales) Act 2015: Seven Well-being goals:**



**A more equal Wales**

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).



**A Wales of cohesive communities**

Attractive, viable, safe and well-connected communities.



**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.



**A globally responsible Wales**

A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.



**A prosperous Wales**

An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.



**A resilient Wales**

A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).



**A healthier Wales**

A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

Key Facts About Powys

132,447

Powys residents in 2020

Predicted to decrease by 8% to 122,415 by 2039



17%

<16 yrs

56%

17 – 64 yrs

27%

>65 yrs

98.4%

(Wales: 95.6%)

of Powys population are white, with a small mix of other ethnicities; highest BME populations living in Brecon and Newtown.



The predominant Religion is Christianity (62%) but there are small areas where other religions are more represented.



Heterosexual (around 95%) and 1-2% of people identify as Gay/Lesbian or Bisexual. Around half of the population are married and 0.2% are registered same-sex civil partnership.



In Powys, we have more than triple the rate of people with a registered disability compared to Wales. Powys' average rate per 1,000 population is 35.67 (Wales 9.17).

58,345

Households in Powys



33% are one-person households

£451m

Council's approximate gross annual expenditure



2,600 employees

all of whom provide a large range of services to meet the needs of local people.

3,100 school staff

73

elected councillors representing 73 council wards

Male: 69%, Female: 31%



County Councillors play a key role in determining future plans and representing the residents voice. One of the key ways they do this is through scrutiny committees and working groups.



As corporate parents all Councillors also have a collective responsibility to ensure that Looked After Children and care leavers can have the outcomes every good parent would want for their children.

19%

of Powys residents are Welsh speakers

However, Welsh language proficiency varies widely across the county, for example 51% of residents in Glantwymyn lower super output area (LSOA\*) can speak, read and write in Welsh compared to 3% of people in Churchstoke LSOA.



'Ystradgynlais 1' LSOA ranks lowest in Powys on the Welsh index of multiple deprivation (WIMD) and there are known pockets of deprivation throughout Powys. In 2016 it was estimated that 23% of all households in Wales were fuel poor.

- Definition of a Lower Super Output Area (LSOA): An LSOA is a geographical area designed to improve the reporting of small area statistics. The minimum population is 1000 and the mean population is 1500 people. The Office for National Statistics produce output areas based on postcodes.

## Leader's Introduction



Councillor Rosemarie Harris  
Leader Powys County Council

**In April 2018, my Cabinet and I presented our long-term aspirations for Powys – better known as Vision 2025: Our Corporate Improvement Plan. Our plan is ambitious, setting out 40 outcomes that we want to improve, to help make a real difference for Powys residents, communities and businesses.**

2019-2020 was the second year of our ambitious Corporate Improvement Plan, which we continue to be proud of. During this period, we were presented with significant challenges, including severe floods and the COVID-19 global pandemic in the last quarter of the year, which we would never have predicted when we set out our vision almost three years ago. Despite the challenges, we remained committed to invest in the services our residents rely on the most.

During the year the Council continued to make improvements in Adults and Children's Social Services, through the implementation of specific improvement plans that were monitored monthly by a dedicated Improvement and Assurance Board. More detailed information on the Council's social services improvement journey will be available in the Director of Social Services Annual Report.

Throughout 2019-20 we also remained focussed on our four well-being objectives, which are:

- We will develop a vibrant economy
- We will lead the way in providing effective, integrated health and care in a rural environment
- We will strengthen learning and skills
- We will support our residents and communities

Developing and improving the way we work as a council has also been at the forefront of our agenda, to ensure we have the right skills and resources to make our plans happen.

Our plan has a range of activities, some short-term that can be delivered relatively quickly and others that are longer term that will take time to develop and implement.

Since the start of our plan in 2018 we have:

- Five new primary school builds in the Gwernyfed catchment area following the reorganisation from ten to five schools as part of a £25 million investment programme
- Developed a new cultural hub (Y Gaer) in Brecon involving refurbishment of the town's Grade II listed museum and provision of a new library
- Spent nearly £100 million with local businesses as part of our Powys Pound initiative
- Supported more than a thousand adults with Technology Enabled Care
- Completed the Welsh Housing Quality Standard refurbishment works, replacing over 11,000 components including kitchens, heating systems, doors, windows and roof improvements in county houses
- Supported 24 apprentices
- Developed our website with 12 services now available to access on-line, 24-7
- Achieved £22.9 million cost reductions by becoming more efficient

I am very grateful to Powys residents, our staff, county councillors and partners for their contribution and helping to make our vision a reality.



**"By 2025 Powys will be widely recognised as a fantastic place in which to work, live and play"**

## Our Well-being and Equality Objectives



### Well-being Objective 1: We will develop a vibrant **ECONOMY**

- o We will enable people with a disability to have improved opportunities for valued occupation including paid employment (Equality Objective 1)
- o We will ensure equality of opportunity for all our staff and take action to close the pay gap (Equality Objective 2)



### Well-being Objective 2: We will lead the way in providing effective, integrated **HEALTH AND CARE** in a rural environment

- o We will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations (Equality Objective 3)
- o We will help people to get the support they need to prevent homelessness (Equality Objective 4)



### Well-being Objective 3: We will strengthen **LEARNING AND SKILLS**

- o We will improve opportunities and outcomes for children living in poverty (Equality objective 5)



### Well-being Objective 4: We will support our **RESIDENTS AND COMMUNITIES**

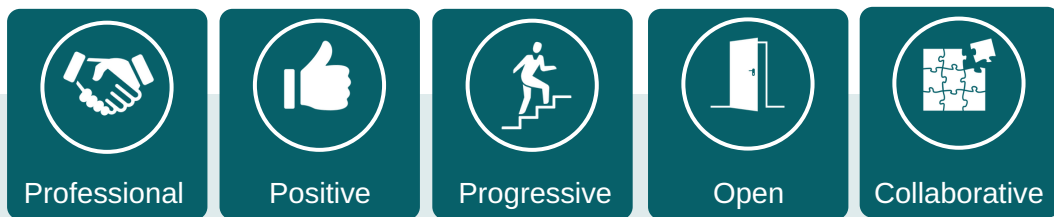
- o We will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life (Equality Objective 6)

## Our Approach

We are an open and enterprising council;

- Working with communities, residents and businesses
- Willing to look at new ways of working and delivering services
  - Focussing on solutions rather than problems

## Our Values



**Professional:** Whatever role we play in the council, we act with professionalism and integrity

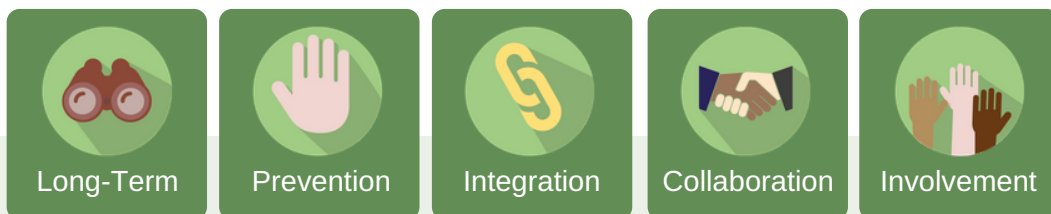
**Positive:** We take a positive attitude in all we do

**Progressive:** We take a proactive and responsible approach to planning for the future

**Open:** We keep each other informed, share knowledge and act with honesty and integrity

**Collaborative:** We work constructively and willingly on joint initiatives

## Our Guiding Principles



**Long-term** - Balancing short-term needs with the need to safeguard the ability to also meet long-term needs

**Prevention** - Putting resources into preventing problems occurring or getting worse

**Integration** - Considering how our priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies

**Collaboration** - Working together with other partners to deliver our priorities

**Involvement** - Involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area

*(based on the Well-being of Future Generations (Wales) Act 2015 sustainable development principles):*



## Message from the Chief Executive



Dr Caroline Turner  
Chief Executive

**As Chief Executive, my role is to ensure that all staff have 'Vision 2025' at the core of the work that they do, whether they work in social care, education or highways and transport, or corporate services. We must all remain focussed on delivering the outcomes our residents and communities expect and deserve, particularly at a time when we face challenging budgetary pressures and begin to recover from the COVID-19 pandemic.**

I arrived at Powys County Council at a critical time when the Council was working hard to set a balanced budget for the 2019-20 financial year, but I'm pleased to report that despite the challenges, we have delivered a number of improvements in key services and continued to progress our critical Transformation Programme. This programme was re-defined during 2019-20, to ensure we focussed on projects that will have the most dramatic impact on the Powys population, including schools' transformation, a place-based strategy for Brecon, a wellbeing programme for the whole of North Powys, a Mid Wales Growth Deal, investment in extra care and affordable housing. There are also three cross cutting programmes around workforce, digital technology and integrated business planning which are focussed on transforming the way in which the Council works.

Outlined below are highlights from our performance in 2019-2020. There are areas we can be proud of, but we know we are not meeting expected standards in some areas and need to make these our priority as we improve.

### Good performance:

- 526\* local suppliers engaged in the Council's procurement process. \*The figure only includes suppliers who are invited to tender through the eTendering Wales Portal.
- 4% of Children Looked After (CLA) had three or more placements in 12 months. This performance was good when compared to the Welsh National average of 10%.
- 82% of children and young people were supported through Early Help services as a total of all referrals to Children's Services.
- 83% of adults who have completed a period of reablement did not need a package of care and support 6 months later or a reduced package of care and support.
- 95.8% of schools inspected were not in Estyn follow up categories.
- The percentage of all learning activities started through the Powys Adult
- Community Learning Partnership where the qualification was achieved was 95%.
- 84% of tenants were satisfied with the quality of their neighbourhood

### Average performance:

- The proportion of revenue spend with Powys based suppliers and providers increased by 1% in 2019/20 (from 29% to 30%, equating to £62 million)
- 92% of children looked after received a statutory visit within timescale.
- 90% of child protection statutory visits were carried out within timescale.
- 708 adult clients were supported in their own home through assistive technology.
- 89% of all pupils attained the Key Stage Indicator at Key stage 2.
- 95.8% of pupil attendance of compulsory school age at primary schools and 94% at secondary schools.
- 9.29 working days/shifts per FTE employee were lost due to sickness absence.
- 8 new apprentices employed (59 total since 2017).

### Poor performance:

- 73% of assessments were completed for children within statutory timescales.
- 54% of LAC pupils attaining the Core Subject Indicator at Key stage 2.

Tudalen 103 of staff received an Annual Appraisal.



Based on performance against our measures and activities we have rated each of our well-being objectives using a scale of excellent to poor.

	1. The Economy	2. Health & Care	3. Learning & Skills	4. Residents & Communities	5. Making it Happen
EXCELLENT					
GOOD				✓	✓
ADEQUATE	✓	✓			
POOR			✓		

During the financial year we had a critical Estyn inspection of our school services and are working hard to strengthen the service. We have an approved Post Inspection Action Plan (PIAP) in place and have agreed an ambitious transformation agenda to drive standards for the county's learners.

The closing quarter of the financial year was marred by a series of severe storms which had a huge impact on many of our communities and demanded the Council divert resources to support residents facing floods. The storms were followed by COVID-19, a pandemic that has had devastating repercussions around the globe. In March the Council invoked its Business Continuity Plan to focus its resources on critical services and non-essential work was stepped down.

At the time of writing this report the country appeared to be past the peak of the pandemic and our attention is moving towards recovery. The impact of COVID-19 on the Council's services and ambitions has been considerable, the full financial cost will not be known for some time but will be considerable and without Government support will impact services for years to come. Our response to the pandemic demanded a change in our ways of working, a greater reliance on home and agile working and greater use of technology.

We will learn from the experience and use the knowledge to transform the way the Council works for the benefit of our residents and communities. The post-pandemic world will be very different to the one we knew before. We cannot go back to business as normal, and need to plan for a better Powys, that is more equal, greener and healthier. We will continue to use the principles of the Well-being of Future Generations (Wales) Act 2015 to guide us through these uncharted waters. Thinking about the long term, involving people, joining up policies and delivery of services, collaborating across all sectors, and focusing on prevention will be crucial in working more effectively with people, communities and each other to help us recover from these challenging times.

We are also committed to listening to the views of all our residents and partners and will have an extensive programme of consultation and public engagement during the life of our Corporate Improvement Plan. We encourage you to sign up to our Citizens Panel and have your say. You can also keep up to date with council news and events on our Twitter and Facebook pages.

Visit [www.powys.gov.uk](http://www.powys.gov.uk) 

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## How we measure and analyse our performance

At the start of each year we publish an updated **Corporate Improvement Plan (CIP)** which sets out the activities and projects we will work on to help us deliver our long-term well-being objectives. The CIP also sets out a series of success measures with aspirational targets, showing the difference we're aiming to achieve for our residents and communities.

In order to know whether we are on track with our projects, activities and targets, we must have a robust and timely way of monitoring and measuring performance against them. That is why we have a **Performance Management and Quality Assurance Framework** in place. This is a process for asking **how many** or **how much** we have done, **how well** we have undertaken activities or **how good** was a service that we delivered.

The Council monitors performance against the projects, activities and success measures in its Corporate Improvement Plan quarterly (every three months). At the end of each quarter, each service completes a self-assessment to identify performance against the key projects and targets it is accountable for. The performance information is challenged at a Service Performance Review meeting, before being reported to the council's Senior Leadership Team and Cabinet. The quarterly report is used to provide assurance that performance is on track and that resources are being used effectively. Where performance is below expected levels, actions are identified to help bring performance back on track. This document draws on the information from the 2019-2020 quarterly reports and presents the following performance information:

A detailed analysis of the progress we have made to deliver each of our Well-being objectives during 2018-19, including:

An overall judgement of performance - Each of our objectives has been given an overall rank of excellent, good, adequate or poor depending on the BRAG (**B**lue, **R**ed, **A**mber, **G**reen) status given to the series of activities and success measures which support delivery of the objective (a definition of BRAG can be found in Appendix A):

- Excellent – All activities completed or on track and success measures meeting targets
- Good – Majority of activities on track and improving
- Adequate – Commitments broadly on track, but limited impact on outcomes
- Poor – Majority of commitments off-track and outcomes not improving

Progress against projects and activities (including real-life case studies)

Performance against our success measures and 2019-20 targets (including trend in performance from 2018/19 to 2019/20)

How much we have saved and spent?

How the steps we have taken contribute to a more sustainable Wales and Powys' journey so far towards maximising contribution to the seven well-being goals and acting in accordance with the sustainable development principle. (Appendix A sets out definitions of the national Well-being goals and explains the steps in the Future Generations Commissioner Journey Checker.)

How we have engaged and consulted with residents, communities and businesses

Feedback from our regulators (Wales Audit Office, Care Inspectorate Wales and Estyn) and how we are responding to their comments

## WELL-BEING OBJECTIVE 1: THE ECONOMY



## What outcomes are we aiming to achieve?



New business start-ups and relocations will increase



Skilled employment opportunities will increase



The economically active population will increase



Tourism & leisure based activity and attractions will increase



Local businesses benefit from good advice and support that help them thrive



Regulation supports business and communities and is proportionate



Council priorities are used to develop new industries and supply chains



A greater supply and mix of suitable work space to support employment



More job opportunities and apprenticeships for young people

Powys is established as an innovation base for learning, skills and research for:



Farming and land-use innovation



Health and care



Rural teacher training accreditation



Local businesses and consortia competing for public sector contracts will increase



There is significant investment in the development of affordable and sustainable housing

## Overall assessment of performance:

Overall, we have judged performance of this objective to be 'Adequate'. 2 out of the 14 activities in place to support this objective during 2019-20 were reported as blue, 8 green and 4 amber. 6 measures used to monitor success were green and 4 were amber and 2 were red (no RAG status was available for 2 of the measures).

## Progress against our activities and success measures:



### Providing support for businesses to grow:

- **Revenue Spend with Powys Based Suppliers** - We continued to drive forward our Powys Pound initiative to support local companies and local job opportunities. During 2019/20 actual spend with local suppliers rose to £62 million. An internal governance process has been set up to review all significant procurements around our sourcing strategy and Well-Being of Future Generations goals to support the Council working with local suppliers.
- **Meet The Buyer Events** - Two construction orientated 'meet the buyer' events were held in November 2019 to demonstrate what work is becoming available on projects across the county, giving contractors the opportunity to meet the right people as well as the potential to win work as a result. Organisations that can help contractors prepare for tendering were present to discuss how to achieve the tender.
- **Local Supply Chains** - We are working with the Agora project to develop local supply chains in the south of the county by encouraging and supporting farmers and producers to work together to discover new business opportunities. The collaborative project, delivered by Menter a Business, helps producers of goods grown, grazed or made across 11 local authority areas in mid and south-west Wales.
- **Circular Economy Hub** - We are working with Riversimple (Welsh hydrogen electric car company) to develop a circular economy hub based in Llandrindod.
- **Promoting financial support** - We held an event at the Royal Welsh Winter Fair to help develop and promote financial support for businesses.
- **Grow in Powys** - A monthly business newsletter has been circulated to the Grow in Powys mailing list.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Increased supply of employment sites and premises to meet business needs by a minimum of two premises per year	1	2	↑
25 vacant or underused properties have been enhanced or brought back into viable use.	20	26	↑
Occupancy rates for new Council owned industrial/commercial premises will be 85% (in 2017/18 this was 50%)	50% (2017-18)	80%	↑
The percentage of new business births/start-ups (VAT/PAYE registrations) per year is closer to matching the Welsh average	420 new business start ups (7.2% of Powys's total businesses compared to 13.7% across Wales).	Data is published by Welsh Government and is currently not available	N/A
The proportion of revenue spend with Powys based suppliers and providers (or suppliers who provide services from a location in Powys) increase by 2%	2% increase (from 27% to 29%, equating to £59m)	1% increase (from 29% to 30%, equating to £62m)	↓
Increased engagement of local suppliers in the council's procurement process	This is a new measure	526 local suppliers engaged	N/A
<i>*The figure only includes suppliers who are invited to tender through the eTendering Wales Portal.</i>			



## CASE STUDY – Arwain and the LEADER Funding Programme in Powys

Since 2014, the Council's Arwain Team has been facilitating the delivery of the LEADER 2014 - 2020 programme in Powys. It is designed to get local people, businesses and communities involved in delivering sustainable, innovative solutions to address some of the economic, social and environmental challenges facing Powys. LEADER focuses on delivering a bottom-up method for encouraging and promoting rural development.

During 2019-20, a number of projects were completed, delivering the following outputs and outcomes:

- No. of feasibility studies – 11
- No. of jobs safeguarded – 8.33
- No. of networks established – 15
- No. of pilot activities undertaken/supported – 54
- No. of stakeholders engaged – 3,477
- No. of participants supported – 3,600
- No. of jobs created – 15.01
- No. of communities benefitting – 110
- No. of Businesses benefitting – 182
- No. of community hubs created – 12
- No. of project level participants – 8,295
- No. of literature items produced – 3

### Example: Get Into the Beacons

A pilot project to engage young people not currently fully employed (and lacking specific skills) in learning about and understanding opportunities for local employment and business in the local environmental heritage sector, gaining work ready skills, and gaining 3 months' work experience. This involved young people with low levels of formally accredited achievement and either not employed, in training, or working for under 16 hours a week. This project was delivered by the Brecon Beacons National Park Authority with the Prince's Trust. The individuals involved in the pilot undertook a variety of rural skills training. This was an extremely successful project and a number of the individuals used their training to gain employment or to access other training.

### Example: Our Future's People

This pilot project was set up to create a complete programme for secondary school students. The programme was delivered by Severn Wye Energy Agency (SWEA) and involved events that brought schools and businesses together and a full academic programme that gave students an overview of the skills that are required to successfully engage in action on energy sustainability. SWEA have used this project as a basis to apply for further funds to develop the programme further.





### Promote Powys as a place to live, visit and do business:

- **Mid Wales Growth Deal** - A £55 million investment was secured from the UK Government to support economic projects across Powys and Ceredigion. A proposition document was also completed which set out a vision for the region through the Mid Wales Regional Economic Strategy, as well as potential interventions for growing Mid Wales' economy via a Growth Deal.
- **OVO Energy Women's Tour** - Research has shown that the OVO Energy Women's Tour provided a £645,454 (Gross Value Added) boost to the economy of Powys. Supported by Powys County Council and Welsh Government, Stage 5 of the tour started in Llandrindod Wells, travelling through Knighton, Rhayader and Newbridge-on-Wye, before finishing in Builth Wells.
- **New Data Website Available** - 'Understanding Welsh Places' is now available through the Powys Wellbeing Information Bank. Understanding Welsh Places presents information on the economy, demographic make-up and local services of more than 300 places in Wales in a quick and easy format.
- **The Events Strategy** - The strategy was approved by Welsh Government and internally by the Board and is now available online. The process has been revised to make it easier for event holders to get a licence and register their event.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
The number of visitors to the midwalesmyway.com website will be over 17,500	18,705 visitors	28,084 visitors	↑
An increase in tourism income measured via the STEAM data categories.	Number of day visitors: 3.02 million in 2017 Total Visitor Days was 10.85 million in 2017 Economic impact was £815.5m, Average spend per visitor day was £54	Number of day visitors: 3.06 million in 2018 Total Visitor Days was 11.04 million in 2018 Economic impact was £864.5m, Average spend per visitor day was £58.76	↑
An increase in more technically skilled jobs and economic growth in the technical and motor industry as a result of securing investment funding from the Mid Wales growth zone.	N/A	Data is supplied by Welsh Government and is currently not available	N/A
We will host 6 business networking meetings and 12 workshop meetings for micro businesses.	12 business breakfast networking meetings and 12 workshop meetings were hosted for micro businesses, which engaged over 590 businesses.	6 business network meetings but no workshop meetings held.	↓



### Improve the availability of affordable and sustainable housing:

- **Extra Care Housing** - Work is progressing with the Pont Aur and Neuadd Maldwyn schemes. Pont Aur in Ystradgynlais is targeted for completion in 2021. Working with the designers, we intend making the best use of the latest technology to support residents to remain independent with our extra care plans. Extra Care schemes provide an independent living option where older people can live in their own self-contained home while accessing a wide range of communal facilities and access to personal care support packages.
- **Affordable Homes** - The project to deliver 250 affordable homes by 2023 is progressing, with sites purchased, planning applications submitted, and contracts awarded at sites throughout the county. The development underway in Brecon will include two-bedroom, three-bedroom and four-bedroom properties as well as a building containing 12 one-bedroomed flats. Active travel routes into the centre of Brecon will also be improved and upgraded.
- **Rough Sleeping Across Wales** - Local Authorities in Wales, in partnership with support agencies, undertook a count of rough sleepers on one night during the month of November 2019. Ahead of the actual count, research was undertaken with partner agencies to identify any incidences of rough sleeping across Powys.
- **Internalisation of Estate Maintenance** - This has proven to be a real success, with compliments and praise being received from residents. Last year the Council received complaints regarding the previous service, which was outsourced.
- **Home Grown Homes Programme** - The programme was reviewed, and recommendations were implemented. The programme encourages the use of local, sustainable timber for new Council and housing association projects. A study of the supply chain was undertaken, and Wood Knowledge participated in a number of innovative Housing Programme grant schemes.
- **Affordable Housing Register** - The Council has partnered with Tai Teg - an Affordable Housing Register hosted by Grwp Cynefin Housing Association covering Local Authority areas across North Wales and Powys. The Council is promoting the use of Tai Teg as a way of connecting people with housing opportunities in the area. Applicants will need to apply to register with Tai Teg before being assessed to confirm their eligibility for an existing or proposed affordable home.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
By 2023 we will build 250 new affordable homes in areas where they are most needed across the county	174 sites allocated	Worked has commenced on 32 units	N/A



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### Improve our infrastructure to support regeneration and attract investment:

- Cycling and Active Travel Projects** - The Council secured funding of £480,000 from the Welsh Government to help fund eight cycling and active travel projects across the county. We continue to improve facilities for Active Travel across the county. With the benefit of substantial grants from Welsh Government we have created new shared use paths in Presteigne, Knighton, Llandrindod Wells, Newtown and Brecon. In addition, we have developed designs for a number of new schemes in Knighton, Builth Wells, Brecon, Crickhowell and Llangattock, and Llandrindod Wells that will enable us to work with Welsh Government to provide funding to enable us to implement these changes. We are undertaking a refresh of the Integrated Network Map over the next 12/18 months to identify key routes in conjunction with stakeholders and the public. We will continue to develop the Powys Active Travel Network in order to enable more people to choose to cycle or walk for journeys within our designated localities and beyond.
- Targeted Regeneration Investment Programme** - As part of our work with Ceredigion County Council to draw up a programme of regeneration projects based on the objectives of the Targeted Regeneration Investment Programme (TRIP) Welsh Government Funded initiative, we gained approval for the Riverside venue in Newtown.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
By 2020 we will complete the brief, design or construction phases on the following projects: <ul style="list-style-type: none"> <li>Transport Interchange Improvements at Machynlleth, Welshpool and Llandrindod</li> <li>Pedestrian and Cycle Links Crickhowell to Llangattock, Knighton to Train Station, Presteigne, Newtown Severn Crossing and Link.</li> </ul>	Llandrindod Transport Interchange completed. Phase 1 of Presteigne Active Travel completed, and Phase 2 started. Over £2 million of capital invested in transport infrastructure.	Only 65% of work completed against a target for 80%, including: Machynlleth Interchange designed / working with TFW; Knighton designed; Presteigne completed; Welshpool in conception stage; Newtown ongoing.	N/A
Increased number of communities supported through advice and assistance regarding community broadband solutions	4 communities supported	3 Communities supported	↓



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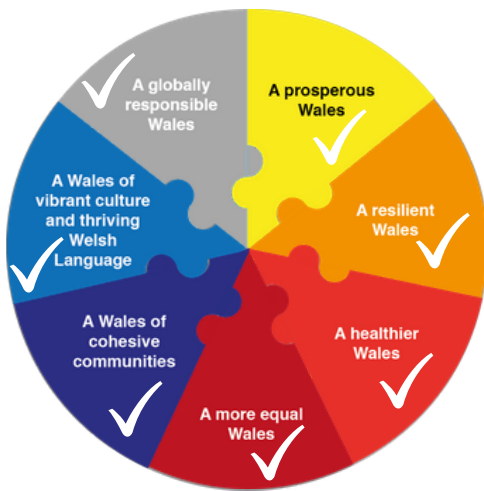


**Improve skills and support people to get good quality jobs:**

- **“Highways to Work”** - The project to identify skills and employment shortages and then to train, develop or otherwise support low income or unemployed tenants to access the posts available has progressed well. The first stages of the project, a joint initiative by Housing Services and Economic Development, are underway working with employers and employer bodies to identify real and available jobs that cannot be filled due to skills shortages and lack of suitably qualified or skilled applicants.
- **Workways+ Powys** - We continued to work with PRIME Cymru on the Workways+ initiative. In 2019 the target audience was widened to include people who were long term unemployed and aged 25 and older. The project finished at the end of February 2020 and over the life of the project (2017 – 2020) more than 320 participants were helped in a variety of ways. Of them 76 people entered employment, including becoming self-employed and 58 people completed volunteering placements.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Over 100 people have progressed to employment as a result of their participation in Council operated employability activities (through the Work+ and Workways+ initiatives).	34 people supported back to work	131 people supported back to work	↑

**Our contribution to the 7 Well-being goals:**



**How much did we save/spend in 2019-20?**

**Headline capital investments:**

- Active travel works – £431,000
- Business parks - £549,000
- New housing builds/repurchasing - £6 million

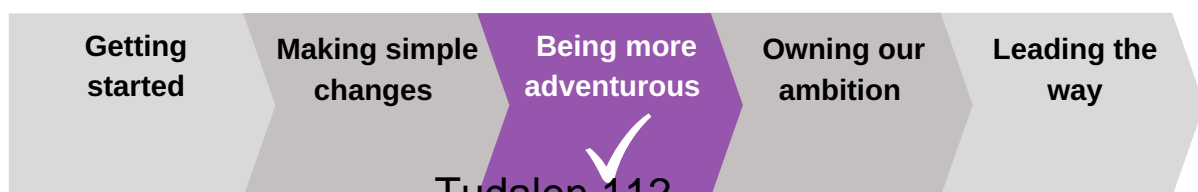
**Headline savings:**

- Review and reduction of staffing\* - £104,000
- Reduction of Third Party spend\* - £145,000

*\*Housing and Community Development*

**The Journey Checker**

Where are we on the journey to maximising our contribution to the 7 Well-being goals?



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## WELL-BEING OBJECTIVE 2: HEALTH AND CARE



## What outcomes are we aiming to achieve?



We focus on what matters to the individual



There is an increasing supply of housing with care



Families are supported to build resilience and stay together



Health and care teams support each other to get things right first time



Young people, adults and families are able to create the foundations of good physical and mental health throughout their life



People have good access to information, advice and assistance



Young people, adults and families experience health and care services as joined up and effective



Accessible and equitable services fit around people's busy lives



We concentrate on safeguarding and supporting vulnerable people and those at risk



Technology enables people to care for themselves more easily and remain independent



Positive partnerships which promote co-production in service design and delivery



We work together to deal with the major causes of illnesses which limit people's lives, especially cancer, circulatory diseases, mental health, and respiratory diseases



The physical environment helps people maintain their health and well-being



In the first 1,000 days of a child's life, we strive to ensure the maximum positive impact on their well-being



Significant investment in integrated health and care facilities and infrastructures

## Overall assessment of performance:

Overall, we have judged performance of this objective to be 'Adequate'. 10 (32%) out of the 31 activities in place to support this objective during 2019-20 were reported as green, 13 were amber, 2 were red and 6 were unavailable at the time of the report being written. 7 measures used to monitor success were green and 5 were amber and 2 were red (no RAG status was available for 6 of the measures).

## Progress against our activities and success measures :



### Support for children and families:

- **Improved Leadership** - Throughout 2019-20 there has been consistent leadership across Children's Services with all Senior Manager posts appointed permanently. This has established a clear strategic vision for improving the service. The Service is two years into a journey of improvement. The restructure of the Service from one based on generic teams where workers were required to undertake tasks from referral to adoption to specialist teams. The restructure enables workers to have clarity of role and manageable workloads and makes Children's Services in Powys an attractive place to work. The specialist teams are now made up of the following:
  - Early Help and Assessment
  - Intervention and Prevention
  - Care and Support
  - Corporate Parenting
  - Safeguarding and Quality Assurance

Following the restructure, staff morale has improved and colleagues report feeling better equipped to undertake their roles. Since April 2019 when the restructure began there have been 56.2 full time equivalent permanent appointments across the service. The number of agency social workers has reduced from 63 in November 2018 to 34 at end of March 2020. Every Senior Manager, Team Manager and Principal Social Worker in the Service is permanent. The number of qualified social work vacancies have reduced along with the reliance on agency staff. As at 31 March 2020 there were 32 posts vacant (29.41 full time equivalent) of which 9 (8 full time equivalent) are not covered by Agency staff. This number is reducing steadily month by month. Social workers are applying for jobs with us having heard through word of mouth that Powys is a positive place to be a children's social worker. The Service has undertaken several recruitment drives and initiatives to raise the profile of the Service and these are contributing to the steady permanent recruitment.

- **Early Help Service** - The restructure also included a big focus and investment in Early Help Services and Intervention and Prevention Services. The Intervention and Prevention Service works directly with children, young people and their families to help keep families together wherever it is safe and in the child's best interests and with foster carers to stabilise placements which may be at risk of breaking down and prevent escalation. Since these services began the number of children becoming looked after from April 2019 to March 2020 is 59, 23 fewer than in 2018-19. This can directly be attributed to the work of the Early Help and Intervention and Prevention Services and is evidence that the restructure has positively changed the way we work.

- **Signs of Safety** - The practice framework Signs of Safety has been rolled out and embedded across the service. Training for all staff has been implemented and a Signs of Safety Implementation Group was established and meets monthly to review all the forms the services uses to ensure they are in line with Signs of Safety. The Group is attended by staff from all aspects of the Service and examples of good practice are shared. Team Managers report that using Signs of Safety has transformed the way they work with families and the focus is on developing family support networks and keeping children safely at home wherever possible.
- **Closer to Home Strategy** - The Service is implementing a Closer to Home strategy to increase the supply of a range of placements that will meet the needs of children and young people while enabling them to live in their communities. We have reduced the number of children who are looked after from a high of 250 in February 2019 to 237 at the end of January 2020. We have established supported accommodation for care leavers in the North and South of Powys so that young people no longer have to go out of county, as well as opening a training flat to begin preparing young people for life as tenants of social housing. We have acquired a property which is being prepared as a children's home which will be able to accommodate two children. We have consulted with foster carers and reviewed the support offer, whilst working with national colleagues on the harmonisation of fees for foster carers across Wales.
- **Support for Care Leavers** - We have worked with Housing colleagues to establish a Housing Gateway Panel so that our care leavers no longer have to present as homeless in order to access social housing (the previous process).
- **Participation and Engagement** - The voice of the child and young person has been at the forefront of the restructure and the change in the way we work. All appointments are made with a young person's panel. The creation of the Children's Services Participation and Engagement Officer who will mentor and line manager the Participation and Engagement Care Leaver apprentice post, is linked to the youth work pathway. We have also re-established the Children in Care and Care Leaver fora. The service has invested in the app Mind of My Own which helps children and young people express themselves and communicate with professionals making sure they are heard. This app is currently being rolled out with training being provided to practitioners across the service.
- **Performance Management and Quality Assurance** - The Service has established a quality assurance framework and audits are regularly taking place with a quarterly theme. The Service has integrated the Social Services and Wellbeing Act and is continuing to develop practice standards for every part of the service. The Wales Community Care Information System (WCCIS) has been developed to provide essential management information data to enable the effective management of the business and contribute to effective strategic planning. A performance management framework has been developed working in collaboration with corporate colleagues. Performance has significantly improved with average performance for visits to children looked after within statutory timescales at 95% for the last 6 months and the visits to children on the Child Protection register averages at 90% completed within the statutory timescales.
- **The Powys Children Looked After Strategic Framework** - The framework continued to be implemented. It sets out Powys' aspirations, intent and vision for improving outcomes for Children Looked After. For those children and young people in our care we, as Corporate Parents, we need to provide positive parenting and specialist support. In Powys, current demand is greater than supply for quality placements for our Children Looked After whereby external placements include: Independent Foster Care; Residential Care; Semi-Independent Accommodation. We look to place children and young people in the following priority list in order to meet their needs: Within Powys; Out of county, in Wales; Out of county, and out of Wales.



- **National Carers Week (10 – 16 June 2019)** - To show support and to raise awareness of the role of carers, Social Care Wales and NHS Wales developed a Carer Awareness e-learning course. Staff were encouraged to undertake the training to support the 1,000 young people and around 16,000 adults who are unpaid carers in Powys. The support organisation, CREDU, held a series of free events to mark Carers Week, including one at County Hall.
- **National Adoption Week** – We supported the National Adoption Service in its search for more adopters and foster carers in Powys. Staff were encouraged to consider if they could provide a caring and safe environment within their home for local children, teenagers and siblings.
- **A Pledge to Children** – To mark Children’s Rights Day (Wednesday, 20 November) we raised awareness of a new pledge to all children and young people in Powys. ‘The Children’s Pledge’ was adopted by Powys County Council and Powys Teaching Health Board and forms a commitment to everyone under the age of 25. The Council has worked with children and young people, as well as other partner organisations, to develop this pledge. It is based on what children have said is important to them during various engagement activities.
- **Success for Children’s Service Staff at Regional Awards** – The awards ceremony, organised by Mid and West Wales Adoption Service, was held to honour and thank social care workers in Carmarthenshire, Ceredigion, Pembrokeshire and Powys for their outstanding contribution towards Life Journey Work. Liz Margarlas won the Life Journey Worker Award and the Council’s Through Care Team (Newtown) were awarded the Best Team Award.
- **Springboard Projects** - Two Springboard projects in Newtown and Brecon were completed and Young People moved in. The Young People met beforehand and with the support of the Leaving Care Team they put together the house rules. This is such a positive project for our Young People leaving care who can be closer to home, family and support networks.
- **Children First Project in Newtown** - This project was funded by the Integrated Care Fund through the Regional Partnership Board and was successfully piloted, working with the community and organisations to support and improve opportunities for children, young people and families. In partnership with other organisations in Newtown, the project provides children and young people with social events over the school holidays to provide opportunities for social interaction.



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Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Improved emotional and mental well-being amongst 75% of children and young people who access our counselling services.	77% reported improved well-being	72%	↓
The percentage of assessments completed for children within statutory timescales will be 90% or above by 2019/20.	86.5%	73%	↓
Children Looked After (CLA) who have three or more placements in 12 months will be in line with the Welsh National average at 10%, or less by 2019/20.	8%	4%	↑
The percentage of children looked after statutory visits carried out within timescale will be 95% or above by 2019/20.	90.6%	92%	↑
The percentage of child protection statutory visits carried out within timescale will be 95% or above by 2019/20.	83%	90%	↑
The percentage of operational staff who have had case supervision on a monthly basis will be 85% or above by 2019/20.	87%	80%	↓
The proportion of children and Young people who are supported through Early Help services as a total of all referrals to Childrens Services will be 70% or higher.	New Measure	82%	N/A
Improvements in outcomes for children and young people as measured by recognised Distance Travelled Tools will be 80% by 2019/20.	New Measure	Work has been ongoing to develop the recording and reporting mechanism but has been put on hold due to the service invoking its business continuity plan because of COVID-19	N/A
The percentage of placements accommodated with in-house foster carers will be 70% or more by 2019/20.	38%	56%	↑
Out of county placements will be 70 or less by 2019/20.	78	51	↑
Improved perceptions from children and young people who access care and support responding to an annual survey.	46% reported that they lived in a home where they were happy	No survey undertaken due to the service invoking its business continuity plan because of COVID-19	N/A
The percentage of assessments completed with an outcome of no further action will be 40% or less by 2019/20.	44%	40%	↑



### Support for adults:

- **Leadership** - Through 2019-20 there has been consistent leadership within Adult Services, with a permanent senior leadership team in place. This continues to provide the stability in leadership required to further the vision for continued transformation of the service as well as managing day to day sustained improvements. The service has further embedded a strengths-based approach to its work and has invested jointly with Powys Teaching Health Board to develop the community connector capacity with partners in the voluntary sector.
- **ASSIST** - Our adult services front door, has increased its ability to respond to initial calls for information and advice, resolving issues at the earliest opportunity.
- **Domiciliary Care** - The challenges of ensuring availability of domiciliary care where and when required has improved during the year. The numbers waiting for care reduced significantly towards the end of the year and the service continues to work towards rolling out the dynamic purchasing system. There is significant work in developing Community Catalysts and an increase in Direct Payments take up. Using the strengths-based approach, integrated reablement service, and technology enabled care, the service has reduced the average size of domiciliary care packages and is delaying the need for residential care. The Service has developed excellent working relationships with statutory partners and made significant progress in early 2020 in reducing Delayed Transfers of Care and lengths of stay in hospital. However, the COVID-19 pandemic placed the service in business continuity from mid March 2020 onwards and many developments, including the dynamic purchasing system roll-out was put on hold.
- **North Powys Well-being Programme** - This major programme received £2.554 million funding from Welsh Government's £100 million Transformation Fund to back new ways of delivering health and social care services. This is a once in a lifetime opportunity to create Powys' largest ever intergenerational multi-agency wellbeing campus which could include primary education, health, social care and supported accommodation. The Rural Regional Centre could include rehabilitation services through in-patient beds, enhanced diagnostics and a wide range of other services. The first phase of public, community and staff engagement has been completed.
- **Discharge Pathway Framework** - The development of the new discharge pathway framework and escalation process has allowed the Council and Powys Teaching Health Board to have a clear understanding of all individuals' position on the transfer journey from hospital, enabling us to identify the correct pathway, addressing "what matters" and having an appropriate response time. This has allowed both partner agencies to better understand any blockages and barriers to discharge.
- **Adoption of the John Bolton Model** - The Council's Adult Service and Powys Teaching Health Board have jointly adopted the John Bolton model 'flow through the hospital system' approach which identifies how many individuals in a normal service end up e.g. receiving domiciliary care. Following an initial workshop, both organisations worked collaboratively to populate the model to identify demand. Professor John Bolton and the NHS Delivery Unit facilitated an event in September to discuss the findings.
- **Extra Care Project for Welshpool** - Plans to create much-needed 'Extra Care' accommodation in Welshpool with more than £10 million investment in the town were supported. The Council will work with Housing Association partner ClwydAllyn to develop plans for new Extra Care accommodation at the Council's Neuadd Maldwyn offices – which are scheduled for closure. Extra Care schemes provide an independent living option where older people can live in their own self-contained home while accessing a wide range of communal facilities and access to personal care support packages



- **Crickhowell Day Support** - All service user care plans have been reviewed. The Council has given a 3-year grant to a stakeholder group to develop a community-based proposal to support older people in Crickhowell with or without assessed support needs.
- **WCCIS Newsletter** – The first newsletters were issued to users.
- **'Workforce Futures' Published** – Future plans for the health and care workforce in Powys were published, setting out priorities to 2027. The 'Workforce Futures' Health and Care Strategic Framework was commissioned and launched by the Powys Regional Partnership Board and is the first of its kind in Wales. It considers the health and care workforce in the wider context, including the private, independent and the third sector, and recognises the significant role played by volunteers and carers in delivering care.
- **New Mandatory Course for Learning Disability Social Care Staff** - Social care and health staff have received training in a new course for people who work with clients with learning disabilities. The Positive Behaviour Support (PBS) course is mandatory for those working with this client group. The aim of the ethical framework is to improve the well-being and quality of life of service users in Powys by promoting inclusion, choice, participation and equality of opportunity for people with a learning disability.
  - **Visit:** <https://www.youtube.com/watch?v=MILZxq49TiM>
- **Technological Solutions** - Adult Services have been providing more support to the citizens of Powys through the provision of technological solutions, which is supporting citizens to remain in their own homes. The numbers of individuals supported in this way are increasing, and ASSIST Contact Officers and Community Connectors have been trained to prescribe low level technology enabled care at the first point of contact.
  - **Visit:** <https://en.powys.gov.uk/article/1534/Get-help-at-home-with-daily-living> and <https://www.youtube.com/watch?v=KJ350uHTC2k>
- **"Ask Sara"** - A website which will help Powys people identify what support could be available to them has been launched. The "AskSara" Powys website asks a few simple questions of the user in an anonymous way and from the answers, can produce a personalised report with expert advice - written by occupational therapists - to help them with their needs. The site is aimed at older people, carers and people with disabilities as well as children.
  - **Visit:** <https://asksara.dlf.org.uk/?auth=powys>
- **Hospital-Based Social Work Team** - Development of a hospital based social work team commenced. The project covers 2 acute settings, Hereford and Nevill Hall, as well as Knighton, Llandrindod Wells, Brecon, Bronllys and Ystradgynlais community hospitals. The team are able to support individuals who are not yet medically safe for discharge but have an estimated end of intervention/therapy date and are stable enough to actively plan their discharge.
- **The Discharge Co-Ordinator** - The post holder commenced in post to support patient flow and management of delays, working collaboratively with the Council and Powys Teaching Health Board.
- **Carers Communication Champions** – Champions have been identified across Powys and training provided to support them in their roles. The Communication Champions are all carers and/or influencers in their local communities and the aim is that they will maximise the voice of carers within communities and continue to raise awareness of carers rights/issues. A representative from Adult Social Services Commissioning Team gave a joint presentation alongside Credu and a carer at a Commissioning Effective and High Quality Carers Services event; the presentation discussed best practice in respect of commissioning, specification design and evaluation of tenders. The event raised the profile of Powys and the work undertaken in collaboration with carers and Credu as the commissioned service.

- **Direct Payments** - A direct payments leaflet was launched that explains what direct payments are; the leaflet is available on the Council's website and has been circulated widely in local towns, including being provided to citizens when social workers undertake visits. A short video promoting direct payments has also been published via our social media platforms.
  - **Visit:** <https://www.youtube.com/watch?v=5xhLhmS1sSY>
- **Mircoenterprises** - 6 Microenterprises, which provide employment within local communities, have been established and are supporting individuals within their own homes. The Community Catalyst who is supporting this project is working with our Adult Services operational teams on this innovative approach to providing care and within local communities on the Knighton / Presteigne / Hay on Wye border.
- **Active Offer** - A conference on the Active Offer was held by PAVO, commissioned by Powys Teaching Health Board and the Council. A plan on a page was prepared and a group of 'champions' is being convened to undertake the work.
- **Dementia Awareness** - Newtown library held a dementia day as part of Dementia Action Week. Individuals and groups involved in dementia were invited to the library to meet with nurses and people from Dementia Friendly Newtown.

### CASE STUDY – Direct Payments

A Powys woman has praised the Direct Payments system which allows more choice and control over her Mum's social care provision. Mrs Y's Mum is one of hundreds of people in the county who now receive their social care via Direct Payments - with assistance from her daughter. Direct Payments give people greater control over their lives and how their care is delivered by promoting independence, choice and inclusion. It is a flexible way of supporting residents, allowing them to decide what provision is best for them. Service users of all ages can benefit from building up a support packages which suits them and their families.

Mrs X receives money from the county council that she can then use to employ people to provide her care. This is managed on her behalf by her daughter Mrs Y, who commented: "Direct Payments really have made a big difference to Mum's life. Mum can choose the people she wants to come and look after her, she can get up and go to bed when she wants and it means that she is able to continue living in her own home with the support she needs." "I'd certainly recommend it to others - it's allowed Mum to continue living as part of the family. She's able to see the great grandchildren play football when she wants and attending my daughter's wedding last year just wasn't an issue," added Mrs Y. Mrs Y purchases carers from her preferred domiciliary care agency, although most people use the funding to directly employ personal assistants or purchase services to meet their care needs. To help with all aspects of Direct Payments, the council has contracted PeoplePlus Independent Living Services. This agency gives support and assistance with understanding what Direct Payments can be used for, such as recruitment, employing personal assistants and ongoing advice and guidance around all aspects of managing direct payment accounts.



If you'd like to find out more **Direct Payments** then visit:  
<https://en.powys.gov.uk/article/1573/Direct-Payments>

Or call the council's **ASSIST service** on 0345 602 7050.

You can find out more about **PeoplePlus** service at:  
<https://peopleplus.co.uk/communities/direct-payment-support-services/>

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Number of service users with a learning disabilities progressed from a residential care setting to a more independent and flexible community support options (not in Powys and within Powys).	New Measure	Work has been ongoing to develop the recording and reporting mechanism but has been put on hold due to the service invoking its business continuity plan because of COVID-19	N/A
We will increase the percentage of Adults who have completed a period of reablement and have no package of care and support 6 months later or a reduced package of care and support from 70% to 80% by 2019-20	83%	83%	→
We will ensure the number of identified carers who are offered an assessment is 300 or more	621	533	↓
Reduced numbers of persons (per 1000 population) aged 75 and over who experience a delay in return to their own home or social care setting following hospital treatment. (this was 1.5 in 2017/18)	1.49	Data not available due to NHS stopping recording due to COVID-19	N/A
The number of adult clients supported in their own home through assistive technology from 390 to 780 by 2019-20	563	708	↑
The percentage of adult protection enquiries completed within statutory timescales will be 95% or above	95%	96%	↑
The number of social services staff providing people with integrated/co-located social and health care services. No target set for 2019-20	7.9fte	34.1fte	↑
Improved perceptions from people who access social care responding to an annual survey regarding the following statements:			
o People reporting that they live in the right home for them (this was 81% in 2017)	63%	No survey undertaken due to the service invoking its business continuity plan because of COVID-19	N/A
o People reporting they have received the right information or advice when they needed it (this was 72% in 2017)	51%		
o People reporting they have received care and support through their language of choice (this was 91% in 2017)	92%		
o People reporting they felt involved in any decisions made about their care and support (this was 72% in 2017)	63%		
o People who are satisfied with care and support that they received (this was 81% in 2017)	72%		
o Carers reporting they feel supported to continue in their caring role (this was 23% in 2017)	39%		
Carers reporting they feel supported to continue in their caring role (this was 23% in 2017)			

### Regional Partnership Board priorities

We are committed to working with our partners through the Regional Partnership Board (RPB) and have continued to play our part in delivering the priorities set out in the Joint Area Plan. For more information on the achievements of the RPB please visit <https://www.powysrpb.org/>

Bwrdd Partneriaeth  
Ranbarthol Powys  
Iechyd a Gofal  
Cymdeithasol



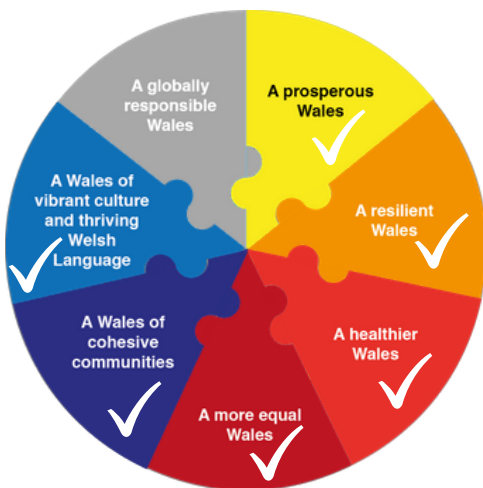
Powys Regional  
Partnership Board  
Health and  
Social Care

### Director of Social Service Annual Report

A report is produced every year called 'Annual Overview Report of the Statutory Director of Social Services', along with supporting documents. The purpose of this report is to present a recognisable picture of the services provided and delivered by social services. It provides a more in-depth view of what we have achieved in the last 12 months and highlights our priorities and improvement actions for the future.

For a copy of the latest report visit: <https://en.powys.gov.uk/article/2188/Social-Care-ACRF-Annual-Council-Reporting-Framework>

### Our contribution to the 7 Well-being goals:



### How much did we save/spend in 2018-19?

#### Headline capital investments:

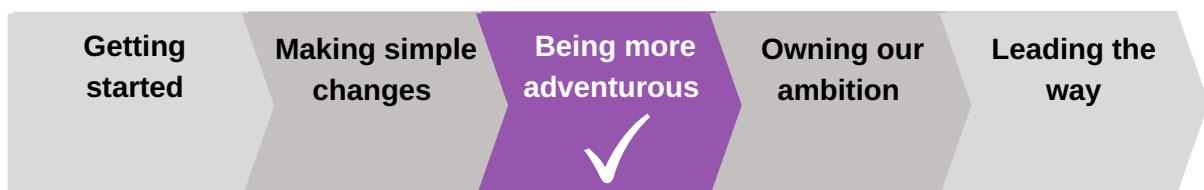
- Provision of community equipment - £120,000
- Redevelopment of Gowlg Y Bannau / Camlas - £30,000

#### Headline savings:

- Reduction in travel - £58,000
- Increased update of Direct Payments - £394,000
- Where people live project to support adults to return home - £630,000
- Reablement remodelling - £430,000

### The Journey Checker

Where are we on the journey to maximising our contribution to the 7 Well-being goals?



## WELL-BEING OBJECTIVE 3: LEARNING AND SKILLS



## What outcomes are we aiming to achieve?



All school leavers have the right qualifications to progress



Access to education provision and good career advice is equitable for all ages



Pupils have access to remote/ alternative learning opportunities



Early years provision is helping families to return to meaningful employment



Working in partnership with schools, colleges, universities and businesses will improve career opportunities



High quality teaching and learning environments embrace new technology for the population

## Overall assessment of performance:

Overall, we have judged performance of this objective to be 'Poor'. 4 (33%) out of the 12 activities in place to support this objective were green, 5 were amber and 3 red. 9 measures used to monitor success were green, 8 amber and 4 red (no RAG is available for 3 of the measures).



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## Progress against our activities and success measures:



### Improve educational attainment of all pupils:

- **Estyn Inspection Response** - Powys Local Authority Education Service was inspected by Estyn in July 2019 and its report was published in September 2019. The inspection team concluded that “... there are many areas of the authority’s work causing significant concern, such as those relating to school organisation, financial management, school governance, lack of action regarding schools causing concern and the co-ordination of provision for pupils with special educational needs or who may require extra support. These issues affect school leadership, staffing structures, curriculum planning and staff morale.” The Council was required to prepare a (14) Post Inspection Action Plan (PIAP) in response to the recommendations made, and in November 2019 a Post Inspection Improvement Conference was held, chaired by Estyn to seek assurance that the Council had:
  - identified and understood the current issues
  - coherent plans to address these issues
  - enough resources to implement its plans
  - rigorous processes in place to monitor the implementation of its plans and evaluate the impact.
 Following the conference, the PIAP was refined and detailed actions were put into team plans. The Education Service, supported by the Transformation Team have worked with headteachers, teachers and governors to develop a case for change and a vision for the future of education provision in Powys. Cabinet approved a draft vision and engagement plan in January and then sought the views of key stakeholders including learners and parents in order to improve the vision so that it can bring forward plans over the coming years that can deliver an excellent schools' system for Powys, serving learners well into the middle part of this century. Estyn held a link visit with the Council on 11 February and concluded that that improvements are being made at pace.
- **Excellent A level results** - Powys pupils achieved excellent results in their A-Level exams. 23.9% of Powys learners achieved the highest grades A\*- A, an increase of 3.8% on 2018 (20.1%), with more than 7% of results at grade A\* and 16.5% at grade A. More than half of the county's learners achieved grades A\*-B (50.5%), up from 48.2% in 2018, and 75% of learners achieved grades A\*-C. The number of WJEC A-levels taken in Powys schools increased from 1,045 in 2018 to 1,054 in 2019.
- **GCSE standards maintained** - Powys pupils have again performed extremely well in the 2019 WJEC GCSE examinations. 65% of pupils achieved grades A\*-C with 17% at the highest A\*-A grades. This maintains the strong performance of Powys schools seen in recent years. These results maintain the high standards seen in previous years' performance and most remain above the all-Wales averages.
- **Welsh in Education Strategic Plan (WESP)** - A Welsh Medium Education Forum has been re-established with new terms of reference and membership, and the first meeting was held on 30 January 2020. A Welsh Medium Education Promotional Group has been established.
- **Person Centred Planning (PCP)** - The Additional Learning Needs team provided training for all schools on Person Centred Planning (PCP), with a focus on writing effective outcomes. In addition, bespoke support was provided for individual schools as requested. The team has also worked with schools to evaluate the appropriateness of targets on pupils' individual education plans.
- **Key Stage 2 Indicators** - At the end of the 2018/19 academic year, most pupils (89%) had achieved the Core Subject Indicator, and nearly all pupils maintained the expected progress from the end of the Foundation Phase to the end of Key Stage 2.
- **New Curriculum** – The roll-out of the new curriculum is progressing, and nearly all schools have the development of the new curriculum as a school development priority for this academic year.

## CASE STUDY – 10 Year Strategy to Transform Education

The Council developed a new vision, which will guide the transformation of the service and improve the outcomes for the county's learners. It has been developed as the Council looks to meet the critical challenges facing education in the county. The emerging vision was shaped thanks to a series of engagement events involving county councillors, headteachers, governors, school staff, staff working in the Council's schools service and town and community councils. The strategy includes a notional figure for capital investment in schools over the next decade.

In the summer of 2019, Powys Education Services were inspected by Estyn. Estyn's findings report outlined significant concerns regarding the Council's progress on school reorganisation, and included a recommendation to 'Ensure that the organisation of provision for non-maintained, post-16, Welsh-medium education and secondary education meets the needs of the children and young people of Powys.' Following the publication of Estyn's report, the Council recognised the need to review education provision in the county, and commenced a Strategic Review of education in Powys, with the aim of working with key stakeholders to develop a Case for Change, and to agree a new vision for education in Powys.

During the first phase of the review (Oct 2019 – Jan 2020), engagement took place with a range of key stakeholders in order to understand the challenges facing education in Powys, and what the Council needs to do to address these challenges. All Powys headteachers and Chairs of Governors were invited to attend a Schools Conference, and school staff were invited to attend engagement sessions held in all Powys high schools. Engagement sessions also took place with County Councillors, Governors, Town and Community Councils and Unions. This engagement work identified a number of challenges to be addressed in respect of the Council's education provision, which included a high proportion of small schools, decreasing pupil numbers, a high number of surplus places, building condition, financial pressures, inequality in access to Welsh-medium education, limited post-14 and post-16 offer, inequality in access to SEN provision and historical lack of political decision making.

Based on the findings of this phase, a draft 'Transforming Education in Powys' document was produced, which set out an emerging vision and guiding principles for transforming education in Powys. A second phase of engagement was launched in January 2020. During this phase, stakeholders were asked for their views on the draft 'Transforming Education in Powys' document. A second Schools Conference was held, and a virtual engagement session was held with pupils from Powys high schools, using digital learning equipment. 478 responses were received to an on-line questionnaire, which included 206 pupils. 124 other written responses were received, including 110 responses from school pupils, and pupil questionnaires were received from the School Councils of 13 schools. Based on the feedback received during this period of engagement, the 'Transforming Education in Powys' document evolved into a new 'Strategy for Transforming Education in Powys 2020-2030', which was approved in April 2020. The new Strategy sets out a new vision for education in Powys, and includes a number of strategic aims and objectives which will be guide the Council's work to transform education in Powys over the coming years.



**For more information:**

<https://en.powys.gov.uk/transformingeducation>

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Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Increase in the percentage of all pupils attaining the Key Stage Indicator at Key stage 2 from 91.2% to 92%	90.4%	89%	↓
Increase in the percentage of year 11 pupils achieving the Level 2 threshold including General Certificate of Secondary Education English or Welsh first language and maths from 62.2% to 68% by 2024	63.1%	Welsh Government has replaced this measure. Capped 9 score will be used going forward	N/A
Increase in the percentage of pupil attendance of compulsory school age at primary schools to 97%	95.1%	95.8%	↑
Increase in the percentage of pupil attendance of compulsory school age at secondary schools to 95%	94.5%	94%	↓
Increase in the percentage of schools who are not in need of Estyn follow up categories to 95%	90.4%	95.8%	↑
Increase in the proportion of schools with a Green or Yellow categorisation in the National School Categorisation System to 75%	72.3%	78%	↑
Increase the percentage of Looked after pupils attaining the Core Subject Indicator at Key stage 2 to 82%	44%	54% (7 out of 13 CLA pupils)	↑
Increase the percentage of Looked after pupils with Personal Education Plan's completed to 83%	N/A	84%	N/A
Improved average capped points score for Looked after pupils to 276 or above	265	238	↓



### Support children and families to have the best start in life:

- **The Childcare offer** - The offer was instigated across Powys in April 2019 as a joint project from Education and Children's services. By July 2019, 993 children were able to access 30 hours of free childcare across Powys. The Education Service and Children's Service worked cooperatively to support settings to be able to provide for the 10 hours of education and 20 hours of childcare for the children eligible for this service.
- **'Other Groups' (Vulnerable Groups) Policy** - The Additional Learning Needs team produced an 'Other Groups' (Vulnerable Groups) policy. The policy set out clear responsibilities for the authority and for schools to ensure that there are effective systems in place to identify and support vulnerable learners.
- **Emergency Childcare Hubs** - In response to the COVID-19 pandemic, 13 emergency childcare hubs were opened across the county. Two emergency specialist hubs were also opened at special school sites in Brecon and Newtown.



- **Young People Not in Education, Employment or Training (NEET)** - At the end of the 2018/19 academic year, the Council calculated that 98.3% of Year 11 leavers were in Education, Employment or Training.
- **Incredible Years School Readiness Programme** - The Council reviewed its approach to delivering the programme to reflect the change in school admission age and the move to one school intake per year.
- **ALN Survey** - We conducted a survey to gain views from parents/guardians of children with Additional Learning Needs (ALN), of services provided to the children and young people. More than 250 responses were received and the information gained will be used by councillors and education officers as part of their review of the ALN service in the county. Catering and cleaning staff working in schools across the county have received awareness talks about additional learning needs. The talks are being provided following suggestion made by parents and carers during Additional Learning Needs Transformation events. Alongside this awareness-raising work, school menus are currently being updated with easy-read text and simple food descriptions.
- **Multimedia Tool Trial** - The Council agreed to trial a new multimedia advocacy tool - RIX Wiki - to support children and young people with additional learning needs. A wiki is a simple, easy-to-build personal website that can be accessed using a PC, laptop, smartphone or tablet. They can be used to create multi-media person-centred plans that use pictures, words, video and sound to capture the voice, skills, aspirations and needs of the individual. Initially the trial will be limited to a small number of schools but will be widened if successful.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Improvement in the progress of individual pupils receiving Additional Learning Needs (ALN) and inclusion support			
<ul style="list-style-type: none"> <li>• The percentage of pupils at school action/school action +/statement attaining the Core Subject Indicator at Key Stage 2 will increase to 67%</li> </ul>	60.9%	61%	↑
<ul style="list-style-type: none"> <li>• The percentage of pupils at school action /school action + /statement attaining Level 2 at Key Stage 4 will increase from 30.9% in 2015/16 to 34% in 2025</li> </ul>	23.3%	Welsh Government has replaced this measure. Capped 9 score will be used going forward	N/A
<ul style="list-style-type: none"> <li>• The percentage of assessments completed for children within statutory timescales excluding exceptions will be maintained at 100%</li> </ul>	100%	100%	→
<ul style="list-style-type: none"> <li>• The number of pupils permanently excluded per 1,000 pupils in primary schools will reduce to 0</li> </ul>	Primary 0%	Primary 0.001%	→
<ul style="list-style-type: none"> <li>• The number of pupils permanently excluded per 1,000 pupils in secondary schools will reduce to 1.21</li> </ul>	Secondary 1.37%	Secondary 0.004%	↑
Increase in the uptake of early years services to 963	1065	993	↓
Maintain the percentage of 16 year olds who are NOT in education, employment or training below 2% (Baseline 1.9%)	1.7%	Data not available at time of publishing report.	N/A
Increased number of families accessing the Incredible Years School Readiness programme to 100 by 2020	50 families	44 families	↓



### Improve our schools infrastructure:

- **21st Century School Programme** - The latest project to be delivered as part of the Council's 21st century schools programme is the £21 million Brecon High School, which opened its doors to pupils for the first time in December 2019. Every project is unique and responds to local needs with a strong emphasis on community benefits, including examples of co-location of library services, community meeting and sporting facilities as well as facilities which centre around the needs of the family.
- **Post-16 Review Stage 1 complete** - The review has been discussed with the Learning and Skills Scrutiny Committee, and the schools data refresh exercise was completed.
- **New Contractor Appointed to Complete School Build** - Pave Aways Ltd was awarded the contract to finish the 360-pupil Welshpool Church in Wales Primary School, which is part of Welsh Government's and Powys County Council's 21st Century Schools programme.
- **E-sgol project** - A new initiative to develop e-learning in Powys secondary schools has been launched. The E-sgol project will connect pupils and teachers across Powys and ensure that pupils are offered a wider range of topic choices while giving them the best learning experience. Powys County Council signed up to the Welsh Government sponsored project, which has seen video link facilities installed in every secondary school campus in the county. In September 2019 ten A Level subjects were offered across Powys, eight of which were taken up by pupils in other schools.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Increase the percentage of our schools building blocks with an overall condition standard of A or B to 59% or above	59%	60%	↑
Reduce surplus places to 16% in primary (Baseline 16.7%) and 24% in secondary (Baseline 24%) by 2020	Primary 17.6% Secondary 25.5%	Primary 14.04% Secondary 24.09%	↑ ↑
Increase the percentage of pupils assessed in Welsh at the end of the Foundation Phase (Yr.2) to 20%	17.7%	19.6%	↑
Increase in the number of distance learning courses available from 0 to 3	1	1	→
Increase in the number of learners participating in distance learning course to 20	6	7	↑



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### Improve the skills and employability of young people and adults:

**Careers Festival** - In March 2020 over 2,500 pupils and 70 employers attended the fourth Powys careers festival. Positive Pathways Powys, the partnership dedicated to providing careers advice to Powys' young people, pulled some 100 employers, universities, colleges, employer training providers as well as a range of other organisations to offer young Powys students from high schools, special schools and colleges an insight into the opportunities which await them. During the year, Positive Pathways Powys also held a business competition which encouraged students between the ages of 14-19 to think about 'What business would they set up in Powys in 2020 and why?'



- **Apprenticeship Programme** - The first Higher Apprenticeship programme was set up and held in conjunction with Powys Teaching Health Board.
- **Apprenticeship Talent Pool** - The Apprenticeship Talent Pool was launched in 2019. People have been invited to join the Talent Pool and advise what type of work they are looking for. Following a successful interview, the applicant becomes a member of the apprentice talent pool and automatically receives suitable apprenticeship vacancies.
- **Powys Learning Pathways** - The Powys Learning Pathways marketing campaign to promote sixth forms was launched in September 2019.
- **World of Work Transition** - A World of Work transition programme was held in Newtown High School, including 5 workshops for the young people from the primary feeder schools.
- **Seren Network Support Continued** - Two Powys sixth formers have secured offers to study at Oxford University, thanks to the help and guidance of the Seren Network. The Seren Network supports more able and talented pupils in the county and has helped many young people to enter Britain's top universities.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Increase in the number of apprentices employed by the council from 35 in 2017-2018 to 65 apprentices by 2019-2020.	16 new apprentices employed (51 total since 2017)	8 new apprentices employed (59 total since 2017)	↓
Increase the percentage of all learning activities started through the Powys Adult Community Learning Partnership which reached completion and the qualification was achieved to 92% or above	99% reached completion and 94% achieved the qualification	99% reached completion and 95% achieved the qualification	↑



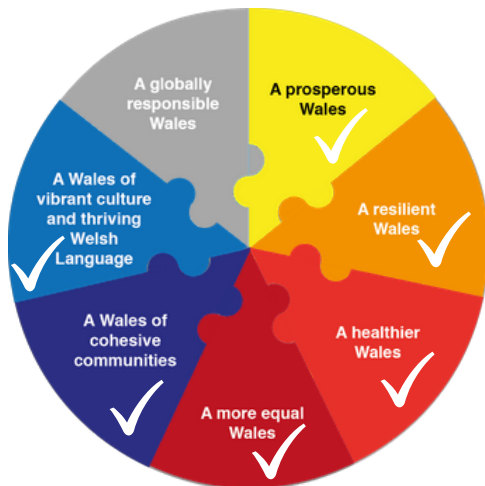
For more information:

[www.powyslearningpathways.wales/](http://www.powyslearningpathways.wales/)





## Our contribution to the 7 Well-being goals:



## How much did we save/spend in 2018-19?

## Headline capital investments:

- Brecon Campus – £6.9 million
- Welshpool High School - £1.6 million
- ICT equipment for schools - £64,000
- Ysgol Calon Cymru Dda - £113,000
- Llangattock CiW School extension - £90,000

## Headline savings:

- Raising the age of school admission to a single annual entry - £187,000
- Review of pre-school foundation phase funding - £221,000
- Reduction in out of county placements - £298,000

## The Journey Checker

Where are we on the journey to maximising our contribution to the 7 Well-being goals?



## WELL-BEING OBJECTIVE 4: RESIDENTS AND COMMUNITIES



### What outcomes are we aiming to achieve?



Residents take responsibility for their actions and support one another



Communities have access to a choice of both affordable and market housing



Communities have access to services that allow all to flourish and enjoy life



Communities have an active role in the design and delivery of the services they need

### Overall assessment of performance:

Overall, we have judged performance of this objective to be 'Good'. 5 out of the 7 activities in place to support this objective were green and 2 amber. 2 measures used to monitor success were green and 2 were amber. (No RAG was available for 2 of the measures).

### Progress against our activities and success measures



#### Strengthen community development and resilience

- **Y Gaer Opening** - Brecon's flagship cultural and historic attraction y Gaer opened its doors to the public for the first time on 05 December 2019. It features a refurbished Grade II\* listed museum, a new library, art gallery and community facilities. Between January and March 2020 there were 55% more visits to Y Gaer than there had been to Brecon library during January to March 2019. The ambitious project has faced huge challenges during its construction, and we know that residents share our frustration at the time it has taken to finish the project.
- **Library and Museum Development in Welshpool** - The new name of the integrated museum and library in Welshpool was revealed as Y Lanfa/The Wharf. Work has been undertaken to prepare the Powysland Museum in Welshpool to accommodate the town's library. This is part of a wider property project which will see more supported accommodation for elderly people in the town.
- **Place Based Plans** - As part of this joint programme with PAVO the Plan for Brecon was submitted for final sign-off, and the Plan for Newtown reached the final consultation phase.
- **Tri Town Initiative** - The initiative was active in Llandrindod Wells, Builth Wells and Rhayader, and developed in Crickhowell, Talgarth, Hay-on-Wye, and in Knighton and Presteigne.

- **Pop-Up Powys and the Love Where You Live Campaign** - An outreach service trial was launched by Powys County Council involving mobile library and housing services. The Pop-up Powys trial, part of the 'Love Where you Live' campaign, used a mobile library to take housing services to rural communities in the north of the county. Housing Engagement officers joined library staff to provide an extra service on well-established mobile library routes and also used the mobile vehicle on Mondays when not in use. The outcomes included greater visibility for the Council and Housing Services, increased community networking helping to understand what matters, shared knowledge across services and bringing library services to a wider audience.
- **Response to Storm Dennis** - We immediately stood up an incident management team, and a Local Resilience Forum Strategic Coordination Group was established to help communities affected by Storm Dennis. Over 150 domestic properties were flooded in Powys and we supported with the following:
  - Flooded properties across Powys were visited by the Emergency Planning Team in order to coordinate the response work and to provide support, practical assistance and advice to residents (this work only ceased once Coronavirus became an issue).
  - A newsletter was produced and distributed to impacted properties offering information advice and assistance.
  - Income and Awards have contacted flooded residential properties and assisted with Welsh Government Discretionary Assistance Fund (DAF) claims and offered advice on Council Tax. This has resulted in 140 qualifying households receiving the DAF funding.
  - 69 applications for support from the Green Man Trust were processed by the Emergency Planning Team.
  - More than 25 road, bridge, and infrastructure works identified following the storm to be repaired by Highways.
  - Working with Business Wales and Welsh Government, Powys County Council hosted two business information meetings where 30 businesses received information on the Welsh Government Flood Relief Fund, how to claim business rate relief, and had the opportunity to feedback on their experiences.





### CASE STUDY - Housing Service Customer First Improvement Plan

The Council provides homes for one in ten of all households living in Powys as well as supporting mixed tenure estates that were initially developed by the Council. During 2019-20 we continued to implement our 'Love where you live' initiative, which focuses on how tenancy and estate management can help people enjoy their homes and neighbourhoods. We also carried out a number of improvement and adaptation works to council homes and it's important that continue to seek tenant satisfaction on the services we provide. That is why in April 2019 we carried out a Tenants' Satisfaction Survey. We used the STAR Survey method so that we can compare ourselves with other similar landlords using the same questions that tenants across the country have been asked.

More than 700 randomly selected tenants were interviewed over the telephone and 128 tenants were contacted as part of a call-back exercise by an in-house telephone survey. Results showed the overall level of satisfaction was good with two thirds of tenants satisfied with the overall housing service, but there were areas where residents were less satisfied, particularly around communication with residents and repairs and maintenance.

The Housing Service has now developed a "Customer First Improvement Plan", in consultation with the Tenants Scrutiny Panel and County Councillors who discussed the action plan mid-October. The aim is to improve the service, especially in relation to repairs and maintenance as well as listening to tenants views and acting upon them.

Below is a summary of the action plan and survey results:

#### You said...

- 47% are satisfied that we listen to your views and act upon them. **We will...**
  - Consider how we can operate a joint Powys County Council and Heart of Wales Property
  - Services repairs call handling centre
  - make it possible to report repair request on-line
  - introduce web chat
  - engage better to remove the barriers for people with disabilities who want to access our services
  - review the current Careline arrangements
  - improve the use of decoration vouchers for new tenants
  - send out a questionnaire to new tenants, a few months after moving in
  - hold Housing Surgeries, twice a year around the County

#### You said...

- 54% are satisfied with the repairs and maintenance service. **We will...**
  - trial a "housing MOT", where we visit a home to check if there are any repairs and maintenance issues
  - call back a percentage of tenants after a repair has been carried out
  - look into the reasons for all cancelled and uncompleted repair jobs
  - research long term experience of completed works to meet the Welsh Housing Quality Standard



**Other survey results included:**

- 66% overall satisfaction with services provided by Powys County Council Housing Services
- 84% satisfied with their neighbourhood
- 76% satisfied with the quality of the home
- 70% satisfied that the rent provides value for money
- 65% satisfied that their service charges provide value for money
- 78% agrees that we have friendly and approachable staff
- 72% trusts us
- 61% agrees that we have a good reputation



We thank tenants for taking the time to get involved in the survey, it is only by listening to their views that we can improve our services.

Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Agreed Place Based Plans with designated localities by 2020, setting out an understanding of each localities needs at a local level and what interventions are required, including street scene/cleansing, highways, waste and recycling, transport, public health, community areas to mention a few.	6 Place Based Plans agreed	2	↓
An increase in the percentage of residents that are satisfied with their local area as a place to live (90% in 2017 - National Survey for Wales)	90%	No survey undertaken.	N/A
An increase by 10% in the engagement of residents to volunteer to support local community initiatives. The last record showed 38% of people volunteering on a formal and informal basis.	N/A	48%	N/A
Increased levels of tenant satisfaction with the quality of their neighbourhood to 80% or above	N/A	84%	N/A
Increased level of housing tenant engagement (baseline to be established)	N/A	STAR survey to be done 2021-22	N/A
Development and implementation of up to two Community Hubs per year	0	1	N/A

**Strengthen our relationship with residents and communities**

- **Review of Town and Community Councils** - The Council remains ready to support Welsh Government following their November 2018 Review.
- **Powys Lotto** - We launched our Loto Powys Lottery Page and the first draw took place on 22 June 2019. The Powys Lotto operates on the principle of raising money in the community, for the community - empowering local groups to generate vital funds in a fun and effective way, while enabling players to support the causes they care about the most. **For more information about the charities supported and their target amounts please visit:** [www.powyslotto.com/support/find-a-good-cause](http://www.powyslotto.com/support/find-a-good-cause)

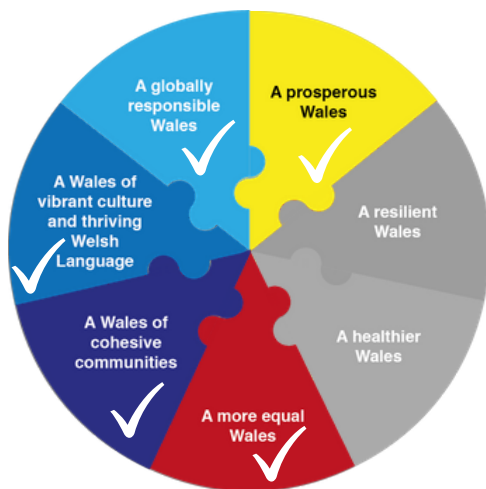




### Safeguard and enhance the natural environment for residents and communities

- **Biodiversity and Section 6 of the Environment (Wales) Act 2016** - The Council drafted a report demonstrating its compliance. Once finalised and approved, the report will be sent to Welsh Government and published on the Council's website.
- **Llandrindod Wells Lake Enhancements** - Work to install new items of green infrastructure to improve public access around Llandrindod Lake have been completed, The work will be a real boost for residents and visitors alike, with an accessible bird hide designed to enable access for wheelchairs and buggies to get close to nature. The hide has viewing slots at different heights to allow adults, children and wheelchair users to view the wildlife. The roof provides an all-weather, all-year round experience for all including schools for educational purposes. Before the work was started a user-survey was undertaken showing that 77 per cent of respondents thought that improvements were needed to the fishing and bird watching facilities with 80 per cent thinking that they would improve the lake park. In March 2020, we launched a further survey to ask what people thought of the work now that it is completed.

### Our contribution to the 7 Well-being goals:



### How much did we save/spend in 2019-20?

#### Headline capital investments:

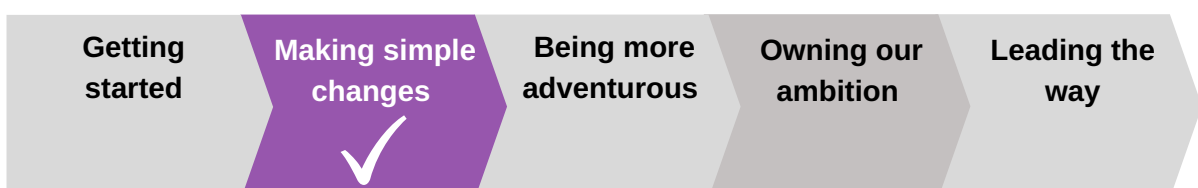
- Y Gaer (Brecon Cultural Hub) - £400,000
- Powysland co-location - £60,000
- Presteigne library - 52,000
- Library self-service terminals - £74,000

#### Headline savings:

- No headline savings to report

### The Journey Checker

Where are we on the journey to maximising our contribution to the 7 Well-being goals?



## MAKING IT HAPPEN



## What outcomes are we aiming to achieve?



### Engagement and communication

Listening, sharing information and building trust with our residents, communities and staff



### Leadership and governance

Our staff and Members work together with our partners, using the right systems and information to make sure the Council is well-run



### Change how we work

Making best use of what we have and working in new, innovative ways to deliver our priorities for the benefit of the county's residents and communities

## Overall assessment of performance:

Overall, we have judged performance of this objective to be 'Good'. 6 (66%) out of the 9 activities in place to support this objective were green and 3 were amber. 5 measures used to monitor success were green, 2 were amber and 2 were red (no RAG status was available for 2 of the measures).

## Progress against our activities and success measures:



### Engagement and communication:

- **Staff survey conducted** - 1,421 employees responded to a survey conducted in November 2019, compared to 332 in 2018. The survey found that:
  - 77% are proud to work for the Council (compared to 62% in 2018)
  - 77% are proud of the work they do (compared to 65% in 2018)
  - 83% feel confident making decisions without having to seek permission from their line manager (compared to 73% in 2018)
  - 91% will go that extra mile to get the job done (compared to 88% in 2018)
  - 32% don't feel involved in discussions around changes in their service area (43% in 2018)

- **Growing Use of Social Media** - The Council has a corporate Facebook, Twitter, Instagram and Flickr account and its own YouTube channel. A proactive approach to the use of video, animations and infographics to promote key campaigns like Foster Carer recruitment has resulted in the growth of followers on both our Facebook and Twitter accounts and we monitor and share posts from partner organisations wherever relevant to ensure our residents gain access to information that may be useful to them.
- **Ongoing Consultation and Engagement** - During the year several consultation and engagement exercises were conducted to seek views from the residents of Powys on a range of policy and service matters. The Big Squeeze – the Council’s budget consultation exercise – was one of the key exercises which helped to inform the council’s 2020-2021 budget. We continued to use the CitizenSpace digital platform to engage with residents. Over 620 residents used the platform as part of the latest budget consultation. It has also been used for Post-16 Education and Additional Learning Needs consultations. More detail can be found in section 3.
- **Staff Appraisals** - A further improvement to staff appraisals was introduced to focus on how our behaviours help bring the Council's values to life, which in turn helps us deliver better outcomes. The change was introduced because of staff survey findings. It better supports managers and employees when having a conversation about how their behaviour supports our values.
- **Chief Executive’s Roadshows** - Dr Caroline Turner, our Chief Executive, held roadshows in the ‘Conversations with Caroline’ series. In addition to these events, she spent time visiting a wide range of council settings right across the county, including schools, depots, social care settings, and council offices. The aim of this series was to introduce Caroline and the Executive Management Team to as many staff as possible and provide everyone with an opportunity to hear first-hand her priorities as the Council's new Chief Executive.
- **Social Services Staff Conferences** - Three conferences were held with the aim of recognising and celebrating some of the excellent work happening across Social Services, providing an opportunity for staff to engage in sharing knowledge and good practice.
- **New Staff Suggestion Scheme** - The scheme was introduced to give colleagues across the organisation another way to have their say and contribute ideas that could lead to positive change within the council. It is run by staff, for staff, through the Engage4Change Staff Engagement Group which is a group of volunteers who give their time to improve engagement across the Council.
- **Dying to Work Charter** - Powys County Council signed up to the TUC’s Charter aimed at helping employees who become terminally ill at work. The Dying to Work campaign seeks greater security for terminally ill workers and offers them additional employment protections when they need them the most.

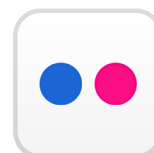
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- **Welsh Language Standards** – We continued to undertake work to ensure compliance with the Welsh Language Standards, including:
  - During November 2019, we ran a week-long internal campaign highlighting different aspects of what staff need to be doing in order to provide services to the public through the medium of Welsh
  - Work has continued within Powys social services to recognise what languages service users speak and which is their first language, to identify in which language they want to receive their services. Powys' social services teams within Children's Services, Adults Services and the Commissioning now have language skills data for 91.3% of their staff, and the data indicates that 11.4% have sufficient skills to be able to provide a face to face service through the medium of Welsh. A Welsh language Champions Group was established within the county's social services section.
  - The Council worked with Powys Association of Voluntary Organisations (PAVO) on a project to provide support to voluntary and 3rd party organisations (but would also be more widely available within the county, e.g. to health primary care settings) to help them provide the active offer, and provide more services through the medium of Welsh.
  - The Council's Translation Unit received 6832 requests for written translation service during the year, compared with 6724 the previous year, which shows that the Council continues to increase the information available bilingually for residents and visitors to the county.
  - The Council's new, bilingual intranet site was further developed during the year to include additional information and resources for staff, ensuring that all pages, resources, documents and tools work through the medium of Welsh as well as English.



To read **Powys County Council's Welsh Language Standards Annual Report 2020**:

<https://en.powys.gov.uk/article/3268/Welsh-Language-Standards>



Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Implementation of new engagement platform	These were new measures for 2019-20, therefore were not reported in 2018-19.	A new platform is in use	N/A
Establishment of the Powys Citizens Panel on the My Account		Work has been ongoing to develop this but has been put on hold due to the service invoking its business continuity plan because of COVID-19	N/A
Completion of the Residents Survey		The survey is not due until 2021.	N/A



### Leadership and governance:

- **Workforce Strategy** - Plans were published that set out priorities for the Council's workforce over the next 3 years. The Workforce Strategy outlines the high-level activities that will develop the structure, capabilities, skills and engagement of the workforce to ensure Vision 2025 is a success. The strategy sits alongside and integrates with a number of other key strategies and projects, including Workforce Futures under the Vision 2025 Transformation Programme. Together they aim to shape a fit for purpose and strong organisation, delivering ever improving outcomes for local people
- **Improvement and Assurance Board (IAB)** - The IAB met monthly during 2019-20 to monitor the Council's improvement journey in respect of corporate governance, adult and children's services and from October 2019 education service. The independent members of the board provided advice and guidance to officers on strategic and operational aspects of their plans throughout this period. A review has been undertaken by an independent advisor (Sean Harriss) of the effectiveness of the Improvement and Assurance Board. In addition to the IAB the Council has established other internal improvement boards during 2019-20 including one for housing and corporate compliance improvements, one for social services. These boards have focused on identifying the interventions needed to drive rapid improvements in service performance.
- **Member Development** - In 2019-20 member development has been strengthened with a comprehensive programme including sessions on: financial planning and management (led by CIPFA); Service Improvement Plans; the 2020-25 Medium Term Financial Strategy (MTFS) and 2020-21 budget; the Vision 2025 transformation programme; the Estyn report and Post Inspection Action Plan; and schools' transformation (including presentation of data).
- **Improvement Plans** - In 2019-20 all twelve service areas had a Service Improvement Plan for 2019-22. Each of these plans was presented to Members in a Member Development session and individual Heads of Services were held to account for their delivery by their Director and Cabinet Member. Children's Services, Adult Services and the Education Service all have specific improvement plans to respond to recommendations made by regulators. These plans were overseen by the Improvement and Assurance Board.
- **Experienced Team Leading Education in Powys** - A small team of highly experienced education officers was appointed to lead education services in Powys as part of the interim arrangements. Lynette Lovell took up the role of Chief Education Officer, supported by Geraint Rees, an experienced education professional who has supported improvements in schools and education authorities across Wales over many years. The new arrangements will be in place until a permanent chief education officer is appointed.
- **Performance Management and Quality Assurance Framework (PMQAF)** - This key document was updated, which outlines performance management arrangements within the organisation. The Performance Management and Quality Assurance Framework lays out key principles, common systems and methods needed to perform and improve. It is the second major release of this document.



#### For more information about the PMQAF:

<https://en.powys.gov.uk/article/7911/Performance-Management-and-Quality-Assurance>





Our success measures and targets for 2019-20	2018-19 Performance	2019-20 Performance	Trend
Improvement in staff survey results	62% proud to work for the council 75% feel valued as a team member 72% enjoy their job	77% proud to work for the council 84% feel valued as a team member 79% enjoy their job	↑
Reduction in pay bill	£165,874,480	£165,769,597 *	↑
Reduction in Head Count to 4065.91	4118	4094.65	↑
Reduction in the number of working days/shifts per FTE employee lost due to sickness absence (12 month cumulative) to 9 days or below	9.5 days	9.29 days	↑
Number of successful candidates recruited internally/matched to roles	Due to the volume of staffing changes, this measure has proven no longer appropriate to measure		N/A
Percentage of staff receiving an annual Staff Appraisal will be 70% or above	Not available due to change in recording process from quarterly to annual	57% received Annual Appraisal	N/A

\*The actual pay bill figure for 2019/20 equates to £104,883 decrease (-0.364%) when comparing to the 2018/19 figure. The actual 2019/20 pay bill figure also included a pay bill pressure relating to 2018/19 of circa £103k, and as such the underspend is further increased to £207k (-0.125%) when comparing to the 2018/19 figure.



### Changing how we work:

- **Integrated Business Planning** - In 2019-20 the Council introduced a new corporate planning approach, Integrated Business Planning, which involves the development a single plan that connects the Council's Corporate Improvement Plan and statutory obligations to service area operational plans, budget and workforce plans while balancing practical constraints about the availability of financial and workforce resources with the Council's Medium Term Financial Strategy.
- **New Trading Company Established** - Transformation in Powys County Council took a step forward with the establishment of a Local Authority Trading Company (LATC). The LATC enables the council to use an alternative model of delivering services in the commercial marketplace. The establishment of Powys Commercial Services Ltd allows the council to generate more income in line with aspirations in Vision 2025.
- **Bring Your Own Phone (BYOP)** - This initiative was rolled out to save carrying around two mobiles and reducing the number of work phones which will contribute to the council's savings. Staff and Members can access work accounts for Email, Calendar, Skype for Business and many more applications all from a personal mobile phone.
- **National Accreditation for Cyber Security Work** - The Council was awarded national accreditation for its work protecting data, information security controls, and cyber security. Powys County Council achieved the Cyber Essentials Plus Certification along with IASME Governance (Silver Level) from the IASME Consortium. Powys is one of only four local authorities in Wales to jointly achieve this - the gold standard that Welsh Government want all councils to work towards.

- **Recycled Paper** - The Council has switch to recycled paper for all its multifunctional devices, printers and scanners. Machines are now stocked with recycled 'Steinbeis' paper. As well as being more environmentally friendly, it is manufactured in a responsible way and will provide cost savings for the council.
- **Brand New Council Tax Facility** – Thanks to this new facility, individuals who have registered for a 'My Account' on the Powys website can now view their full Council Tax account information online and view and download their council tax bill for any year plus recovery notices.

### Case study - New Digital Strategy launched

Digital Powys 2019 – 2025: A digital transformation strategy which aims to improve customer interaction with the council, support staff to up skill, safeguard our systems and support our communities was launched by the Cabinet Member, Councillor Graham Breeze alongside children attending a coding club at the newly open y Gaer building in December 2019. Children designed, built and coded their own Lego WeDo at the session run by Tilly Boscott, Library Assistant at the newly re-located Brecon library base. **You can read the strategy by visiting: <https://en.powys.gov.uk/article/8234/Digital-Powys>**

The strategy has the following vision: **"embracing new technologies to improve our customers' experience"**

#### It has five work streams:

- Customer Centred Digital Solutions
- Information Excellence
- Digital Places
- Digital Workforce
- Digital Infrastructure & Systems

#### In addition, four key principles:

- Customer Centred Digital Solutions
- Digital First
- Safe and Secure
- Working with partners

Councillor Graham who chatted to the children about coding and computers as they built and tested their bots said: "It's clear that children today are much more familiar and confident using a range of digital tools that are available at their fingertips. As a council, we want to extend this confidence to all who need to interact with us and embrace and keep on the front foot so we use the digital technologies available to best effect – helping and supporting people to access information, advice and the council services that they need quickly and efficiently."

We have already started to make improvements such as a **Brand New Council Tax Facility** – thanks to this new facility, individuals who have registered for a 'My Account' on the Powys website can now view their full Council Tax account information online and view and download their council tax bill for any year plus recovery notices. Staff in Income and Awards will be able to use the website easily and securely to see this information 'at a glance' when assisting customers with enquiries. They will also be able to send customers a copy of their Council Tax bill by email with only a few clicks which will save significant time and is a key benefit of the new functionality.

The council's web team were recognised in the Digital Technology Leaders Award for the digital transformation already underway. They were recognised for raising customer satisfaction and improving digital experience by implementing innovative platforms. As a result of this work there has been a 50% reduction in emails to customer services, an 80% reduction in calls relating to waste depots, and a customer satisfaction rating of over 80%.

Our success measures and targets for 2019-20	2018-2019 Performance	2019-20 Performance	Trend
We will improve our assessments received from external regulators. (The definition for how this measure is calculated has changed from 2018-19 to 2019-20)	25 recommendations of proposals for improvement received	5 assessments received with recommendations	N/A
The percentage of complaints responded to within statutory timescales will be 100%	79.21%	87.2%	↑
Total number of compliments received as an average for the last year will be 200 or more	185	249	↑
Percentage revenue budget variance will be within +/-1%	Revenue outturn (excluding the Housing Revenue Account and schools delegated budget) was a 0.4% (£713k) overspend versus the budget	Revenue outturn (excluding the Housing Revenue Account and schools delegated budget) was a 0.8% (£1.46m) underspend versus the budget	→

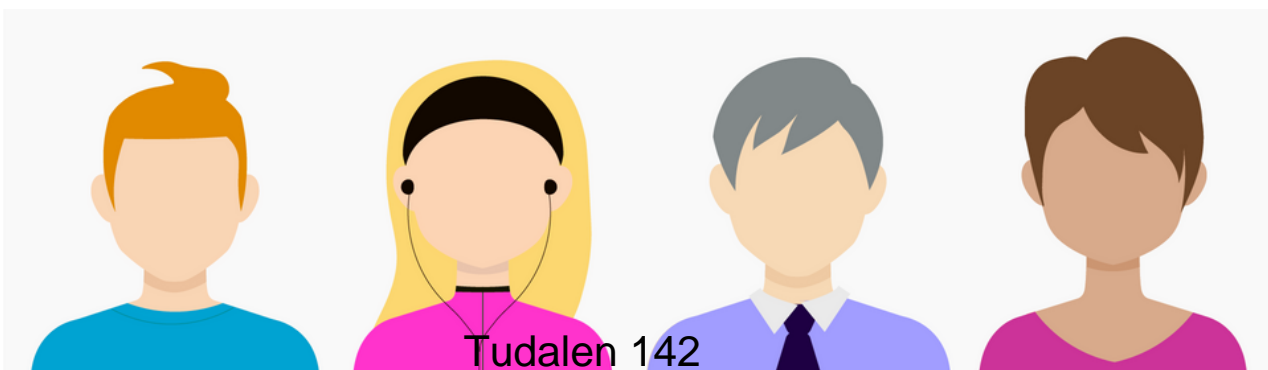
### How much did we save/spend in 2019-20?

#### Headline capital investment:

- HTR Service Transformation - £291,000
- Digital Transformation programme - £134,000
- Schools Transformation - £363,000
- Additional Learning Needs Transformation - £171,000

#### Headline savings:

- Reduction in Third Party grant - £78,000
- Customer Services digitisation efficiencies - £45,000
- Review of staffing structure in Member Services - £345,000
- Finance staffing restructure - £76,000
- Commercial Services staffing reduction - £100,000
- Restructure of Strategic Policy and Performance and Executive Support - £427,000





### How are we working more sustainably?

The Well-being of Future Generations (Wales) Act 2015, places a duty on local councils to consider how they can work more sustainably across 7 core areas of change. The table below outlines what we have been working on during 2019-20 to ensure our processes, and the way we plan and support front line services is done in a way that considers the long term, prevention, integration, collaboration and involvement.

Area of change	<p>How are we using the five ways of working to change how we think, plan and act?</p>  <p>Long-Term    Prevention    Integration    Collaboration    Involvement</p>
<p><b>Risk</b></p>	<p>There have been significant improvements to the council's risk management arrangements during 2019-20 in response to an internal audit report of risk management in March 2018. The Council now has a risk management system in place where all service and strategic risks are registered, mitigated actions are identified and risks monitored. Risk management reports are presented to Cabinet quarterly and are reviewed by the Audit Committee.</p> <p>The risks that the organisation faces are changing all the time, so it is important that we identify these at the earliest opportunity and manage them appropriately to prevent them from turning into issues. During the year, risk champions were identified for all Service Areas whose responsibility is to help embed the principles of our Risk Management Framework across the organisation. Further work is still needed to clearly identify the different risk appetites between services and how this is managed.</p>
<p><b>Performance Management</b></p>	<p>During 2019-20 we reviewed our Performance Measurement Framework to ensure that we have SMART measures that provide quality and timely information that can be used to make well-informed decisions and manage performance effectively at all levels of governance. During the second quarter of 2019-20, the method for reporting quarterly performance and progress against Vision 2025 Our CIP was refined following officer feedback and a change in governance. All performance reporting is now based on a simplified 'Achievements, Issues, Actions' principle.</p> <p>During 2019-20 the data analytics capability within the council has strengthened considerably, fully embracing Microsoft Power BI to undertake data modelling for service change (e.g. North Powys Wellbeing Programme and schools' transformation) and to provide interactive self-serve dashboards*, both internally and externally.</p>

The Council' leadership now has self-serve access to 1500 management information reports (including sub-reports) from the online Corporate Insight Centre (which has 500+ users), covering Adults' and Children's Services, as well as Council-wide workforce, finance (revenue and capital) and customer service information. The most popular reports focus on sickness, supervisions, complaints and open assessments. The Council also has a Wellbeing Information Bank with 74 dashboards that the public can access on our website (average 150 hits per month). A mobile management reporting tool has been rolled out to SLT and in the summer of 2020 Power BI premium will be implemented across the Council.

### Corporate Planning

In 2019-20 the Council introduced a new corporate planning approach, Integrated Business Planning, which involves the development a single plan. To assist in the development of an integrated business plan the organisation is adopting Outcome Based Budgeting (OBB) to seek to allocate financial resources to achieve priority outcomes.

The quality of Integrated Impact Assessments improved during 2019-20 although room for further improvement was identified by Scrutiny during the 2020-21 budget consultation process. Our Integrated Impact Assessment process is key to ensuring we prevent any adverse impacts on our well-being outcomes and ensure we fully consider the impacts our decisions may have on current and future residents.

During 2019-20 the Council has worked in collaboration with its Regional Partnership Board partners to develop the North Powys Wellbeing Programme under the Powys Health and Care Strategy, including developing an assurance framework for that programme. The Partnership has also developed and published a Strategic Framework for the Health and Care workforce in Powys and is currently working on a similar Framework for digital to ensure every opportunity for integration is explored. The council continues to work with its Public Service Board partners on the delivery of Towards 2040 and in 2019-20 held engagement event with Town and Community Councils to extend the reach of the plan. The PSB membership was also extended to include a Town and Community Council representative.

## Financial Planning

The Council's budget planning has traditionally been determined using an incremental budgeting approach and has tended to focus on one year with limited development over the longer term. This will not deliver a sustainable financial position for the Council going forward. The Council is therefore moving to an Outcome Based Budgeting approach, focused on the medium to long-term and aligned to service and workforce planning.

The strategy is based on an approach which brings together all elements of the Council activity to deliver Vision 2025, a programme of transformation, and one which encompasses service improvement and delivers appropriate levels of statutory service. It will better align revenue and capital to ensure that our limited resources are prioritised to achieve maximum effectiveness and based on securing outcomes that matter to our residents.

The strategy is supported by a detailed five year budget model, this has been strengthened in recent years with the development of service financial models which inform the corporate plan. The budget model has been improved with scenario planning across Best, Most Likely and Worse case scenarios.

There is further work to do to move properly away from incremental budgeting and to Outcome Based Budgeting and this work is planned, starting with a project focused on setting an outcome-based budget for Powys children, but with a plan over the period of the MTFS to move fully to OBB as part of our Integrated Business Planning Programme.

## Assets

The council developed an agreement with Welsh Government to lease part of the ground floor of County Hall as a base for Welsh Government staff currently accommodated at the adjacent Spa Road offices. We are all facing significant financial pressures and the sharing of facilities is an obvious way to ensure that precious resources are used efficiently. Imaginative use of property management will be an important factor in the transformation of local government services. Agreements like this can generate useful income for Powys and ease the pressure on the council's finances.

## Workforce Planning

The new Annual Appraisal is ensuring individuals are accountable for and receive feedback on their performance. The organisation is becoming more attractive to work for, and attracting new recruits, to reduce agency staff reliance.

In 2019-20 the Council developed a workforce strategy, supported by a Workforce Futures Programme which includes developments in leadership training, development and coaching as well as improved staff engagement and workforce planning all of which are designed to support the development of a highly skilled and productive workforce.

Every service area has produced a workforce plan as part of the Integrated Business Planning process and an organisation Training Needs Analysis has been undertaken. A corporate training plan and individual service training plans have been developed as a result of the TNA. As part of the Workforce Futures Programme a new Leadership Development Programme has been developed. The Council has also developed, with Regional Partnership Board partners a strategic framework for the health and care workforce in Powys

## Procurement

We have modified our procurement process so that from the outset we consider how any procurement would support and / or could have an impact on the seven wellbeing goals. This ensures that at the point of drafting specifications, terms and conditions and invitations to tender we are able to build specific requirements into our contracts to support these goals or mitigate any negative impacts. The Council is also developing a 'Powys Future Generations Commitments Charter' which once agreed will be published on the procurement portal. The five ways of working also underpin our approach to procurement and commissioning, with each procurement requiring the completion of an integrated impact assessment.

Under the Powys Pound initiative, we are helping local businesses to improve their tendering skills. We are also speeding up our payment processes and using payment cards where possible so that local companies are paid faster and without delay to boost their business. Many procurements deemed to be of interest to our local markets are preceded by pretender and even mid tender events encouraging local markets to prepare and encourage local companies to bid. We are encouraging companies to collaborate to provide consortia bids for contracts which individually they would not be able to bid for and already one is currently being developed and hopefully will submit bids for future schemes.

## 3.2 Listening to our residents

Over the past year, we have continued to build a dialogue and engage with Powys residents in a number of ways, whilst also growing and utilising social media channels to ensure we hear from as many stakeholders as possible when we are looking to change the way we deliver services. We recognise the importance of early engagement and dialogue to shape policy and services alongside the more traditional consultation type exercises. During 2018-19, a number of engagement and consultation exercises took place in support of Vision 2025:



### Economy

**The Big Squeeze Budget Exercise** - The big squeeze budget consultation was one of the key exercises which helped inform the council's 2020-2021 budget. During late autumn 621 residents took part using an online budget simulator. The simulator tasked residents with finding savings to the tune of between £8 million - £13 million so the council could set a balanced budget. Users could see a range of proposals to save money across several council services and choose how or if to reduce the budget, sustain it or increase it for each service proposal. People could submit at any point during the exercise and were not forced to meet the budget shortfall. This provided useful feedback and resulted in an increase of £0.5 million for road maintenance and a council tax increase which was set in line with the views given by respondents.

**Lakeside Regeneration Surveys** – Two surveys were conducted during the year to capture views following a successful bid from the Welsh Government's Landfill Tax Community Scheme, to enhance the environment and facilities for those who enjoy fishing or birdwatching at the lake in Llandrindod Wells. The £50,000 grant provided funding for new fishing platforms and a wheelchair/pushchair friendly bird-hide for users of all ages.

The 'before work started' survey showed that 77 per cent of respondents thought that improvements were needed to the fishing and bird watching facilities, with 80 per cent of respondents feeling that the proposed work would improve the lake park. The follow-up survey closed with only 50 responses (COVID-19 impact). However, of these respondents, 18 had used the new fishing platforms, 26 the boardwalk and 30 had visited the bird hide. Overall, over half rated the new facilities as either good or excellent.



### Health and Care

**North Powys health and wellbeing** - The council is working together with Powys Teaching Health Board to identify a health and wellbeing model for the north of Powys. Two rounds of engagement and consultation took place during the year which has resulted in a draft model of care being developed and consulted upon. Over a thousand in the communities of North Powys people took part in either workshops, meetings, or drop-in sessions. In addition, some responded to the two online surveys that ran. The first captured what helped them to keep well at home, in their community and in the North Powys region. The second survey used that information to set out the draft model of care and sought views on the health and care services that may be available to people at home, in their community, in the region and also out of the region. The Welsh Government will now consider the findings and a bid from the Regional Partnership Board to progress the project which supports both the Health and Care Strategy for Powys and Towards 2040 - the county's Well-Being Plan.

**New children's and adults service** - A new "Ask Sara" directory of services for adults, who may be seeking support in their local community, was launched during the year alongside a survey conducted to name a new service for children to complement the Assist Service launched for adults during 2018/19. The services aim to ensure that all children and adult care referrals are directed through one team to improve access to timely information, advice and assistance.



### Learning and Skills

**Transforming education in Powys** - Towards the end of 2019/early 2020 the council organised a series of meetings with head teachers, school staff, governors and other education partners to consider the future of the education service and how to transform it to meet the needs of all children in the county. Supporting this was an online survey which captured additional feedback from parents and pupils alongside professionals. Over 450 responses to the survey were received which asked people to give their views on the draft vision for education in Powys, leadership, retention of teaching staff, the Welsh language provision and education for pupils with additional learning needs. The feedback has been fed into the next phase of the process and follow up consultation and engagement will take place once the COVID-19 restrictions are lifted.

**Review of the school formula** - An online survey was produced to comply with the requirement to review the funding formula for schools in Powys. The response: The feedback and analysis of the responses led to some significant changes to the formula creating a more equitable working model which has been implemented.

**Llanerfyl and Banwy primary schools** - The Council consulted on a proposal to close Llanerfyl Church in Wales School and Banw CP School and re-open a school on the site of one of the two establishments' sites. A consultation was carried out – a mixture of drop ins and an online survey, the latter of which received 250 responses. There was a mixed reaction to the proposal with arguments for and against both sites. The response: Cabinet discussed the findings in March 2019 but deferred the decision until a date in April to consider further information. Subsequently it was decided to close Ysgol Dyffryn Banw and Llanerfyl Church in Wales school on August 31st 2020. A new school will be opening on 1st September 2020.



### Residents and Communities

**Equality in Wales Regional Survey** - A regional survey was conducted in partnership with Ceredigion, Pembrokeshire and Carmarthenshire councils whereby residents were asked to rate their experiences of several services highlighted in the Equality and Human Rights Commission's report into equality in Wales. An online survey was promoted by all the public sector partners including fire, police and ambulance and a regional report and localised reports produced to inform the Strategic Equality Plans for the year ahead.

**Electric Vehicle Charging Points Survey** - To respond to the UK Government's 'Road to Zero' strategy which will see an increase in electric vehicles being used, the council ran an online survey to capture views from residents about preferred location of and potential use of charging points so as to put a bid to the Office for Low Emission Vehicles to install fast electric charging points in council long stay car parks. With over 700 residents responding to the survey the council was able to put forward a comprehensive and successful bid which resulted in a grant of £100,000.

**The Active Travel Survey** - Conducted in 2018, the survey captured feedback on how frequently people walk or cycle short distances in the 11 designated Active Travel towns. 92 responses were received with residents in Brecon, Presteigne and Llandrindod giving compliments regarding the ethos of active travel and requests for more collaboration and partnership working with Town and Community Councils and others (nature reserves) etc. The response: Views expressed around pavement conditions, cycle racks, safety for pedestrians have been used to inform successful bids and resulted in improvements Powys communities. One such project looking at the redevelopment of a busy high street in Llandrindod Wells was about to commence just as the COVID-19 lockdown occurred. The team is currently looking at ways to conduct online engagement on this topic with a view to doing wider public engagement post COVID-19.



**Library Engagement Exercise** - Following on from drop-in sessions in branch libraries held in February 2019, the Cabinet Member and Chief Librarian held meeting with town and community councils Friends and volunteers. Potential options to address challenging budget savings were discussed with views, concerns and solutions sought from the communities.

**Library Children's Satisfaction** - This national survey ran across all libraries in Wales for one week seeking views on satisfaction with the core library service from children aged 7 – 11 years or age and 11 – 16 years of age. Library staff hand out a paper survey and ask children attending to complete. All responses are then input and analysed and fed back to the relevant Welsh Government division. Around 60 responses were received from the 7-11 age group. They stated that their key reasons for visiting the library were to choose books to take home, to read books whilst in the library or to attend a club or a Storytime session. The older children (43 responded) replaced the club/Storytime session with use of the PC or to do homework as their joint third reason. All children agreed that the library was a safe and enjoyable place to be. The feedback was positive overall regarding services used.

**Welshpool Library Co-location** - A review of buildings in the north of the county led to a proposal to co-locate the current library with the museum in Welshpool. The decision was taken to consult residents in the town about the preferred proposal. An online survey was launched to capture views on how to make the best use of space if co-location were to go ahead. Alternative options were also listed, and residents asked to give their preferences. There was opposition to the proposal to co-locate the library into the museum and some alternative options put forward. These options were given due regard and following discussions with the town council about their proposal, it was deemed that the co-location was the best approach to enable staff to relocate into the library building and continue to provide services like housing advice, social care and trading standards to residents whilst also retaining a combined library and museum service – albeit in a smaller space. A legal challenge was put forward by a group of residents opposed to the decision and dismissed twice – in the first instance and then again on appeal. Both judges were content that the council had not made a decision in advance of the consultation exercise and had given feedback due regard before reaching its final decision.

**Town and Community Council Twice Yearly Meetings** - Two meetings took place during the year initially at the request of the Association of Town Clerks to aid their understanding around the council's budget position and laterally to build a better awareness and understanding of the two democratic roles that the councils play in relation to service delivery. The outcome: Useful conversations and presentations have taken place around the budget, the council's highway maintenance programme and planning.

**Registrars Survey** - The service hands out a survey to everyone who registers a birth, death or marriage along with a pre-paid envelope to capture feedback on the service provided. The response: The findings are used to better understand customer needs and to enhance/improve the service given wherever possible.

**Engineering customer satisfaction feedback surveys** - Contractors, and clients were asked to rate the quality of workmanship, regard to health and safety and overall satisfaction with works completed via an online survey. Overall ratings have consistently been above 5 where 0 = poor and 10 = high

**Welsh Language and Stakeholders** - During the year we also conducted an internal campaign focussing on some of the main elements of providing a service in Welsh, to ensure that we as a council provide the Active Offer of a service in Welsh when interacting with the public. This included services by telephone, in meetings, in correspondence and through digital communication, but also emphasised the importance of considering the impact of our policies and services on the Welsh language. To ensure the impact of our services in the Welsh language is considered, all surveys now incorporate three standard questions to capture feedback on how our decisions impact the Welsh Language and how they could be changed to ensure a more positive outcome.

### 3.2 Listening to our regulators

We are answerable to a number of external regulatory bodies who perform inspections on our services, these are:



- **Audit Wales** (formerly known as Wales Audit Office (**WAO**)) is the public sector watchdog for Wales. Their aim is to ensure that the people of Wales know whether public money is being managed wisely and that public bodies in Wales understand how to improve outcomes.



- **Care Inspectorate Wales (CIW)** (formerly known as Care and Social Services Inspectorate Wales) encourages the improvement of social care, early years and social services by regulating, inspecting, reviewing and providing professional advice to ministers and policy makers.



- **Estyn** is the Office of Her Majesty's Chief Inspector of Education and Training in Wales. Their mission is to achieve excellence for all learners in Wales through raising the standards and quality in education and training. Estyn has a wide range of statutory inspection and reporting responsibilities which include inspection of all publicly funded education and training across Wales.

We will continue to embrace the findings of our regulators and work in partnership with them to ensure our plans deliver the required service improvements.

Outlined below are key recommendations and proposals for improvement that we have received from regulators during 2019-2020. We have used these findings to strengthen our plan for 2020 onwards.



#### Health and Care

##### WAO - Well-being of Future Generations

*Our examination in 2019-20 considered the design of the North Powys Well-being Programme and considered the steps taken by both Powys County Council and Powys Teaching Health Board. Our report concluded that the Council and the Health Board have applied the sustainable development principle and its associated five ways of working in designing the step. However, there are opportunities to further embed the five ways of working into the next phases of the North Powys Wellbeing Programme.*  
CIW

*Since 2017 the Council has been addressing the recommendations of highly critical CIW reports into both children's and adult's social services. These inspection reports highlighted failings, not only in these services, but also in the corporate leadership of the authority. In order to address the recommendations, the council has been focussed on delivering its Childrens and Adults Improvement Plans, progress of which have been monitored closely by a dedicated Improvement and Assurance Board.*



In June 2019, CIW published their Local Authority Annual Performance Review Letter 2018-19 for Powys County Council.

A full copy can be accessed here:

<https://careinspectorate.wales/sites/default/files/2019-06/190628-powys-en.pdf>

Key findings from the review are outlined below:

- Creating and maintaining a permanent workforce in children's services continues to be a major challenge. While recruitment and retention is not such a significant issue in adult services, difficulties in recruiting experienced by domiciliary care providers is having an impact on capacity within the sector.
- On inspection, we found the strategic vision for children's services was poorly defined. A restructure of children's services is underway, the plan for which is well articulated by the Head of Service and is based on a coherent understanding of services and current legislative drivers.
- Despite considerable focus on the importance of practitioners seeing looked after children and those on the child protection register at regular intervals, this remains an area for improvement.
- Overall, the local authority has made significant improvements in the timeliness of its assessments of children.
- We raised concerns with Powys County Council about how it engages with protects children at risk of child sexual exploitation (CSE) in July and October 2018. In response, we are aware senior managers wish to bring in more expertise and capacity for staff development and operational management.
- When we completed monitoring work in adult services in November 2018, we found assessments and care and support plans that we considered good and excellent because they were strengths based and outcome focused. However, we did not consistently identify improvement and so we could not be sure of the extent of change since the inspection in January 2018. We found delays and deficits in service provision seriously affecting people. The length of time for people to have an assessment was impacting on people, particularly those waiting to be discharged from hospital. Senior managers consider the number of people delayed in hospital for social care reasons unacceptable. A review of the reablement service has been initiated and the local authority and health board have developed a programme of work designed to bring improvement.
- Powys County Council is completing almost all of its adult protection initial enquiries within the requisite timescale, an improvement across the year.



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The Council has received the following CIW visits during 2019-20:

#### Adult Services:

- Reablement (Monitoring visit) – the Council is currently awaiting feedback on this visit.
- Assist – Information, Advice and Assistance Service (Monitoring visit) – the following proposals for improvement were issued:
  - Improved website access for professionals for information and referral to adult social care to ensure accuracy of contact details, accessibility of language for members of the public, assistance for professionals in use of the form as required
  - Continuous review of efficiency of working practices and consistency of recording practices within ASSIST
  - Communication with Senior Management Team to ensure handover of referrals from ASSIST to care teams is seamless for people and provides a timely response, commensurate with prioritisation.
  - Commissioning activity and targeted support for community groups/social enterprises etc
  - Ongoing monitoring and gap analysis exercises based on current information to inform future
- Mental Health (Monitoring visit) – The Community Mental Health Team in Newtown were inspected in a joint visit between CIW and HIW in February 2020. As a result there were recommendations, which are being finalised and will be available when released by HIW.
- Strengths based outcome focused care and support for adults (Monitoring visit) - the following proposals for improvement were issued:
  - Ensure reviews of care and support plans involve reviews of all outcomes
  - Ensure significant risks to people are highlighted on the electronic case management system
  - Insufficient capacity in domiciliary care is significantly impact upon many people wishing to maintain their independence and stay at home

#### Children's Services

- Care Leavers
- Children who had been subject to Public Law Outline (PLO) – the following proposals for improvement were issued:
  - Achievement of a stable permanent social work complement in the care and support teams. Changes in social workers has contributed to drift and delays for children.
  - Development of performance management information in relation to Public Law Outline (PLO) timescales.
  - Further and continued improvement in individual relationships and communication between care and support social workers, Independent Reviewing Officers and Guardians (Cafcass Cymru), particularly in the north of the county.
  - Consistent decision-making with fully recorded rationale on child's file.
  - Standardised formats for all internal assessments and reports, including parenting assessment and chronologies
  - Embedding of framework and culture of increased Independent Reviewing Officer scrutiny, monitoring and escalation of concerns, as part of Quality Assurance framework.
  - Ensuring appropriate arrangements such that a dedicated Quality Assurance Officer is operational.
- Camlas - the council is currently awaiting feedback on this visit.



## Learning and Skills

### Estyn

In July 2019, Estyn carried out an Inspection of Local Government Education Services at Powys County Council - July 2019.

**A copy of the full report can be accessed here:**

<https://www.estyn.gov.wales/sites/www.estyn.gov.wales/files/documents/Powys%20County%20Council.pdf>

Key findings from the report are outlined below:

*Overall, many pupils in Powys schools make sound progress. However, in many secondary schools, pupils do not sustain the good progress they achieve in early years settings and primary schools. In particular, the performance of more able pupils is too inconsistent across secondary schools. A few secondary schools perform strongly whilst performance in many others is weak.*

*Overall, the local authority knows its schools well and has generally strengthened how it challenges the performance of schools and supports them to improve. For example, the Team Around the School approach is a useful way for schools to gain suitable support and challenge from the local authority and its challenge advisers. There are recent worthwhile initiatives to improve the support for school leaders, such as through mentoring of new headteachers and the recent use of 'champion' governors.*

*However, there are many areas of the authority's work causing significant concern, such as those relating to school organisation, financial management, school governance, lack of action regarding schools causing concern and the co-ordination of provision for pupils with special educational needs or who may require extra support. These issues affect school leadership, staffing structures, curriculum planning and staff morale, which in turn limit the impact of challenge advisers and other school improvement staff.*

Estyn issued five recommendations to the Council; these were:

- R1 Improve standards in secondary schools, and especially the performance of more able learners
- R2 Improve the evaluation, planning and coordination of provision for learners with special educational needs and other pupils who may require extra support
- R3 Improve the consistency and impact of senior leaders in improving the quality of education services and continue to strengthen the rigour, scrutiny and challenge about performance of the authority's services
- R4 Ensure that the organisation of provision for non-maintained, post 16; Welsh medium education and secondary education meets the needs of the children and young people of Powys
- R5 Continue to improve the quality of financial management in schools and take appropriate action to address schools with significant deficit budgets

In response to these recommendations, the council developed a Post Inspection Action Plan (PIAP), with clear actions for delivery. A Post-inspection improvement conference was held on November 28 2019, where Estyn approved the PIAP. Estyn will continue to review the council's progress through progress conferences. A monitoring visit will also take place to consider how well the local authority has addressed each of the recommendations and how much progress has been made overall.



## Making It Happen

### **WAO - Audit of Accounts 2018-19**

*We gave an unqualified opinion on the Council's financial statements on 10 September 2019, five days ahead of the statutory deadline*

*The Council's Annual Governance Statement and Narrative Report were prepared in line with the CIPFA Code and relevant guidance.*

*The quality of the draft statements presented for audit on 3 June 2019 was generally good.*

### **WAO - Value for Money**

*We are satisfied that the Council has put in place proper arrangements to secure value for money from the resources it uses. Significant challenges remain particularly in terms of delivering timely transformation against the backdrop of a challenging financial position. The recent senior management restructure is beginning to provide a more focused strategic input to support the transformation agenda. The Council recognises the extent of the continuing financial challenge and the transformation required to its service delivery over the immediate and longer term.*

### **WAO - Continuous Improvement**

*We are satisfied the Council has met its legal duties for improvement planning and reporting and is likely to meet the requirements of the Local Government Measure (2009) during 2019-20.*



### Governance Arrangements

Powys County Council's governance framework comprises the systems, processes, cultures and values, by which the council is directed and controlled and through which it engages, leads and is accountable to residents and communities. It enables the council to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of outcome-focused and cost-effective services.

Each year we produce an **Annual Governance Statement (AGS)** which provides an account of the processes, systems and records the council has in place to demonstrate effectiveness of its governance arrangements.

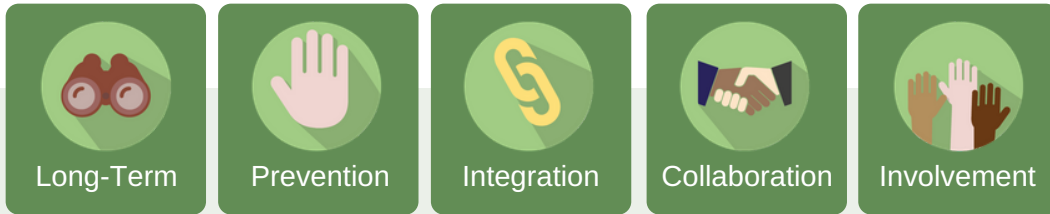
### Comparing our performance to other Welsh Councils

As well as monitoring performance against the activities and success measures in our Corporate Improvement Plan, there are a set of national performance indicators which the Welsh Government require us to monitor and report to the public, these are called Public Accountability Measures. They allow us to compare our performance with the other 21 councils across Wales in delivering key statutory services. During 2019-20, the Council monitored its progress against 31 Public Accountability Measures, however due to the COVID-19 pandemic the Welsh Government have made a decision not to collect and analyse this data, therefore no comparable data is currently available to publish.



## Appendix A

### 5 Ways of working



**Long-term** - Balancing short-term needs with the need to safeguard the ability to also meet long-term needs

**Prevention** - Putting resources into preventing problems occurring or getting worse

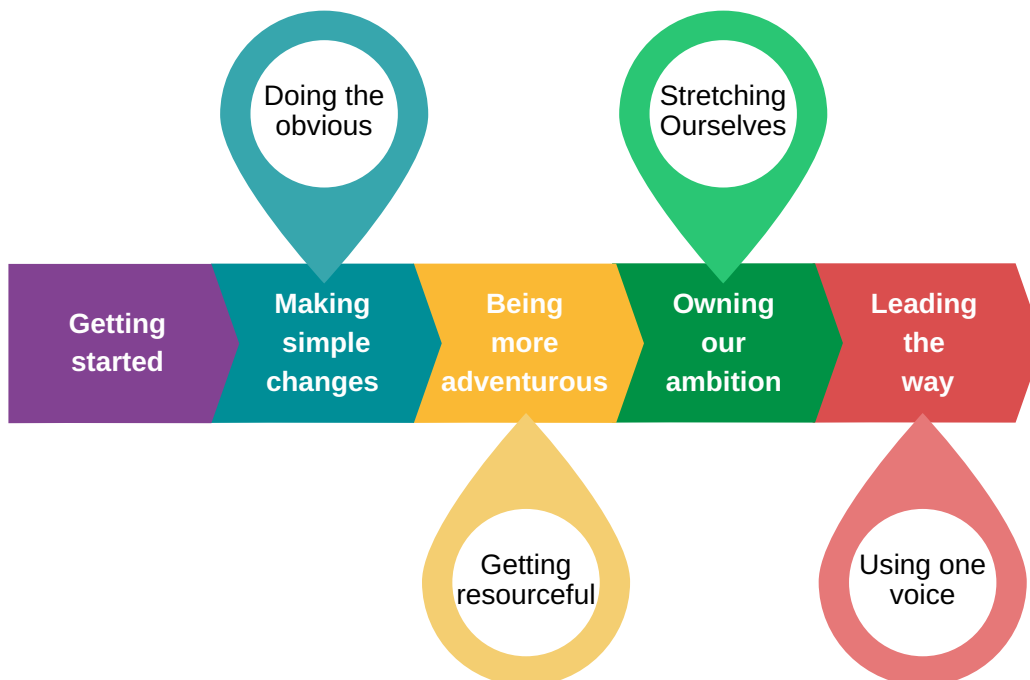
**Integration** - Considering how our priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies

**Collaboration** - Working together with other partners to deliver our priorities

**Involvement** - Involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area

### The Journey Checker

Where are we now?











- **'Making simple changes'** should be quick and easy to implement. They're often actions that are 'low hanging fruit', that have been tested by others and have a low risk of failure. They mobilise and involve people, aligning the agendas of different departments. The Commissioner recently launched some examples of the 'simple changes' some public bodies are already making in taking steps to meet their well-being objectives and maximise contribution to the national well-being goals:

<https://futuregenerations.wales/the-art-of-the-possible/>

- **'Being more adventurous'** involves stepping out of a 'business as usual' mind-set and acting to change how things are currently done. Signalling early progress to wider change, this might involve a change in strategy or team approach to doing something and could involve more departments and organisations than a 'simple change'.
- **'Owning our ambition'** can be a similar stage to 'being more adventurous' with initiatives developing and more people becoming involved. The organisation will be taking more well-managed risks, reaching out to other sectors to make progress and collaborating on funding or staffing. The organisation defines its approach as ambitious and staff feel empowered to work across sectors and influence change.
- Those that are **'Leading the way'** may be the first people or organisation to be taking these actions and are a guide for others to follow. This is a systemic, transformational change to how things have always been done and will require reallocating resources, time to put the changes in place and collaboration with other bodies. Actions are innovative, inspirational and collaborative, putting the Act into practice across larger portfolios to achieve the Wales we want. This way of working becomes embedded in the organisation and good practice is shared with others.

### BRAG and RAG status definitions

Delivery against activities	Performance of measures
 <b>BLUE</b> Action is complete	 <b>RED</b> Performance not meeting target
 <b>RED</b> Action is not on track with major issues	 <b>Amber</b> Performance off target but within a variance of 10%
 <b>Amber</b> Action is mainly on track with some minor issues	 <b>GREEN</b> Performance is meeting target
 <b>GREEN</b> Action is on track	 No data supplied





Tudalen 158



# Powys County Council's VISION 2025



## Well-being Objective 1: The Economy

The economy has to be at the heart of our thinking.

With a strong economy we will:

- provide quality jobs
- create and nurture local companies
- attract leading companies to Powys



## Well-being Objective 2: Health and Care

Health and care is a priority for all, we have to:

- work with partners to deliver joined-up services
- do all we can to provide as many caring services within Powys
- promote independence and self-care where possible



## Well-being Objective 3: Learning and Skills

Learning and skills is a cornerstone of our vision, providing high quality educational opportunities for all our learners. We need to:

- embrace challenges of being a large rural organisation
- use technology to improve access for all.



## Well-being Objective 4: Residents and communities

We want communities to:

- feel supported to have a say in what is provided for them locally and that they play a key role in local service delivery
- be open with residents and their communities
- be committed to meaningful engagement



## Making it Happen

- Developing and improving the way we work as a council has also been at the forefront of our agenda, to ensure we have the right skills and resources to make our plans happen.

**11.4%**

Social Care staff with the skills to provide face-to-face services through the medium of Welsh

**78%**

Schools categorised as green or yellow in the National School Categorisation System

**73%**

Children's Services assessments completed within statutory timescales

**25**

Road, bridge and infrastructure works identified following Storm Dennis

**59**

Number of children becoming looked after from April 2019 to March 2020

**249** Compliments received

**£62m**

Spent with Powys based businesses

**65%**

GCSE's grades A\* - C

**51**

Children placed in care out of county

**91%**

Of Council staff say they will go the extra mile to get the job done

**526**

Suppliers engaged in our procurement process

**131**

People supported to gain employment

**23.9%** A Levels grades A\* - A

**£864.5m** Economic impact of tourism

**92%** Looked after children statutory visits within timescale

**£21m** Brecon High School opened

**32**

Affordable homes have commenced

**84%**

Tenants satisfied with their neighbourhood

**96%**

Adult protection enquiries completed within statutory timescales

**620+**

Residents used the Citizenspace digital platform to participate in the budget consultation

**708**

Adults supported in their own home using assistive technology

**9.2**

Average number of staff sickness days

**72%**

Children and young people said they had improved emotional and mental well-being after using the counselling service

**£2.554m**

Funding from Welsh Government for the North Powys Well-being Programme

**£55m**

Secured from the UK Government for the Mid Wales Growth Deal

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**Contact**

## Vision 2025: Our Corporate Improvement Plan

### ANNUAL PERFORMANCE REPORT 2019-2020

Our Vision is for Powys to be widely recognised as a fantastic place in which to work, live and play by 2025. Our approach is to work with residents, communities, businesses and partners to improve the well-being of current and future generations.

Mae'r dudalen hon wedi'i gadael yn wag yn fwiriadol

# Cyngor Sir Powys GWELEDIGAETH 2025



## Amcan Llesiant 1: Yr Economi

Rhaid i'r economi fod wrth wraidd ein meddylfryd. Gydag economi gref byddwn yn:

- darparu swyddi o safon
- creu a meithrin cwmnïau lleol
- denu cwmnïau blaenllaw i Bowys



## Amcan Llesiant 2: Iechyd a Gofal

Mae iechyd a gofal yn flaenoriaeth i bawb, felly mae'n rhaid i ni:

- weithio gyda phartneriaid i ddarparu gwasanaethau cydgysylltiedig
- wneud popeth o fewn ein gallu i ddarparu cymaint â phosibl o wasanaethau gofal ym Mhowys
- hybu annibyniaeth a hunan-ofal lle bo hynny'n bosibl



## Amcan Llesiant 3: Dysgu a sgiliau

Mae dysgu a sgiliau yn gonglfaen i'n gweledigaeth, gan ddarparu cyfleoedd addysgol o ansawdd uchel i'n holl ddysgwyr. Mae angen i ni:

- Groesawu'r heriau o fod yn sefydliad gwledig mawr
- Defnyddio technoleg i wella mynediad i bawb



## Amcan Llesiant 4: Trigolion a chymunedau

Rydym am i gymunedau:

- deimlo bod eu bod yn derbyn cefnogaeth
- dweud eu dweud am yr hyn sy'n cael ei ddarparu ar eu cyfer yn lleol a theimlo eu bod yn chwarae rhan allweddol yn y gwaith o ddarparu gwasanaethau lleol
- fod yn agored gyda thrigolion a'u cymunedau
- ymrwymo i ymgysylltu'n ystyrlon



## Gwneud iddo ddigwydd

- Mae datblygu a gwella'r ffordd rydym yn gweithio fel Cyngor hefyd wedi bod ar frig ein agenda, er mwyn sicrhau bod gennym y sgiliau a'r adnoddau cywir i wneud i'n cynlluniau ddigwydd.

**11.4%**

Staff gofal cymdeithasol gyda'r sgiliau i ddarparu gwasanaethau wyneb yn wyneb drwy gyfrwng y Gymraeg

**78%**

Ysgolion yn y categori gwyrdd neu felyn yn y System Genedlaethol ar gyfer Categori Ysgolion

**73%**

Asesiadau Gwasanaethau Plant a gwblhawyd o fewn yr amserlenni statudol

**25**

Gwaith ar ffyrdd, pontydd a seilwaith a nodwyd yn dilyn Storm Dennis

**59**

Nifer y plant a ddechreuodd fod mewn gofal rhwng Ebrill 2019 a Mawrth 2020

**249** Canmoliaeth a dderbyniwyd

**£62m**

Gwariant ar fusnesau sy'n seiliedig ym Mhowys

**65%**

Graddau TGAU A\*-C

**51**

Plant a leolwyd mewn gofal y tu allan i'r sir

**91%**

O staff y Cyngor yn dweud eu bod yn mynd y ffiltr ychwanegol i sicrhau bod y gwaith yn cael ei gyflawni

**526**

Cyflenwyr sy'n ymwneud â'n proses gaffael

**131**

Bobl a gynorthwywyd i gael gwaith

**23.9%** Safon Uwch graddau A\*-A

**£864.5m** Effaith economaidd twristiaeth

**92%**

Plant sy'n derbyn gofal - ymweliadau statudol o fewn yr amserlen

**£21m** Agor Ysgol Uwchradd Aberhonddu

**32**

Cartrefi fforddiadwy wedi dechrau

**84%**

Tenantiaid yn fodlon â'u cymdogaeth

**96%**

Ymholiadau amddiffyn oedolion a gwblhawyd o fewn yr amserlenni statudol

Safon Uwch graddau A\*-A

**620+**

Trigolion a ddefnyddiodd digidol CitizenSpace i gymryd rhan yn yr ymgynghoriad ar y gyllideb

**708**

Oedolion a gefnogwyd yn eu cartref eu hunain trwy ddefnyddio technoleg

**9.2**

Nifer diwrnodau salwch staff ar gyfartaledd

**72%**

Plant a phobl ifanc yn dweud bod eu lles emosiynol a meddyliol wedi gwella ar ôl defnyddio'r gwasanaeth cwnsela

**£2.554m**

Arian Llywodraeth Cymru ar gyfer Rhaglen Llesiant Gogledd Powys

**£55m**

Swm a sicrhawyd gan Lywodraeth y DU ar gyfer Bargaen Twf Canolbarth Cymru

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**Cyswilt**

## Gweledigaeth 2025: ein cynllun gwella corfforaethol

### ANADRODDIAD PERFFORMIAD BLYNYDDOL 2019-2020

Ein gweledigaeth yw i Bowys gael ei chydabod yn eang fel lle gwyd i weithio, byw a chwarae ynddo erbyn 2025. Ein dull ni o weithio yw gweithio gyda thrigolion, cymunedau, busnesau a phartneriaid i wella llesiant cenedlaethau'r presennol a'r dyfodol.

Mae'r dudalen hon wedi'i gadael yn wag yn fwiriadol

## CYNGOR SIR POWYS COUNTY COUNCIL.

30 July 2020

**REPORT AUTHOR:** County Councillor Myfanwy Alexander  
Portfolio Holder for Adult Social Care and Welsh  
Language

**REPORT TITLE:** Draft Welsh Language Standards Annual Report 2020

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**REPORT FOR:** Consideration

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**1. Purpose**

1.1 The purpose of this report is to present the Draft Welsh Language Standards Annual Report for consideration and approval (see Appendix A). The Report outlines work undertaken during 2019-20 to ensure compliance with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011, and performance against the requirements of the Standards.

**2. Background**

2.1 The Council is required, under the Welsh Language Standards, to publish an annual report, outlining the work undertaken to comply with the requirements of the Standards during the previous year.

2.2 The Draft Welsh Language Standards Annual Report (attached as Appendix A) includes work undertaken to comply with the;

- Service Delivery Standards – which state how the Council must deliver services to the public, e.g. by telephone, in meetings, through correspondence, in documents and through digital platforms
- Policy Making Standards – stating how the Council must consider the impact of its decisions and services on the Welsh language
- Operational Standards – what information, support and procedures the Council must provide to its workforce through the medium of Welsh and to enable them to work more through the medium of Welsh
- Promotion Standards – how the Council intends to promote and increase opportunities to use the Welsh language within Powys.

2.3 The report also sets out work to be undertaken during 2020-21 to further improve how the Council provides services to its Welsh speaking residents, visitors and workforce; to ensure impacts on opportunities to use the Welsh language and on treating the Welsh language no less favourably than English are considered through the

Council's decision-making processes, including how proposals could be amended to ensure a more positive or less negative impact; and to promote the Welsh language and culture through the Council's work.

- 2.4 The final sections include data the Council must record under the Record Keeping Standards under the Welsh Language Measure, which include;
- Complaints received by the Council regarding its compliance with the Welsh Language Standards, along with Welsh Language Standards Investigations conducted by the Welsh Language Commissioner during the 2019-20 financial year
  - Data on the Welsh language skills of Council employees
  - The number of staff undertaking training courses provided by the Council through the medium of Welsh
  - The language skills requirements of new posts and vacancies advertised by the Council during the year.

### **3. Advice**

- 3.1 To approve the Draft Welsh Language Standards Annual Report 2020 to be published on the Council's public website, providing a review of work undertaken to ensure compliance with the Welsh Language Standards during the 2019-20 financial year, and ensuring the Council meets its statutory obligations as outlined in the Welsh Language (Wales) Measure 2011.

### **4. Resource Implications**

- 4.1 The Draft Welsh Language Standards Annual Report is a review of work undertaken during 2019-20 and of information held by the Council regarding its compliance with the Standards. The work plan included for 2020-21 is within existing budget.
- 4.2 The Head of Finance (Section 151 Officer) notes that the resources are in place.

### **5. Legal implications**

- 5.1 Legal: There is a legal requirement upon the Council to publish its Welsh Language Standards Annual Report on its public website by 30 June 2020. The Recommendation can be supported from a legal point of view.
- 5.2 The Head of Legal and Democratic Services has commented as follows: "I note the legal comment and have nothing to add to the report".



**6. Data Protection**

6.1 N/A

**7. Comment from local member(s)**

7.1 N/A

**8. Integrated Impact Assessment**

8.1 An Impact Assessment is not required as the Welsh Language Standards Annual Report is a review of work undertaken during 2019-20 and of information held by the Council regarding its compliance with the Standards.

**9. Recommendation**

<b>Recommendation:</b>
To note the contents of the report

Contact Officer:	Bedwyr Fychan
Tel:	01597 826126
Email:	bedwyr.fychan@powys.gov.uk

Head of Service:	Emma Palmer, Head of Transformation and Communications
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Corporate Director:	Ness Young, Corporate Director (Resources & Transformation)
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Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol





# **Powys County Council Welsh Language Standards Annual Report 2020**



**Prepared in accordance with the requirements of the**



## **Contents**

1. Introduction
2. Compliance with the Welsh Language Standards
  - i. Service Delivery Standards
  - ii. Policy Making Standards
  - iii. Operational Standards
  - iv. Promotion Standards
  - v. 2020-21 Work Plan
3. Complaints
  - i. Service Delivery Standards
  - ii. Policy Making Standards
  - iii. Operational Standards
  - iv. Promotion Standards
4. Employee Welsh Language Skills
5. Welsh Training for Employees
6. Recruitment

## 1. Introduction

Powys County Council is required to comply with the Welsh Language Standards, introduced under the Welsh Language (Wales) Measure 2011. The Welsh Language Measure gives the Welsh language official status in Wales, and its basic principles are that the Welsh language should be treated no less favourably than English, and use of the Welsh language should be promoted and facilitated, to make it easier for people to use Welsh in their day to day lives.

There are 5 main sets of Standards the Council must comply with, with the first ones becoming operational from 30 March 2016.

**Service Delivery Standards** – how the Council provides services through the medium of Welsh, including through correspondence, telephone services, meetings, documents, digital information, reception services, administering grants and contracts and promoting Welsh language services.

**Policy Making Standards** – how the Council considers the Welsh language and assesses impact on the Welsh language when making decisions and allocating grants, and how to modify any proposals in order to have a better impact on the Welsh language.

**Operational Standards** – how the Council provides opportunities and encourages the use of Welsh in its internal operations, including employment information and internal policies, complaints and disciplinary procedures, intranet services, training and resources for staff and the recruitment process.

**Promotion Standards** – prepare and implement a Strategy for promoting the Welsh language in the area, to increase the number of Welsh speakers and increase its use.

**Record Keeping Standards** – keeping specific records concerning the Council's performance in certain areas under the standards.

A copy of Powys County Council's compliance notice, which outlines all the Standards the Council is under duty to comply with, is available on the Council's website, as well as on the staff intranet.

This Annual Report is published to comply with Standards 158, 164 and 170, which state that the Council must prepare an annual report to deal with the way in which the Council complied with the Standards. This report's main focus is therefore on the period between 1 April 2019 and 31 March 2020.

## 2. Compliance with the Welsh Language Standards

### i. Service Delivery

Work undertaken during the 2019-20 financial year to ensure compliance with the Service Delivery Standards and to improve how services are provided through the medium of Welsh by Powys County Council is outlined below.

#### Staff Handbook

The Staff Handbook has been updated during the year, and includes information on the Welsh language as one of the key elements that staff need to consider when undertaking their duties on behalf of the Council, along with elements such as the Council's values, communications and customer care, and information on working conditions, council structure and partnerships. The information on the Welsh language in Powys references the requirements of the Welsh language standards when providing services to the public and the active offer of a service in Welsh. This includes links to guidance and more detailed information, and information on how to obtain further support, resources to help meet the requirements and information and support for developing Welsh language skills.





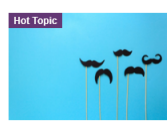



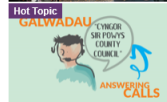

#### 'Providing Services in Welsh' Internal Campaign

During November 2019, we ran a week-long internal campaign highlighting different aspects of what staff need to be doing in order to provide services to the public through the medium of Welsh and to comply with the requirements of the Welsh Language Standards. Information was placed on the Council's intranet homepage over five days, from 25 November to 29 November highlighting different elements of the requirements upon the Council when providing services to the public, and staff were sent daily messages via the Corporate Communications email account to accompany this. We had days focusing on:

- Answering the phone;
- Letters and email;
- Conducting meetings;
- Publishing documents;
- Social media and the web.

By the end of the week, the news *carousel*, the most prominent section on the Council's intranet home page, was full of articles relating to the provision of a Welsh language service.

The image below shows the news stories published on the Council's intranet homepage during the campaign week;

	<p><b>Bring Your Own Phone drop in sessions</b>  <b>Emma Savage</b> - 29 Nov 2019          Do you or your team have questions, concerns or would just like some help in setting up emails etc. on your own phone? Then come along to our drop-in sessions in December. Read more ...</p>		<p><b>Providing a service in Welsh – Day 5</b>  <b>Emma Savage</b> - 29 Nov 2019          On our final day of our Welsh language campaign, we look at information on our website and our social media channels. Read more ...</p>
	<p><b>Providing a service in Welsh – Day 4</b>  <b>Emma Savage</b> - 28 Nov 2019          Powys County Council has a responsibility to promote the use of Welsh, and the services it provides in Welsh. This extends to public documents and providing information to the public. Read on for our top tips to ensure the Welsh Language is included.....</p>		<p><b>Detached Youth Work Team shortlisted for award</b>  <b>Lee Evans</b> - 28 Nov 2019          A council service that provides a unique and bespoke service to young people in need has been shortlisted for a prestigious award.</p>
	<p><b>Grown a mo, to save a bro?</b>  <b>Sara Davies</b> - 28 Nov 2019          Have you been growing your moustache this November to raise awareness for men's health? Read on...</p>		<p><b>Providing a service in Welsh – Day 3</b>  <b>Emma Savage</b> - 27 Nov 2019          Welsh language requirements in meetings is the focus today's providing a service in Welsh campaign. So when you are arranging, or chairing meetings with the public there are several language considerations. Read more .....</p>
	<p><b>Council stands up to domestic abuse</b>  <b>John Thomas</b> - 27 Nov 2019          White Ribbon Day was marked this week by staff and councillors with four lunchtime walks, held across the county.</p>		<p><b>Providing a service in Welsh – Day 2</b>  <b>Emma Savage</b> - 26 Nov 2019          Every day this week we are sharing the basic steps that Powys County Council staff should be providing to ensure we provide a fair service to the public in both English and Welsh. Today, we focus on letters and emails. Read more....</p>
	<p><b>Providing a service in Welsh – Day 1</b>  <b>Emma Savage</b> - 25 Nov 2019          Did you know that Powys County Council has a responsibility to promote the use of Welsh, and the services it provides in Welsh? This week we are reminding staff about what we should be doing when the public contact us in Welsh. Read more ....</p>		<p><b>Building Control scoops national excellence award</b>  <b>Emily Lovell</b> - 22 Nov 2019          Building works overseen by Powys County Council's Building Control Team have been successful at a national awards ceremony in London. Read on...</p>

To coincide with the Council's corporate intranet and e-mail campaign, posters were produced and posted at Council's offices and premises which contained information on the basic elements of providing services in Welsh, and also included information about the requirements to consider the impact of the Council's decisions and policies on the Welsh language, and the legal responsibility upon the Council to provide services according to the requirements of the standards and not to treat the Welsh language less favourably than the English language. The posters remain within council buildings, positioned prominently to remind staff of the requirements of the Standards and to ensure that the public receive a service through the Welsh language.

We continue to highlight the campaign, and use the posters on providing a service in Welsh at meetings and information sessions since the campaign was held.

### Indicating Language Choice – Social Services

Work has continued within Powys social services to recognise what languages service users speak and which is their first language, to identify in which language they want to receive their services. The Council has ensured from 2018 that referral forms to social services include two mandatory fields to be completed:

- What is your first language?
- Which other language(s) do you speak?

This is to purposefully avoid asking for a preferred language, as experience shows that clients will not necessarily ask for a service in Welsh, even if they would prefer it, to facilitate providing the active offer.

This is becoming more effective, but the percentage of service users indicating that they speak Welsh remains lower than the 18.6% of the population who indicated that they spoke Welsh in the 2011 census.

To coincide with this, the adults and children's services have increased their staff language skills data in order to be able to link Welsh speaking staff with Welsh speaking service users to facilitate the delivery of the active offer of a Welsh language service, as required by the Welsh language standards

and More Than Just Words: The Welsh Government's Strategic Framework for the Welsh language in Health and Social Care.

Powys' social services teams within Children's Services, Adults Services and the Commissioning now have language skills data for 91.3% of their staff, and the data indicates that 11.4% have sufficient skills to be able to provide a face to face service through the medium of Welsh (please see the data in section 4 Employee Welsh Language Skills below).

A Plan on a Page has been developed by the service to achieve the aim of 'Powys Social Services being available to Welsh speakers in Welsh without them having to ask for it of state a preferred language'. The plan outlines activities to be undertaken under three specific elements; Supporting Service Users; Language Skills and the Active Offer, and specifies who is responsible for undertaking those activities. Heads of Service, the Welsh Language Champion, the Commissioning and Contract Monitoring Team, Social Work Practitioners, the Social Services Training Team, the Communications Team, the Welsh Language Officer and the Powys Association of Voluntary Organisations are all partners in implementing the plan.

#### Welsh Language Champions Group – Social Care

To support the work of developing the way the Council delivers services according to the linguistic needs of the public, and to improve the quality of services available, a Welsh language Champions Group was established within the county's social services section. The group was established following a discussion at the social services Employee Representatives group meeting and has therefore genuinely arisen from the desire of the department's staff to do what they can to promote Welsh language services within social care. Each team was asked to nominate a champion to represent them on the group and the first meeting was held on 3 February 2020, where a chair from among the group to lead the discussions about new opportunities, challenges and solutions to provide services to their clients.

#### Mystery Shopper

A mystery shopper exercise has been arranged for Powys County Council Social Services (Adults and Children's Services). This will be ongoing practice, and undertaken on a quarterly basis, looking at services by telephone, e-mail, web-link systems, correspondence and reception services.

Over the year, it will be possible to evaluate the service, seeing whether enquiries were responded to within the timescale, comparing the response to English and Welsh contact, how Welsh enquiries were dealt with, if the appropriate information was provided and in the appropriate format, and getting feedback about a general attitude towards providing a service in Welsh during any contact.

\*Although the exercise has been commissioned and was due to start in the first quarter of 2020-21, its commencement has been postponed due to work to respond to the Covid-19 pandemic.

#### Working with Partners

The Welsh Language Promotion, Challenge and Support Group continues to operate under the Regional Partnership Board's structure, to support the provision of services and expanding Welsh language provision throughout the county, and reports to the Regional Partnership Board's Cross-cutting Projects Group. The group's membership includes representatives from Powys County Council, Powys Teaching Health Board, Powys Association of Voluntary Organisations, Mid Wales Fire and Rescue Service, Dyfed Powys Police, the Ambulance Service, Neath Port Talbot College and

the Mentrau Iaith (language initiatives). The group's primary focus is on providing the Active Offer of a service in Welsh, under the Welsh Government's More than Just Words Strategic Framework

The Council continues to support and collaborate with Powys Teaching Health Board and PAVO on promoting the Welsh language, including working together on a Strategic Framework for the health and social care workforce. A specific meeting was held to discuss how to include the Welsh language within the plan to ensure sufficient skills to enable providing services according to the requirements of the Welsh Language Standards.

Following the Council's success in winning awards at a GB level for its impact assessment process at the Alarm Institute Risk Awards in 2018, representatives from the Council were invited to give a presentation on its impact assessment process to the Welsh Risk Network on 12/7/19. The way in which the Council assesses the impact on the Welsh language, as well as on Equality, Future Generations, Council Strategic Priorities and Risk, among other elements was outlined, setting out how the assessments contribute to the Council's decision-making process. Further information on the impact assessment process is provided in section ii – Policy Making Standards, below.

#### Work with Contractors

A survey was conducted with 3<sup>rd</sup> party organisations operating within social care under, under the work of the Welsh Language Promotion, Challenge and Support Group, to identify to what extent those organisations are able to provide services according to the requirements of the Welsh Language Standards, and to see what support they would find useful to improve how they are able to achieve the requirements. The Active Offer Survey for organisations working in the social care sector (2019) identified that 78% of the respondents have a Welsh language policy. Even though the number of Welsh speakers employed is low, 69% of the organisations provide support for staff to learn Welsh. Linked to Welsh language skills within the workforce, only 27% of respondents are always able to publish information bilingually, 11% always sends correspondence bilingually, and 27% can conduct telephone conversations in Welsh. However, only 22% never ask their customers in which language they wish to receive a service.

The Council worked with Powys Association of Voluntary Organisations (PAVO) on a project to provide support to voluntary and 3<sup>rd</sup> party organisations (but would also be more widely available within the county, e.g. to health primary care settings) to help them provide the active offer, and provide more services through the medium of Welsh. A Welsh Language Development Officer was appointed to work within PAVO to work specifically on the project. The results of the survey above was used to inform the project and to identify what support organisations would need and would appreciate.

The project provides support to organisations with;

- Drafting a Welsh language action plan
- Including the active offer in funding applications
- Signposting organisations to experts to be get support to do more in Welsh
- Support with bilingual marketing and social media
- Training and webinars on the active offer
- Translation services
- Guidance on how to use the materials package created as part of the project
- Specialist support on any queries related to the Welsh language

An official launch event was held for the project on 2 October 2019, which introduced the toolkit and provide an opportunity for organisations to learn more about the active offer and what it means for Welsh speakers living in Powys. Several keynote speakers were invited to discuss various elements of providing the active offer, including the Welsh language Commissioner, health and social care practitioners, as well as service users to get a flavour of user experience.

The wording on providing services through the medium of Welsh and complying with the Welsh Language Standards within social care contracts was updated and strengthened during the year. The contracts stipulate that services shall comply with the Welsh Language Standards and the Welsh Government's More than Just Words Strategic Framework, and states the elements that contractors are expected to undertake, and states that additional requirements may be stipulated in some cases. In the tender document, contractors must also state 'How you will support service users to access the service through their preferred choice of media and language in line with the Welsh Language (Wales) Measure 2011 and More Than Just Words Framework'.

A more robust monitoring regime was introduced to ensure compliance and to see what support would be helpful to the contractors. That process includes a series of questions to establish whether the organisations have a Welsh language policy, the number of Welsh speakers and learners they have working in Powys, and to measure their ability to provide the Active Offer and to provide services through the medium of Welsh face to face, over the telephone and in written material. It is also asked what would help them to provide services in accordance with the requirements.

The Council also worked with contractors who provide online services on behalf of the Council's revenue and benefits and children's services departments to develop online services through the medium of Welsh, including internet chat functions and counselling tools.

#### Welsh Language Commissioner Assurance Report

As part of the Welsh language Commissioner's work for the annual assurance report, Powys County Council received a detailed report on its performance, which sets out the areas where it is performing well, and which areas need to be improved.

The report received in November 2019 stated as follows (a comparison with the results of the previous year's survey is given where the same elements were involved in both surveys);

- The Council had responded in Welsh to a higher proportion of emails received in Welsh  
A Welsh response was sent to 2 of 3 Welsh emails received, compared to one of three emails the previous year
- All phone calls in the survey were answered in Welsh, and a higher proportion were dealt with fully in Welsh  
An automatic Welsh option was available and a Welsh greeting was given in each call, and a full response was provided in Welsh in 2 calls out of 3. This compared to an automatic option and a Welsh greeting in all calls the previous year, and a full Welsh response in 1 call out of 3.  
*Powys County Council's Standards for telephone calls state that the Council must deal with calls in Welsh (a) it is necessary to transfer the call to a member of staff who does not speak Welsh who can provide a service on a specific matter; and (b) no Welsh speaking member of staff is available to provide a service on that specific subject matter*
- Documents had been provided in Welsh according to the requirements of the Welsh Language Standards, in line with the previous year's results



- The vast majority of social media posts had been published in Welsh (13/15 on Facebook and 14/15 on Twitter)
- All examples of the Council's corporate identity seen were bilingual, in line with the previous year's results
- All jobs were advertised in Welsh and the application process was fully available in Welsh
- Reception staff were able to deal with visitors in Welsh and all signs in the reception area were in Welsh

However, the report also identified some weaknesses, as follows;

- Welcoming correspondence in Welsh – responses to emails sent did not include a statement that the Council welcomes correspondence in Welsh.  
The Council has now updated its email signature template to include a standard sentence to state that it welcomes correspondence in Welsh. The template is available on the Council's intranet, and was advertised through messages from the Council's Corporate Communications email account and through Service Management Teams.
- Documents – English versions of documents, forms, leaflets etc did not include a statement that the documents were also available in Welsh.  
Guidance for Council staff on compliance with the Welsh language standards includes a section on ensuring English versions of documents include a statement that the documents are also available in Welsh.  
A standard statement has also been prepared to be included in documents designed by the Council's graphic design section.
- Consultation Documents – Consultations did not ask opinions on the Welsh language.  
The Council's corporate template for consultation surveys was updated in January 2020 to include standard questions on the impact of any proposals on using the Welsh language and on not treating the Welsh language less favourably than the English language. Further information is provided in section ii. Policy Making Standards, below.
- Website – a survey of 30 webpages identified that the information provided on Welsh webpages was sometimes different to that provided on the English pages and identified that some Welsh pages did not function fully.  
However, further investigation by the council found that the survey had been conducted during the transfer from the old web platform to the new platform, and by the time the Council received the report, the issues identified had all been rectified.

#### Translation and Providing Information Bilingually

Powys County Council has an internal translation unit which supports the Council's services and enables them to provide information bilingually, and provides simultaneous translation in meetings, enabling people to contribute to meetings in their language of choice, and ensuring that all those taking part in the meeting are able to follow the discussion fully.

The Council's Translation Unit received 6832 requests for written translation service during the year, compared with 6724 the previous year, which shows that the Council continues to increase the information available bilingually for residents and visitors to the county.

During the year, 97.4% of translation requests were returned within the targets set for completing the work. This varies from a 1 day turnaround target for urgent requests such as urgent press releases, urgent information for the website and intranet, social media posts, correspondence, adverts and committee agendas, 5 working days for less urgent requests such as general letters,

posters, job descriptions and documents less than 100 words, or a longer agreed target for larger documents and strategies. This enabled publishing information bilingually to the public, employees and elected members in a timely manner.

The largest proportion of translation work was undertaken for the Schools Service (22.9%) with a significant proportion also undertaken for the Property, Planning and Public Protection Service (13.7%), Workforce and Organisational Development (11.5%) and Transformation and Communications (10.4%).

#### Welsh Language Commissioner Investigation

An Investigation was conducted by the Welsh Language Commissioner during the year into a failure to comply with the Welsh Language Service Delivery Standards. The Commissioner came to the conclusion that the Council had failed to comply with the Welsh Language Standards by failing to respond in Welsh to correspondence sent to the Council in Welsh. Further information about the investigation is provided in Appendix 1.

Appendix 1 also lists a series of complaints received by the Council regarding services provided in Welsh and its compliance with the Service Delivery Standards.

#### **ii. Policy Making Standards**

Work undertaken during the 2019-20 financial year to ensure compliance with the Policy Making Standards and to improve how the impact on the Welsh language is considered within Powys County Council's policies and decisions is outlined below.

The Council's Corporate Impact Assessment process has been updated during the year. The process includes assessing the impact of the Council's policies and decisions on the Welsh language, along with equalities, future generations, council priorities, and a number of other elements. The revised template and guidance were published on the council's intranet during March 2020, ready for use from the start of the new financial year.

There are also plans to digitise the impact assessment process during 2020-21, which will facilitate the process for the person carrying out the assessment, and enable measuring the cumulative impact of the Council's decisions and services on any element considered within the assessments.

The questions about the impact on the Welsh language include considering the impact on;

- Opportunities for individuals to use the language, and not treating the Welsh language less favourably than the English language
- Opportunities to promote the Welsh language
- Welsh language impact on staff

The assessment form asks how the proposed change contributes or affects those headings and measures the predicted impact, from very poor to very good.

There are further questions to identify what will be done to ensure a more positive impact or to mitigate any negative impacts, and also requires a measure of the impact after the mitigation steps.

An impact assessment is required to accompany reports being submitted to the Council's Cabinet for consideration, and a summary of the anticipated impact must also be included in the cabinet report. Impact assessments are also required to develop other policies and proposals by Council services which may not necessarily be sent to Cabinet for decision.

Training sessions are provided for staff who undertake impact assessments, with training provided every quarter.

The Council's corporate template for consultation surveys has been updated, and now includes questions on the impact of any proposals on using the Welsh language and on not treating the Welsh language less favourably than the English language. This template is also used for school transformation consultations.

The corporate consultation guidance was also updated during March 2020, and included a section on assessing impact on the Welsh language and getting the views of stakeholders on the impact on the Welsh language.

The section on the Welsh language states that the Welsh Language Standards stipulate that the authority must assess the impact of policies and services on the Welsh language, and includes example questions, as follows;

"What impact would this proposal have on opportunities to use the Welsh language, and on treating the Welsh language no less favourably than English?"

"How could it be changed to have a more positive impact?"

An Investigation was conducted by the Welsh Language Commissioner during the year into a failure to comply with the Welsh Language Standards in relation to Impact Assessments on proposals to merge schools in the Llanfyllin area. The Commissioner came to the conclusion that the Council had failed to comply with the requirements of the Policy Making Standards with regard to sufficiently assessing the impact of the school transformation proposals on the Welsh language, and when asking questions about the impact of the proposals on the Welsh language during the consultation process. Further information about the investigation, including steps undertaken by the Council to improve its processes, is provided in Appendix 1.

### **iii. Operational Standards**

Work undertaken during the 2019-20 financial year to ensure compliance with the Operational Standards and to improve how internal information, resources and services are provided is outlined below.

#### **Resources for Staff**

The Council's new, bilingual intranet site was further developed during the year to include additional information and resources for staff, ensuring that all pages, resources, documents and tools work through the medium of Welsh as well as English.

In February 2020, a new corporate e-mail signature was created for Council staff, which includes a standard sentence for welcoming correspondence in Welsh.

A new link has been placed at the top of the Council's staff intranet to enable fluent Welsh-speaking staff to be found easily. This will make it easier to find Welsh speakers e.g. for directing telephone calls.

The Staff Handbook has been updated, and includes information about the Welsh language and the requirements of the Welsh Language Standards, along with links to enable staff to access further guidance, resources, support and information on developing Welsh language skills.

### Internal Communication

Work has been undertaken during the year on refining the process for internal communication within the Council, to ensure that information is presented bilingually to staff through the internal communication channels.

In addition to the information provided bilingually on the Council's intranet, e-mails from the council's corporate communications account are sent either bilingually in tabular form with both languages side-by-side for shorter messages, or in two separate emails – one in Welsh and one in English – sent simultaneously if the messages are longer.

The same procedure is also followed with emails from the Council's IT and Learning and Development accounts.

Internal guidance has also been produced for presenting of videos and vlogs bilingually.

If a video contains a number of different staff members delivering messages, the Council will try to ensure that Welsh and English speakers contribute to the video, with subtitles provided in English or Welsh in the relevant sections.

In videos that have one contributor, if the contributor is bilingual (e.g. the chief executive) depending on the nature of the message to be delivered, the video will be produced bilingually, with appropriate subtitles, or two separate videos produced in both English and Welsh.

If a video is created with a non-Welsh speaking contributor (e.g. a non-Welsh speaking Cabinet member or director) then one version will be created with Welsh subtitles and one with English subtitles.

### Induction Sessions

The Council conducts induction sessions for managers, which includes a session on the Welsh language in Powys and the Welsh Language Standards. This may be for managers joining the Council for the first time, or managers who have been promoted internally to these posts.

A new induction process for all new staff joining the Council has also been established, with the sessions also to include information on the Welsh language and the Welsh Language Standards. A schedule of monthly sessions has been arranged, with the first session due to be conducted on 31<sup>st</sup> March. However, due to the Covid-19 pandemic, the first sessions were postponed.

### Individual Service Sessions

Sessions were also held with individual service areas to discuss the provision of bilingual services and the requirements of Welsh language standards, including a series of meetings with groups of staff from the Council's housing department in July and August 2019 and in January 2020 as part of training provided for the department on providing services to the public; a session on promoting Welsh language services through social care contracts at the Council's commissioning services management meeting (8 May 2019); and a discussion about the provision and promotion of services through the medium of Welsh and supporting staff to expand provision within social care at the Council's Social Care Employee Representatives meeting (21 October 2019).

### Powys County Council Staff Awards – Welsh language Award

The Welsh Language Award was included among the Powys County Council Staff Awards again this year. This is awarded to an employee or team who has gone above and beyond what is expected of them to ensure customers can receive a services of a high standard through the medium of Welsh, or who has inspired others to do more through the medium of Welsh.

The award highlights the importance and value of providing a good service through the medium of Welsh, and shows appreciation to those staff who go a step further in ensuring that a good Welsh language service is available.

#### Welsh Language Skills Development

Under the requirements of the Operational Standards, but also as part of the council's commitment to increase the number of Welsh speakers within the county, as its contribution towards the Government's target of one million Welsh speakers by 2050, the council encourages its staff to learn Welsh through a variety of options;

a) Work Welsh Welcome on-line course

The council has registered as an employer for the Work Welsh courses, and promotes opportunities to learn through these methods through news articles and a Learn Welsh section on the intranet, and through emails from the Corporate Communications account.

The Work Welsh Welcome Course is available for all Council staff free of charge.

According to the most recent report, 231 members of staff had registered for the on-line courses, with 11 having completed the course

Towards the end of the year, with Covid-19 movement restrictions and changes in the way in which people work, there was a significant increase in the number of staff in the number of staff undertaking the on-line Welcome course, with 51 courses completed since the end of March – an increase of 463% on the number which had completed the courses before that time.

b) Community Welsh for Adults courses

Several staff follow Welsh community courses, either in the evening or during the working day, with the council paying their registration fees.

40 members of staff have attended community courses during this academic year, enrolling through the Council, and with the council paying their fee.

c) Work Welsh course

The Council worked with Mid Wales Housing to arrange an intensive Work Welsh course, to ensure we had sufficient numbers of learners at the same level and who could attend the same venue to have viable numbers to for a course. Members of staff from both organisations attended weekly courses at Mid Wales Housing's headquarters in Newtown every Monday from October 2019 to mid April 2020 (with the final lessons provided on-line due to Covid-19).

Support was provided to the group as well through a session to showcase the resources available to enable staff to work through the medium of Welsh, including on-line dictionaries and terminology, e.g. Welsh Academy Dictionary, TermCymru and resources provided by the Welsh Language Commissioner; spell-checking software provided by Cysgliad and Microsoft; as well as resources and support available to Council staff through the Welsh language pages on the intranet and support through the Council's Welsh Unit.

d) Other Learning Methods

Staff also learn through other methods, and have attended the Work Welsh five day residential course, learning through 1 to 1 seminars, and through less format activities, such as conversation groups and Welsh language lunches.

iv. Promotion Standards

Work undertaken during the 2019-20 financial year to ensure compliance with the Operational Standards and connected to Powys County Council's Welsh Language Promotion Strategy to extend the use and opportunities to use the Welsh language, and increase the number of Welsh speakers in Powys is outlined below.

#### Community Translation Course

A one-day community translation course held at Canolfan Nantirwen, Llansilin, was supported jointly with Menter Maldwyn. The course, which was free to attend, was held in June 2019 led by Dafydd Chilton, who has extensive experience in simultaneous translation and community translation through Conwy Community Translation.

The purpose of the course was to develop skills to enable people to provide a simultaneous translation service which would enable meetings and community events to be held in Welsh or bilingually, re-normalise the use of Welsh in more formal situations within our community, and to provide opportunities for people to work, gain experience and develop a career within our rural communities.

#### Mudiad Meithrin Staff Awards

Powys County Council sponsored the Cylch Ti a Fi Award as part of Mudiad Meithrin's Annual Awards for the second year running. As well as supporting an organisation undertaking crucial work within the county, the Council saw this as an opportunity to show how much it appreciates the work done within the community by committed individuals and groups to provide a service and to promote the Welsh language.

#### Promoting Welsh Culture and Events

The Council facilitated and supported Urdd meetings to prepare for the Urdd National Eisteddfod. The Eisteddfod was due to be held in Powys in 2022, but has now been postponed due to the Covid-19 pandemic. Support included facilitating meeting arrangements for a public meeting in June 2019 for the community to formally invite the Eisteddfod to the county.

The Council took advantage of events such as Welsh Music Day to raise awareness and celebrate Welsh culture. For Welsh Music Day (Dydd Miwsig Cymru) the Council created a playlist with music by artists from Powys or who have links to Powys, to promote on social media, along with a series of videos and recordings by artists from the area representing different musical *genres* to generate interest and raise awareness of Welsh language music from the county, as well as provide publicity for the national campaign and celebrations.

The Council supported the Llywelyn's Day celebrations held by Menter Brycheiniog a Maesyfed in Builth Wells on 11 December 2019. As part of the celebrations, in the run-up to Llywelyn's Day, Menter Brycheiniog a Maesyfed commissioned a drama about Llywelyn's history to travel around schools in the area, and was experienced by around 600 children from Key Stage 2. Workshops were also held in schools to create swords and shields for the celebrations. On Llywelyn's Day, a procession was held in Builth Wells, with around 220 children from 7 schools in the local catchment taking part, along with around 20 volunteers from local groups, including the Rotary and the Language Forum to support the activities. A morning of activities followed, with Prince Llywelyn from the drama and the Welsh Whisperer providing entertainment.

#### Powys Education Developments

The Council has been developing a new vision for education in the county over recent months, with input from a wide range of stakeholders, including councillors, headteachers, governors, school staff, school service staff, learners.

In April 2020, a 'Strategy for Transforming Education in Powys 2020-2030' was approved, which was developed based on the feedback received.

The strategy includes 4 Strategic Aims. One of these aims is to 'Improve access to Welsh-medium provision across all key stages', with the aim of ensuring an increase in the number of children accessing Welsh-medium education. A work programme will accompany the strategy, which will include specific activities relating to Welsh-medium education, including moving schools along the language continuum and developing new provision.

Under Welsh language education promotion, the Council has established a Welsh Education Promotion sub-group under the Council's Welsh Education Forum. The promotion group's membership includes representatives from RhAG (Parents for Welsh medium Education), Mentrau Iaith (Welsh Language Initiatives) and Mudiad Meithrin, as well as Council officers.

The group is currently working on preparing a leaflet to promote Welsh-medium education, with the work being co-ordinated by the Mentrau Iaith and Council officers. The intention is to launch the leaflet in September, as part of a campaign to promote Welsh-medium education in Powys, which will also include a series of videos.

**v. 2020-21 Work Plan**

		Relevant Sections of the Welsh Language Standards	Target Date
1	To establish a new Welsh Language Governance Group for Powys County Council, to ensure the Welsh language, including the impact of decisions on the Welsh Language, is considered in strategic discussions and plans	Policy Making, Service Delivery, Promotion	December 2020
2	Conduct a review of the work and structure of Powys' Welsh Language Support, Challenge and Promotion work, to ensure the group has the appropriate influence, and the partners benefit from its work	Service Delivery, Promotion	October 2020
3	Support the delivery of services through the medium of Welsh and the provision of the Active Offer through sessions at Service Management Teams to discuss the requirements of the Welsh Language Standards, including Service Delivery, Policy Making and Internal Operation Standards	Service Delivery, Policy Making, Operational	March 2021
4	Conduct a Mystery Shopper Exercise within the Council's social care services to evaluate how services are complying with the requirements of the Welsh Language Standards and More Than Jut Words	Service Delivery	March 2021
5	Create a database of useful phrases for staff and elected members, to encourage more use	Service Delivery	August 2020

	of the Welsh language and provide the Active Offer of a Service in Welsh		
6	Create and introduce a system to automatize the translation request and logging process, to create an user-friendly process to request translation work, and enabling the capture of translation data, allowing the translation team to focus on translation work	Service Delivery, Operational	July 2020
7	To digitise the integrated impact assessment process, to make the impact assessment process more accessible, and enable interrogation of the data	Policy Making	September 2020
8	Conduct an internal Active Offer refresher campaign through corporate communication channels to remind staff of the requirements of the Welsh Language Standards	Service Delivery, Policy Making, Operational	March 2021
9	Provide quarterly training for staff on assessing the impact of policies and decisions on the Welsh language as part of the corporate Impact Assessment training	Policy Making	March 2021
10	Provide a session for Cabinet on their role in assessing the impact of decisions on the Welsh language, as part of the corporate Impact Assessment process	Policy Making	September 2020
11	Provide training for elected members as part of the Member Training programme on the requirements of the Welsh Language Standards, including Service Delivery, Policy Making, Operational and Promotion Standards	Service Delivery, Policy Making, Operational, Promotion	December 2020
12	Provide a Welsh Language Awareness session for all new staff as part of the new Staff Induction process	Service Delivery, Policy Making, Operational, Promotion	March 2021
13	Provide a session of the requirements of the Welsh Language Standards as part of the quarterly induction programme for new managers	Service Delivery, Policy Making, Operational, Promotion	March 2021
14	Promote and facilitate training opportunities and informal practice sessions to enable staff to develop their Welsh language skills	Operational	March 2021
15	Continue discussions with the Urdd to facilitate the National Urdd Eisteddfod's visit to Powys in 2023	Promotion	May 2023
16	Create a leaflet to promote Welsh-medium education in Powys under the Welsh Education Forum's Welsh Education Promotion Sub-group	Promotion	September 2020



### 3. Number of Complaints Received

A list of the complaint received by the council regarding the Welsh Language Standards along with details of the Standards Investigations held during the 2019-20 financial year is provided in Appendix 1.

### 4. The Number of Employees with Welsh language skills at the end of the year

Powys County Council records staff Welsh language skills using the following competency levels from 0 to 5;

Competency level	Definition
0	Very little or no knowledge of Welsh.
1	I can pronounce Welsh personal and place-names correctly, and I can give and respond to basic greetings on the telephone or in person.
2	I can communicate routine tasks requiring a simple exchange of information on familiar topics and activities. I can handle very short social exchanges, even though I can't usually understand enough to keep the conversation going myself.
3	I can deal with most situations likely to arise whilst travelling in an area where the language is spoken. I can enter unprepared into conversation on topics that are familiar or pertinent to everyday life (e.g. family, hobbies, work).
4	I can interact with a degree of fluency and spontaneity that makes interaction with native speakers possible. I can take an active part in discussion in familiar contexts.
5	I can take part effortlessly in any conversation or discussion and have a good familiarity with idiomatic expressions and colloquialisms. I can express myself fluently and convey finer shades of meaning precisely.

Skills are recorded by self assessment by the staff themselves, and the data is stored within the council's iTrent Human Resources site.

For new staff, who have joined the council since April 2017, the language skill level is transferred automatically from the record in their job application form. Staff who worked for the council before that date are required to access iTrent and record their language skill level directly within the system.

Employees are able to update their language skill levels as they learn and develop their Welsh language skills.

The latest language skills data for council staff is as follows;

Service	No Data	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5	More than one level recorded
Adults Services	8.5%	24.8%	38.7%	13.4%	4.3%	3.2%	4.2%	2.9%
Children's Services	10.1%	19.6%	43.7%	10.3%	4.5%	3.4%	2.9%	5.6%
Commissioning	0.0%	20.0%	44.6%	15.4%	4.6%	3.1%	4.6%	7.7%
Highways, Transport and Recycling	35.8%	17.7%	32.0%	5.1%	2.9%	1.8%	2.5%	2.2%

Housing and Community Development	35.6%	21.6%	26.0%	5.5%	3.3%	1.4%	2.3%	4.2%
Property, Planning and Public Protection	26.7%	17.4%	34.3%	7.0%	4.7%	1.7%	5.2%	2.9%
County Schools	27.6%	13.1%	20.4%	13.5%	6.1%	4.7%	13.3%	1.3%
Schools Service	12.2%	7.1%	27.6%	21.4%	8.2%	4.1%	15.3%	4.1%
Youth Service	11.9%	4.5%	49.3%	13.4%	3.0%	10.4%	4.5%	3.0%
Legal and Democratic	42.2%	15.6%	20.3%	9.4%	1.6%	1.6%	7.8%	1.6%
Member Support	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%
Digital Services	9.5%	23.0%	35.7%	11.9%	1.6%	4.8%	6.3%	7.1%
Finance	14.1%	23.9%	36.6%	12.7%	2.8%	2.8%	5.6%	1.4%
Transformation and Communication	0.0%	8.0%	42.0%	14.0%	6.0%	6.0%	22.0%	2.0%
Workforce and Organisational Development	8.8%	20.0%	38.8%	12.5%	8.8%	2.5%	5.0%	3.8%
<b>Powys County Council</b>	<b>25.2%</b>	<b>16.1%</b>	<b>26.4%</b>	<b>11.7%</b>	<b>5.2%</b>	<b>3.8%</b>	<b>9.3%</b>	<b>2.3%</b>

- Powys County Council now has language skills details for 74.8% of its staff. This is an increase of 2.2% on the 2019 figure (72.6%)
- 16.1% of Council staff have no Welsh language skills (down from 17.6% in 2019)
- 38.1% of staff can communicate routine tasks, can sustain a short social exchange, or can greet and pronounce names correctly as a minimum (up from 35.2% in 2019)
- 18.3% of staff have stated that they can deal with most situations likely to arise, can enter unprepared into conversations on familiar topics, or are fluent Welsh speakers (the same figure as 2019).

**5. The number of staff who attended specific training courses offered by you in Welsh during the year, and the percentage of all attendees who attended the Welsh version – this applies to specific courses named in the standards (i.e. recruitment and interviewing; performance management; grievance and disciplinary procedures; induction; dealing with the public; health and safety) and does not refer to Welsh language training**

E-learning Courses

	Number of Staff who accessed Welsh Training	Number of Staff who accessed English Training	% of Staff who accessed Welsh Training
Adult Safeguarding Basic Awareness	0	138	0%
Child Protection and Safeguarding	3	354	0.28%
Cyber Security and GDPR	5	1913	0.26%
Cyber Security and GDPR (Refresher)	0	139	0%
Effective Performance Management	0	0	0%
Equality Act (2010)	3	386	0.77%
Fraud Awareness	0	17	0%
HAVS Awareness	1	2	33.33%
Legionella Control	3	21	12.5%

Manual Handling Module A (Theory)	8	395	1.99%
Universal Credit Level 1	0	15	0%

Violence Against Women, Domestic Abuse and Sexual Violence training, Dementia Awareness training and Social Care Wales and NHS Carer Awareness training are all provided bilingually. However, these courses are provided by an external provider through the NHS e-learning portal, and reporting on these courses, including the language in which they were accessed is not currently available from the provider.

Further training is provided digitally through Netconsent, software which requires employees to read policies, complete surveys and undertake training before they can log in to their PCs.

These are provided in Welsh or English automatically, depending on the language selected by each user when they first access Netconsent.

User language choice data, however, isn't stored within Netconsent software, and it is not therefore possible to report on the number and percentage of users accessing this training in Welsh.

Powys County Council provides a variety of other courses to its staff, and will make arrangements for employees to access training in Welsh when this is required. No requests for such training in Welsh was received in 2019-20.

#### **6. The number of new posts and vacancies you advertised during the year that were categorised with different Welsh language skills requirements.**

Under the council's Recruitment and Welsh Language Policy, which became operational on 1 April 2018, Welsh language skills are required for all posts which are advertised by the council, with the recruiting manager assessing and setting the appropriate level from 1 to 5. This is outlined in the job description and person specification for each post that is advertised.

During 2019-20, 1039 posts were advertised by the council, including posts within the authority and posts within schools. The Welsh language skills required for these posts were as follows.

Welsh Language Skill Level	Number of Posts
1	877
2	65
3	21
4	5
5	71

A description of the Welsh language skill levels is available in the section on workforce language skills, in section 4 above.

## Appendix 1: Welsh Language Standards Complaints and Investigations

The table below outlines the complaints received by the council regarding the Welsh Language Standards along with details of the Standards Investigations held during the 2019-20 financial year

<b>Complaints 2019-20</b>				
Complaint Reference	Date	Complaint Details	Welsh Language Standards Section	Response / Action
1-2019/20	19/8/2019	A complaint as received that a Council Member had responded to correspondence in Welsh by stating that he didn't understand the email, and had asked for an English translation of the email. The individual sending the email responded stating the Council's policy on corresponding in Welsh, and that he would prefer to continue to correspond in Welsh. He did not receive a further response, and contacted a Cabinet member to submit a complaint.	Service Delivery	<p>A response was sent to the complainant to apologise that he had not receive a response in Welsh to his correspondence. The Council confirmed it was dealing with the subject of his original email and was working with North and Mid Wales Trunk Road Agency to clear an untidy layby by the A470 in Powys.</p> <p>Further correspondence was sent to the complainant to state that the Council's Democratic Services had spoken to the member in question, who accepted that he had not responded appropriately, according to Council policy, and apologised for the response. It was also explained that a briefing note had been sent to all Council Elected Members to outline the policy on responding to correspondence in Welsh, and also outlining the support available to enable them to comply with the requirements.</p> <p>The complainant responded to state that he was content with the outcome, and was glad that measures had been implemented to ensure this will not happen again.</p>
2-2019/20	27/8/2019	A complaint was received that correspondence sent by the Elections Team had been sent with the English text appearing before the Welsh.	Service Delivery	<p>The Elections Team were notified of the complaint, and reminded of the Council's policy and the requirements of the Welsh Language Standards that the Welsh text should appear where it is likely to be read first in bilingual correspondence.</p> <p>The Elections Team indicated that correspondence is generated automatically by the registration system, and that formatting options</p>

				are limited, but they would explore the system to see how to change the order of the text.
3-2019/20	3/9/2019	A complaint was received that Welsh words had been placed in the incorrect order on signs at the Council's Household Waste and Recycling Centre in Newtown.	Service Delivery	The Council conducted further investigations to identify the sign. The sign was confirmed to be incorrect, and arrangements were made to correct the sign.
4-2019/20	17/10/2019	A complaint was received that more services were listed on an English page on the Council's website than appeared on the corresponding Welsh page	Service Delivery	The Council conducted further investigations, and identified that the services were available in Welsh, but the appropriate links had not been added to the Welsh page.  The web team were notified of the differences, and the appropriate links were added to the page.
5-2019/20	13/11/2019	The Council received a complaint about difficulties calling the Council's Welsh telephone line. The telephone would ring for a very short period, and then cut off. It was also noted that the answerphone could not pronounce Welsh names correctly.	Service Delivery	The Council apologised for the fault and thanked the complainant for drawing its attention to the problem. It was identified that some telephone numbers had not been transferred to a new system. The Council contacted the system provider and ICT to rectify the issue.
6-2019/20	20/11/2019	A complaint was received by a member of the public who had called the Council to say about problems with ice on the road which was causing danger to a school bus. After selecting the Welsh line, the call was answered in English with no acknowledgement that the call was to the Welsh line. The complainant felt the person	Service Delivery	The Council apologised for the attitude of the member of staff, and stated that he had been spoken to by his managers. Supervisors will now listen in on some calls to ensure that the right attitude and behaviours are being displayed.

		answering the call was rude, didn't take her concerns seriously and was not able to recognise or pronounce her name correctly, and felt it showed a lack of respect towards her and her identity.		
7-2019/20	11/12/2019	A complaint was received that signs on some vehicles in the Council's Highways fleet appeared in English only.	Service Delivery	It was identified that vehicles recently procured by the Council had arrived with the text on the back of the vehicles in English only. However, the Council had a plan in place to put new stickers on the vehicles, and the work should be completed within a few weeks. The specification for all new vehicles has been updated to ensure all text is bilingual, with the Welsh text appearing first.
8-2019/20	17/12/2019	A complaint was received that there was no Welsh speaker available at a polling station during the recent election.	Service Delivery	The Council apologised that no Welsh speaking staff were available at the polling station in question. The Council endeavours wherever possible to ensure Welsh speaking staff are available, particularly in Welsh speaking areas. Unfortunately, a Welsh speaking member of staff was forced to withdraw from the polling station at the last minute, leaving the station without a Welsh speaker. But the Council states that ensuring the polling station had a Welsh speaker would be a priority for future elections.
9-2019/20	16/1/2020	A complaint was received that the on-line temporary license application process is not available in Welsh	Service Delivery	The Council stated that it provided a paper application process through the medium of Welsh for applying for temporary licenses, but the on-line system is provided the Home Office GOV.UK website. The Council has contacted them on several occasions to encourage them to provide the application process in Welsh, but with no success so far, and has also been in discussions with the Welsh Language Commissioner's office about the issue in the past. The most recent information from the Commissioner's office was that the Commissioner is discussing this with the Home Office, but legislation is required in Westminster to enable providing the licensing forms in Welsh.

10-2019/20	18/1/2020	A complaint was received about the quality of the Welsh text on signage on the county's highways and buildings. No reference was made to any particular signage.	Service Delivery	The Council noted that all signage placed on or within corporate properties and highways is checked by the Council's translation team prior to installation. Where errors do occur and they are reported, the Council will take remedial action to replace signage as appropriate. It was also noted that signage on Trunk Roads is the responsibility of Welsh Government. The complainant was asked for any have specific examples for the Council to investigate and correct as appropriate or to pass the concern on to the relevant agency
<b>Correspondence from the Welsh Language Commissioner's Office to notify of complaints</b>				
	25/7/2019	Signs at a new bus station in Llandrindod with the text 'Except Buses' appearing in English only.	Service Delivery	The Council contacted the contractors commissioned to undertake the work to remind them of the requirement to provide signs bilingually, and asking them to install bilingual signs at the bus station.
	4/9/2019	The Commissioner had received an enquiry from a member of the public about a sign which appeared in English only for 'Glanusk Caravan Park'.	Service Delivery	Although the site in question is a private caravan site, it was identified that 'The Glanusk Family Limited Partnership' is the company name, and the name used for the license for the caravan site. As such, the Council agreed that 'Glanusk' is the brand name rather than 'Glanusk Caravan Park'. The Council therefore agreed that the name should appear bilingually on the sign. Even though the Glanusk estate had paid for the signs, the signs are Council property as they are installed on the Council's network, and therefore the Council arranged for signs to be installed using the Welsh name 'Maes Carafanau Glanusk' along with the English name, with the Welsh text appearing so it will be read first.
<b>Standards Investigations 2019-20</b>				
Investigation Code	Date Investigation was Opened	Topic	Stage in the Process	Actions
CSG493	29/1/2019	An Investigation into a failure to comply with the Welsh Language Standards in relation to Council	The Investigation ended on 6 September 2019	The Commissioner came to the conclusion that the Council had failed to comply with the Welsh Language Standards in relation to correspondence received in Welsh.

		Tax correspondence sent in English only and the address used in the Council Tax Notice		<p>No enforcement actions were imposed for the breach of Standard 1 as there had been relevant actions imposed as part of a recent investigation.</p> <p>The Council has undertaken the following actions to ensure compliance with the Standards.</p> <ul style="list-style-type: none"> <li>• Guidance on complying with the Welsh Language Standards on the council's intranet has been updated</li> <li>• Resources have been added to the Welsh language intranet pages, to enable staff to work more through the medium of Welsh, including a bilingual email signature; a standard sentence on welcoming correspondence in Welsh</li> <li>• A list of Welsh speaking staff has been added to the Council's intranet</li> <li>• The Council conducted an internal campaign on providing a service in Welsh</li> <li>• The Staff Handbook has been updated, with a section on the Welsh language and the Welsh Language Standards</li> <li>• Managers induction and Induction for new staff includes a session on the Welsh language and the Welsh Language Standards.</li> <li>• Discussions were held with the Council Tax section to ensure they were aware of the requirements of the Welsh Language Standards and they have a procedure in place to record language preference</li> </ul> <p>The Commissioner came to the conclusion that the Council had not failed to comply with</p> <ul style="list-style-type: none"> <li>• Standard 5, as it had corresponded in Welsh once it was aware of the complainants wish to receive correspondence in Welsh</li> <li>• Standard 6, as the street only had an English name at the time. The Council has now adopted a bilingual name for the street upon the request of the complainant.</li> </ul>
CSG532	2/5/2019	An Investigation into a failure to comply with the Welsh Language	The Investigation ended on 9 January 2020. A meeting	In the investigation, the Commissioner came to the conclusion that the Council had failed to comply with the requirements of the Policy Making Standards in relation to sufficiently assessing the impact of a



		<p>Standards in relation to Assessing Impact on the Welsh Language.</p>	<p>was also held between the Council and Officers representing the Welsh Language Commissioner to discuss the findings of the Investigation and steps undertaken by the Council.</p>	<p>school transformation proposal for the merger of schools in the Llanfyllin area on the Welsh language, and had failed to ask questions about the impact of the proposals on the Welsh language during the consultation process</p> <p>The report did, however, recognise that the decision could lead to better opportunities to use the Welsh language.</p> <p>The enforcement actions identified in the final report required the Council to;</p> <ul style="list-style-type: none"> <li>• Ensure it operated in accordance with its own guidelines when conducting assessments of the impact of its policies and decisions on the Welsh language, by             <ul style="list-style-type: none"> <li>- raising awareness of elected members of steps which must be taken to comply with the Welsh Language Standards</li> <li>- providing training to staff responsible for conducting impact assessments</li> <li>- developing a process of verifying and approving Welsh language impact assessments</li> </ul> </li> <li>• Develop guidance to ensure officers are aware of the requirements of the Welsh Language Standards</li> <li>• Ensure that consultations seek views on the impacts on opportunities to use the Welsh language, and treating the Welsh language no less favourably than the English language, and how proposals could be formulated to have a more positive or less negative impact</li> <li>• Give publicity of the Council’s failure to comply with these standards</li> </ul> <p>The Council has undertaken the following actions to ensure compliance with the Standards in relation to Investigation CSG532;</p> <ul style="list-style-type: none"> <li>• Quarterly training sessions have been scheduled for officers undertaking impact assessments</li> </ul>
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			<ul style="list-style-type: none"> <li>• The corporate template for consultation surveys has been updated to include standard questions on the impact of proposals on opportunities to use the Welsh language and treating the Welsh language no less favourably than English</li> <li>• The internal campaign on providing services in Welsh included a section on ensuring we consider the impact of our decisions on the Welsh language</li> <li>• The corporate consultation guidance has been updated, and includes a section on considering the impact on the Welsh language</li> <li>• The Council is publicising its failure to comply with the Standards through its inclusion in this report.</li> </ul> <ul style="list-style-type: none"> <li>• A training session arranged for Cabinet had to be postponed due to Covid-19. It will be re-arranged once the restrictions are relaxed.</li> <li>• The Council will be digitising the corporate impact assessment process during 2020-21, which will facilitate the impact assessment process, enable the Council to interrogate data and measure cumulative impact, and aid in governance and scrutiny of decisions.</li> </ul> <p>The Welsh Language Commissioner has granted an extension for undertaking the enforcement actions due to the situation surrounding Covid-19.</p>
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**CYNGOR SIR POWYS COUNTY COUNCIL.**

**30 Gorffennaf 2020**

**AWDUR YR  
ADRODDIAD:** **Cynghorydd Sir Myfanwy Alexander  
Aelod Portffolio ar faterion Gofal Cymdeithasol i  
Oedolion a'r Iaith Gymraeg**

**TEITL YR  
ADRODDIAD:** **Adroddiad Blynyddol Safonau'r Gymraeg 2020 Drafft**

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**ADRODDIAD ER:** **Ystyriaeth**

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**1. Diben**

1.1 Diben yr adroddiad yr cyflwyno Adroddiad Blynyddol Safonau'r Gymraeg Drafft i'w ystyried a'i gymeradwyo (gweler Atodiad A). Mae'r Adroddiad yn amlinellu'r gwaith a gafodd ei gynnal yn ystod 2019-20 i sicrhau cydymffurfiaeth gyda Safonau'r Gymraeg o dan Fesur y Gymraeg (Cymru) 2011, a pherfformiad yn erbyn gofynion y Safonau.

**2. Cefndir**

2.1 Mae gofyn i'r Cyngor, o dan Safonau'r Gymraeg, i gyhoeddi adroddiad blynyddol yn amlinellu'r gwaith a wnaed i gydymffurfio â gofynion y Safonau yn ystod y flwyddyn flaenorol.

2.2 Mae Adroddiad Blynyddol Safonau'r Gymraeg Drafft (wedi'i atodi fel Atodiad A) yn cyfeirio at waith yr ymgymmerwyd ag ef i gydymffurfio â'r;

- Safonau Cyflenwi Gwasanaeth – sy'n nodi sut mae gofyn i'r Cyngor ddarparu gwasanaethau i'r cyhoedd, e.e. dros y ffôn, mewn cyfarfodydd, trwy ohebiaeth, mewn dogfennau a thrwy lwyfannau digidol
- Safonau Llundio Polisi – sy'n nodi sut mae gofyn i'r Cyngor ystyried effaith ei benderfyniadau a'i wasanaethau ar yr iaith Gymraeg
- Safonau Gweithredu – pa wybodaeth, cefnogaeth a gweithdrefnau sy'n rhaid i'r Cyngor eu darparu ar gyfer ei weithlu trwy gyfrwng y Gymraeg ac i'w galluogi i weithio mwy trwy gyfrwng y Gymraeg
- Safonau Hybu – sut mae'r Cyngor yn bwriadu hyrwyddo a chynyddu cyfleoedd i ddefnyddio'r iaith Gymraeg ym Mhowys.

2.3 Mae'r adroddiad hefyd yn cyflwyno'r gwaith sydd i'w gyflawni yn ystod 2020-21 i wella'r modd y mae'r Cyngor yn darparu gwasanaethau i'r trigolion, ymwelwyr a'r gweithlu sy'n siarad Cymraeg; i sicrhau fod yr effaith ar gyfleoedd i ddefnyddio'r iaith Gymraeg ac ar beidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg yn cael ei ystyried trwy brosesau gwneud penderfyniadau'r Cyngor, yn cynnwys sut gellir addasu

cynigion i sicrhau effaith fwy cadarnhaol neu lei andwyol; ac i hyrwyddo'r iaith a'r diwylliant Cymraeg trwy waith y Cyngor.

2.4 Mae'r adrannau olaf yn cynnwys y data y mae'n ofynnol i'r Cyngor ei gofnodi o dan y Safonau Cadw Cofnodion, sy'n cynnwys;

- Cwynion a dderbyniwyd gan y Cyngor yn ymwneud â'i gydymffurfiaeth â Safonau'r Gymraeg, ynghyd ag Ymchwiliadau Safonau'r Gymraeg a gynhaliwyd gan Gomisiynydd y Gymraeg yn ystod blwyddyn ariannol 2019-20
- Data ar sgiliau iaith Gymraeg gweithlu'r Cyngor
- Nifer y staff sy'n ymgymryd â chysiau hyfforddiant a ddarperir gan y Cyngor trwy gyfrwng y Gymraeg
- Gofynion sgiliau iaith swyddi newydd a swyddi gwag a hysbysebwyd gan y Cyngor yn ystod y flwyddyn.

### **3. Cyngor**

3.1 I gymeradwyo'r Adroddiad Blynyddol Safonau'r Gymraeg 2020 Drafft i'w gyhoeddi ar wefan gyhoeddus y Cyngor, gan ddarparu adolygiad o waith a wnaed i sicrhau cydymffurfiaeth â Safonau'r Gymraeg yn ystod blwyddyn ariannol 2019-20, a sicrhau fod y Cyngor yn cwrdd â'i rwymedigaethau statudol, fel yr amlinellir ym Mesur y Gymraeg (Cymru) 2011.

### **4. Goblygiadau o ran Adnoddau**

4.1 Mae'r Adroddiad Blynyddol Safonau'r Gymraeg Drafft yn adolygiad o'r gwaith a wnaed yn ystod 2019-20 ac o wybodaeth a ddelir gan y Cyngor yn ymwneud â'i gydymffurfiaeth â'r Safonau. Mae'r cynllun gwaith sydd wedi'i gynnwys ar gyfer 2020-21 o fewn y gyllideb sy'n bodoli.

4.2 Mae'r Pennaeth Cyllid (Swyddog Adran 151) yn nodi fod yr holl adnoddau y neu lle.

### **5. Goblygiadau Cyfreithiol**

5.1 Cyfreithiol: Mae gofyniad cyfreithiol ar y Cyngor i gyhoeddi Adroddiad Blynyddol Safonau'r Gymraeg ar ei wefan gyhoeddus erbyn 30 Mehefin 2020. Gellir cefnogi'r Argymhelliad o safbwynt cyfreithiol.

5.2 Mae Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd wedi cynnig sylwadau fel a ganlyn: "Nodaf y sylw cyfreithiol, ac nid oes gennyf unrhyw beth i'w ychwanegu at yr adroddiad".

### **6. Diogelu Data**

6.1 D/B

**7. Sylwadau gan Aelod(au) lleol**

7.1 D/B

**8. Asesiad Effaith Integredig**

8.1 Nid oes angen Asesiad Effaith gan fod yr Adroddiad Blynyddol Safonau'r Gymraeg yn adolygiad o waith a gynhaliwyd yn ystod 2019-20 ac o wybodaeth a ddelir gan y Cyngor yn ymwneud â'i gydymffurfiaeth â'r Safonau.

**9. Argymhelliad**

<b>Argymhelliad:</b>
I nodi cynnwys yr adroddiad

Swyddog Cyswllt:	Bedwyr Fychan
Ffôn:	01597 826126
E-bost:	bedwyr.fychan@powys.gov.uk
Pennaeth Gwasanaeth:	Emma Palmer, Pennaeth Trawsnewid a Chyfathrebu
Cyfarwyddwr Corfforaethol:	Ness Young, Cyfarwyddwr (Adnoddau a Thrawsnewid)

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



# **Adroddiad Blynyddol Safonau'r Gymraeg Cyngor Sir Powys 2020**



**Lluniwyd yn unol â gofynion**



## **Cynnwys**

1. Cyflwyniad
2. Cydymffurfiaeth â Safonau'r Gymraeg
  - i. Safonau Cyflenwi Gwasanaeth
  - ii. Safonau Llunio Polisi
  - iii. Safonau Gweithredu
  - iv. Safonau Hybu
  - v. Cynllun Gwaith 2020-21
3. Cwynion
  - i. Safonau Cyflenwi Gwasanaeth
  - ii. Safonau Llunio Polisi
  - iii. Safonau Gweithredu
  - iv. Ymchwiliadau
4. Sgiliau Iaith Gymraeg Cyflogeion
5. Hyfforddiant Cymraeg i Gyflogeion
6. Recriwtio



## 1. Cyflwyniad

Mae'n ofynnol i Gyngor Sir Powys gydymffurfio â Safonau'r Gymraeg, a gyflwynwyd o dan Fesur y Gymraeg (Cymru) 2011. Mae Mesur y Gymraeg yn rhoi statws swyddogol i'r Gymraeg yng Nghymru, ac egwyddorion sylfaenol Safonau'r Gymraeg yw na ddylid trin y Gymraeg yn llai ffafriol na'r Saesneg, ac y dylid hybu a hwyluso'r defnydd o'r Gymraeg, i'w gwneud yn haws i bobl ddefnyddio'r Gymraeg yn eu bywyd bob dydd.

Mae 5 prif adran o Safonau y mae'n ofynnol i Gyngor Sir Powys gydymffurfio â hwy, gyda'r safonau cyntaf i'w gweithredu o 30 Mawrth 2016.

**Safonau Cyflenwi Gwasanaeth** – sut mae'r Cyngor yn darparu gwasanaethau trwy gyfrwng y Gymraeg, sy'n cynnwys gohebiaeth, gwasanaethau ffôn, cyfarfodydd, dogfennau, gwybodaeth ddigidol, gwasanaethau derbynfa, gweinyddu grantiau a chontractau a hyrwyddo gwasanaethau Cymraeg.

**Safonau Lluio Polisi** – sut mae'r Cyngor yn ystyried y Gymraeg ac yn asesu effaith ar y Gymraeg wrth lunio polisiau a gwneud penderfyniadau a dyrannu grantiau, a'u haddasu i sicrhau gwell effaith ar y Gymraeg.

**Safonau Gweithredu** - sut mae'r Cyngor yn darparu cyfleoedd ac yn annog defnyddio'r Gymraeg yn ei weithgareddau mewnol, yn cynnwys gwybodaeth cyflogaeth a pholisiau mewnol, trefn gwyno a disgyblu, gwasanaethau mewnwyd, hyfforddiant ac adnoddau i staff a'r broses recriwtio.

**Safonau Hybu** – llunio a gweithredu Strategaeth ar gyfer hybu'r Gymraeg o fewn ei ardal, er mwyn cynyddu nifer y siaradwyr Cymraeg a chynyddu'r defnydd o'r Gymraeg.

**Safonau Cadw Cofnodion** – cadw cofnodion penodol yn ymwneud â pherfformiad y Cyngor mewn rhai agweddau o'i waith o dan y safonau.

Mae copi o Hysbysiad Cydymffurfio Cyngor Sir Powys, sy'n amlinellu'r holl Safonau y mae'n ofynnol i'r Cyngor gydymffurfio â hwy, i'w weld ar wefan y Cyngor, ac ar y fewnrwyd i staff.

Cyhoeddir yr Adroddiad Blynyddol hwn i gydymffurfio â Safonau 158, 164 ac 170, sy'n nodi fod rhaid i'r Cyngor lunio adroddiad blynyddol sy'n ymdrin â'r modd y cydymffurfiwyd â'r Safonau. Mae'r adroddiad hwn felly yn canolbwyntio'n bennaf ar y cyfnod rhwng 1 Ebrill 2019 a 31 Mawrth 2020.

## 2. Cydymffurfiaeth â Safonau'r Gymraeg

### i. Cyflenwi Gwasanaeth

Ceir isod amlinelliad o waith a gafodd ei wneud yn ystod blwyddyn ariannol 2019-20 ar gyfer cydymffurfio â'r Safonau Cyflenwi Gwasanaeth ac i wella'r modd y darperir gwasanaethau trwy gyfrwng y Gymraeg gan Gyngor Sir Powys.

#### Llawlyfr Staff

Mae'r llawlyfr i staff y Cyngor wedi cael ei ddiweddarau yn ystod y flwyddyn, ac yn cynnwys gwybodaeth am yr iaith Gymraeg fel un o'r elfennau allweddol sydd angen i staff ystyried wrth ymgymryd â'u dyletswyddau ar ran y Cyngor, ar y cyd ag elfennau fel Gwerthoedd y Cyngor, Cyfathrebu a Gofal am ein Cwsmeriaid, a gwybodaeth am Amodau Gwaith, Strwythur y Cyngor a Phartneriaethau. Mae'r wybodaeth am yr iaith Gymraeg ym Mhowys yn cynnwys cyfeiriad at ofynion Safonau'r Gymraeg wrth ddarparu gwasanaethau i'r cyhoedd a'r rhoi'r cynnig rhagweithiol o wasanaeth trwy gyfrwng y Gymraeg sy'n cynnwys dolenni ar gyfer cyrraedd canllawiau a gwybodaeth fanylach, ynghyd â gwybodaeth am sut i gael cefnogaeth bellach, adnoddau ar gyfer cyflawni'r gofynion a gwybodaeth am gymorth i ddatblygu sgiliau Cymraeg.

#### Ymgyrch Fewnol ar Ddarparu Gwasanaeth Cymraeg

Yn ystod mis Tachwedd 2019, cynhaliwyd ymgyrch fewnol dros wythnos yn tynnu sylw at wahanol agweddau o'r hyn mae angen i staff fod yn ei wneud er mwyn darparu gwasanaethau i'r cyhoedd trwy gyfrwng y Gymraeg a chydymffurfio â gofynion y Safonau. Gosodwyd gwybodaeth ar dudalen flaen mewnwyd y Cyngor dros bum diwrnod, o 25 Tachwedd tan 29 Tachwedd yn tynnu sylw at wahanol elfennau o'r gofynion sydd ar y Cyngor wrth ddarparu gwasanaeth i'r cyhoedd, ac anfonwyd negeseuon dyddiol i staff trwy'r cyfrif e-bost cyfathrebu corfforaethol i gyd-fynd â hynny. Cafwyd diwrnodau felly yn canolbwyntio ar:

- Ateb galwadau ffon;
- Llythyron ac e-bost;
- Cynnal cyfarfodydd;
- Cyhoeddi dogfennau;
- Cyfryngau cymdeithasol a'r we.

Erbyn diwedd yr wythnos, roedd y *carousel* newyddion, sef yr adran amlycaf ar dudalen hafan mewnwyd y Cyngor, yn llawn erthyglau yn ymwneud â darparu gwasanaeth Cymraeg.

Mae'r darlun isod yn dangos y straeon newyddion gafodd eu cyhoeddi ar dudalen flaen mewnwyd y Cyngor yn ystod wythnos yr ymgyrch;



**Darparu gwasanaeth yn Gymraeg – Diwrnod 5**  
**Carol Davies** - 29 Nov 2019  
 Ar ddiwrnod olaf yr ymgyrch Darparu gwasanaeth Cymraeg, rydym yn edrych ar wybodaeth ar ein gwefan ac ar ein sianeli cyfngau cymdeithasol. Darllen rhagor ....



**Ydych chi wedi bod yn tyfu mwstas?**  
**Carol Davies** - 28 Nov 2019  
 A ydych chi wedi bod yn tyfu eich mwstas y Tashwedd hwn i godi ymwybyddiaeth am iechedd dynion? Darllen rhagor...



**Y Cyngor yn sefyll lan i gam-drin domestig**  
**John Thomas** - 27 Nov 2019  
 I nodi Diwrnod Rhuban Gwyn yr wythnos hon, bu staff a chynghorwyr Cyngor Sir Powys led led y sir yn mynd am dro amser cinio.



**Darparu Gwasanaeth Cymraeg – Diwrnod 2**  
**Carol Davies** - 26 Nov 2019  
 Bob dydd yr wythnos yma, rydym yn rhannu'r camau sylfaenol y dylai staff Cyngor Sir Powys fod y neu dilyn i wneud yn siŵr ein bod yn cynnig gwasanaeth teg yn y Gymraeg a'r Saesneg. Heddiw, rydym yn canolbwyntio ar lythron ac e-bost. Darllen rhagor....



**Darparu Gwasanaeth Cymraeg - Diwrnod 4**  
**Carol Davies** - 28 Nov 2019  
 Mae gan Gyngor Sir Powys gyfrifoldeb i hyrwyddo defnydd o'r Gymraeg, a'r gwasanaethau mae'n eu darparu yn Gymraeg. Darllenwch ymlaen am awgrymiadau defnyddiol i sicrhau bod y Gymraeg yn cael ei gynnwys ....



**Tim Gwaith Ieuencid Datgysylltiedig ar restr fer**  
**Eirys Williams** - 28 Nov 2019  
 Mae un o wasanaethau'r Cyngor sy'n darparu gwasanaeth cwbl unigryw i bobl ifanc mewn angen wedi'i gynnwys ar restr fer i dderbyn dyfarniad pwysig ...



**Darparu gwasanaeth yn Gymraeg – Diwrnod 3**  
**Carol Davies** - 27 Nov 2019  
 Gofynion o ran y Gymraeg mewn cyfarfodydd yw ffocws yr ymgyrchu i ddarparu gwasanaeth Cymraeg heddiw. Felly pan fyddwch chi'n trefnu neu'n cadeirio cyfarfodydd cyhoeddus, mae sawl peth i'w ystyried o ran yr iaith. Rhagor yma ....



**Darparu Gwasanaeth Cymraeg - Diwrnod 1**  
**Carol Davies** - 25 Nov 2019  
 Oeddech chi'n gwybod fod gan Gyngor Sir Powys gyfrifoldeb i hyrwyddo defnydd o'r Gymraeg, a'r gwasanaethau mae'n ei ddarparu yn Gymraeg? Rydym yn cynnal ymgyrch yr wythnos yma i atgoffa staff am y camau hyn. Darllen rhagor ....

I gyd-fynd â'r ymgyrch ar fewnwyd ac e-bost corfforaethol y Cyngor, cynhyrchwyd posteri a'u codi yn swyddfeydd ac adeiladau'r Cyngor yn cynnwys y wybodaeth am yr elfennau sylfaenol o ddarparu gwasanaethau Cymraeg, oedd hefyd yn cynnwys gwybodaeth am y gofynion i ystyried effaith penderfyniadau a pholisïau'r Cyngor ar yr iaith Gymraeg yn y sir, a'r cyfrifoldeb cyfreithiol sydd ar y Cyngor i ddarparu gwasanaethau yn ôl gofynion y Safonau ac i beidio â thrin yn Gymraeg yn llai ffafriol na'r Saesneg. Mae'r posteri wedi parhau o amgylch swyddfeydd y Cyngor, wedi'u gosod mewn mannau amlwg i dynnu sylw aelodau staff i'w hatgoffa o'r hyn sy'n ofynnol iddynt eu gwneud o dan y Safonau ac i sicrhau fod y cyhoedd yn derbyn gwasanaeth trwy gydol y Gymraeg.

Rydym wedi parhau i dynnu sylw at yr ymgyrch, a defnyddio'r posteri ar ddarparu gwasanaethau Cymraeg mewn cyfarfodydd a sesiynau gwybodaeth ers i'r ymgyrch gael ei chynnal.

Dynodi Dewis Iaith – Gwasanaethau Cymdeithasol

Mae gwaith wedi parhau o fewn gwasanaethau cymdeithasol Powys ar adnabod pa ieithoedd mae defnyddwyr y gwasanaeth yn eu siarad a beth yw eu hiaith gyntaf, i weld ym mha iaith maent am dderbyn eu gwasanaethau. Mae'r Cyngor, ers 2018, wedi sicrhau fod ffurflenni cyfeirio i'r gwasanaethau cymdeithasol yn cynnwys dau gwestiwn gorfodol i'w hateb:

- Beth yw eich iaith gyntaf?
- Pa iaith/ieithoedd eraill ydych chi'n siarad?

Mae'r rhain yn gwestiynau bwriadol i osgoi holi am ddewis iaith, gan fod profiad yn dangos na fyddai cleientiaid o anghenraid yn gofyn am wasanaeth Cymraeg er y byddai hynny'n well ganddynt mewn gwirionedd, er mwyn hwyluso rhoi'r cynnig rhagweithiol.

Mae hyn yn dod yn fwy effeithiol, ond mae canrannau'r defnyddwyr gwasanaeth sy'n nodi eu bod yn siarad Cymraeg yn parhau'n is na'r 18.6% o'r boblogaeth a nododd eu bod yn siarad Cymraeg yng nghyfrifiad 2011.

I gyd-fynd â hynny, mae'r adrannau gwasanaethau oedolion a phlant wedi cynyddu'r data sydd ganddynt am sgiliau iaith eu staff er mwyn ceisio cysylltu staff sy'n siarad Cymraeg gyda defnyddwyr gwasanaeth sy'n siarad Cymraeg er mwyn hwyluso rhoi'r Cynnig Rhagweithiol o wasanaeth Cymraeg,

fel sy'n ofynnol o dan Safonau'r Gymraeg ac o dan Mwy na Geiriau: Fframwaith Strategol Llywodraeth Cymru ar gyfer yr Iaith Gymraeg ym maes Iechyd a Gofal Cymdeithasol.

Mae gan adrannau gwasanaethau cymdeithasol Powys – yr adrannau Gwasanaethau Plant, Gwasanaethau Oedolion a'r Gwasanaeth Comisiynu – bellach ddata sgiliau iaith ar gyfer 91.3% o'u staff, ac mae'r data yn nodi fod 11.4% yn meddu ar sgiliau digonol i allu darparu gwasanaeth wyneb yn wyneb trwy gyfrwng y Gymraeg (gweler y ffigyrau yn adran 4 Sgiliau Iaith Gymraeg Cyflogeion isod).

Mae Cynllun wedi'i ddatblygu ar gyfer yr adran er mwyn cyflawni'r nod, sef bod 'Gwasanaethau Cymdeithasol Powys ar gael yn Gymraeg i siaradwyr Cymraeg heb fod angen iddynt ofyn neu nodi dewis iaith'. Mae'r cynllun yn amlinellu gweithgareddau sydd angen eu cynnal o dan dair elfen benodol; Cefnogi Defnyddwyr y Gwasanaeth; Sgiliau Iaith; a'r Cynnig Rhagweithiol, gan ddynodi pwy sy'n gyfrifol am gyflawni'r gweithgareddau hynny. Mae'r Penaethiaid Gwasanaeth, Pencampwr yr Iaith Gymraeg, yr Adran Comisiynu a Monitro Contractau, Ymarferwyr Gofal Cymdeithasol, Adran Hyfforddiant Gwasanaethau Cymdeithasol, y Tîm Cyfathrebu, y Swyddog Iaith Gymraeg a Chymdeithas Mudiadau Gwirfoddol Powys oll yn bartneriaid ar gyfer cyflawni'r cynllun.

#### Grŵp Pencampwyr y Gymraeg – Gwasanaethau Cymdeithasol

I gefnogi'r gwaith o ddatblygu'r modd y mae'r Cyngor yn darparu gwasanaethau yn ôl anghenion ieithyddol y cyhoedd, a gwella ansawdd y gwasanaethau sydd ar gael, cafodd grŵp pencampwyr y Gymraeg ei sefydlu o fewn adrannau gwasanaethau cymdeithasol y sir. Cafodd ei grŵp ei sefydlu yn sgil trafodaeth yng nghyfarfod grŵp Cynrychiolwyr Gweithlu'r gwasanaethau cymdeithasol ac felly'n wirioneddol wedi codi o ddymuniad staff yr adran i wneud hynny allan nhw i hyrwyddo gwasanaethau Cymraeg ym maes gofal cymdeithasol. Gofynnwyd i bob tîm enwebu pencampwr i'r cynrychioli ar y grŵp a chafodd y cyfarfod cyntaf ei gynnal ar 3 Chwefror 2020, gan ddewis cadeirydd o blith y grŵp i arwain trafodaethau am gyfleoedd, heriau ac atebion newydd i ddarparu gwasanaethau i'w cleientiaid.

#### Cwsmer Cudd

Mae ymarfer cwsmer cudd wedi cael ei drefnu ar gyfer Gwasanaethau Cymdeithasol Cyngor Sir Powys (Gwasanaethau Oedolion a Gwasanaethau Plant). Bydd hwn yn ymarfer parhaus, ac yn cael ei gynnal bob chwarter, gan edrych ar wasanaeth dros y ffôn, ar e-bost, systemau cyswllt dros y we, gohebiaeth a gwasanaethau derbynfa.

Dros y flwyddyn, bydd modd gwerthuso'r gwasanaeth, gan weld os ymatebwyd i ymholiadau o fewn yr amserlen, cymharu'r ymateb i gyswllt Cymraeg a Saesneg, sut yr ymdriniwyd ag ymholiadau Cymraeg, os darparwyd y wybodaeth briodol ac yn y diwyg priodol, a chael adborth am agwedd gyffredinol tuag at ddarparu gwasanaeth Cymraeg yn ystod unrhyw gyswllt.

\*Er bod y cynllun wedi cael ei gomisiynu ac i fod i gychwyn yn ystod chwarter cyntaf 2020-21, mae'r ymarfer wedi cael ei ohirio yn sgil y gwaith i ymateb i argyfwng Covid-19.

#### Gweithio gyda Phartneriaid

Mae Grŵp Hyrwyddo, Herio a Cefnogi'r Gymraeg Powys yn parhau i weithredu o dan strwythur y Bwrdd Partneriaeth Rhanbarthol i gefnogi datblygu gwasanaethau ac ehangu darpariaeth cyfrwng Cymraeg ledled y Sir gan adrodd o Grŵp Trawsbynciol y Bwrdd Partneriaeth Rhanbarthol. Mae aelodaeth y grwp yn cynnwys cynrychiolwyr o Gyngor Sir Powys, Bwrdd Iechyd Addysgu Powys, Cymdeithas Mudiadau Gwirfoddol Powys, Gwasanaeth Tân ac Achub Canolbarth Cymru, Heddlu

Dyfed Powys, y Gwasanaeth Ambiwylans, Coleg Castell-nedd Port Talbot a'r Mentrau Iaith. Mae ffocws y grŵp yn bennaf ar roi'r Cynnig Rhagweithiol o wasanaeth trwy gyfrwng y Gymraeg o dan fframwaith strategol Mwy na Geiriau Llywodraeth Cymru.

Bu'r Cyngor yn parhau i gefnogi a chydweithio gyda Bwrdd Iechyd Addysgu Powys a PAVO ar hyrwyddo'r Gymraeg, yn cynnwys cydweithio ar Fframwaith Strategol ar gyfer y Gweithlu Iechyd a Gofal Cymdeithasol. Cafwyd cyfarfod penodol i drafod sut i gynnwys yr iaith Gymraeg o fewn y cynllun er mwyn ceisio sicrhau sgiliau digonol ar gyfer medru darparu gwasanaethau yn ôl gofynion Safonau'r Gymraeg.

Yn sgil llwyddiant y Cyngor yn ennill gwobrau ar lefel Prydain am ei drefn Asesu Effaith yng ngwobrau risg sefydliad Alarm yn 2018, cafodd cynrychiolwyr o'r cyngor wahoddiad i roi cyflwyniad ar ei drefn asesu effaith i Rwydwaith Risg Cymru ar 12/7/19. Amlinellwyd y modd y mae'r Cyngor yn asesu effaith ar y Gymraeg, ynghyd ag ar Gydraddoldeb, Cenedlaethau'r Dyfodol, Blaenoriaethau Strategol y Cyngor a Risg, ymhlith elfennau eraill, gan nodi sut y mae'r drefn yn cyfrannu ar broses wneud penderfyniadau'r Cyngor. Mae rhagor o wybodaeth am y drefn asesu effaith i ddilyn yn Adran ii – Safonau Llundio Polisi, isod.

#### Gwaith gyda Chontractwyr

Cynhaliwyd arolwg gyda mudiadau 3ydd parti sy'n gweithredu ym maes gofal cymdeithasol o dan waith Grŵp Hyrwyddo, Herio a Chefnogi'r Gymraeg Powys, i weld i ba raddau mae'r mudiadau hynny yn gallu darparu gwasanaethau yn ôl gofynion Safonau'r Gymraeg, ac i weld pa gefnogaeth fyddent yn ei weld yn ddefnyddiol i wella'r modd y maent yn gwneud hynny. Dangosodd yr Arolwg Cynnig Rhagweithiol ar gyfer mudiadau sy'n gweithio yn y sector gofal cymdeithasol (2019) fod gan 78% o'r sawl a ymatebodd bolisi iaith Gymraeg. Er bod nifer y siaradwyr Cymraeg a gyflogwyd yn isel, mae 69% o'r mudiadau yn cynnig cefnogaeth i'w staff ddysgu Cymraeg. Yn gysylltiedig â sgiliau Cymraeg y gweithlu, dim ond 27% o'r ymatebwyr oedd bob amser yn gallu cyhoeddi gwybodaeth yn ddwyieithog, 11% oedd bob amser yn anfon gohebiaeth yn ddwyieithog, a 27% sy'n gallu cynnal sgysiau ffôn yn Gymraeg. Serch hynny, dim ond 22% syth byth yn gofyn i'w cwsmeriaid ym mha iaith maent am dderbyn gwasanaeth.

Gweithiwyd gyda Cymdeithas Mudiadau Gwirfoddol Powys (PAVO) ar brosiect i ddarparu pecyn cefnogaeth i fudiadau gwirfoddol a mudiadau 3ydd parti (ond a fyddai ar gael hefyd yn ehangach yn y sir, e.e. i leoliadau rheng flaen y gwasanaeth iechyd) er mwyn eu cynorthwyo i roi'r cynnig rhagweithiol, a darparu mwy o wasanaethau trwy gyfrwng y Gymraeg. Penodwyd Swyddog Datblygu'r Iaith Gymraeg i weithio oddi mewn i PAVO i weithio'n benodol ar y prosiect. Defnyddiwyd canlyniadau'r arolwg uchod i fwydo i mewn i'r broses ac i weld pa gefnogaeth y byddai'r mudiadau ei angen ac yn ei werthfawrogi.

Mae'r prosiect yn cynnig cymorth i fudiadau gyda;

- Drafftio Cynllun Gweithredu iaith Gymraeg
- Cynnwys y Cynnig Rhagweithiol mewn ceisiadau cyllid
- Cyfeirio mudiadau at arbenigwyr i gael cefnogaeth i wneud mwy yn Gymraeg
- Cefnogaeth gyda marchnata dwyieithog a'r cyfryngau cymdeithasol
- Hyfforddiant a Gweminarau ar y Cynnig Rhagweithiol
- Gwasanaethau cyfieithu
- Canllawiau ar sut i ddefnyddio'r pecyn deunyddiau a grëwyd fel rhan o'r prosiect
- Cymorth arbenigol ar unrhyw ymholiadau sy'n gysylltiedig â'r iaith Gymraeg

Cafwyd lansiad swyddogol ar gyfer y prosiect ar 2 Hydref 2019 i gyflwyno'r pecyn cymorth a rhoi cyfle i fudiadau ddysgu mwy am y Cynnig Rhagweithiol a beth mae'n ei olygu i siaradwyr Cymraeg sy'n byw ym Mhowys. Cafwyd nifer o siaradwyr gwadd i drafod gwahanol elfennau o roi'r cynnig rhagweithiol, yn cynnwys Comisiynydd y Gymraeg, ymarferwyr o'r maes iechyd a gofal cymdeithasol a chael blas o brofiad defnyddwyr y gwasanaethau.

Cafodd geiriad yn ymwneud â darparu gwasanaethau trwy gyfrwng y Gymraeg a chydymffurfio â'r Safonau mewn contractau gofal cymdeithasol ei ddiweddarau a'i gryfhau yn ystod y flwyddyn. Mae'r contractau'n mynnu fod y gwasanaeth yn cydymffurfio â gofynion y Safonau a Fframwaith Strategol Mwy na Geiriau y Llywodraeth, gan nodi'r elfennau y mae disgwyl i gontractwyr ymgymryd â hwy, ac yn nodi y gellir nodi gofynion ychwanegol mewn rhai achosion. Yn y ddogfen dendro, mae'n ofynnol hefyd i ddarparu gontractwyr nodi 'Sut fyddwch chi'n cefnogi defnyddwyr y gwasanaethau i ddefnyddio'r gwasanaeth trwy'r cyfrwng a'r iaith o'u dewis, yn unol â Mesur y Gymraeg (Cymru) 2011 a Fframwaith Mwy na Geiriau'.

Cafodd trefn fonitro fwy cadarn ei chyflwyno i sicrhau cydymffurfiaeth a gweld pa gefnogaeth fyddai'n ddefnyddiol i'r contractwyr. Mae'r broses honno yn cynnwys cyfres o gwestiynau i ganfod a oes gan y mudiadau bolisi iaith Gymraeg, nifer y siaradwyr a dysgwyr Cymraeg sydd ganddynt yn gwasanaethu Powys, a mesur eu gallu i roi'r Cynnig Rhagweithiol a darparu gwasanaethau trwy gyfrwng y Gymraeg wyneb yn wyneb, dros y ffôn ac mewn deunydd ysgrifenedig. Gofynnir hefyd beth fyddai'n eu helpu i ddarparu gwasanaethau yn unol â'r gofynion.

Gweithiodd y Cyngor hefyd gyda chontractwyr sy'n darparu gwasanaethau ar-lein ar ran adrannau Refeniw a Budd-daliadau a Gwasanaethau Plant y Cyngor i ddatblygu gwasanaethau ar-lein trwy gyfrwng y Gymraeg, yn cynnwys teclynnau sgwrsio a chynghori dros y we.

#### Adroddiad Sicrwydd Comisiynydd y Gymraeg

Fel rhan o waith Comisiynydd y Gymraeg ar gyfer yr Adroddiad Sicrwydd Blynyddol, derbyniodd Cyngor Sir Powys adroddiad manwl am ei berfformiad, sy'n nodi ym mha feysydd y mae'n perfformio'n dda, a pha feysydd sydd angen eu gwella.

Roedd yr adroddiad a dderbyniwyd ym mis Tachwedd 2019 nodi fel a ganlyn (rhoddir cymhariaeth â chanlyniadau arolwg y flwyddyn flaenorol ble'r oedd yr un elfennau'n rhan o'r ddau arolwg);

- Roedd y Cyngor wedi ymateb i gyfran uwch o negeseuon e-bost Cymraeg yn Gymraeg Derbyniwyd ymateb Cymraeg i 2 neges o blith 3 a anfonwyd, o'i gymharu ag un o'r tair neges y flwyddyn flaenorol
- Roedd pob galwad ffôn yn yr arolwg wedi cael eu hateb yn Gymraeg, a chyfran uwch wedi'u trin yn llawn yn Gymraeg  
Roedd dewis awtomatig Cymraeg ar gael ym mhob galwad, cafwyd cyfarchiad Cymraeg gan y derbyniwyd i bob galwad, a chafwyd ateb cyflawn i'r ymholiad yn Gymraeg mewn 2 alwad allan o dair. Roedd hyn yn cymharu â dewis awtomatig a chyfarchiad Cymraeg ym mhob galwad y flwyddyn flaenorol, ac ymateb Cymraeg cyflawn mewn un alwad allan o dair.  
*Mae Safonau Cyngor Sir Powys ar gyfer galwadau ffôn yn nodi fod yn rhaid i'r Cyngor ddelio â galwadau yn Gymraeg a) hyd nes ei bod yn angenrheidiol trosglwyddo'r alwad i aelod o staff nad yw'n siarad Cymraeg sy'n gallu darparu gwasanaeth ar bwnc penodol; a (b) hyd nes nad oes aelod o staff sy'n siarad Cymraeg ar gael i ddarparu gwasanaeth ar y pwnc penodol hwnnw*
- Roedd dogfennau yn cael eu darparu yn Gymraeg yn unol â gofynion y Safonau, gan gydfynd â chanlyniadau'r flwyddyn flaenorol

- Roedd mwyafrif helaeth y negeseuon ar y cyfryngau cymdeithasol yn cael eu cyhoeddi yn Gymraeg (13/15 ar Facebook a 14/15 ar Twitter)
- Roedd pob enghraifft o hunaniaeth gorfforaethol y Cyngor a welwyd yn ddwyieithog, gan gyd-fynd â chanlyniadau'r flwyddyn flaenorol
- Roedd pob hysbyseb swydd yn Gymraeg a bod y broses ymgeisio ar gael yn Gymraeg yn llawn
- Roedd staff derbynfa yn medru ymdrin ag ymwelwyr yn Gymraeg a bod holl arwyddion y dderbynfa yn Gymraeg

Serch hynny, roedd yr adroddiad hefyd yn nodi rhai gwendidau, fel a ganlyn;

- Croesawu gohebiaeth Gymraeg – nid oedd ymatebion i negeseuon e-bost yn cynnwys datganiad fod y Cyngor yn croesawu gohebiaeth yn Gymraeg.  
Mae'r Cyngor bellach wedi diweddaru ei dempled llofnod e-bost i gynnwys brawddeg safonol i nodi ei fod yn croesawu gohebiaeth Gymraeg. Mae'r templed ar gael ar fewnwyd y Cyngor, ac wedi cael ei hysbysebu trwy negeseuon o gyfrif e-bost Cyfathrebu Corfforaethol y Cyngor a thrwy Dimau Rheoli Gwasanaethau.
- Dogfennau – nid oedd fersiynau Saesneg o ddogfennau, ffurflenni, taflenni ac ati yn cynnwys datganiad yn nodi fod y dogfennau hynny hefyd ar gael yn Gymraeg.  
Mae'r canllawiau i staff y Cyngor ar gydymffurfio â gofynion y Safonau yn cynnwys cymal am sicrhau fod fersiynau Saesneg o ddogfennau yn cynnwys datganiad fod y dogfennau hefyd ar gael yn Gymraeg.  
Mae brawddeg safonol hefyd wedi cael i llunio i'w chynnwys mewn dogfennau sy'n cael eu paratoi gan adran dylunio graffeg y Cyngor.
- Dogfennau Ymgynghori – nodwyd nad oedd dogfennau ymgynghori yn ceisio barn am yr iaith Gymraeg.  
Cafodd templed corfforaethol y Cyngor ar gyfer holiaduron ymgynghori ei ddiweddaru yn Ionawr 2020 i gynnwys cwestiynau sefydlog ar effaith unrhyw gynigion ar gyfleoedd i ddefnyddio'r Gymraeg ac ar beidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg. Mae rhagor o wybodaeth ar gael yn adran ii. Safonau Lluo Polisi, isod.
- Gwefan y Cyngor – gwelodd arolwg o 30 o dudalennau gwefan y Cyngor fod y wybodaeth oedd wedi'i darparu ar y tudalennau Cymraeg yn wahanol o bryd i'w gilydd i'r hyn oedd ar y tudalennau Saesneg, ac nad oedd rhai o'r tudalennau Cymraeg yn gweithio'n llawn.  
Serch hynny, wedi ymchwil pellach gan y Cyngor, gwelwyd fod yr arolwg wedi cael ei gynnal tra'r oedd y Cyngor yn y broses o drosglwyddo'i wefan i lwyfan newydd. Erbyn i'r Cyngor dderbyn yr adroddiad, roedd yr holl faterion a godwyd wedi cael eu datrys.

### Cyfieithu a Darparu Gwybodaeth Ddwyieithog

Mae gan Gyngor Sir Powys uned gyfieithu fewnol sy'n cefnogi gwasanaethau'r Cyngor ac yn eu galluogi i ddarparu gwybodaeth yn ddwyieithog, ac yn darparu gwasanaeth cyfieithu ar y pryd mewn cyfarfodydd, sy'n galluogi pobl i gyfrannu at gyfarfodydd yn yr iaith o'u dewis, ac yn sicrhau fod pawb sy'n cymryd rhan yn y cyfarfod yn medru dilyn y drafodaeth yn llawn.

Derbyniodd Uned Gyfieithu'r Cyngor 6832 cais am wasanaeth cyfieithu ysgrifenedig yn ystod y flwyddyn, o'i gymharu â 6724 y flwyddyn flaenorol, sy'n dangos fod y Cyngor yn parhau i gynyddu'r wybodaeth sydd ar gael yn ddwyieithog i drigolion ac ymwelwyr â'r sir.

Yn ystod y flwyddyn, cafodd 97.4% o geisiadau cyfieithu eu dychwelyd o fewn y targedau ar gyfer dychwelyd gwaith. Mae hyn yn amrywio o targed o 1 diwrnod gwaith ar gyfer ceisiadau brys fel

datganiadau i'r wasg brys, gwybodaeth frys ar gyfer y wefan a'r fewnwyd, deunydd ar gyfer y cyfryngau cymdeithasol, gohebiaeth, hysbysebion ac agendaau pwyllgorau; 5 diwrnod gwaith ar gyfer ceisiadau â llai o frys ar eu cyfer fel llythron cyffredinol, posteri, swydd ddisgrifiadau a dogfennau llai na 100 o eiriau, neu darged hirach y cytunwyd arno ar gyfer dogfennau a strategaethau hirach. Roedd hyn yn galluogi cyhoeddi gwybodaeth yn ddwyieithog i'r cyhoedd, swyddogion ac aelodau etholedig mewn modd amserol.

Daeth y gyfran fwyaf o'r gwaith o'r Gwasanaeth Ysgolion (22.9%) gyda chyfran sylweddol hefyd gan yr Adran Eiddo, Cynllunio a Gwarchod y Cyhoedd (13.7%), Adran Datblygu'r Sefydliad a'r Gweithlu (11.5%) a'r Adran Trawsnewid a Chyfathrebu (10.4%).

#### Ymchwiliad Comisiynydd y Gymraeg

Cynhaliwyd Ymchwiliad gan Gomisiynydd y Gymraeg yn ystod y flwyddyn i fethiant i gydymffurfio â'r Safonau Cyflenwi Gwasanaeth. Daeth y Comisiynydd i'r casgliad fod y Cyngor wedi methu cydymffurfio â gofynion Safonau'r Gymraeg drwy beidio ag ymateb yn Gymraeg i ohebiaeth a anfonwyd at y Cyngor yn Gymraeg. Mae rhagor o fanylion am yr ymchwiliad i'w gweld yn Atodiad 1.

Mae Atodiad 1 hefyd yn rhestru cyfres o gwynion a dderbyniwyd gan y Cyngor yn ymwneud â gwasanaethau a ddarparwyd yn Gymraeg a'i gydymffurfiaeth â'r Safonau Cyflenwi Gwasanaeth.

#### **ii. Safonau Llundio Polisi**

Ceir isod amlinelliad o waith a gafodd ei wneud yn ystod blwyddyn ariannol 2019-20 ar gyfer cydymffurfio â'r Safonau Llundio Polisi ac i wella'r modd y caiff yr effaith ar yr iaith Gymraeg ei ystyried o fewn polisiâu a phenderfyniadau Cyngor Sir Powys.

Yn ystod y flwyddyn, mae trefn Asesu Effaith Gorfforaethol y Cyngor wedi cael ei diweddarau. Mae'r drefn honno yn cynnwys asesiadau effaith ar y Gymraeg, ynghyd ag ar gydraddoldeb, cenedlaethau'r dyfodol, blaenoriaethau'r Cyngor, a nifer o elfennau eraill. Cafodd y templed a'r canllawiau diwygiedig eu cyhoeddi ar fewnwyd y Cyngor yn ystod mis Mawrth 2020, yn barod i gael eu defnyddio o ddechrau'r flwyddyn ariannol newydd.

Mae cynlluniau hefyd i ddigideiddio'r broses asesu effaith yn ystod 2020-21, fydd yn hwyluso'r broses ar gyfer y sawl sy'n cynnal yr asesiad, ac yn galluogi mesur effaith gronnydd penderfyniadau a gwasanaethau'r Cyngor ar unrhyw elfen sy'n cael ei hystyried o fewn yr asesiadau.

Mae'r cwestiynau am yr effaith ar y Gymraeg yn cynnwys ystyried yr effaith ar;

- Gyfleoedd i unigolion ddefnyddio'r iaith, a pheidio trin yn Gymraeg yn llai ffafriol na'r Saesneg
- Cyfleoedd i hyrwyddo'r iaith Gymraeg
- Effaith ar staff o ran y Gymraeg

Gofynnir sut mae'r newid a gynigir yn cyfrannu neu'n effeithio ar y penawdau hynny gan roi mesur o'r effaith a ragwelir, o wael iawn i dda iawn.

Yna ceir cwestiwn pellach yn gofyn beth fydd yn cael ei wneud i sicrhau effaith fwy cadarnhaol neu i liniaru unrhyw effeithiau negyddol, gan ofyn hefyd am fesur o'r effaith ar ôl y camau lliniaru.

Mae'n ofynnol bod asesiad effaith ynghlwm wrth adroddiadau sy'n cael eu cyflwyno i Gabinet y Cyngor, a rhaid cynnwys crynodeb o'r effaith a ragwelir hefyd yng nghorff yr adroddiadau cabinet.



Rhaid hefyd bod asesiadau effaith yn cael eu defnyddio i ddatblygu polisiâu a chynigion eraill gan adrannau'r Cyngor, fydd ddim o anghenraid yn mynd i'r Cabinet er penderfyniad.

Caiff sesiynau hyfforddi eu cynnal ar gyfer staff sy'n ymgymryd ag asesiadau effaith, gyda rhaglen o hyfforddiant chwarterol wedi cael ei threfnu.

Mae templed corfforaethol y Cyngor ar gyfer holiaduron ymgynghori wedi cael ei ddiweddarau, ac yn cynnwys cwestiynau ar effaith unrhyw gynigion ar gyfleoedd i ddefnyddio'r Gymraeg ac ar beidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg. Defnyddir y templed hwnnw hefyd ar gyfer ymgynghoriadau trawsnewid ysgolion.

Cafodd canllawiau ymgynghori corfforaethol y Cyngor hefyd eu diweddarau yn ystod Mawrth 2020, ac roeddynt yn cynnwys adran ystyried yr effeithiau ar yr iaith Gymraeg a cheisio barn rhanddeiliaid am yr effaith ar y Gymraeg.

Mae'r adran ar y Gymraeg yn nodi fod Safonau'r Gymraeg yn mynnu fod yr awdurdod yn asesu effaith polisiâu a gwasanaethau ar y Gymraeg, ac yn nodi enghreifftiau o'r cwestiynau y dylid eu gofyn, fel a ganlyn;

“Pa effaith fyddai gan y cynnig hwn ar gyfleoedd i ddefnyddio'r iaith Gymraeg, ac ar drin y Gymraeg yn llai ffafriol?”

“Sut y gellir newid hyn fel bod ei effaith yn fwy cadarnhaol?”

Cynhaliwyd Ymchwiliad gan Gomisiynydd y Gymraeg yn ystod y flwyddyn i fethiant i Gydydffurfio â Safonau'r Gymraeg yn ymwneud ag Asesiadau Effaith ar gynigion i uno ysgolion yn ardal Llanfyllin. Daeth y Comisiynydd i'r casgliad fod y Cyngor wedi methu cydydffurfio â gofynion y Safonau Lluo Polisi yn ymwneud ag asesu y effaith cynigion trawsnewid ysgolion yn ddigonol ar yr iaith Gymraeg, ac wrth ofyn cwestiynau am effaith y cynigion ar y Gymraeg yn ystod y broses ymgynghori. Mae rhagor o fanylion am yr ymchwiliad, yn cynnwys camau a gymerwyd gan y Cyngor i wella ei brosesau, i'w gweld yn Atodiad 1.

### **iii. Safonau Gweithredu**

Ceir isod amlinelliad o waith a gafodd ei wneud yn ystod blwyddyn ariannol 2019-20 ar gyfer cydydffurfio â'r Safonau Gweithredu ac i wella'r modd y darperir gwybodaeth, adnoddau a gwasanaethau mewnol trwy gyfrwng y Gymraeg gan Gyngor Sir Powys.

#### Adnoddau i Staff

Yn ystod y flwyddyn cafodd mewnwyd ddwyieithog newydd y Cyngor ei datblygu ymhellach i gynnwys rhagor o wybodaeth ac adnoddau i staff, gan sicrhau fod yr holl dudalennau, adnoddau, dogfennau a theclynnau yn gweithio trwy gyfrwng y Gymraeg yn yr un modd a'r Saesneg.

Ym mis Chwefror 2020, cafodd llofnod e-bost corfforaethol newydd ei greu ar gyfer staff y Cyngor, sy'n cynnwys brawddeg safonol am groesawu gohebiaeth yn Gymraeg

Mae dolen newydd wedi'i gosod ar frig mewnwyd staff y Cyngor i alluogi dod o hyd i staff sy'n siarad Cymraeg yn rhugl yn hwylus. Bydd hyn yn hwyluso dod o hyd i siaradwyr Cymraeg e.e. ar gyfer cyfeirio galwadau ffôn.

Mae'r Llawlyfr Staff wedi cael ei ddiweddarau, sy'n cynnwys gwybodaeth am yr Iaith Gymraeg a gofynion y Safonau, gyda dolenni i alluogi staff i ddod o hyd i ganllawiau pellach, adnoddau, cymorth a gwybodaeth am ddatblygu sgiliau Gymraeg

### Cyfathrebu Mewnol

Bu gwaith yn ystod y flwyddyn ar fireinio'r drefn ar gyfer cyfathrebu mewnol o fewn y Cyngor, i sicrhau fod gwybodaeth yn cael ei gyflwyno yn ddwyieithog i staff trwy sianelu'r sianelu cyfathrebu mewnol.

Yn ogystal â'r wybodaeth a ddarperir yn ddwyieithog ar fewnrwyd y Cyngor, caiff negeseuon e-bost o gyfrif Cyfathrebu Corfforaethol y Cyngor eu hanfon un ai'n ddwyieithog ar ffurf tabl gyda'r ddwy iaith ochr yn ochr ar gyfer negeseuon byrrach, neu mewn dwy neges ar wahân – un yn Gymraeg ac un yn Saesneg – yn cael eu hanfon yr un pryd os yw'r negeseuon yn hirach.

Dilynir yr un drefn hefyd gyda negeseuon o gyfrifon Gwasanaethau TG a Dysgu a Datblygu y Cyngor.

Lluniwyd canllaw mewnol hefyd ar gyfer cyflwyno fideos a flogiau yn ddwyieithog.

Os yw fideo yn cynnwys nifer o wahanol aelodau staff yn cyflwyno negeseuon, bydd y Cyngor yn ceisio sicrhau fod siaradwyr Gymraeg a Saesneg yn cyfrannu at y fideo, ac is-deitlau yn cael eu darparu yn Saesneg a Chymraeg ar y rhannau perthnasol.

Mewn fideos sydd ag un cyfrannwr, os yw'r cyfrannwr yn ddwyieithog (e.e. gan y Prif Weithredwr) yn ddibynnol ar natur y neges sydd i'w chyflwyno, bydd y fideo un a'i cael ei chynhyrchu'n ddwyieithog, gydag is-deitlau priodol, neu dwy fideo ar wahân yn cael eu cynhyrchu yn Gymraeg ac yn Saesneg.

Os bydd fideo yn cael ei chreu gyda chyfrannwr di-Gymraeg (e.e. aelod Cabinet neu gyfarwyddwr di-Gymraeg) yna bydd un fersiwn yn cael ei chreu gydag is-deitlau Gymraeg ac un arall gydag is-deitlau Saesneg.

### Sesiynau Cynefino

Mae'r Cyngor wedi bod yn cynnal sesiynau cynefino i reolwyr, sy'n cynnwys sesiwn ar yr Iaith Gymraeg ym Mhowys a Safonau'r Gymraeg. Gall hynny fod yn rheolwyr sy'n ymuno a'r Cyngor o'r newydd, neu'n rheolwyr sydd wedi cael eu dyrchafu i'r swyddi hynny yn fewnol.

Mae trefn newydd wedi'i sefydlu hefyd ar gyfer cynnal sesiynau cynefino i'r holl staff newydd sy'n ymuno â'r Cyngor, gyda'r sesiynau hynny hefyd i gynnwys gwybodaeth am yr Iaith Gymraeg a'r Safonau. Mae rhaglen fisol o sesiynau wedi cael eu trefnu, ac roedd y gyntaf i fod i gael ei chynnal ar 31 Mawrth. Serch hynny, yn sgil pandemig Covid-19, cafodd y sesiynau cyntaf eu gohirio.

### Sesiynau Adrannau Unigol

Cynhaliwyd sesiynau gydag adrannau unigol hefyd i drafod darparu gwasanaethau dwyieithog a gofynion Safonau'r Gymraeg, yn cynnwys cyfres o gyfarfodydd gyda grwpiau o staff o Adran Dai y Cyngor ym mis Gorffennaf ac Awst 2019 ac yn Ionawr 2020 fel rhan o hyfforddiant oedd yn cael ei gynnal i'r adran ar ddarparu gwasanaethau i'r cyhoedd; sesiwn ar hybu a hyrwyddo gwasanaethau Gymraeg trwy gontractau gofal cymdeithasol yn nghyfarfod tîm rheoli gwasanaethau Comisiynu'r Cyngor (8 Mai 20109) a thrafodaeth am ddarparu a hyrwyddo gwasanaethau trwy gyfrwng y Gymraeg a chefnogi staff i ehangu'r ddarpariaeth o fewn gofal cymdeithasol yng nghyfarfod Cynrychiolwyr Gweithlu Gofal Cymdeithasol y Cyngor (21 Hydref 2019).

### Gwobrau Staff Cyngor Sir Powys – Gwobr y Gymraeg

Cafodd Gwobr y Gymraeg ei chynnwys ymhlith Gwobrau Staff Cyngor Sir Powys eto eleni. Mae hon yn wobwr ar gyfer gweithiwr neu dîm sydd wedi cymryd camau ychwanegol i wneud yn siŵr fod cwsmeriaid yn gallu derbyn gwasanaeth o safon uchel yn y Gymraeg, neu sydd wedi ysbrydoli eraill i wneud mwy trwy gyfrwng y Gymraeg.

Mae'r wobwr yn tynnu sylw at bwysigrwydd a gwerth darparu gwasanaeth Cymraeg da, ac yn dangos gwerthfawrogiad i'r staff hynny sy'n mynd gam yn bellach i sicrhau fod gwasanaeth Cymraeg da ar gael.

#### Datblygu Sgiliau Cymraeg

O dan ofynion y Safonau Gweithredu, ond hefyd fel rhan o ymrwymiad y cyngor i gynyddu nifer y siaradwyr Cymraeg o fewn y sir, fel ei gyfraniad tuag at darged y Llywodraeth o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050, mae'r Cyngor yn annog ei staff i ddysgu Cymraeg trwy amrywiaeth o ddulliau;

##### a) Cwrs ar-lein Croeso Cymraeg Gwaith

Mae'r Cyngor wedi cofrestru fel cyflogwr ar gyfer cyrsiau Cymraeg Gwaith ac yn hyrwyddo'r cyfleoedd i ddysgu trwy'r dulliau hyn trwy erthyglau newyddion ac adran ar y fewnrwyd a thrwy negeseuon trwy gyfrif e-bost Cyfathrebu Corfforaethol.

Mae'r cwrs Croeso ar-lein felly ar gael i unrhyw un o staff y Cyngor gofrestru arno am ddim. Yn ôl yr adroddiad diwethaf, roedd 231 wedi cofrestru ar gyfer y cyrsiau ar-lein, ac 11 wedi'i gwblhau.

Tuag at ddiwedd y flwyddyn, fel yr oedd cyfyngiadau yn cael eu gosod ar symud a newid yn y ffordd roedd pobl yn gweithio, cafwyd cynnydd sylweddol yn nifer yr aelodau staff oedd yn ymgymryd â'r cwrs Croeso ar-lein, gyda 51 cwrs wedi'u cwblhau ers diwedd mis Mawrth – cynnydd o 463% ar y nifer oedd wedi cwblhau'r cyrsiau'n flaenorol.

##### b) Cyrsiau Cymraeg i Oedolion cymunedol

Mae nifer o staff y Cyngor yn dilyn cyrsiau Cymraeg cymunedol, un ai fin nos neu yn ystod y diwrnod gwaith, gyda'r Cyngor yn talu ffioedd cofrestru'r cyrsiau.

Mae 40 wedi mynychu cyrsiau yn ystod y flwyddyn academaidd, gan gofrestru trwy'r Cyngor, a gyda'r Cyngor yn talu eu ffioedd.

##### c) Cwrs Cymraeg Gwaith

Bu'r Cyngor yn cydweithio â chymdeithas Tai Canolbarth Cymru i gynnal cwrs Cymraeg Gwaith dwys yn yr ardal i sicrhau fod digon o ddysgwyr ar yr un lefel ac yn medru mynychu'r un lleoliad i gael niferoedd digonol i gynnal cwrs. Bu aelodau o staff y ddau sefydliad yn mynychu gwersi wythnosol ym mhencadlys Tai Canolbarth Cymru yn Y Drenewydd bob dydd Llun o fis Hydref 2019 tan ganol Ebrill 2020 (gyda'r gwersi olaf yn cael eu cynnal dros y we yn sgil cyfyngiadau symud Covid-19).

Rhodddwyd cefnogaeth i'r dosbarth hefyd trwy gynnal sesiwn i ddangos yr adnoddau sydd ar gael i helpu staff i weithio mwy trwy gyfrwng y Gymraeg, yn cynnwys geiriaduron a rhestrau termau ar-lein, e.e. Geiriadur yr Academi, TermCymru ac adnoddau Comisiynydd y Gymraeg; meddalwedd gwirio sillafu trwy Cysgliad a Microsoft; ac adnoddau a chymorth sydd ar gael i staff y Cyngor trwy dudalennau'r iaith Gymraeg ar y fewnrwyd a chefnogaeth gan Uned Gymraeg y Cyngor.

##### ch) Dulliau Dysgu Eraill

Mae staff hefyd yn dysgu trwy ddulliau eraill, gyda rhai wedi mynychu cyrsiau preswyl pum

niwrnod Cymraeg Gwaith, dysgu trwy seminarau 1 i 1, a thrwy weithgareddau llai ffurfiol fel sesiynau sgwrsio a chiniawau Cymraeg.

#### **iv. Safonau Hybu**

Ceir isod amlinelliad o waith a gafodd ei wneud yn ystod blwyddyn ariannol 2019-20 ar gyfer cydymffurfio â Safonau Hybu'r Gymraeg ac yn ymwneud â Strategaeth Hybu'r Gymraeg Cyngor Sir Powys i ehangu'r defnydd a chyfleoedd i ddefnyddio'r Gymraeg, a chynyddu nifer siaradwyr Cymraeg ym Mhowys.

##### Cwrs Cyfieithu Cymunedol

Cefnogwyd cwrs cyfieithu cymunedol undydd a gynhaliwyd yng Nghanolfan Nanthirwen, Llansilin, ar y cyd gyda Menter Maldwyn. Cynhaliwyd y cwrs, oedd yn rhad ac am ddim i'w fynychu, ym mis Mehefin 2019 dan arweiniad Dafydd Chilton, sydd â phrofiad helaeth ym maes cyfieithu ar y pryd a chyfieithu cymunedol trwy Cyfieithu Cymunedol Conwy.

Diben y cwrs oedd datblygu sgiliau pobl allai fynd ati i ddarparu gwasanaeth cyfieithu ar y pryd er mwyn galluogi i gyfarfodydd a digwyddiadau cymunedol barhau i gael eu cynnal yn Gymraeg neu'n ddwyieithog, ail-normaleiddio'r defnydd o'r Gymraeg mewn sefyllfaoedd mwy ffurfiol o fewn ein cymunedau, a chynnig cyfleoedd i bobl weithio, magu profiad a datblygu gyrfa yn eu cymunedau gwledig.

##### Gwobrau Staff Mudiad Meithrin

Fe noddodd Cyngor Sir Powys wobwr Cylch Ti a Fi fel rhan o Wobrau Blyneddol Mudiad Meithrin am yr ail flwyddyn yn olynol. Yn ogystal a chefnogi mudiad sy'n gwneud gwaith allweddol yn y Sir, roedd y Cyngor am ddangos cymaint mae'n gwerthfawrogi'r gwaith sy'n cael ei wneud ar lawr gwlad gan unigolion a grwpiau ymroddedig i ddarparu gwasanaeth ac i hyrwyddo'r iaith Gymraeg.

##### Hyrwyddo'r Diwylliant a Digwyddiadau Cymraeg

Bu'r Cyngor yn hwyluso a chefnogi cyfarfodydd yr Urdd i baratoi ar gyfer Eisteddfod Genedlaethol yr Urdd. Roedd yr Eisteddfod i fod i gael ei chynnal ym Mhowys yn 2022, ond mae bellach wedi'i gohirio yn sgil sefyllfa pandemig Covid-19. Roedd y gefnogaeth yn cynnwys hwyluso trefniadau cyfarfod cyhoeddus ym Mehefin 2019 i'r gymuned wahodd yr Eisteddfod yn ffurfiol i'r sir.

Manteisiodd y Cyngor ar ddigwyddiadau fel Dydd Miwsig Cymru i godi ymwybyddiaeth ac i hyrwyddo'r diwylliant Cymraeg. Yn achos Dydd Miwsig Cymru crëwyd rhestr chwarae o gerddoriaeth gan artistiaid o Bowys neu sydd â chysylltiad â Phowys, gan ei hyrwyddo ar y cyfryngau cymdeithasol, ynghyd â chyfres o bostiadau yn cynnwys fideo neu recordiad o artistiaid o'r ardal o wahanol *genres* cerddorol i ennyn diddordeb a chodi ymwybyddiaeth o gerddoriaeth Gymraeg o'r sir, a rhoi cyhoeddusrwydd yr un pryd i'r ymgyrch a'r dathliadau cenedlaethol.

Cefnogwyd dathliadau Diwrnod Llywelyn a gafodd ei gynnal gan Fenter Brycheiniog a Maesyfed yn Llanfair-ym-Muallt ar 11 Rhagfyr 2019. Fel rhan o'r dathliadau, yn y cyfnod yn arwain at Ddiwrnod Llywelyn, comisiynodd y Fenter ddrama am hanes Llywelyn i deithio o amgylch ysgolion yr ardal gan gael ei chyflwyno i oddeutu 600 o blant Cyfnod Allweddol 2. Cynhaliwyd gweithdai yn yr ysgolion cynradd hefyd i greu tariannau a chleddyfau ar gyfer y dathliadau. Ar ddiwrnod Llywelyn, cynhaliwyd gorymdaith o amgylch tref Llanfair-ym-Muallt, gydag oddeutu 220 o blant o 7 o ysgol y dalgylch yn cymryd rhan, ynghyd â thuag ugain o wirfoddolwyr o grwpiau lleol, yn cynnwys y Rotari a'r Fforwm

laith, i gefnogi'r gweithgareddau. Cafwyd bore o weithgareddau i ddilyn gyda chymeriad Llywelyn Ein Llyw Olaf o ddrama Mewn Cymeriad a'r Welsh Whisperer yn darparu'r adloniant.

#### Datblygiadau Addysg Powys

Mae'r Cyngor wedi bod yn datblygu gweledigaeth newydd ar gyfer addysg yn y Sir dros y misoedd diwethaf, gyda mewnbwn gan amrywiaeth eang o randdeiliaid, yn cynnwys Cyngorwyr, Penaethiaid, Llywodraethwyr, staff ysgolion, staff y gwasanaeth ysgolion, dysgwyr

Ym mis Ebrill 2020, cymeradwywyd 'Strategaeth ar gyfer Trawsnewid Addysg ym Mhowys 2020-2030', a ddatblygwyd yn seiliedig ar yr adborth a dderbyniwyd.

Mae'r Strategaeth yn cynnwys 4 Nod Strategol. Un o'r rhain yw i 'Wella mynediad i ddarpariaeth cyfrwng Cymraeg ar draws pob cyfnod allweddol', gyda'r nod o sicrhau cynnydd yn y nifer o blant sy'n cael mynediad i addysg Gymraeg. Bydd rhaglen waith i gyd-fynd efo'r strategaeth, fydd yn cynnig gweithgareddau penodol yn ymwneud ag addysg Gymraeg, yn cynnwys symud ysgolion ar hyd y continwmm iaith a datblygu darpariaeth newydd

O dan waith hybu a hyrwyddo addysg Gymraeg, mae'r Cyngor wedi sefydlu is-grwp hyrwyddo addysg Gymraeg wedi'i sefydlu fel rhan o Fforwm Addysg Gymraeg y Cyngor. Mae'r is-grwp hyrwyddo yn cynnwys cynrychiolaeth o RhAG, y Mentrau Iaith a Mudiad Meithrin, yn ogystal a swyddogion y Cyngor.

Mae'r grwp yn gweithio ar baratoi taflen hyrwyddo addysg Gymraeg, gyda'r gwaith hwn yn cael ei gydlynu gan y Mentrau Iaith a swyddogion y cyngor. Y bwriad yw lansio'r daflen ym mis Medi, fel rhan o ymgyrch hyrwyddo addysg Gymraeg ym Mhowys, fydd hefyd yn cynnwys fideos cysylltiedig.

#### **v. Cynllun Gwaith 2020-21**

		Adrannau Perthnasol Safonau'r Gymraeg	Dyddiad Targed
1	Sefydlu Grŵp Llywodraethiant Iaith Gymraeg newydd i Gyngor Sir Powys, i sicrhau fod yr iaith Gymraeg, yn cynnwys effaith penderfyniadau ar y Gymraeg, yn cael eu hystyried mewn trafodaethau a chynlluniau strategol	Llunio Polisi, Cyflenwi Gwasanaeth, Hybu	Rhagfyr 2020
2	Cynnal adolygiad o waith a strwythur Grŵp Hyrwyddo, Herio a Chefnogi'r Gymraeg Powys, i sicrhau fod y grŵp yn cael dylanwad priodol, a bod y partneriaid yn cael budd o'r gwaith	Cyflenwi Gwasanaeth, Hybu	Hydref 2020
3	Cefnogi darparu gwasanaethau trwy gyfrwng y Gymraeg a rhoi'r Cynnig Rhagweithiol trwy sesiynau yn Nhimau Rheoli Gwasanaethau i drafod gofynion y Gymraeg, yn cynnwys y Safonau Cyflenwi	Cyflenwi Gwasanaeth, Llunio Polisi, Gweithredu	Mawrth 2021

	Gwasanaeth, Llundain Polisi a Gweithredu Mewnol		
4	Cynnal Ymarfer Cwsmer Cudd o fewn gwasanaethau gofal cymdeithasol y Cyngor er mwyn gwerthuso sut mae gwasanaethau yn cydymffurfio â gofynion Safonau'r Gymraeg a Mwy na Geiriau	Cyflenwi Gwasanaeth	Mawrth 2021
5	Creu cronfa ddata o frawddegau ac ymadroddion defnyddiol i staff ac aelodau etholedig i annog rhagor o ddefnydd o'r Gymraeg ac i roi'r Cynnig Rhagweithiol o wasanaeth yn Gymraeg	Cyflenwi Gwasanaeth	Awst 2020
6	Creu a chyflwyno system i awtomeiddio'r broses o wneud cais a chofnodi gwaith cyfieithu, i greu proses hwylus i wneud cais am gyfieithiad, a galluogi casglu data cyfieithu, i alluogi i'r tîm cyfieithu ganolbwyntio ar lunio cyfieithiadau	Cyflenwi Gwasanaeth, Gweithredu	Gorffennaf 2020
7	Digideiddio'r broses asesu effaith integredig, i wneud y broses asesu yn hwylus, a galluogi chwilio'n hwylus trwy'r data i ganfod tueddiadau neu effaith anghymesur	Llundain Polisi	Medi 2020
8	Cynnal ymgyrch Cynnig Rhagweithiol olynol trwy sianeli cyfathrebu corfforaethol i atgoffa staff am ofynion y Safonau	Cyflenwi Gwasanaeth, Llundain Polisi, Gweithredu	Mawrth 2021
9	Darparu sesiynau hyfforddi chwarterol i staff ar asesu effaith polisiâu a phenderfyniadau ar y Gymraeg, fel rhan o'r broses Asesu Effaith gorfforaethol	Llundain Polisi	Mawrth 2021
10	Darparu sesiwn i'r Cabinet ar eu rôl yn asesu effaith penderfyniadau ar y Gymraeg, fel rhan o'r broses Asesu Effaith gorfforaethol	Llundain Polisi	Medi 2020
11	Darparu hyfforddiant i aelodau etholedig fel rhan o'r rhaglen Hyfforddiant i Aelodau ar ofynion Safonau'r Gymraeg, yn cynnwys y Safonau Cyflenwi Gwasanaeth, Llundain Polisi, Gweithredu a Hybu	Cyflenwi Gwasanaeth, Llundain Polisi, Gweithredu, Hybu	Rhagfyr 2020
12	Darparu sesiwn Ymwybyddiaeth Iaith i'r holl staff newydd fel rhan o'r broses Gynefino Staff newydd	Cyflenwi Gwasanaeth, Llundain Polisi, Gweithredu, Hybu	Mawrth 2021
13	Darparu sesiwn ar ofynion Safonau'r Gymraeg fel rhan o'r rhaglen gynefino chwarterol i reolwyr newydd	Cyflenwi Gwasanaeth, Llundain Polisi, Gweithredu, Hybu	Mawrth 2021
14	Hyrwyddo a hwyluso cyfleoedd i gael hyfforddiant a sesiynau ymarfer anffurfiol i alluogi staff i ddatblygu eu sgiliau Cymraeg	Gweithredu	Mawrth 2021
15	Parhau â'r trafodaethau gyda'r Urdd i hwyluso ymweliad Eisteddfod Genedlaethol yr Urdd â Phowys yn 2023	Hybu	Mai 2023

16	Creu taflen i hyrwyddo addysg cyfrwng Cymraeg ym Mhowys o dan waith Is-grŵp Hyrwyddo Addysg Gymraeg y Fforwm Addysg Gymraeg	Hybu	Medi 2020
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### 3. Nifer y Cwynion a Dderbyniwyd

Mae rhestr o'r cwynion a dderbyniwyd gan y Cyngor yn ymwneud a Safonau'r Gymraeg ynghyd a manylion yr Ymchwiliadau Safonau a gynhaliwyd yn ystod y flwyddyn ariannol 2019-20 i'w gweld yn Atodiad 1.

### 4. Nifer y Cyflogeion sy'n meddu ar sgiliau yn y Gymraeg ar ddiwedd y flwyddyn

Mae Cyngor Sir Powys yn cofnodi sgiliau iaith Gymraeg staff trwy ddefnyddio'r lefelau cymhwysedd canlynol o 0 i 5;

Lefel cymhwysedd	Diffiniad
0	Dim neu ychydig bach o wybodaeth o'r Gymraeg.
1	Gallaf ynganu enwau personol ac enwau lleoedd yn gywir, a gallaf roi ac ymateb i gyfarchion syml ar y ffôn ac wyneb yn wyneb.
2	Gallaf cyfathrebu mewn tasgau syml cyffredin, sy'n gofyn am gyfnewid gwybodaeth ar bynciau a gweithgareddau cyfarwydd. Gallaf gynnal sgwrs gymdeithasol fer, er na allaf ddeall digon i gadw'r sgwrs i fynd fy hun.
3	Gallaf ddelio â'r rhan fwyaf o sefyllfaoedd sy'n debygol o godi wrth deithio mewn ardal lle mae'r iaith yn cael ei siarad. Gallaf ymuno â sgwrs yn fyrfyr ar bynciau sy'n gyfarwydd neu'n berthnasol i fywyd bob dydd (e.e. teulu, diddordebau, gwaith).
4	Gallaf ymwneud â siaradwyr brodorol yn rhugl ac yn fyrfyr. Gallaf gymryd rhan mewn trafodaethau mewn sefyllfaoedd cyfarwydd.
5	Gallaf gymryd rhan mewn unrhyw sgwrs neu drafodaeth yn ddiymdrech ac rwy'n gyfarwydd iawn â phriod-ddulliau a dywediadau llafar. Gallaf fynegi fy hun yn rhugl a chyfleu arlliw penodol i ystyr yn fanwl.

Mae'r sgiliau yn cael eu cofnodi trwy hunan asesiad gan y staff eu hunain, ac yn cael eu cadw mewn cronfa ddata yn system Adnoddau Dynol iTrent y Cyngor.

Ar gyfer staff newydd, sydd wedi dechrau gweithio i'r Cyngor ers Ebrill 2017, mae'r cofnod lefel iaith yn cael ei drosglwyddo'n awtomatig o'r cofnod yn eu ffurflen gais am swydd. Ar gyfer staff sy'n gweithio i'r awdurdod ers cyn hynny, mae gofyn iddynt fynd i mewn i system iTrent a chofnodi eu lefel iaith o fewn y system yn uniongyrchol.

Mae modd i staff diweddarau eu lefelau sgiliau iaith wrth fynd ati i ddyysgu a datblygu eu sgiliau Cymraeg.

Mae'r ffigyrau sgiliau iaith diweddaraf ar gyfer staff y Cyngor fel a ganlyn;

Gwasanaeth	Dim data	0	1	2	3	4	5	Mwy nag un lefel wedi'i chofnodi

Gwasanaethau Oedolion	8.5%	24.8%	38.7%	13.4%	4.3%	3.2%	4.2%	2.9%
Gwasanaethau Plant	10.1%	19.6%	43.7%	10.3%	4.5%	3.4%	2.9%	5.6%
Comisiynu	0.0%	20.0%	44.6%	15.4%	4.6%	3.1%	4.6%	7.7%
Priffyrdd, Trafnidiaeth ac Ailgylchu	35.8%	17.7%	32.0%	5.1%	2.9%	1.8%	2.5%	2.2%
Tai a Datblygu Cymunedol	35.6%	21.6%	26.0%	5.5%	3.3%	1.4%	2.3%	4.2%
Eiddo, Cynllunio a Gwarchod y Cyhoedd	26.7%	17.4%	34.3%	7.0%	4.7%	1.7%	5.2%	2.9%
Ysgolion y Sir	27.6%	13.1%	20.4%	13.5%	6.1%	4.7%	13.3%	1.3%
Gwasanaeth Ysgolion	12.2%	7.1%	27.6%	21.4%	8.2%	4.1%	15.3%	4.1%
Gwasanaeth Ieuenctid	11.9%	4.5%	49.3%	13.4%	3.0%	10.4%	4.5%	3.0%
Cyfreithiol a Democrataidd	42.2%	15.6%	20.3%	9.4%	1.6%	1.6%	7.8%	1.6%
Cefnogi'r Aelodau	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%
Gwasanaethau Digidol	9.5%	23.0%	35.7%	11.9%	1.6%	4.8%	6.3%	7.1%
Cyllid	14.1%	23.9%	36.6%	12.7%	2.8%	2.8%	5.6%	1.4%
Trawsnewid a Chyfathrebu	0.0%	8.0%	42.0%	14.0%	6.0%	6.0%	22.0%	2.0%
Datblygu'r Gweithlu a'r Sefydliad	8.8%	20.0%	38.8%	12.5%	8.8%	2.5%	5.0%	3.8%
<b>Cyngor Sir Powys</b>	<b>25.2%</b>	<b>16.1%</b>	<b>26.4%</b>	<b>11.7%</b>	<b>5.2%</b>	<b>3.8%</b>	<b>9.3%</b>	<b>2.3%</b>

- Mae gan Gyngor Sir Powys bellach gofnod sgiliau iaith ar gyfer 74.8% o'i aelodau staff. Mae hyn yn gynydd o 2.2% ar ffigwr 2019 (72.6%)
- 16.1% o staff y Cyngor sydd heb unrhyw sgiliau iaith (gostyngiad o 17.6% 2019)
- Mae 38.1% o staff yn medru gallu cyfathrebu tasgau syml, cyffredin, yn gallu cynnal sgwrs gymdeithasol fer, neu'n gallu cyfarch ac ynganu enwau yn gywir (i fyny o 35.2% yn 2019)
- Mae 18.3% o staff yn nodi eu bod yn gallu delio â'r rhan fwyaf o sefyllfaoedd sy'n debygol o godi, yn medru cynnal sgwrs fyrfyr ar bynciau cyfarwydd neu berthnasol, neu'n aelodau staff cwbl rugl (yr un fath â 2019).

**5. Nifer yr aelodau o staff a fynychodd gyrsiau hyfforddi penodol a gynigiwyd gennych yn y Gymraeg yn ystod y flwyddyn, a'r ganran o'r holl fynychwyr wnaeth fynychu'r fersiwn Cymraeg**

**Mae hyn yn berthnasol i gyrsiau penodol a enwir yn y safonau (h.y. recriwtio a chyfweld; rheoli perfformiad; gweithdrefnau cwyno a disgyblu; ymsefydlu; delio â'r cyhoedd; iechyd a diogelwch) ac nid yw'n cyfeirio at hyfforddiant dysgu Cymraeg**

Cyrsiau E-ddysgu

	Nifer y Staff a wnaeth yr hyfforddiant yn Gymraeg	Nifer y Staff a wnaeth yr hyfforddiant yn Saesneg	% y Staff a wnaeth yr hyfforddiant yn Gymraeg
Diogelu Oedolion – Ymwybyddiaeth Sylfaenol	0	138	0%
Gwarchod a Diogelu Plant	3	354	0.28%
Diogelwch Seibr a GDPR	5	1913	0.26%



Diogelwch Seibr a GDPR (Diweddariad)	0	139	0%
Rheoli Perfformiad Effeithiol	0	0	0%
Deddf Cydraddoldeb (2010)	3	386	0.77%
Ymwybyddiaeth o Dwyll	0	17	0%
Ymwybyddiaeth HAVS	1	2	33.33%
Rheoli Clefyd y Llenfilwyr	3	21	12.5%
Modiwl Codi a Chario 1 (Theori)	8	395	1.99%
Credyd Cynhwysol Lefel 1	0	15	0%

Mae'r hyfforddiant Trais yn erbyn Merched, Cam-drin Domestig a Thrais Rhywiol, hyfforddiant Ymwybyddiaeth Dementia a'r hyfforddiant Ymwybyddiaeth Gofalwyr Gofal Cymdeithasol Cymry a'r GIG oll yn cael eu darparu'n ddwyieithog. Serch hynny, mae'r cyrsiau'n cael eu darparu gan ddarparwr allanol trwy borth e-ddysgu'r GIG. Nid yw'r adroddiadau am y cyrsiau hyn, yn cynnwys ym mha iaith yr ymgwymerwyd â hwy, ar gael ar hyn o bryd gan y darparwr.

Darperir rhagor o hyfforddiant yn ddigidol trwy Netconsent, meddalwedd sy'n gofyn bod staff yn darllen polisiau, llenwi holiaduron ac ymgymryd â hyfforddiant cyn mewngofnodi i'w peiriannau.

Caiff y polisiau, holiaduron a'r hyfforddiant hyn yn darparu yn awtomatig yn Gymraeg neu yn Saesneg, yn dibynnu ar yr iaith a ddewiswyd gan bob defnyddiwr wrth ddefnyddio Netconsent am y tro cyntaf.

Nid yw'r data am ddewis iaith defnyddwyr serch hynny yn cael ei storio gan feddalwedd Netconsent, ac felly nid oes modd adrodd ar nifer a chanran y defnyddwyr sy'n ymgymryd â'r hyfforddiant hwn yn Gymraeg.

Mae Cyngor Sir Powys yn darparu amrywiaeth o gyrsiau eraill ar gyfer ei staff, a bydd yn gwneud trefniadau i alluogi staff i gael yr hyfforddiant hwnnw yn Gymraeg pan fo gofyn. Ni dderbyniwyd ceisiadau am hyfforddiant o'r fath yn Gymraeg yn ystod 2019-20.

## **6. Nifer y swyddi newydd a'r swyddi gwag a hysbysebwyd gennych yn ystod y flwyddyn a gategoreiddiwyd â gwahanol ofynion o ran sgiliau Gymraeg.**

O dan Bolisi Recriwtio a'r Gymraeg y Cyngor, a ddaeth yn weithredol ar 1 Ebrill 2018, mae sgiliau Gymraeg yn angenrheidiol ar gyfer pob swydd sy'n cael ei hysbysebu, gyda'r rheolwr recriwtio i asesu a phennu'r lefel briodol o 1 i 5. Nodir hynny yn y swydd ddisgrifiad a'r manyleb person ar gyfer pob swydd sy'n cael ei hysbysebu.

Yn ystod 2019-20 cafodd 1039 o swyddi eu hysbysebu gan y Cyngor, yn cynnwys swyddi o fewn yr awdurdod a swyddi mewn ysgolion. Roedd lefel y sgiliau iaith Gymraeg oedd yn ofynnol ar gyfer y swyddi fel a ganlyn;

Lefel Sgiliau Iaith Gymraeg	Nifer y Swyddi
1	877
2	65
3	21
4	5
5	71

Mae disgrifiad o'r lefelau i'w weld yn yr adran ar sgiliau iaith y gweithlu yn adran 4 uchod.



**Atodiad 1: Cwynion ac Ymchwiliadau yn ymwneud a Safonau'r Gymraeg**

Mae'r tabl isod yn amlinellu'r cwynion a dderbyniwyd gan y Cyngor yn ymwneud a Safonau'r Gymraeg ynghyd a manylion yr Ymchwiliadau Safonau a gynhaliwyd yn ystod y flwyddyn ariannol 2019-20

<b>Cwynion 2019-20</b>				
Cyfeirnod y Gwyn	Dyddiad	Manylion y Gŵyn	Adran Safonau'r Gymraeg	Ymateb / Gweithred
1-2019/20	19/8/2019	Derbyniwyd cwyn fod un o Aelodau'r Cyngor wedi ymateb i ohebiaeth yn Gymraeg trwy nodi nad oedd yn ei deall, a gofyn am gyfieithiad i'r Saesneg o'r e-bost. Ymatebodd o gohebydd i nodi polisi'r Cyngor ar ohebu yn Gymraeg, a bod yn well ganddo barhau i ohebu yn Gymraeg. Ni dderbyniodd ymateb bellach i'r ohebiaeth, ac fe gysylltodd ag un o aelodau Cabinet y Cyngor i gyflwyno cwyn.	Cyflenwi Gwasanaeth	<p>Anfonwyd ateb at yr achwynydd yn ymddiheuro am iddo beidio derbyn ymateb yn Gymraeg i'w ohebiaeth. Cadarnhawyd fod y Cyngor yn ymdrin â thestun ei neges wreiddiol ac yn cydweithio ag Asiantaeth Cefnffyrdd Gogledd a Chanolbarth Cymru i glirio cilfan flêr ar yr A470 ym Mhowys.</p> <p>Anfonwyd gohebiaeth bellach at yr achwynydd i nodi fod Adran Gwasanaethau Democrataidd y Cyngor wedi siarad gyda'r Cynghorydd dan sylw, a oed yn derbyn nad oedd wedi ymateb mewn modd priodol, yn unol â pholisi'r Cyngor, ac yn ymddiheuro am yr ymateb. Nodwyd hefyd fod nodyn briffio wedi'i anfon at holl Aelodau Etholedig y Cyngor i nodi'r polisi ar ymateb i ohebiaeth Gymraeg, gan amlinellu pa gefnogaeth sydd ar gael iddynt i'w galluogi i ddilyn y gofynion.</p> <p>Cafwyd ymateb gan yr achwynydd yn nodi 'Rwy'n fodlon gyda'r canlyniad, ac yn falch bod mesurau yn eu lle i ofalu na all hyn ddigwydd eto'</p>
2-2019/20	27/8/2019	Derbyniwyd cwyn fod gohebiaeth a anfonwyd gan Adran Gwasanaethau Etholiadol y Cyngor wedi'i anfon gyda'r Saesneg yn ymddangos o flaen y Gymraeg.	Cyflenwi Gwasanaeth	<p>Tynnwyd sylw'r Adran Gwasanaethau Etholiadol at y gwyn, gan nodi polisi'r Cyngor a gofynion y Safonau sy'n nodi fod angen i'r Gymraeg ymddangos fel y bydd yn cael ei darllen yn gyntaf mewn gohebiaeth ddwyieithog.</p> <p>Nodwyd fod yr ohebiaeth wedi'i chreu yma awtomatig gan y system gofrestru, a bod y dewisiadau ar gyfer addasu'r diwyg yn gyfyngedig,</p>

				ond y byddai'r adran yn archwilio'r system i weld sut i addasu trefn y wybodaeth.
3-2019/20	3/9/2019	Derbyniwyd cwyn fod y geiriau Cymraeg wedi'u gosod yn y drefn anghywir ar arwyddion yn safle gwastraff ac ailgylchu'r Cyngor yn Y Drenewydd.	Cyflenwi Gwasanaeth	Ymchwiliwyd i'r mater ymhellach i ganfod yr arwydd dan sylw. Cadarnhawyd fod yr arwydd yn anghywir, a gwnaethpwyd trefniadau i newid yr arwydd.
4-2019/20	17/10/2019	Derbyniwyd cwyn fod llawer mwy o wasanaethau yn cael eu rhestru ar dudalen Saesneg ar wefan y Cyngor na'r hyn oedd ar gael ar y dudalen Gymraeg	Cyflenwi Gwasanaeth	Gwnaethpwyd ymchwil pellach i'r gwyn, gan nodi fod y gwasanaethau dan sylw ar gael yn y Gymraeg trwy'r wefan, ond nad oedd y dolenni priodol wedi'u rhestru ar y dudalen 'Cyflwyno Cais'.  Nodwyd y gwahaniaethau wrth dîm y we, a chafodd y dolenni priodol eu cynnwys ar y dudalen.
5-2019/20	13/11/2019	Derbyniodd y Cyngor gwyn am anawsterau wrth gysylltu â llinell ffôn Gymraeg y Cyngor. Roedd y ffôn yn canu am gyfnod byr cyn datgysylltu. Nodwyd hefyd nad oedd y peiriant ateb awtomatig yn gallu ynganu enwau Cymraeg yn gywir.	Cyflenwi Gwasanaeth	Ymddiheurwyd am y gwall a diolchwyd i'r achwynydd am dynnu sylw'r gwasanaeth at y broblem. Gwelwyd fod nam o fewn y system ac nad oedd rhai rhifau ffôn wedi cael eu trosglwyddo i system newydd. Nodwyd fod y Cyngor wedi cysylltu â'r cwmni sy'n darparu'r system a gyda'r adran TGCh i gywiro hynny.
6-2019/20	20/11/2019	Cafwyd cwyn gan rywun oedd wedi galw'r Cyngor i ddweud am ffordd wedi rhewi oedd yn achosi perygl i'r bus ysgol. Wedi dewis y llinell Gymraeg, atebwyd y ffôn yn Saesneg heb gydnabyddiaeth ei bod yn alwad i'r llinell Gymraeg. Teimlwyd fod y sawl atebodd y ffôn yn anfoesgar, ddim yn cymryd ei phryderon o ddifri ac yn methu ag ynganu ei henw.	Cyflenwi Gwasanaeth	Ymddiheurwyd am agwedd yr aelod staff a nodwyd fod rheolwyr yr adran wedi siarad ag ef am y digwyddiad. Nodwyd hefyd yn bydd y goruchwyliwr nawr yn gwrandao ar rai galwadau i sicrhau ansawdd a bod yr agwedd a'r ymddygiad priodol yn cael eu harddangos.

		Teimlwyd fod y sawl atebodd y ffon yn dangos diffyg parch tuag ati ac at ei hunaniaeth Gymraeg.		
7-2019/20	11/12/2019	Derbyniwyd cwyn fod testun ar gefn rhai o gerbydau Adran Briffyrdd y Cyngor yn ymddangos yn Saesneg yn unig.	Cyflenwi Gwasanaeth	Nodwyd fod cerbydau oedd wedi'u prynu'n ddiweddar gan y Cyngor wedi cyrraedd gyda'r testun ar eu cefn yn Saesneg yn unig. Serch hynny, roedd cynllun ar waith gan y Cyngor i osod sticeri newydd ar gefn y cerbydau hynny, ac y dylai'r holl waith fod wedi'i gwblhau o fewn rhai wythnosau. Mae'r manyleb ar gyfer cerbydau newydd hefyd wedi cael ei ddiweddarau i sicrhau fod yr holl destun yn ddwyieithog, gyda'r Gymraeg yn ymddangos gyntaf.
8-2019/20	17/12/2019	Derbyniwyd cwyn nad oedd siaradwyr Cymraeg mewn gorsaf bleidleisio adeg yr etholiad diweddar.	Cyflenwi Gwasanaeth	Ymddiheurwyd nad oedd siaradwyr Cymraeg yn yr orsaf bleidleisio dan sylw. Nodwyd fod y Cyngor yn ymdrechu i sicrhau fod staff cyfrwng Cymraeg ar gael, yn enwedig yn yr ardaloedd sydd â chanran uwch o siaradwyr Cymraeg. Serch hynny, bu'n rhaid i'r unigolyn oedd i fod yn yr orsaf bleidleisio dynnu'n ôl ar y funud olaf gan adael yr orsaf heb siaradwr Cymraeg. Ond nodwyd y byddai sicrhau siaradwyr Cymraeg ar gyfer yr orsaf yn flaenoriaeth ar gyfer etholiadau'r dyfodol.
9-2019/20	16/1/2020	Derbyniwyd cwyn nad oedd system ar-lein ar gael i wneud cais am drwydded dros dro trwy gyfrwng y Gymraeg	Cyflenwi Gwasanaeth	Nodwyd fod y Cyngor yn darparu trefn bapur i wneud ceisiadau trwy gyfrwng y Gymraeg, ond bod y system ar-lein yn cael ei darparu trwy wefan GOV.UK Llywodraeth Prydain. Nodwyd fod y Cyngor wedi cysylltu â nhw droeon i'w hannog i ddarparu'r drefn ymgeisio yn Gymraeg ond heb lwyddiant hyd yma, ac hefyd wedi gohebu â swyddfa Comisiynydd y Gymraeg am y mater yn y gorffennol. Roedd y wybodaeth fwyaf diweddar a gafwyd gan swyddfa'r Comisiynydd yn nodi fod y Comisiynydd wedi bod yn trafod hyn gyda'r Swyddfa Gartref, bod angen pasio deddfwriaeth yn San Steffan i alluogi'r ffurflenni trwyddedu i fod yn Gymraeg.

10-2019/20	18/1/2020	Derbyniwyd cwyn am ansawdd testun Cymraeg ar arwyddion ar briffyrdd ac ar adeiladau'r sir. Ni chyfeiriwyd at unrhyw arwyddion penodol	Cyflenwi Gwasanaeth	Nodwyd fod Uned Gyfieithu'r Cyngor yn gwirio unrhyw arwyddion ar eiddo corfforaethol a phriffyrdd cyn cael eu gosod. Os bydd camgymeriad a bod ein sylw'n cael ei dynnu at hynny, byddwn yn eu cywiro fel sy'n briodol. Nodwyd mai cyfrifoldeb Llywodraeth Cymru yw arwyddion ar Gefnffyrdd. Serch hynny, gofynnwyd i'r achwynydd nodi unrhyw enghreifftiau penodol i'r Cyngor eu harchwilio er mwyn eu cywiro neu drosglwyddo'r wybodaeth i'r asiantaeth berthnasol.
<b>Gohebiaeth gan Swyddfa Comisiynydd y Gymraeg i dynnu sylw at gwynion</b>				
	25/7/2019	Arwyddion mewn safle bysiau newydd yn Llandrindod gyda'r testun 'Except Buses' yn ymddangos yn Saesneg yn unig.	Cyflenwi Gwasanaeth	Cysylltwyd â'r cwmni contractwyr oedd wedi cael eu comisiynu i wneud y gwaith i'w hatgoffa am yr angen i ddarparu arwyddion yn ddwyieithog a gofyn iddynt godi arwydd dwyieithog yn y safle bysiau.
	4/9/2019	Roedd y Comisiynydd wedi derbyn ymholiad gan aelod o'r cyhoedd am arwydd uniaith Saesneg ar gyfer 'Glanusk Caravan Park'.	Cyflenwi Gwasanaeth	Er mai safle preifat yw'r maes carafanau dan sylw, gwelwyd mai 'The Glanusk Family Limited Partnership' yw enw'r cwmni, ac mai hynny hefyd a ddefnyddiwyd yn y drwydded ar gyfer y maes carafanau. Yn sgil hynny, roedd y Cyngor yn cytuno mai 'Glanusk' yw enw'r brand yn hytrach na 'Glanusk Caravan Park'. Roedd y Cyngor yn cytuno felly y dylai'r enw ar yr arwydd fod yn ddwyieithog. Er mai ystâd Glanusk oedd wedi talu am yr arwyddion, y Cyngor sy'n berchen arnyn nhw gan eu bod ar rwydwaith y Cyngor, felly trefnodd y Cyngor i arwyddon gael eu codi yn defnyddio'r enw Cymraeg 'Maes Carafanau Glanusk' i gyd-fynd a'r enw Saesneg, gyda'r Gymraeg i'w gosod fel ei bod yn cael ei darllen gyntaf.
<b>Ymchwiliadau Safonau 2019-20</b>				
Cod yr Ymchwiliad	Dyddiad Agor Ymchwiliad	Testun	Cam yn y Broses	Camau Gweithredu
CSG493	29/1/2019	Ymchwiliad i fethiant i gydymffurfio â Safonau'r Gymraeg mewn perthynas â gohebiaeth	Daeth yr Ymchwiliad i ben ar 6 Medi 2019	Daeth y Comisiynydd i'r casgliad fod y Cyngor wedi methu cydymffurfio â'r Safonau yn ymwneud ag ymateb i ohebiaeth a dderbyniwyd yn Gymraeg.

		Treth y Cyngor a anfonwyd yn Saesneg yn unig a'r cyfeiriad a ddefnyddiwyd yn yr Hysbysiad Treth y Cyngor		<p>Ni osodwyd camau gweithredu am y methiant i gydymffurfio â Safon 1 gan fod camau gweithredu eisoes wedi'u gosod fel rhan o ymchwiliad blaenorol.</p> <p>Mae'r Cyngor wedi cymryd y camau canlynol i sicrhau cydymffurfiaeth â'r Safonau.</p> <ul style="list-style-type: none"> <li>• Diweddarau canllawiau i staff ar gydymffurfio â'r Safonau ar fewnwyd y Cyngor</li> <li>• Ychwanegu adnoddau ar y fewnwyd i alluogi staff i weithio mwy trwy gyfrwng y Gymraeg, ynghyd â thempledi llofnod e-bost dwyieithog a thempledi papur pennawd sy'n nodi fod y Cyngor yn croesawu gohebiaeth Gymraeg</li> <li>• Ychwanegu rhestr o staff sy'n siarad Cymraeg ar fewnwyd y Cyngor</li> <li>• Cynnal ymgyrch fewnol ar ddarparu gwasanaeth Cymraeg</li> <li>• Diweddarau'r Llawlyfr Staff, gydag adran benodol am yr iaith Gymraeg a'r Safonau</li> <li>• Sesiynau am yr iaith Gymraeg a'r Safonau yn rhaglen gynefino i Reolwyr a Staff newydd.</li> <li>• Cynhaliwyd trafodaethau penodol gyda'r adran Treth y Cyngor i sicrhau eu bod yn ymwybodol o ofynion y Safonau a bod trefn i gofnodi dewis iaith unigolion</li> </ul> <p>Daeth y Comisiynydd i'r casgliad nad oedd y Cyngor wedi methu â chydymffurfio â</p> <ul style="list-style-type: none"> <li>• Safon 5, gan iddo ohebu yn Gymraeg pan oedd yn ymwybodol o ddymuniad yr achwynydd i dderbyn gohebiaeth yn Gymraeg</li> <li>• Safon 6, gan mai enw uniaith Saesneg oedd ar y stryd ar y pryd. Serch hynny, mae'r Cyngor bellach wedi mabwysiadu enw dwyieithog ar gyfer y stryd ar gais yr achwynydd.</li> </ul>
CSG532	2/5/2019	Ymchwiliad i fethiant i gydymffurfio â Safonau'r Gymraeg mewn perthynas ag Asesiadau Effaith ar y Gymraeg.	Daeth yr Ymchwiliad i ben ar 9 Ionawr 2020. Cynhaliwyd cyfarfod hefyd	Yn yr ymchwiliad, daeth y Comisiynydd i'r casgliad fod y Cyngor wedi methu â chydymffurfio â gofynion y Safonau Llundain Polisi mewn perthynas ag asesu effaith cynigion trawsnewid ysgolion ar gyfer uno ysgolion yn ardal Llanfyllin yn ddigonol ar yr iaith Gymraeg, ac wedi

		<p>rhwng y Cyngor a Swyddogion y Comisiynydd i drafod canfyddiadau'r Ymchwiliad a chamau a gymerwyd gan y Cyngor.</p>	<p>methu holi cwestiynau penodol am effaith y cynnig ar yr iaith Gymraeg yn ystod y broses ymgynghori.</p> <p>Roedd yr adroddiad, serch hynny, yn cydnabod y gallai'r penderfyniad arwain at gyfleoedd gwell i ddefnyddio'r Gymraeg,</p> <p>Roedd y camau gorfodi a osodwyd yn yr adroddiad terfynol yn mynnu fod y Cyngor yn;</p> <ul style="list-style-type: none"> <li>• Sicrhau ei fod yn gweithredu'n unol â'i weithdrefnau a'i ganllawiau ei hun wrth gynnal asesiadau o effaith ei benderfyniadau polisi ar y Gymraeg, gan       <ul style="list-style-type: none"> <li>- godi ymwybyddiaeth aelodau etholedig o'r camau sy'n rhaid eu cymryd i gydymffurfio â safonau'r Gymraeg</li> <li>- darparu hyfforddiant i bob aelod staff sy'n gyfrifol am asesiadau effaith</li> <li>- datblygu proses o wirio a chymeradwyo asesiadau effaith ar y Gymraeg</li> </ul> </li> <li>• Datblygu canllaw i sicrhau bod swyddogion yn ymwybodol o ofynion y safonau</li> <li>• Sicrhau bod dogfennau ymgynghori'n ceisio barn ar effeithiau posibl ar gyfleoedd i ddefnyddio'r Gymraeg a pheidio trin y Gymraeg yn llai ffafriol na'r Saesneg, a sut i addasu'r cynigion er mwyn cael effaith fwy positif neu lai andwyol ar hynny</li> <li>• Rhoi cyhoeddusrwydd i'w fethiant i gydymffurfio â'r Safonau hyn</li> </ul> <p>Mae'r camau canlynol wedi'u cymryd i sicrhau cydymffurfiaeth â'r Safonau mewn perthynas ag ymchwiliad CSG532;</p> <ul style="list-style-type: none"> <li>• Mae sesiynau hyfforddi chwarterol wedi'u trefnu i swyddogion sy'n cynnal asesiadau effaith</li> <li>• Mae'r templed holiaduron ymgynghori wedi cael ei ddiweddarau i gynnwys cwestiynau safonol am effaith ar gyfleoedd i ddefnyddio'r Gymraeg ac ar beidio trin y Gymraeg yn llai ffafriol na'r Saesneg</li> </ul>
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			<ul style="list-style-type: none"> <li>• Rhoddwyd cyhoedduswydd i'r angen i asesu effaith cynigion ar y Gymraeg fel rhan o ymgyrch fewnol ar gydymffurfio â'r Safonau</li> <li>• Mae'r canllawiau ymgynghori corfforaethol wedi cael eu diweddarau, ac yn cynnwys adran ar ystyried yr effaith ar y Gymraeg</li> <li>• Mae'r Cyngor yn rhoi cyhoedduswydd i'w fethiant i gydymffurfio â'r Safonau trwy ei gynnwys yn yr adroddiad hwn.</li> <li>• Cafodd sesiwn hyfforddi oedd wedi cael ei threfnu ar gyfer Cabinet y Cyngor ei gohirio yn sgil Covid-19. Bydd yn cael ei ail-threfnu wedi i'r cyfyngiadau gael eu llacio</li> <li>• Bydd y Cyngor yn digideiddio'r broses asesu effaith gorfforaethol yn ystod 2020-21, fydd yn hwyluso'r broses asesu effaith, yn galluogi'r Cyngor i archwilio'r data a mesur effaith gronnus, a chynorthwyo gyda llywodraethiant a chraffu ar benderfyniadau.</li> </ul> <p>Mae'r Comisiynydd wedi caniatáu estyniad ar gyfer cyflawni'r camau gorfodi yn sgil sefyllfa Covid-19.</p>
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Mae'r dudalen hon wedi'i gadael yn wag yn fwiadol

## CYNGOR SIR POWYS COUNTY COUNCIL

30 July 2020

**REPORT AUTHOR:** Head of Finance (Section 151 Officer)**SUBJECT:** Member Allowances and Expenses 2019-20

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**REPORT FOR:** Information

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**1. Introduction**

- 1.1 This report sets out the annual amounts paid and reimbursed to Members and Co-opted Members during the tax year 2019-20, relating to allowances and expenses.
- 1.2 This is in accordance with the Independent Remuneration Panel for Wales (IRPW) requirements. The information in this report acts as a public document and will be available on the Powys County Council Internet and in the Publication Scheme. The deadline for publication of the information is the 30<sup>th</sup> September 2020.

**2. Allowances**

- 2.1 Appendix A provides the statutory information that is put into the public domain each year relating to Members and Co-opted Members allowances and expenses including;
- 2.1.1 Member/Co-opted Member Name
  - 2.1.2 Ward
  - 2.1.3 Basic Salary / Allowance
  - 2.1.4 Senior / Civic Salaries
  - 2.1.5 Care Allowance
  - 2.1.6 Working Expenses
  - 2.1.7 Subsistence
  - 2.1.8 Travel

**3. Summary of Payments**

- 3.1 2019/20 evidences an overall decrease of 1.44% in payments to Members in the financial year ending 31 March 2020, when comparing to the financial year ending 31 March 2019.
- 3.2 The Independent Remuneration Panel for Wales awarded Members a 1.97% increase to the annual Basic Salary rate (£13,600 to £13,868) effective from the Councils AGM on 16/05/2019. The total Basic Salary was therefore expected to increase during 2019/20, however the actual increase only equated to 0.77%. The lower than anticipated increase is mainly attributed to three Members resigning during the year, resulting in vacant seats during the by-election periods, with the remaining difference attributed to a small number of Members electing to forego their basic salary increase.

- 3.3 Senior Salary payments decreased by 1.3% (-£2,983), attributed Cabinet Member changes and Committee Chair review.
- 3.4 Care Allowance payments decreased by 90.28% (-£3,420), with fewer members taking up this allowance. It is worth noting that individual care allowance reimbursements are no longer itemised against individual members, but as a total figure.
- 3.5 Working Expenses payments increased slightly from £54 to £60, with very few Members now claiming.
- 3.6 There were no claims for Subsistence during the year, compared to £56 in 2018/19.
- 3.7 Travel reimbursements were significantly reduced by £20k (20.22%) from £100k in 2018/19 to £80k in 2019/20.
- 3.7 Payments to Co-opted and Independent Members increased overall by 17.97%. This comprised of an 18.76% increase in Allowances paid and a 13.43% increase in travel reimbursements.

#### 4. Statutory Officers

- 4.1 The Solicitor to the Council (Monitoring Officer) commented as follows:  
“The recommendation is supported from a legal point of view.”
- 4.2 The Head of Finance and Section 151 Officer notes the content of the report.

#### 5. Members’ Interests

All Members will have a personal interest in this matter but do not have a prejudicial interest due an exemption within the Code of Conduct for such matters. Members will be required to sign the form declaring their personal interest before the end of the meeting.

Recommendation:	Reason for Recommendation:
That the report is noted.	Ensuring this information is available in the public domain within the required timescale

<b>Relevant Policy (ies):</b>	Members’ Schedule of Remuneration		
<b>Within Policy:</b>	<input checked="" type="checkbox"/>	<b>Within Budget:</b>	<input checked="" type="checkbox"/>

Contact Officer Name:	Tel:	Fax:	Email:
Graham Evans	01597 826609		graham.evans@powys.gov.uk

## Cyngor Sir Powys County Council

Deddf Llywodraeth Leol a Thai 1989  
Local Government and Housing Act 1989

Rheoliadau Awdurdodau Lleuol (Lwfansau i Aeoldau Cyngorau Sir a Bwrdeistrefi Sirol as Awdurdodau Parciau Cenedlaethol)(Cymru) 2007  
Local Authorities (Allowances for Members of County and County Borough Councils and National Parks Authorities)(Wales) Regulations 2007

Lwfansau Cyngorwyr Sir 2019/2020  
County Councillors' Allowances 2019/2020

Manylion Lwfansau a dalwyd i Aeoldau Cyngor Sir Powys yn ystod y flwyddyn ariannol yn gorffen 31ain Mawrth 2020 yw'r canlynol  
The following are details of Allowances paid to Members of Powys County Council in the financial year ending 31st March 2020

Summary

Blwyddyn / Year	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
2018 - 2019 (£)	990,611	229,314	3,788	54	56	100,564	1,324,387
2019 - 2020 (£)	998,283	226,331	368	60	0	80,230	1,305,273
2018-19 to 2019-20 Variance (£)	7,672	-2,983	-3,420	6	-56	-20,334	-19,115
2018-19 to 2019-20 Variance (%)	0.77%	-1.30%	-90.28%	11.11%	-100.00%	-20.22%	-1.44%

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Cynghorydd/ Councillor	Ward/ Ward	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
Alexander, Myfanwy Catherine	Banwy	Aelod Cabinet / Cabinet Member	13,834.97	16,166.43	-	-	-	2,873.05	32,874.45
Barnes, Mark	Y Drenewydd, Gorllewin Llanlwchaearn / Newtown, Llanllwchaearn West		13,834.97	-	-	-	-	374.40	14,209.37
Baynham, Beverley	Llanandras/Presteigne	Is-Cadeirydd y Cyngor / Council Vice- Chair (tan / up to 16/05/2019) Cadeirydd y Cyngor / Council Chair (o / from 17/05/2019)	13,834.97	7,946.55	-	60.00	-	684.40	22,525.92
Berriman, Jake R.	Gogledd Llandrindod/Llandrindod North (from 24/10/2019)		6,041.14	-	-	-	-	-	6,041.14
Breeze, Graham C.	Trallwng Llanerchydol/Welshpool Llanerchydol	Aelod Cabinet / Cabinet Member (o / from 03/10/2019)	13,834.97	8,004.84	-	-	-	2,696.40	24,536.21
Chapman, Jackie	Llangatwg/Llangattock		13,834.97	-	-	-	-	1,631.10	15,466.07
Cornfeld, L. V.	Ffordun/Forden		13,834.97	-	-	-	-	1,125.00	14,959.97
Curry, Kelvyn W.	Rhaeadr Gwy/Rhayader		13,834.97	-	-	-	-	410.85	14,245.82
Davies, Aled W.	Llanrhaeadr-ym-Mochnant / Llansilin	Aelod Cabinet & Diprwy Arweinydd y Cyngor / Cabinet Member & Deputy Leader	13,834.97	20,666.40	-	-	-	7,756.75	42,258.12
Davies, Bryn	Llanwddyn		13,834.97	-	-	-	-	1,692.90	15,527.87
Davies, Dai E.	Aberriw/Berriew		13,834.97	-	-	-	-	955.35	14,790.32
Davies, Phylip R.	Blaen Hafren	Aelod Cabinet / Cabinet Member	13,834.97	16,166.43	-	-	-	3,861.45	33,862.85
Davies, Sandra C.	Cwm-twrch		13,834.97	-	-	-	-	980.10	14,815.07
Dorrance, Matthew J.	Sant Ioan, Aberhonddu / St.John, Brecon	Cadeirydd Pwyllgor / Committee Chair	13,834.97	8,699.97	-	-	-	-	22,534.94
Durrant, Emily V.	Llangors		13,834.97	-	-	-	-	-	13,834.97
Evans, David O.	Nantmel		13,834.97	-	-	-	-	-	13,834.97
Evans, James	Gwernyfed	Aelod Cabinet / Cabinet Member	13,834.97	16,166.43	-	-	-	3,889.60	33,891.00
Fitzpatrick, Liam	Talybont-ar-Wysg/ Talybont-on- Usk		13,834.97	-	-	-	-	-	13,834.97
George, Les	Caersws		13,834.97	-	-	-	-	1,426.90	15,261.87
Gibson-Watt, James C.	Y Clas-ar-Wy/Glasbury	Arweinydd Grŵp yr Wrthblaid Fwyaf / Leader of the Largest Opposition Group	13,834.97	8,699.97	-	-	-	-	22,534.94
Harris, M. Rosemarie	Llangynidr	Arweinydd y Cyngor / Leader	13,834.97	35,166.43	-	-	-	6,162.00	55,163.40
Hayes, Stephen M.	Trefaldwyn/Montgomery	Aelod Cabinet / Cabinet Member (tan / up to 24/09/2019)	13,834.97	7,805.82	-	-	-	2,485.55	24,126.34
Hulme, Heulwen D.	Rhiwcyonon	Aelod Cabinet / Cabinet Member (o / from 03/10/2019)	13,834.97	8,004.84	-	-	-	2,352.25	24,192.06

Cynghorydd/ Councillor	Ward/ Ward	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
Jenner, Amanda **	Trewern		13,263.64	-	-	-	-	1,122.30	14,385.94
Jones, David R.	Cegidfa/Guilsfield		13,834.97	-	-	-	-	1,793.25	15,628.22
Jones, E. Arwel	Llandysilio		13,834.97	-	-	-	-	654.75	14,489.72
Jones, E. Michael	Pencraig/Old Radnor		13,834.97	-	-	-	-	612.00	14,446.97
Jones, Emyr	Llanfihangel		13,834.97	-	-	-	-	882.45	14,717.42
Jones, Gareth D.	Llanfair Caereinion		13,834.97	-	-	-	-	1,447.80	15,282.77
Jones, Joy R.	Dwyrain Y Drenewydd/Newtown East		13,834.97	-	-	-	-	-	13,834.97
Jones, Michael J.	Yr Ystog/Churchstoke		13,834.97	-	-	-	-	1,271.70	15,106.67
Jones-Poston, Diane	Llanbrynmair		13,834.97	-	-	-	-	91.80	13,926.77
Jump, Francesca H.	Y Trallwng Gungrog/Welshpool Gungrog		13,834.97	-	-	-	-	1,192.50	15,027.47
Laurie-Parry, Karen E.	Bronllys		13,834.97	-	-	-	-	108.00	13,942.97
Lewis, Hywel	Llangunllo		13,834.97	-	-	-	-	985.20	14,820.17
Lewis, Karl R.	Llandinam	Cadeirydd Pwyllgor / Committee Chair	13,834.97	8,699.97	-	-	-	761.85	23,296.79
Lewis, Peter E.	Llanfyllin	Cadeirydd Pwyllgor / Committee Chair (tan / up to 16/05/2019)	13,834.97	1,096.44	-	-	-	981.00	15,912.41
Lewis, Sarah	Santes Fair, Aberhonddu/St. Mary's Brecon (left 27/09/2019)		6,805.98	-	-	-	-	100.80	6,906.78
Mackenzie, Maureen C.	Llanelwedd		13,834.97	-	-	-	-	229.50	14,064.47
McIntosh, Iain **	Ysgir/Yscir		13,399.99	-	-	-	-	-	13,399.99
McNicholas, Susan	Ynysgedwyn/Ynyscedwyn		13,834.97	-	-	-	-	756.00	14,590.97
Meredith, David W.	Sant David Fewnol, Aberhonddu / St. David Within, Brecon	Cadeirydd y Cyngor / Council Chair (tan / up to 16/05/2019)	13,834.97	1,034.79	-	-	-	-	14,869.76
Mills, Claire V.	Llanllyr/Llanyre		13,834.97	-	-	-	-	-	13,834.97
Morgan, Gareth	Llanidloes		13,834.97	-	-	-	-	397.80	14,232.77
Morris, John G.	Crughywel/Crickhowell	Cadeirydd Pwyllgor / Committee Chair	13,834.97	8,699.97	-	-	-	1,629.45	24,164.39
Morrison, Neil A.	De Y Drenewydd/Newtown South (left 02/09/2019)		5,856.11	-	-	-	-	138.00	5,994.11
Powell, Rachel M.	Bugeildy/Beguilydy	Aelod Cabinet / Cabinet Member	13,834.97	16,166.43	-	-	-	2,544.75	32,546.15
Powell, William D.	Talgarth		13,834.97	-	-	-	-	518.40	14,353.37
Price, David R.	Llanafan-fawr		13,834.97	-	-	-	-	175.50	14,010.47
Price, Gary D. **	Gogledd Llandrindod/Llandrindod North (left 29/08/2019)		5,679.47	-	-	-	-	-	5,679.47
Pritchard, Phil C.	Castell Y Trallwng/Welshpool Castle		13,834.97	-	-	-	-	1,161.00	14,995.97
Pugh, Gareth M.	Dolforwyn		13,834.97	-	-	-	-	-	13,834.97

Cynghorydd/ Councillor	Ward/ Ward	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Cybhaliath/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
Pugh, Jeremy D.	Llanfair-ym-Muallt/Builth Wells		13,834.97	-	-	-	-	120.60	13,955.57
Ratcliffe, Gareth W.	Y Gelli Gandry/Hay		13,834.97	-	-	-	-	69.30	13,904.27
Rijnenberg, Liz	Santes Fair, Aberhonddu/St. Mary's Brecon (from 14/11/2019)		5,243.25	-	-	-	-	126.00	5,369.25
Roberts, Lucy M.	Llandrinio		13,834.97	-	-	-	-	1,010.70	14,845.67
Roberts, Peter D.	De Llandrindod/Llandrindod South	Cadeirydd Pwyllgor / Committee Chair	13,834.97	8,699.97	-	-	-	-	22,534.94
Roberts-Jones, Kath M.	Ceri/Kerry		13,834.97	-	-	-	-	1,538.10	15,373.07
Roderick, Edwin Ll.	Maescar/Llywel		9,275.62	-	-	-	-	605.70	9,881.32
Rowlands, Daniel	Y Drenewydd Gogledd Llanlwchaearn/ Newtown Llanllwchaiarn North		13,834.97	-	-	-	-	-	13,834.97
Selby, David M.	Canol Y Drenewydd/Newtown Central		13,834.97	-	-	-	-	994.50	14,829.47
Silk, Kathryn S.	Bwlch		13,834.97	-	-	-	-	1,157.40	14,992.37
Skilton, Les R.	De Y Drenewydd/Newtown South (from 24/10/2019)		5,775.17	-	-	-	-	-	5,775.17
Thomas, David A.	Tawe Uchaf		13,834.97	-	-	-	-	839.70	14,674.67
Thomas, R. Gwynfor	Llansanffraid/Llansantffraid	Is-Cadeirydd y Cyngor / Council Vice- Chair (o / from 17/05/2019)	13,834.97	3,233.65	-	-	-	2,780.55	19,849.17
Van-Rees, Tim J.	Llanwrtyd		13,834.97	-	-	-	-	460.80	14,295.77
Vaughan, Elwyn G.	Glantwymyn		13,834.97	-	-	-	-	1,036.80	14,871.77
Weale, Martin	Llanbadarn Fawr	Aelod Cabinet / Cabinet Member (tan / up to 24/09/2019)	13,834.97	7,805.82	-	-	-	738.65	22,379.44
Wilkinson, Jonathan	Meifod		13,834.97	-	-	-	-	-	13,834.97
Williams, Angelique S.	Tref-y-clawdd/Knighton		13,834.97	-	-	-	-	1,161.45	14,996.42
Williams, D. Huw	Ystradgynlais		13,834.97	-	-	-	-	1,310.95	15,145.92
Williams, Gwilym	Diserth a Threchoed/Diserth and Trecoed	Cadeirydd Pwyllgor / Committee Chair	13,834.97	8,699.97	-	-	-	378.90	22,913.84
Williams, J. Michael	Machynlleth	Cadeirydd Pwyllgor / Committee Chair	13,834.97	8,699.97	-	-	-	3,672.75	26,207.69
Williams, Jon	Dwyrain Llandrindod/Gorllewin Llandrindod / East Llandrindod/Llandrindod West		13,834.97	-	-	-	-	90.80	13,925.77
Williams, Roger H.	Felin-fach		13,834.97	-	-	-	-	1,080.90	14,915.87
Williams, Sarah L.	Aber-craf		13,834.97	-	-	-	-	141.30	13,976.27
<b>Cyfanswm / Total</b>			<b>998,283.36</b>	<b>226,331.09</b>	<b>368.36</b>	<b>60.00</b>	<b>-</b>	<b>80,229.70</b>	<b>1,305,272.51</b>

\*\* Wedi'i ethol i ildio'r cyfan neu ran o gynnydd Cyflog Sylfaenol IRPW ar gyfer 2019/20 / Elected to forego all or part of the IRPW Basic Salary increase for 2019/20



**Aeoldau wedi'u Cyfethol / Co-opted Members**

<b>Blwyddyn / Year</b>	<b>Lwfans Aelodau Cyfetholedig/ Co-opted Members Allowance</b>	<b>Cybhaliath/ Subsistence</b>	<b>Teithio/ Travel</b>	<b>Cyfanswm/ Total</b>
2018 - 2019 (£)	26,759	0	4,646	31,405
2019 - 2020 (£)	31,779	0	5,270	37,049
2018-19 to 2019-20 Variance (£)	5,020	0	624	5,644
2018-19 to 2019-20 Variance (%)	18.76%	0.00%	13.43%	17.97%

<b>Aelod / Member</b>		<b>Lwfans Aelodau Cyfetholedig/ Co-opted Members Allowance</b>	<b>Cybhaliath/ Subsistence</b>	<b>Teithio/ Travel</b>	<b>Cyfanswm/ Total</b>
Brautigam, John	Co-opted Member	8,712.00	-	1,982.70	10,694.70
Davies, Angela	Co-opted Member	6,138.00	-	553.95	6,691.95
Davies, Sara	Co-opted Member	4,455.00	-	869.40	5,324.40
Evans, Jacqueline	Co-opted Member	792.00	-	103.50	895.50
Evitts, Margaret	Co-opted Member	4,158.00	-	534.60	4,692.60
Hayes, Stephan	Independent Member	693.00	-	110.40	803.40
Jackson, Claire-Louise	Independent Member	297.00	-	48.60	345.60
Moore, Claire	Independent Member (from 14/05/2019)	792.00	-	147.60	939.60
Morris, Margaret E.	Co-opted Member	198.00	-	46.35	244.35
Mulholland, Christine	Independent Member	891.00	-	45.00	936.00
Patrick, Hugh	Co-opted Member	792.00	-	198.00	990.00
Robson, Graeme	Co-opted Member	3,366.00	-	535.50	3,901.50
Shearer, Joyce G.	Co-opted Member	495.00	-	94.50	589.50
<b>Cyfanswm / Total</b>		<b>31,779.00</b>	<b>-</b>	<b>5,270.10</b>	<b>37,049.10</b>

Mae'r dudalen hon wedi'i gadael yn wag yn fwiadol

## CYNGOR SIR POWYS COUNTY COUNCIL.

COUNTY COUNCIL ANNUAL MEETING  
30 July 2020

REPORT AUTHOR: Head of Finance (Section 151 Officer)

SUBJECT: Members' Salaries, Allowances and Expenses

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REPORT FOR: Decision

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**1. Purpose and Reason for Report**

1.1 To receive the recommendations of the Independent Remuneration Panel for Wales (IRPW) in respect of the amounts to be paid as Basic Salary, Senior Salary and Civic Salaries, to approve the number of Senior salary positions which are remunerated and to approve the publication of the Members Schedule of Remuneration 2020/21.

**2. Background**

2.1 Part 8 (sections 141 to 160) and schedules 2 & 3 of the Local Government (Wales) Measure 2011 (the Measure) set out the arrangements for the payments and pensions for Members of relevant authorities such as Powys County Council and the functions and responsibilities of the IRPW.

2.2 The IRPW produced its annual report for 2020/2021 in February of this year (the IRPW Report) and this prescribes the actual level of payments to Members. The IRPW Report can be accessed at [www.remunerationpanelwales.org.uk](http://www.remunerationpanelwales.org.uk)

2.3 Following the 2019/20 uplift to the basic salary of £268, (1.97%), effective from 16<sup>th</sup> May 2019, the IRPW Panel has this year decided to award a further uplift to the basic salary of £350 (2.52%). The IRPW have stipulated in the 2020 report, that **the increase should be applied effective from 1<sup>st</sup> April 2020.**

2.4 The IRPW Regulations require all Councils to produce annually a Schedule of Member Remuneration (the Schedule of Member Remuneration) which in essence is a list setting out a Council's decisions in respect of payments to be made during the municipal year to all Members and Co-Opted Members of the Council.

2.5 The Schedule of Member Remuneration must be produced no later than 4 weeks following the annual meeting of the Council. The IRPW Regulations also requires that as soon as practicable after determining its Schedule of Remuneration for the year and in any event no later

than 31<sup>st</sup> July the Council must make arrangements for the schedule's publication.

- 2.6 The following paragraphs of this report set out the main elements and details relating to the payment of prescribed salaries, allowances and fees to Members and Co-Opted Members of Powys County Council for the financial year 2020/21 in accordance with statute, the IRPW Report and the IRPW Regulations and include details of what are effectively current arrangements arising out of decisions previously taken by Council which continue in force and which Council is asked to formally endorse. They form the basis for the production of the Schedule of Member Remuneration. Some matters however (such as senior salaries) require specific decisions by Council and these are highlighted in the following paragraphs of this report.

### 3. Basic Salary

- 3.1 The panel have determined that the basic salary level for Members of principal local authorities will be uplifted by £350 per annum to £14,218 per annum, effective from 1<sup>st</sup> April 2020. The annual Basic Salary of £14,218 **MUST** be paid to all Councillors.
- 3.2 **However**, as with all three types of salaries (basic, senior and civic) a Member may elect to forego the whole or part of the Basic Salary. This is a decision for the individual Member and is not a matter for Council. To forego a salary a Member or Co-Opted Member must notify the **Chief Finance Officer** in writing, confirming the date in which the election should be implemented from.
- 3.3 This salary remains payable during a period of family absence (as defined in Part 2 of the Local Government (Wales) Measure, 2011). It will not be paid during any period of suspension.
- 3.4 Where the term of office of a Member begins or ends other than at the beginning or end of the financial year, the entitlement of that Member will be pro-rated accordingly.
- 3.5 Accordingly there is **no specific decision** of Council required at this time in respect of the Basic Salary.

### 4. Senior Salary

- 4.1 The IRPW Report provides that Powys **may** pay a Senior Salary to a maximum of 18 councillors in the prescribed responsibility bands. The Council has a total discretion as to how many Senior Salaries it allocates but it **must not** allocate more than 18 in total and if it allocates a Senior Salary it **must** be paid at the rate set out below. **However**, the maximum number of 18 can be exceeded for any period in which a temporary office holder substitutes for the family absence of an appointed office holder.

- 4.2 A Member can only receive one Senior Salary. A Member in receipt of a Senior Salary as Leader or Cabinet Member may not receive a second salary as a member appointed to serve on a National Park authority or a Welsh fire and rescue authority, or another payment as a Member of a Town and Community Council (other than travel and subsistence expenses and reimbursement of costs of care).
- 4.3 Where a Member does not have, throughout the year, specific responsibilities that allow entitlement to a Senior Salary, that Member's payment will be pro-rated accordingly.
- 4.4 This salary remains payable during a period of family absence. It will not be paid during any period of suspension.
- 4.5 The Senior Salary comprises an amalgam of the Basic Salary and an additional amount for the relevant specific responsibility. It is not paid in addition to the Basic Salary.
- 4.6 If the Leader is allocated a Senior Salary he or she would receive a Band 1, LA Group B payment of £49,450 (inclusive of the basic salary). If the Deputy Leader is allocated a Senior Salary he or she would receive a Band 1, LA Group B payment of £34,950 (inclusive of the basic salary). Cabinet Members allocated a Senior Salary would receive a Band 2, LA group B payment of £30,450 (inclusive of the basic salary). If there is more than 1 Deputy Leader, the difference between the Cabinet Member Senior Salary and the Deputy Leader Senior Salary should be divided between the number of Deputy Leaders.
- 4.7 The statutory maximum a Council may appoint to Cabinet (including Leader) is 10. The remaining allocation of Senior Salaries can be allocated accordingly up to a maximum of 18.
- 4.8 Previously, Council agreed that Senior Salaries be allocated to the chairs of the following committees:
- (a) Audit Committee
  - (b) Health and Care Scrutiny Committee
  - (c) Learning and Skills Scrutiny Committee
  - (d) Planning, Taxi Licensing and Rights of Way Committee
  - (e) Employment and Appeals Committee
  - (f) Economy, Residents, Communities and Governance Scrutiny Committee
- 4.9. Council previously agreed that the Leader of the largest opposition group will receive a Senior Salary. It is a determination of the IRPW that the Council must pay a Senior Salary to the Leader of the largest opposition group, providing that group contains not less than 10% of all Council Members. The Leader of the largest opposition group would

receive a Band 4, LA group B payment of £22,918 (inclusive of basic salary).

4.10 If the Council wishes, senior salaries could be allocated to the following categories of post holder as per the prescribed responsibility bands:-

(a)	Deputy Leader (BAND 1 - LA GROUP B)	£34,950
(b)	Committee Chair (BAND 3)	£22,918
(c)	Leader of political groups not less than 10% of all council members (BAND 4)	£17,918

**NB** These salaries are inclusive of, and are not additional to, the basic salary of £14,218.

As with the basic salary the amount of a Senior Salary is a fixed absolute sum and is not a maximum.

4.11 Following the establishment of the new scrutiny committee structure in January 2019, the Democratic Services Committee undertook a review of the numbers of Senior Salaries paid by the Council with recommendations accepted in the Annual Meeting of Council in May 2019. The Democratic Services Committee will be undertaking annual reviews of Senior Salary payments, however due to COVID-19 it has not been possible this year to date. Regulations stipulate that Council must publish the Schedule of Remuneration by 31<sup>st</sup> July 2020, as such it is recommended that the allocations of Senior Salaries (as outlined in the 2020/2021 Schedule of Remuneration) are approved.

4.12 Council is requested **to decide** the allocation of up to 18 Senior Salaries.

## **5. Sickness Absence for Senior Salary Holders**

5.1 The Independent Remuneration Panel for Wales has amended the framework to provide specific arrangements for the long term sickness of Senior Salary Holders as follows:

- (a) Long term sickness if defined as certified absences in excess of 4 weeks.
- (b) The maximum length of sickness within these proposals is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included).
- (c) Within these parameters a senior salary holder on long term sickness can, if the authority decides continue to receive the remuneration for the post held.
- (d) It is a decision of the authority whether to make a substitute appointment, but the substitute will be eligible to be paid the senior salary appropriate to the post.

- (e) If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority, an addition will be allowed for the duration of the substitution. However this would not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts – the statutory maximum.
- (f) When an authority agrees a paid substitution the Panel must be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution. The authority’s Schedule of Remuneration must be amended accordingly.
- (g) It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least six months irrespective of attendance and any extension beyond this timescale is a matter for the authority. It does not also apply to co-opted members.

## 6. Civic Salary

- 6.1 The IRPW has removed the previous choices as to the levels of Civic Salaries that may be paid to the Chair and Vice Chair of Council. Therefore the payments to the Chair and Vice Chair are set at Band 3 and 5 salaries respectively, these being £22,918 for Chair and £17,918 for Vice Chair. These payments are inclusive of the basic salary of £14,218.
- 6.2 A Councillor must not be paid a Senior Salary and a Civic Salary.
- 6.3 A Civic Salary will not be paid during any period of suspension.
- 6.4 There is no provision to pay an Assistant Vice-Chair.
- 6.5 A Civic Salary will be apportioned on the same basis as a Senior Salary for part year service (see paragraph 4.3 above).
- 6.6 These 2 posts do not count towards the maximum number of 18 Senior Salaries which the Council may allocate.
- 6.7 Accordingly there is **no specific decision** of Council required at this time in respect of Civic Salaries.

## 7. Co-Opted Member Payment

- 7.1 The Council **must** pay the following daily fee/half daily fee to those Co-Opted members indicated below:-

Co-Opted Chair, Standards Committee	£256 daily fee (over 4 hours) (£128 for half a day – up to 4 hours)
Co-Opted Chair, Audit Committee	

Co-Opted Member who Chairs the Standards Community Sub-Committee	£226 daily fee (over 4 hours) (£113 for half a day – up to 4 hours)
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Co-Opted Member of Standards Committee Co-Opted Member of Education Scrutiny Committee Co-Opted Member of Audit Committee	£198 daily fee (over 4 hours) (£99 for half a day – up to 4 hours)
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7.2 This fee is payable by claim but only paid to VOTING co-optees so the single Co-Opted Member on the Economy, Residents, Communities and Governance Scrutiny Committee (post currently vacant) is not eligible to receive this fee as currently this position is non-voting.

7.3 County Council previously agreed the following on 24<sup>th</sup> October, 2013:

- (i) That the maximum number of days for which the Standards Committee Lay Members and Standards Sub-Committee Town and Community Council Representatives may be paid from the Council AGM 2014 be 10 days.
- (ii) That the maximum number of days for which the Standards Committee Lay Member who Chairs the Committee may be paid from the Council AGM 2014 be 12 days.
- (iii) That the maximum number of days for which the Church Representatives may be paid from the Council AGM 2015 be 15 days.
- (iv) That the maximum number of days for which the Parent Governor representatives may be paid from the Council AGM 2014 be 20 days.
- (v) That, following County Council agreement on 21<sup>st</sup> January 2015, the maximum number of days for which the Audit Committee Lay Member may be paid from the Council AGM 2015 be 25 days on an interim basis.

7.4 Payments can include a reasonable pre meeting preparation time as well as time travelling to and from meetings as well as authorised training events, conferences and pre-meetings with officers, or any other formal event to which co-opted members are requested to attend.

7.5 Accordingly there is **no specific decision** of Council required at this time in respect of the Co-Opted Member Payment.

## 8. Reimbursement of Cost of Care (RoCoC)

8.1 A Reimbursement of Cost of Care shall be paid:

- (i) to a Member or Co-opted Member with primary caring responsibilities for a child or adult and or personal support



needs where these are not covered by statutory or other provision.

- (ii) for personal support. This might also include a short term or recent condition not covered by the Equality Act 2010, access to work, Personal Payments, insurance or other provision.
- (iii) provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties

8.2 These payments must not exceed £403 per month (this cannot be annualised) and reimbursement will only be made on production of receipts from the carer.

8.3 Approved duties for which RoCoC can be claimed include:

- (i) Meetings – formal (those called by the Authority) and those necessary to members' work (to deal with constituency but not party issues) and personal development (training, and appraisals.)
- (ii) Travel – in connection with meetings.
- (iii) Preparation – reading and administration are part of a member's role. Some meetings and committees require large amounts of reading, analysis or drafting before or after a meeting.
- (iv) Senior salary holders with additional duties may have higher costs.

8.4 RoCoC payments must not be made:

- In respect of any child over the age of fifteen years or dependant unless the Member/Co-Opted Member satisfies the authority that the child or dependant required supervision which has caused the Member/Co-Opted Member to incur expenses that were necessary in respect of the care of that child or dependant in the carrying out of the duties of a Member or Co-Opted Member;
- To more than one Member/Co-Opted Member in relation to the care of the same child or dependant;
- Of more than one care allowance to a Member or Co-Opted Member of the authority who is unable to demonstrate to the satisfaction of the authority that the Member/Co-Opted Member has to make separate arrangements for the care of different children or dependants.

8.5 Additional guidance from the IRPW worth noting:

- (i) Members should not be "out of pocket" subject to the limit set in the Annual Report.
- (ii) Models of care and needs vary.
- (iii) Members may use a combination of several care options.
- (iv) Patterns of care may alter over the civic and academic year.
- (v) Not all care is based on hourly (or part hourly) rates.

- (vi) Where a whole session must be paid for, this must be reimbursed even where the care need is only for part of a session.
- (vii) Members may need to:
  - (a) book and pay for sessions in advance
  - (b) commit to a block contract: week, month or term
  - (c) pay for sessions cancelled at short notice
- (viii) Where care need straddles two sessions both should be reimbursed.

8.6 Members claiming RoCoC will be required to complete a declaration form prior to their first claim.

8.7 RoCoC will be paid to Members and Co-Opted Members monthly in arrears **ONLY** where the Member or Co-Opted Member has submitted in writing a fully completed and signed Carer's Claim Form and has produced receipts from the carer in respect of which the claim is made **PROVIDED ALWAYS** that no such claim will be paid which is in respect of a month or months which are more than 2 month's prior to the date the claim is received by the Council **UNLESS** that payment is authorised by the Standards Committee on the application of the Member or Co-Opted Member. The decision of the Standards Committee in this connection will be final.

8.8 Accordingly there is **no specific decision** of Council required at this time in respect of RoCoC.

8.9 Council previously agreed that from May 2019 the Council only publishes the total amount reimbursed for costs of care by the authority during the year but not attributed to any named member.

## 9 Travel allowance

9.1 The IRPW prescribed Travel Allowance payments will be made to Members and Co-Opted Members in respect of costs incurred in the performance of the **official business** of the Council (see below).

9.2 The mileage rates which can be claimed for travel using the Member's own private vehicle are the current HMRC rates:-

- Private motor car up to 10,000 miles – 45p per mile
- Private motor car over 10,000 miles – 25p per mile
- Passenger supplement – 5p per passenger per mile
- Private motor cycles – 24p per mile
- Bicycles – 20p per mile

9.3 The payment of travel allowance based on these mileage rates is subject to the following:

- Claims must only be for the actual journey undertaken on Council business. Claimants are expected to use the shortest reasonably practicable route.
- Where a friend or relative, who is not a Member, transports a non-driving Member the same scale of rates will apply to the journey as if it were the Member's own vehicle.
- All mileage claims should be submitted with valid fuel VAT receipts. Members submitting claims through iTrent Self Service are required to indicate whether a VAT receipt has been obtained, **this must be retained for 6 years by the Member and provided when requested (or submitted to the Council at the end of their Councillor term)**. Alternatively, Members may submit VAT receipts after each claim submission, in a sealed envelope marked as confidential, referencing the claim date, to the Professional Lead for Employment Services, County Hall, Llandrindod Wells.
- **The Council reserves the right to audit claims, including requesting evidence of valid VAT receipts. Failure to produce VAT receipts where declared could result in recovery of the associated pay element, Please note receipts used to claim VAT elsewhere cannot be used for Council business.**

9.4 From April 2016, travel expenses paid to Members by the Council are exempt from Income Tax and employee National Insurance Contributions.

9.5 All other claims for travel will be reimbursed on production of a receipt showing the actual expense. Members should always be mindful of choosing the most cost-effective method of travel:-

- Rail fare will be reimbursed up to a maximum of first class rates.
- Air fares, where appropriate, will be reimbursed at the ordinary fare.
- Taxi fares where suitable alternative public transport is not available.

9.6 **Official business** has the meaning contained in Section 142 (10) of the Measure in relation to the payment of allowances for care, travel and subsistence as reimbursement of expenses necessarily incurred by Members and Co-Opted Members when:

*a duty undertaken for the purpose of or in connection with the discharge of the functions of Chair of the County Council or of a committee;*

(a) Attending a meeting of the Authority or any committee of the Authority or any body to which the Authority makes

appointments or nominations or of any committee of such a body;

- (b) Attending a meeting of any association of authorities of which the Authority is a member;
- (c) Attending a meeting, the holding of which is authorised by the Authority or by a committee of the Authority or by a joint committee of the Authority and one or more other authorities;
- (d) Attending any training or development event approved by the Authority or the Cabinet;
- (e) A duty undertaken for the purpose of or in connection with the discharge of the functions of an executive within the meaning of Part 2 of the 2000 Act, as amended;
- (f) a duty undertaken in pursuance of a Standing Order which requires a Member or Members to be present when tender documents are opened;
- (g) A duty undertaken in connection with the discharge of any function of the Authority to inspect or authorise the inspection of premises;
- (h) A duty undertaken by Members in connection with constituency or ward responsibilities which arise from the discharge of local authority functions;
- (i) Any other duty approved by the Authority, or any duty of class so approved, undertaken for the purpose of, or in connection with, the discharge of the functions of the Authority or of any of its committees.

9.7 In relation to (i) above in respect of the other duties approved by the Council the following decisions have been previously made:-

9.7.1 When a Councillor attends a meeting of a committee of which he/she is not a Member they would need to justify such attendance in order to qualify for the payment of travel allowance. Otherwise the expenditure on travel in attending the meeting will not be paid. Councillors should check with the Chief Finance Officer before attending so that they know before attending if they qualify to receive travelling.

9.7.2 Members will qualify for payment of travel allowance notwithstanding that the Councillor is attending a meeting of a committee of which he/she is not a Member:-

- (i) Where a Group Leader, Scrutiny Committee Chair and Vice Chair and Audit Committee Chair and Vice Chair attends a meeting of the Cabinet.
- (ii) Where a Councillor (who is not a Member of the Regulatory Committee) exercises the right as a Local Representative to attend and address the Regulatory Committee in accordance with the Council's Planning Protocol.
- (iii) Where a Councillor attends a meeting of a committee of which he/she is not a Member and is allowed to address the committee on an item of business before it.
- (iv) Where a Councillor attends a meeting of the Cabinet and is allowed to address the meeting with the consent of the Executive Member presiding.

9.7.3 Attendance by a Councillor at a meeting of a committee of which he or she is not a member outside of the circumstances detailed above shall not qualify the Councillor to receive payments by way of travelling allowances in respect of attending such a meeting.

9.7.4 Where a travel allowances is recoverable by a Member from an outside organisation in respect of duties carried out by the Member in connection with that outside organisation, the Member is not eligible to also claim a travel allowance or subsistence allowance expenses from Powys County Council in respect of those duties.

9.7.5 A Travel Allowance will be paid to Members and Co-Opted Members monthly in arrears ONLY where the Member or Co-Opted Member has submitted in writing a fully completed and signed Travel Allowance Claim Form and has produced receipts for those journeys in respect of which the claim is made PROVIDED ALWAYS that no such claim will be paid which is in respect of a month or months which are more than 2 months prior to the date the claim is received by the Council UNLESS that payment is authorised by the Standards Committee on the application of the Member or Co-Opted Member. The decision of the Standards Committee in this connection will be final.

## **10. Subsistence Allowance**

10.1 A Subsistence Allowance **must** be payable when official business requires a Member or Co-Opted Member to travel beyond county boundaries when additional subsistence costs may be incurred. In this case, reimbursement of subsistence, subject to the limits set out below, is acceptable. All claims must be supported by receipts:

- A maximum of £28.00 per day, including breakfast if not included in overnight cost;

- Overnight costs to a maximum of £200 in London and £95 elsewhere,
  - A maximum of £30 per night if staying with friends or relatives. (not payable in Powys according to the IRPW document)
- 10.2 Wherever possible, overnight accommodation should be reserved and paid for by the Council itself. There may be circumstances where the authority deems it reasonable and cost effective to arrange overnight accommodation within the Council area.
- 10.3 A Subsistence Allowance is claimable for official business within the county by a Co-Opted Member who lives outside of the County.
- 10.4 Those provisions concerning “official business” in Sections 8.5 and 8.6 above relating to the Travel Allowance apply equally to the Subsistence Allowance subject to the overriding requirement of the performance of the official business being outside the boundaries of the county.
- 10.5 The rates prescribed are in-line with Welsh Government rates.
- 10.6 Accordingly there is **no specific decision** of Council required at this time in respect of the Subsistence Allowance.

## **11. Arrangements for the Payments of Salaries, Allowances and Fees**

- 11.1 BASIC AND SENIOR SALARIES will be paid automatically in the current month and Members and (in respect of Senior Salaries) Co-Opted Members will not be required to submit any claim or demand.
- 11.2 CIVIC SALARIES will be paid automatically in the current month and neither the Chair nor the Vice-Chair of the Council will be required to submit any claim or demand.
- 11.3 CO-OPTED MEMBER PAYMENTS and TRAVEL AND SUBSISTENCE ALLOWANCE will be paid to Co-Opted Members monthly in arrears ONLY where the Co-Opted Member has submitted in writing or on line a fully completed Co –opted Member Claim Form.
- 11.4 Reimbursement of Cost of Care (RoCoC) will be paid to Members and Co-Opted Members monthly in arrears ONLY where the Member or Co-Opted Member has submitted in writing or on line a fully completed Carer’s Claim Form and has produced receipts from the carer in respect of which the claim is made.
- 11.5 TRAVEL & SUBSISTENCE ALLOWANCES will be paid to Members ONLY where the Member has submitted an on-line fully completed Travel & Subsistence Allowance Claim Form and has produced and retains receipts for those journeys and or subsistence in respect of which the claim is made. Paper claims forms will not be accepted.

11.6 PROVIDED ALWAYS that no claim in respect of:-

- A Co-Opted member's Payment
- Care Allowance; or
- A Travel and/or Subsistence Claim

will be paid which is in respect of a month or months which are more than 3 month's prior to the date the claim is received by the Council UNLESS that payment is authorised by the Standards Committee on the application of the Member or Co-Opted Member. The decision of the Standards Committee in this connection will be final.

**11.7 No person other than the Member or Co-Opted Member submitting the claim may complete or amend a claim. Where Members require assistance with inputting claims via iTrent Self Service, ICT and system login passwords must not be disclosed to anyone. It is the Members responsibility to check and authorise the submission.**

11.8 All on-line claims input via iTrent Self Service must be submitted no later than the 15<sup>th</sup> of the month, the claim can include expenses incurred up to and including the 15<sup>th</sup>, and will be paid with the basic/senior/civic salary at the end of the month in which the claim is submitted. Any amendments to this date will be communicated accordingly.

11.9 Queries relating to pay should be directed to Dai Davies, Payroll Team Manager, Employment Services, County Hall.  
(telephone 01597 826313, email [david.davies@powys.gov.uk](mailto:david.davies@powys.gov.uk))

## **12. Office and Other Costs and Tax Relief**

12.1 Where Members incur office and other costs they may claim tax relief.

12.2 Details of the arrangement reached with H.M. Revenues and Customs are available from Employment Services.

## **13. Arrangements for the Repayment of Salaries, Allowances and Fees**

13.1 The IRPW require Councils to make specific provision in this regard and therefore the following arrangements comply in that regard.

13.2 Where such part of a Salary, Allowance or Fee which has been paid to a Member or Co-Opted Member was in respect of a period during which the Member or Co-Opted Member concerned was in any way not entitled to receive such Salary, Allowance or Fee (including when the Member or Co-Opted Member was suspended, partially suspended or

ceased to be a Member or Co-Opted Member of the Council) the Chief Finance Officer will serve written notice on the Member or Co-Opted Member specifying the amount or amounts which the Member or Co-Opted Member is required to re-pay to the Council whereupon that amount or those amounts will become re-payable to the Council.

- 13.3 The Chief Finance Officer will serve such written notice as soon as reasonably practicable after becoming aware that such re-payment or re-payments is/are due from the Member or Co-Opted Member.
- 13.4 Such written notice will specify the period or periods over which the re-payment is to be made and whether or not it is to be by way of deduction from future payments of Salary, Allowance, or Fees which will be due in future to the Member or Co-Opted Member in question.
- 13.5 Such re-payment will in any event be concluded within 6 months of the date of such written notice by the Chief Finance Officer.
- 13.6 Any Member or Co-Opted Member who receives such written notice from the Chief Finance Officer may request that the matter be referred to the Council's Standards Committee whose decision will be final.

#### **14. Foregoing Salaries, Allowances or Fees**

- 14.1 Any Member or Co-Opted Member may serve written notice on the Chief Finance Officer electing to forego any part of their entitlement to a Salary, Allowance or Fee for that financial year. A Member will be required to resubmit this **written notice** to the **Chief Finance Officer** for **each subsequent financial year** that they elect to forego any part of their entitlement to a Salary, Allowance or Fee.
- 14.2 A Member or Co-Opted Member who has served such written notice will receive confirmation in writing from the Chief Finance Officer setting out the details of the revised payments the Member or Co-Opted Member will receive as a result of such election to forego and the Chief Finance Officer will amend the Schedule accordingly.

#### **15. Withholding of Allowances – Suspension of Member**

- 15.1 Where a Member/Co-Opted Member is suspended or partially suspended from being a Member/Co-Opted Member of the Council, the part of each salary and allowance payable to that Member/Co-Opted Member in respect of the responsibilities or duties from which that Member/Co-Opted Member is suspended or partially suspended will be withheld by the Authority. If the partial suspension relates only to the specific responsibility element of the Senior Salary payment, the Member may retain the Basic Salary.



**16. Pensions**

- 16.1 The Local Government (Wales) Measure 2011 provides power to the IRPW to make determinations on pension entitlement for elected members of principal councils.
- 16.2 The IRPW has determined the entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all eligible members of principal councils.
- 16.3 Powys County Council has previously determined that its Members should be entitled to join the LGPS.

**17. Determinations of the Independent Remuneration Panel for Wales (IRPW)**

- 17.1 The Council is asked to note the determinations of the IRPW in respect of the amounts to be paid to Councillors and Co-Opted Members as wherever the Council makes payments in accordance with the IRPW's Annual Report, it is required to pay at the rate set by the IRPW.

**18. Budgetary Implications**

- 18.1 The IRPW's Annual Report stipulates that the increase to Members Basic Salary must be applied by the Council. The additional budget pressure has been incorporated in the budget for 2020/21.

**19. Decisions required at Annual Meeting**

- 19.1 Council is required to take the following decisions in connection with the salaries, allowances and fees that are payable to Members and Co-Opted Members of the Council in accordance with statute and the regulations and annual report of the Independent Remuneration Panel for Wales (IRPW):-
  - (a) to consider for approval for the existing allocation of up to 18 Senior Salaries (as approved in 2019) as detailed in paragraph 4.11 of this report.
  - (b) to approve the publication of the Members' Schedule of Remuneration based on this report.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<b>That Members:</b>	<b>To take decisions relating to</b>

<p>(i) approve the recommendation for the allocation of up to 18 Senior Salaries as detailed in section 4.11 of this report.</p> <p>(ii) approve the publication of the Members' Schedule of Remuneration based on this report.</p>	<p>Members' Salaries, Allowances and Expenses in accordance with statute and the annual report and regulations of the IRPW.</p>
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<b>Relevant Policy (ies):</b>			
<b>Within Policy:</b>	<b>Y</b>	<b>Within Budget:</b>	<b>Y</b>

<b>Relevant Local Member(s):</b>	
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<b>Person(s) To Implement Decision:</b>	<b>Wyn Richards, Graham Evans</b>
<b>Date By When Decision To Be Implemented:</b>	

<b>Contact Officer Name:</b>	<b>Tel:</b>	<b>Fax:</b>	<b>Email:</b>
Graham Evans Wyn Richards	01597 826609 01597 826375		<a href="mailto:graham.evans@powys.gov.uk">graham.evans@powys.gov.uk</a> <a href="mailto:wyn.richards@powys.gov.uk">wyn.richards@powys.gov.uk</a>

**Background Papers used to prepare Report:**

**IRPW Annual Report February 2020**

# Powys County Council.

## MEMBERS' SCHEDULE OF REMUNERATION

<b>Relevant Year:</b>	<b>2020 - 2021</b>
<b>Approved by the County Council:</b>	<b>30 July, 2020</b>
<b>In Year Amendments:</b>	

This Scheme is made under the Local Government (Wales) Measure 2011 with regard to Independent Remuneration Panel for Wales (IRPW) Regulations which apply to payments made to members and co-opted members of local authorities. The Local Government (Wales) Measure 2011 also stipulates that the Panel's Annual Report relates to each financial year. Therefore, the application of changes to payments for members will take effect on 1<sup>st</sup> April of each year, with members notified of any increases in March.

When the Panel's Annual Report is issued, principal councils must comply with the statutory requirements and apply all the relevant determinations. The proper officer of the council must put in place mechanisms for all eligible council members to receive payments as determined by the Panel. There are currently no options relating to levels of remuneration by principal councils that require a decision by full council. Levels of payments to which members are entitled cannot be varied by a vote of a principal council.

### 1. Basic Salary

- 1.1 A Basic Salary shall be paid to each elected Member of the Authority.
- 1.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.
- 1.3 Where the term of office of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Basic Salary will be pro-rata.
- 1.4 No more than one Basic Salary is payable to a Member of the Authority.

### 2. Senior Salaries & Civic Salaries

- 2.1 Members occupying specific posts shall be paid a Senior Salary as set out in **Schedule 1**.
- 2.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Annual or Supplementary Report of the Independent Remuneration Panel for Wales.
- 2.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.
- 2.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.
- 2.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.
- 2.6 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report and cannot exceed fifty percent of the total membership of the authority, except to include a

temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.

- 2.7 A Member of the Authority in receipt of a Band 1 or 2 Senior Salary (Leader, Deputy Leader or Member of the Cabinet) **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which he/she has been nominated.
- 2.8 A Member of the Authority in receipt of a Band 1 or 2 Senior Salary (Leader, Deputy Leader or Member of the Cabinet) **cannot** receive a salary from any Town or Community Council of which they are a member other than travel and subsistence expenses and reimbursement of costs of care.
- 2.9 If a Council chooses to have more than one remunerated Deputy Leader, the difference between the Senior Salary for the Deputy Leader and other Executive Members should be divided by the number of Deputy Leaders and added to the Senior Salary for other Executive Members in order to calculate the Senior Salary payable to each Deputy Leader.
- 2.10 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Salary will be pro-rata.
- 2.11 County Councils can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework, subject to:
- (a) The total number of senior salaries cannot exceed fifty percent of the membership.
  - (b) Applications will have to be approved by the authority as a whole (this cannot be delegated) prior to submission to the Panel.
  - (c) There must be clear evidence that the post/posts have additional responsibility demonstrated by a description of the role, function and duration.
  - (d) Each application will have to indicate the timing for a formal review of the role to be considered by the authority as a whole.

### **3. Sickness Absence for Senior Salary Holders**

- 3.1 The Independent Remuneration Panel for Wales has amended the framework to provide specific arrangements for the long term sickness of Senior Salary Holders as follows:
- (a) Long term sickness if defined as certified absences in excess of 4 weeks.
  - (b) The maximum length of sickness within these proposals is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included)
  - (c) Within these parameters a senior salary holder on long term sickness can, if the authority decides continue to receive the remuneration for the post held.
  - (d) It is a decision of the authority whether to make a substitute appointment, but the substitute will be eligible to be paid the senior salary appropriate to the post.

- (e) If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority, an addition will be allowed for the duration of the substitution. However this would not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts – the statutory maximum.
- (f) When an authority agrees a paid substitution the Panel must be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution. The authority's Schedule of Remuneration must be amended accordingly.
- (g) It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least six months irrespective of attendance and any extension beyond this timescale is a matter for the authority. It does not also apply to co-opted members.

#### **4. Election to Forgo Entitlement to Allowance**

- 4.1 A Member may, by notice in writing delivered to the Chief Finance Officer of the authority, personally elect to forgo any part of his/her entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice for that financial year. A Member will be required to resubmit this written notice to the Chief Finance Officer for each subsequent financial year that they elect to forego any part of their entitlement to a Salary, Allowance or Fee.
- 4.2 A Member or Co-opted Member who has served a Notice of Election to Forego (either by email or letter) will receive confirmation in the form of a Revised Payment Notice from the Chief Finance Officer or his / her nominee setting out the details of the revised payments (if any) the Member or Co-opted Member will receive as a result of such election to forgo and the Chief Finance Officer or his / her nominee will amend the Schedule accordingly.

#### **5. Suspension of a Member**

- 5.1 Where a Member of the Authority is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of the Basic Salary payable to him/her in respect of that period for which he or she is suspended will be withheld by the Authority (Section 155 (1) of the Measure).
- 5.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the member may retain the Basic Salary.

#### **6. Repayment of salaries, allowances or fees**

- 6.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:

- (a) is suspended or partially suspended from that Member's/Co-opted Member's duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
- (b) ceases to be a Member of the Authority or Co-opted Member; or
- (c) is in any other way not entitled to receive a salary, allowance or fee in respect of that period,

the Authority will require that such part of the allowance as relates to any such period be repaid.

- 6.2 The Chief Finance Officer or his / her nominee, will serve a Repayment Notice on the Member or Co-opted Member specifying the amount or amounts which the Member or Co-opted Member is required to re-pay to the Council whereupon that amount or those amounts will become re-payable to the Council.
- 6.3 The Chief Finance Officer or his / her nominee will serve a Repayment Notice as soon as reasonably practicable after becoming aware that such re-payment or re-payments is/are due from the Member or Co-opted Member.
- 6.4 Such Repayment Notice will specify the period or periods over which the re-payment is to be made and whether or not it is to be by way of deduction from future payments of Salary, Allowance, or Fees which will be due in future to the Member or Co-opted Member in question.
- 6.5 Such repayment will in any event be concluded within 6 months of the date of the service of a Repayment Notice by the Chief Finance Officer or his / her nominee.
- 6.6 Any Member or Co-opted Member who is served with a Repayment Notice by the Chief Finance Officer or his / her nominee may request that the matter be referred to the Council's Standards Committee whose decision will be final.

## **7. Payments**

- 7.1 Payments of all salaries (Basic, Senior and Civic) will be made by the Chief Finance Officer or his / her nominee in instalments of one-twelfth of the Member's annual entitlement on the last banking day of each month.
- 7.2 Where payment has resulted in a Member receiving more than his/her entitlement to salaries, allowances or fees the Authority will require that such part that is overpayment be repaid.
- 7.3 All payments are subject to the appropriate statutory and Non-Statutory deductions.

## **8. Reimbursement of Costs of Care (RoCoC)**

- 8.1 A Reimbursement of Cost of Care shall be paid:
  - (i) to a Member or Co-opted Member with primary caring responsibilities for a child or adult and or personal support needs where these are not covered by statutory or other provision.

- (ii) for personal support. This might also include a short term or recent condition not covered by the Equality Act 2010, access to work, Personal Payments, insurance or other provision.
- (iii) provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties

## 8.2 Approved duties for which RoCoC can be claimed include:

- (i) Meetings – formal (those called by the Authority) and those necessary to members' work (to deal with constituency but not party issues) and personal development (training, and appraisals.)
- (ii) Travel – in connection with meetings.
- (iii) Preparation – reading and administration are part of a member's role. Some meetings and committees require large amounts of reading, analysis or drafting before or after a meeting.
- (iv) Senior salary holders with additional duties may have higher costs.

8.3 Care Allowance applies in respect of children who are aged 15 or under and other persons for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependent the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.

8.4 Eligible Members may claim Care Allowance for actual and receipted costs up to a maximum amount not exceeding that determined by the Independent Remuneration Panel as set out in **Schedule 1**. All claims for Care Allowance should be made in writing to the Chief Finance Officer or his / her nominee detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

## 8.5 Additional guidance from the Panel:

- (i) Members should not be "out of pocket" subject to the limit set in the Annual Report.
- (ii) Models of care and needs vary.
- (iii) Members may use a combination of several care options.
- (iv) Patterns of care may alter over the civic and academic year.
- (v) Not all care is based on hourly (or part hourly) rates.
- (vi) Where a whole session must be paid for, this must be reimbursed even where the care need is only for part of a session.
- (vii) Members may need to:
  - (a) book and pay for sessions in advance
  - (b) commit to a block contract: week, month or term
  - (c) pay for sessions cancelled at short notice
- (viii) Where care need straddles two sessions both should be reimbursed.

## 9. Family Absence

9.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from authority meetings.

- 9.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.
- 9.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.
- 9.4 If the authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.
- 9.5 If the paid substitution results in the authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

## **10. Co-optees' payments**

- 10.1 A Co-optees' daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.
- 10.2 *Optional - Co-optees' payments will be capped at a maximum of the equivalent of full days a year for each committee to which an individual may be co-opted as follows:*
- Audit Lay Member – 25 days.
  - Parent Governor Representatives (Learning and Skills Scrutiny Committee) – 20 days.
  - Church Representatives (Learning and Skills Scrutiny Committee) – 15 days.
  - Standards Committee Independent / Lay Member - Chair – 12 days.
  - Standards – Independent / Lay Member – 10 days
  - Standards Community Sub-Committee – Town and Community Council Representatives – 10 days.
- 10.3 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).
- 10.4 The Monitoring Officer is designated as the “appropriate officer” and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.
- 10.5 The Monitoring Officer can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
- 10.6 A half day meeting is defined as up to 4 hours.
- 10.7 A full day meeting is defined as over 4 hours.
- 10.8 The daily and half day fee for the Chairs of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.



10.9 The daily and half day fee for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.

## **11. Travel and Subsistence Allowances**

### **11.1 General Principles**

11.2 Members and Co-opted Members may claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out in **Schedule 2**. Where Members travel on the Authority's business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have his/her claim abated by an appropriate amount.

11.3 Where possible Members should share transport.

11.4 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.

11.5 The rates of Members' Travel and Subsistence Allowances are set out in **Schedule 3** and are subject to annual review by the Independent Remuneration Panel for Wales.

11.6 Where a Member is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to him/her in respect of that period for which he or she is suspended or partially suspended must be withheld by the Authority.

## **12. Travel by Private Vehicle**

12.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement. For any claims submitted Members are responsible for retaining VAT receipts in support of these claims for a period of 6 years following the claim. Alternatively, Members may submit valid receipts after each claim submission, in a sealed envelope marked as confidential, referencing the claim date, to the Professional Lead for Employment Services, County Hall, Llandrindod Wells.

12.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.

12.3 Where a Member makes use of his/her private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of a valid driving licence and an appropriate insurance must be provided to the Authority on request.

## **13. Travel by Public Transport**

### **13.1 Rail/Coach Travel**

13.1.1 Rail fare will be reimbursed up to a maximum of first class rates.

13.1.2 Employment Services will purchase requisite rail and coach tickets for Members in advance of journeys. In the unlikely event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and/or a receipt.

### **13.2 Taxi Fares**

13.2.1 Taxi fares will only be reimbursed where their use has been authorised for cases of urgency, where no public transport is reasonably available, or a Member has a particular personal need. Re-imburement will be upon receipt only.

### **13.3 Air Fare**

13.3.1 Travel by air is permissible if it is the most cost effective means of transport. Authorisation of the relevant Director / Strategic Director is required and tickets will be purchased by Employment Services. Air fare, where appropriate, will be reimbursed at the ordinary rate. Travel abroad on the Authority's business will only be permitted where authorised by relevant Director / Strategic Director. The relevant service will arrange travel and accommodation.

### **13.4 Other Travel Expenses**

13.4.1 Members will be entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imburement will be upon receipt only.

## **14. Overnight Accommodation**

14.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late night travel would be unreasonable.

14.2 Wherever possible, overnight accommodation should be reserved and paid for by the Council itself utilising the Councils hotel accommodation booking system Expotel managed by Commercial Services. This system has been set up to help ensure Officers and Members obtain the most competitive rates for overnight accommodation.

14.3 There may be circumstances where the authority deems it reasonable and cost effective to arrange overnight accommodation within the Council area. An appropriate business case will need to be made to the Chief Finance Officer to approve such an overnight stay. However staying with family or friends is not allowed in this circumstance.

14.4 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production

of a receipt and will be at a level deemed reasonable and not in excess of the rates set out in **Schedule 3**.

## **15 Subsistence Allowance**

- 15.1 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out in **Schedule 3**. The maximum daily rate covers a 24 hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)
- 15.2 No provision is made for subsistence claims within the County.

## **16. Arrangements for Claims and Payments**

- 16.1 Arrangements for the payments of Basic, Senior and Civic Salaries to Members is set out in paragraph 6 above.
- 16.2 A claim for Co-Opted Member Fees must be made in writing within the timescales set out below and must be accompanied by the relevant receipts as set out below:
- 16.2.1 CO-OPTED MEMBER FEES will be paid to Co-opted Members monthly as follows:
- (a) where an authorised claim for a Co-opted Member Fee is received by Employment Services on or before the 7<sup>th</sup> day of the month it will be paid at the end of that month; and
  - (b) where an authorised claim for a Co-opted Member Fee is received by Employment Services after the 7<sup>th</sup> day of the month it will be paid at the end of the following month

### **PROVIDED ALWAYS:**

- (i) that a Co-opted Member Fee will be paid **ONLY** where the Co-opted Member has submitted in writing a fully completed and signed Co-opted Member Fee Claim Form (see Appendix 3 to this Schedule); and
- (ii) that no Co-opted Member Fee claim will be paid which is in respect of a month or months which is/are more than 2 months prior to the date the claim is received by the Council **UNLESS** that payment is authorised by the Standards Committee on the application of the Co-opted Member concerned. The decision of the Standards Committee in this connection will be final.

16.2.2 Co-opted Member Fees will be paid into the bank account of the Co-opted member

16.3 A claim for Care Allowances for Members and Co-Opted Members must be made in writing within the timescales set out below and must be accompanied by the relevant receipts as set out below:

- 16.3.1 CARE ALLOWANCES will be paid to Members and Co-opted Members monthly as follows:
- (a) where an authorised claim for a Care Allowance is received by Employment Services on or before the 7<sup>th</sup> day of the month it will be paid at the end of that month; and

- (b) where an authorised claim for a Care Allowance is received by Employment Services after the 7<sup>th</sup> day of the month it will be paid at the end of the following month

PROVIDED ALWAYS:

- (i) that a Care Allowance will be paid ONLY where the Member or Co-opted Member has submitted in writing a fully completed and signed Carer's Claim Form (see Appendix 1 to this Schedule) and has produced receipts from the carer in respect of which the claim is made;
- (ii) that prior to their first claim for a Care Allowance the Member or Co-opted Member has submitted in writing a fully completed and signed Carer's Declaration Form (see Appendix 2 to this Schedule); and
- (iii) that no Care Allowance claim will be paid which is in respect of a month or months which is/are more than 2 month's prior to the date the claim is received by the Council UNLESS that payment is authorised by the Standards Committee on the application of the Member or Co-opted Member concerned. The decision of the Standards Committee in this connection will be final.

16.3.2 Care Allowances will be paid into the bank account of the Member or Co-opted member

16.4 A claim for travel and subsistence allowances for Members and Co-Opted Members must be made in writing within the timescales set out below and must be accompanied by the relevant receipts as set out below:

16.4.1 TRAVEL & SUBSISTENCE ALLOWANCE payments in respect of Eligible Subsistence Expenses and Eligible Travel Expenses will be paid to Members and Co-opted Members monthly as follows:

- (a) in the case of a Member, where an authorised claim for a Travel or Subsistence Allowance has been submitted via the iTrent Self Service on or before the 15<sup>th</sup> day of the month it will be paid at the end of that month; and
- (b) in the case of a Co-Opted Member where an authorised claim for a Travel or Subsistence Allowance is received by Employment Services on or before the 7<sup>th</sup> day of the month it will be paid at the end of that month; and
- (c) where an authorised claim for a Travel or Subsistence Allowance is received by Employment Services after the dates set out in (a) and (b) above it will be paid at the end of the following month. Emergency payments in respect of late submissions will not be granted.

PROVIDED ALWAYS:

- (i) that a Travel or Subsistence Allowance will be paid ONLY where the Member or Co-opted Member has submitted a fully completed and personally authorised Travel & Subsistence Allowance Claim Form (see Appendix 4 to this Schedule) and has produced receipts for those journeys or subsistence in respect of which the claim is made; and
- (ii) that no Travel or Subsistence Allowance claim will be paid which is in respect of a month or months which is/are more than 2 month's prior to the date the claim is received by the Council UNLESS that payment is authorised by the Standards Committee on the application of the Member or Co-opted

Member. The decision of the Standards Committee in this connection will be final.

16.4.2 Travel and Subsistence Allowances will be paid into the bank account of the Member or Co-opted member.

16.4.3 The Council reserves the right to audit claims, including requesting evidence of valid VAT receipts. Failure to produce VAT receipts where declared, or any anomalies identified, could result in recovery of the associated pay element. **Please note receipts used to claim VAT elsewhere cannot be used for Council business.**

**16.4.4 Where Members require assistance with inputting claims via iTrent Self Service, ICT and system login passwords must not be disclosed to anyone. It is the Members responsibility to check and authorise the submission.**

## **17. Pensions**

17.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme. Councillors are not however brought into the LGPS automatically like employees, if Councillors wish to join they must opt in via the completion of a joining form.

## **18. Supporting the Work of Authority Members.**

18.1 The Independent Remuneration Panel for Wales expects Members to be provided with adequate support to carry out their duties and that the support provided should take account of the specific needs of individual Members. The Authority's Democratic Services Committee is required to review the level of support provided to Members and should take proposals for reasonable support to the full council.

18.2 All elected Members and Co-Opted Members should be provided with adequate telephone, email and internet facilities to give electronic access to appropriate information.

18.3 Such support should be without cost to any Member. Deductions must not be made from Members' salaries as a contribution towards the cost of support which the Authority has decided is necessary for the effectiveness and or efficiency of Members.

## **19. Compliance**

19.1 In accordance with the Regulations, the Authority must comply with the requirements of the Panel in respect of the monitoring and publication of payments made to members and co-opted members as set out in **Schedule 4.**

**Members are reminded that expense claims are subject to both internal and external audit.**

**SCHEDULE 1**

**SCHEDULE OF REMUNERATION 2020-21**

<b>MEMBERS ENTITLED TO BASIC SALARY</b>	<b>ANNUAL AMOUNT OF BASIC SALARY</b>
<p>The following named elected members of the authority</p> <p>Alexander, Myfanwy Catherine Barnes, Mark Antony Baynham, Beverley Jane Berriman, Jake Breeze, Graham Charles Charlton, Jackie Corfield, Linda Curry, Kelvyn Watson Davies, Aled Davies, Bryn Peryddon Davies, Dai Davies, Phyl Davies, Sandra Christine Dorrance, Matthew James Durrant, Emily Victoria Evans, David Evans, James Fitzpatrick, Liam George, Les Gibson-Watt, James Harris, Rosemarie Hayes, Stephen Murray Hulme, Heulwen Doreen Jenner, Amanda Jones, David Richard Jones, Emyr Jones, Evan Arwel Jones, Gareth David Jones, Joy Rachel Jones, Michael Jones, Michael Jones-Poston, Diane Jump, Francesca Helen Laurie-Parry, Karen Lewis, Robert Karl Lewis, Hywel Lewis, Peter McIntosh, Iain Charles Mackenzie, Maureen McNicholas, Susan Meredith, David William</p>	<p style="text-align: right;">£14,218</p>

<p>Mills, Claire Victoria  Morgan, Gareth  Morris, John  Powell, Rachel  Powell, William Denston  Price, David Rowland  Pritchard, Philip Charles  Pugh, Gareth Michael  Pugh, Jeremy  Ratcliffe, Gareth  Riznenberg, Liz  Roberts, Lucy Margaret  Roberts, Peter David  Roberts-Jones, Kath  Roderick, Edwin  Rowlands, Daniel Mark  Selby, David Mark  Silk, Kathryn Susan  Skilton, Les  Thomas, David Arnold  Thomas, Robert Gwynfor  Van-Rees, Tim  Vaughan, Elwyn Graham  Weale, Martin Jonathan  Wilkinson, Jonathan  Williams, Ange  Williams, David Huw  Williams, Gwilym Ioan Snead  Williams, Jon  Williams, Mike  Williams, Roger Hugh  Williams, Sarah Louise</p>	
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	<b>SENIOR SALARIES ENTITLEMENTS (includes basic salary)</b>		<b>ANNUAL AMOUNT OF SENIOR SALARY</b>
	<b>ROLE</b>	<b>MEMBER</b>	
1	Leader	Harris, Rosemarie	£49,450
2	Deputy Leader and Cabinet Member – Finance, Countryside and Transport	Davies, Aled	£34,950
3	Cabinet Member – Young People and Culture	Powell, Rachel	£30,450
4	Cabinet Member – Environment	Hulme, Heulwen	£30,450
5	Cabinet Member - Adult Social Care and Welsh Language	Alexander, Myfanwy Catherine	£30,450

	<b>SENIOR SALARIES ENTITLEMENTS (includes basic salary)</b>		<b>ANNUAL AMOUNT OF SENIOR SALARY</b>
	<b>ROLE</b>	<b>MEMBER</b>	
6	Cabinet Member – Education and Property	Davies, Phyl	£30,450
7	Cabinet Member – Economic Development, Housing and Regulatory Services	Evans, James	£30,450
8	Cabinet Member – Corporate Governance, and Engagement	Breeze, Graham	£30,450
9	Chair – Health and Care Scrutiny Committee	Williams, Gwilym Ioan Snead	£22,918
10	Chair – Learning and Skills Scrutiny Committee	Roberts, Peter David	£22,918
11	Chair – Economy, Residents, Communities and Governance Scrutiny Committee	Dorrance, Matthew James	£22,918
12	Chair – Audit Committee	Morris, John	£22,918
13	Chair – Planning, Taxi Licensing and Rights of Way Committee	Lewis, Robert Karl	£22,918
14	Chair – Employment and Appeals Committee	Williams, Mike	£22,918
15	Leader Of The Largest Opposition Group	Gibson-Watt, James	£22,918
16	Not Used		
17	Not Used		
18	Not Used		
A maximum of 18 senior salaries for Powys County Council may be paid and this has not been exceeded.			

<b>ENTITLEMENT TO CIVIC SALARIES (includes basic salary)</b>		<b>ANNUAL AMOUNT OF CIVIC SALARY</b>
<b>ROLE</b>	<b>MEMBER</b>	
Civic Head (Chair)	Baynham, Beverley Jane	£22,918
Deputy Civic Head (Vice-Chair)	Thomas, Robert Gwynfor	£17,918



ENTITLEMENT AS STATUTORY CO-OPTEEES		AMOUNT OF CO-OPTEEES ALLOWANCES
ROLE	MEMBER	
Chair - Standards Committee	Hays, Stephan	£256 Daily Fee £128 ½ Day Fee
Chair - Audit Committee	N/A	£256 Daily Fee £128 ½ Day Fee
Statutory Co-optees - Standards Committee, Learning and Skills Scrutiny Committee (Dealing with Education Matters), Audit Committee, Economy, Residents, Communities and Governance Scrutiny Committee (dealing with Crime and Disorder matters).	<u>Standards:</u> <ul style="list-style-type: none"> <li>• VACANCY</li> <li>• Evans, Jacqueline</li> <li>• Mulholland, Christine</li> <li>• Moore, Claire</li> </ul>	£198 Daily Fee £99 ½ Day Fee
	<u>Standards Community Sub-Committee:</u> <ul style="list-style-type: none"> <li>• Shearer, Joy</li> <li>• Morris, Margaret</li> <li>• Patrick, Hugh</li> </ul>	£198 Daily Fee £99 ½ Day Fee
	<u>Scrutiny</u> <ul style="list-style-type: none"> <li>• Davies, Angela (Parent Governor)</li> <li>• Davies, Sara (Parent Governor)</li> <li>• Robson, Graeme (Parent Governor)</li> <li>• Evitts, Margaret (Church in Wales)</li> <li>• Organisation decided not to appoint (Roman Catholic Church)</li> <li>• VACANCY (Crime and Disorder)</li> </ul>	£198 Daily Fee £99 ½ Day Fee  The co-opted Member for Crime and Disorder is non-voting and does not therefore receive an allowance
	<u>Audit</u> <ul style="list-style-type: none"> <li>• Brautigam, John</li> </ul>	£198 Daily Fee £99 ½ Day Fee
Statutory Co-optees -ordinary members of Standards Committee who also chair	N/A	£226 Daily Fee £113 ½ Day

ENTITLEMENT AS STATUTORY CO-OPTEES		AMOUNT OF CO-OPTEES ALLOWANCES
ROLE	MEMBER	
Standards Committees for Community Councils		Fee

MEMBERS ELIGIBLE TO RECEIVE CARE ALLOWANCE	
All Members	Up to a maximum of £403 per month

Members Support – what is provided in terms of telephone, internet or email	
Telephone support for Executive Members	Mobile phones offered to all members / Powys software installed on own phones
Telephone Support for Chairs of Committees	Mobile phones offered to all members / Powys software installed on own phones
Telephone Support for all other Members	Mobile phones offered to all members / Powys software installed on own phones
Access to Email for Executive Members	All Members have an individual email account
Access to Email for Chairs of Committees	All Members have an individual email account
Access to Email for all other Members	All Members have an individual email account
Internet Support for Executive Members	Full Council on 13 <sup>th</sup> July, 2017 decided to no longer pay a broadband allowance to members as most homes had their own broadband access and the Council did not need to make a separate provision for Members to access their Council papers
Internet Support for Chairs of Committees	Full Council on 13 <sup>th</sup> July, 2017 decided to no longer pay a broadband allowance to members as most homes had their own broadband access and the Council did not need to make a separate provision for Members to access their

	Council papers
Internet Support for all other Members	Full Council on 13 <sup>th</sup> July, 2017 decided to no longer pay a broadband allowance to members as most homes had their own broadband access and the Council did not need to make a separate provision for Members to access their Council papers

## SCHEDULE 2

### Approved duties: -

- a duty undertaken for the purpose of or in connection with the discharge of the functions of Chair of the County Council or of a committee;
- attendance at a meeting of the Authority or of any committee of the Authority or of any body to which the Authority makes appointments or nominations or of any committee of such a body;
- attendance at a meeting of any association of authorities of which the Authority is a member;
- attendance at any other meeting the holding of which is authorised by the Authority or by a committee of the Authority or by a joint committee of the Authority and one or more other Authorities;
- a duty undertaken for the purpose of or in connection with the discharge of the functions of Cabinet;
- a duty undertaken in pursuance of a standing order which requires a Member or Members to be present when tender documents are opened;
- a duty undertaken in connection with the discharge of any function of the Authority which empowers or requires the Authority to inspect or authorise the inspection of premises;
- attendance at any training or developmental event approved by the Authority or its Cabinet;
- the following duties which have been approved by Council:
  - i. A duty undertaken by the Chair or Vice Chair of a Scrutiny Committee or Audit Committee in attending a meeting of the Executive
  - j. A duty undertaken by the Leader of a political group in attending a meeting of the Cabinet.
  - k. A duty undertaken by a Councillor in attending a meeting of the Cabinet where that Councillor addresses the meeting with the consent of the Executive member presiding.
  - l. A duty undertaken by a Councillor (who is not a member of the Regulatory Committee) in attending a meeting of the Regulatory Committee to exercise the right as a local representative to attend an address the committee in accordance with the Council's Planning Protocol.
  - m. A duty undertaken by a Councillor in attending a meeting of a committee of which he or she is not a member for the purpose of addressing the committee (with the consent of the meeting) on an item of business before it

PROVIDED ALWAYS:

- 1) that attendance by a Councillor at a meeting of a committee of which he or she is not a member outside of the circumstances detailed above shall not qualify the Member or Co-opted Member to receive payments by way of care, travelling or subsistence allowances in respect of attending such a meeting
- 2) that where a care, travel or subsistence allowance is recoverable by a Member or Co-opted Member from an outside organisation in respect of duties carried out in connection with that outside organisation, the Member or Co-opted Member is not eligible to also claim care, travel or subsistence allowance from the Council in respect of those duties.
- 3) that a Member or Co-opted Member is not eligible to claim subsistence expenses for official business which takes place “in – County” save in respect of a Co-opted Member who lives outside of the County of Powys.
- 4) that a Member is not eligible to claim a travel allowance for undertaking constituency responsibilities.

### **SCHEDULE 3**

#### **Mileage Rates**

All sizes of private motor vehicle Up to 10,000 miles Over 10,000 miles	45 pence per mile 25 pence per mile
Private Motor Cycles Pedal Cycles	24 pence per mile 20 pence per mile
Passenger supplement per passenger carried on authority business	5 pence per mile

#### **Subsistence Allowance**

The day subsistence rate is up to a maximum of £28 and covers a 24 hour period and can be claimed for any meal if relevant provided such a claim is supported by receipts.

Re-imbusement of alcoholic drinks is not permitted.

#### **Overnight Stay**

The maximum allowances for an overnight stay are £200 for London and £95 for elsewhere. A maximum of £30 is available for an overnight stay with friends or relatives whilst on approved duty (not payable for stays within Powys – see also Paragraph 3 above).

## SCHEDULE 4

### **Compliance**

- The authority will arrange for the publication on the council's website the total sum paid by it to each member and co-opted member in respect of salary, allowances, fees and reimbursements not later than 30 September following the close of the year to which it relates. In the interests of transparency this will include remuneration from all public service appointments held by elected members.
- The authority will publish on the council's website a statement of the basic responsibility of a councillor and role descriptors for senior salary office holders, which clearly identify the duties expected.
- The authority will publish on the council's website the annual schedule of Member Remuneration not later than 31 July of the year to which the schedule refers.
- The authority will send a copy of the schedule to the Independent Remuneration Panel not later than 31 July of the year to which the schedule refers.
- The authority will maintain records of member/co-opted members attendance at meetings of council, cabinet and committees and other approved duties for which a member/co-opted member submits a claim for reimbursement.
- The authority will arrange for the publication on the council's website of annual reports prepared by members.
- When the authority agrees a paid substitution for family absence it will notify the Independent Remuneration Panel within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.

## INTERPRETATION

In this Schedule the following words and phrases in column (1) of the table below have the meanings attributed to them in column (2) which are based on those used in legislation, the IRPW Regulations and the IRPW Report.

The words and phrases listed below are in the singular and where the plural versions appear in the Schedule they should be construed accordingly.

(1)	(2)
<b>WORDS AND PHRASES</b>	<b>MEANINGS</b>
Allowance	A payment which is a Care Allowance and/or a Travel Allowance and/or a Subsistence Allowance as the context requires.
Basic Salary	A salary paid in accordance with and subject to the provisions of this Schedule to a Member for the basic responsibility of community representation and participation in functions of local governance as determined in the IRPW Report.
Carer's Claim Form	The form which can be obtained from Employment Services.
Carer's Declaration Form	The form which can be obtained from Employment Services.
Chief Finance Officer	The Strategic Director – Resources.
Civic Salary	The salary paid in accordance with and subject to the provisions of this Schedule to the Chair or Vice Chair of Council as determined in the IRPW Report.
Controlling Group	A Political Group in the Council where any one or more of its Members form part of the Executive.
Co-opted Member	As defined in Section 144 (5) of the Measure, that is those individuals co-opted to serve on a committee of the Council with the right to vote on matters within the purview of the Committee of which they serve.
Co-opted Member Fee	A fee paid in accordance with and subject to the provisions of this Schedule to a Co-opted Member as determined in the IRPW Report.
Co-opted Member Fee Claim Form	The form which can be obtained from Employment Services.
Co-opted Member's Term of Office	The term of office of a Co-opted Member begins on the date of appointment by the Council to the end of the term of office for Councillors or upon leaving the role if earlier.

Council	Powys County Council
Councillor	As defined in the Local Government Act 1972
Elected to forego	Reference to a Member or Co-opted Member having " <i>elected to forego</i> " a Salary, Allowance or Fee relates solely to the situation where a formal Notice of Election to Forego (by email or letter) has been served on the Chief Finance Officer and does not include, for example, a case where a Member or Co-opted Member has incurred travel or subsistence expenses on a particular occasion and chosen not to make a claim
Eligible Subsistence Expenses	Expenses necessarily incurred by a Member or Co-opted Member on meals and/or accommodation when on Official Business which requires that Member or Co-opted Member to travel beyond the county boundary of Powys PROVIDED ALWAYS that a Co-opted Member who lives outside of the County of Powys is eligible to claim necessary subsistence expenses when on official business within Powys.
Eligible Travel Expenses	Expenses necessarily incurred by a Member or Co-opted Member in travelling when on Official Business.
Executive	The Executive Leader and Cabinet of Powys County Council
Family Absence	As defined in Part 2 of the Measure which refers to the entitlement of a Member of the Council to be absent from meetings of the Council and its committees for those periods of time specified in regulations under the Measure relating to Maternity, Newborn, Adoption and Parental situations.
Fee	A payment which is a Co-opted Member Fee.
Full Day Fee	The fee payable in accordance with and subject to the provisions of this Schedule to a Co-opted Member for attending a full day meeting of more than 4 hours including authorised training events, conferences and pre-meetings with officers. Reasonable pre meeting preparation time as well as the time travelling to and from meetings can be included in the claims
Half Day Fee	The fee payable in accordance with and subject to the provisions of this Schedule



	to a Co-opted Member for attending a half day meeting of up to 4 hours including authorised training events, conferences and pre-meetings with officers. Reasonable pre meeting preparation time as well as the time travelling to and from meetings can be included in the claims
IRPW Report	The Annual Report of the IRPW as published each year
IRPW Regulations	The Independent Remuneration Panel for Wales Regulations for the remuneration of Members and Co-opted Members of relevant authorities such as, Powys County Council, as set out in the IRPW Report.
Leader of Largest Opposition Group	The Leader of a Political Group in the Council other than a Controlling Group which has a greater number of Members than any Other Political Group in the Authority.
Measure	Local Government (Wales) Measure 2011
Member	A person who has been elected to serve as a Councillor for the Council
Member's Term of Office	<p>(1) For the purposes of the payment of a Basic or Civic Salary the respective terms of office of a Councillor and the Chair and Vice Chair of the Council begin on the date which they make a declaration of acceptance of the requisite office under section 83 (1) of the Local Government Act 1972 following the Local Government Elections.</p> <p>(2) For the purposes of the payment of a Senior Salary the term of office of the Member or Co-opted Member receiving the Senior Salary begins on the date that person is elected or appointed to the role which qualifies him or her to receive that salary provided, in the case of a Councillor, that person has made the declaration of acceptance of office as a Councillor as referred to above.</p>
Notice of Election to Forego	A notice in writing (including e-mail or letter) served by a Member or Co-opted Member on the Chief Finance Officer stating that the Member or Co-opted Member wishes to forego, in whole or part, a Salary, Allowance or Fee as specified in the notice.

Official Business	As defined in the section of this Schedule entitled "The Duties for which Members and Co-opted Members are able to claim Care, Travel and Subsistence Allowances"
Other Political Group	A Political Group other than a Controlling Group or the largest Opposition Group (if any) which comprises not less than 10% of the Members of the Council.
Reimbursement of Costs of Care	An allowance paid in accordance with and subject to the provisions of this Schedule to a Member or Co-opted Member who incurs necessary expenses for the care of children or dependents whilst undertaking Official Business as determined in the IRPW Report .
Repayment Notice	A notice in paper or by email served on a Member or Co-opted member requiring the repayment of such part of a Salary, Allowance or Fee as is specified in the notice in accordance with the section in this Schedule entitled "Arrangements for the Re-payment of Salaries, Allowances and Fees
Revised Payment Notice	A notice in paper or by email which contains sufficient details to enable the sender, recipient, date and subject matter of the communication to be reasonably ascertained.
Salary	A payment which is a Basic Salary, a Senior Salary or a Civic Salary as the context requires.
Senior Salary	A salary paid in accordance with and subject to the provisions of this Schedule to a Member as determined in the IRPW Report. (these sums to be paid pro rata from the date of appointment to the 31 <sup>st</sup> March in that financial year or upon leaving the role if earlier)
Schedule	This Schedule.
Standards Committee	The Standards Committee appointed by Powys County Council.
Standards Community Sub-Committee	The Standards Community Sub-Committee appointed by the Standards Committee
Subsistence Allowance	An allowance paid in accordance with and subject to the provisions of this Schedule to a Member or Co-opted Member in respect of Eligible Subsistence Expenses as determined in the IRPW Report

Travel Allowance	An allowance paid in accordance with and subject to the provisions of this Schedule to a Member or Co-opted Member in respect of Eligible Travel Expenses as determined in the IRPW Report.
Travel & Subsistence Allowance Claim Form	The form which can be obtained from Employment Services.
Written Notice	A notice in writing in either paper or electronic form sent personally by the Chief Finance Officer or by such other Officer as he or she shall formally appoint for the purpose.
Year	As the context requires “year” in this schedule means the “financial year” being the period of 12 months ending on the 31 <sup>st</sup> March or the “calendar year” being the period of 12 months ending on the 31 <sup>st</sup> December or the “municipal year” commencing on the date of the annual meeting of the Council and ending the day before the annual meeting of the following year.

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council – 30 July 2020

**REPORT BY:** Head of Legal and Democratic Services  
**SUBJECT:** Recommendations from the Democratic Services Committee

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**REPORT FOR:** Decision

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- 1. Review of trial of a “Formal Questions at Any Other Time” process**
- 1.1 The Democratic Services Committee [DSC] considered the attached review report of the trial at its meeting on 18 March 2020.
- 1.2 The DSC noted the views from some Members who had submitted questions and from the Portfolio Holders and officers that answered questions. The DSC debated whether questions, including urgent questions should continue at Full Council meetings. Concerns were raised that having different processes in which to ask questions could be confusing for Members and the public. However, it was considered that retaining questions at Full Council meetings was part of the democratic process. Comment was made that continuation of “Formal Questions at any time” may over time lead to a reduction in questions to Full Council and this could be reviewed again.
- 1.3 Council at its meeting on 10 October 2019, agreed that a trial of the “Formal Questions at any other time” should be undertaken for three months and it provided the DSC Chair with delegated powers to extend the trial period, after consultation with the Committee.
- 1.4 The DSC Chair used this delegated power to enable the DSC to complete the review and extended the trial to the Annual meeting scheduled for 14 May, 2020. Due to the postponement of the Annual meeting, Councillors were advised by email on 12 May 2020 that the DSC Chair had used the delegated powers again to extend the time period of the trial further, from the 14th May to the next Annual meeting or to a Council meeting if one is held sooner.

<b>RECOMMENDATION TO FULL COUNCIL THAT</b>	<b>Reason for recommendation</b>
<p><b>1. “Formal Questions at Any Time” to Portfolio Holders and Heads of Service be adopted, with Questions at Full Council remaining</b></p> <p><b>2. the Constitution be amended as set out in Appendix 3 of the report and</b></p> <p><b>3. there should be a further review in 12 months’ time.</b></p>	<p><b>To incorporate “Formal questions at any time” into the Constitution.</b></p>

Contact Officer:	Wyn Richards, Scrutiny Manager and Head of Democratic Services.
Tel:	01597-826375
Email:	<a href="mailto:wyn.richards@powys.gov.uk">wyn.richards@powys.gov.uk</a>

# CYNGOR SIR POWYS COUNTY COUNCIL

## Democratic Services Committee

18 March 2020

**REPORT AUTHOR:** Head of Democratic Services

**SUBJECT:** Review of trial of a "Formal Questions at Any Other Time" process

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**REPORT FOR:** Decision

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### 1. Background

1.1 The Council agreed at the meeting on 10 October 2019 that the Constitution be suspended for initial period of three months to allow a trial of a "Formal questions at any other time" process. The trial would allow questions to be asked, to Heads of Service for operational matters and Portfolio Holders for policy matters.

1.2 In addition, it was agreed:

(ii) That the trial be reviewed by the Democratic Services Committee at the end of that period with delegated power to the Chair of the Democratic Services committee in consultation with the Committee to extend the trial period.

### 2 Trial period

2.1 The trial commenced in November 2019, after a presentation was made to Councillors on 21 October outlining the process. Members can submit questions via the dedicated email addresses. Questions and answers are published on the Council website.

2.2 The tables in Appendix 1 provide details of the number of questions asked to the end of February 2020 and related details.

2.2 The Councillors who have asked questions and the Portfolio Holders and Heads of Service to whom questions were asked have been canvassed for their views. These are detailed in Appendix 2.

2.3 The Chair of the Democratic Services Committee [DSC], has used his delegated power [referred to in 1.2 above] to extend the trial period. This will continue until a report from the DSC is considered by Council on 14 May 2020.

### 3 Recommendation

3.1 The Committee is asked to consider the information relating to the trial and recommend to Full Council either that:

- i. the “Formal Questions at Any Other Time” to Portfolio Holders and Heads of Service be adopted with Questions at Full Council remaining (requiring the amendments to the Constitution set out in Appendix 3); or
- ii. the “Formal Questions at Any Other Time” to Portfolio Holders and Heads of Service be adopted with Questions at Full Council being removed ( requiring the amendments to the Constitution set out in Appendix 4); or
- iii. note the results of the trial and agree not to continue with “Formal Questions at Any Other Time”.

3.2 If the Committee considers that the process should be continued the following will need to be undertaken:

- Promotion of the designated email addresses to members
- When the questions and responses are published on the website, notice of their publication be emailed to members.

3.3 The Committee may also wish to consider whether it wishes to recommend that it reviews the process one year after its adoption.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<p><b>1. To decide which of the options set out in paragraph 3.1 should be presented to Full Council.</b></p> <p><b>2. In the event that Questions at Any time is to continue, to decide whether or not there should be further review in 12 months time.</b></p>	<p><b>To review the trial of a “Formal Questions at Any Other Time” process</b></p>

Contact Officer:	Wyn Richards, Scrutiny Manager and Head of Democratic Services
Tel:	01597-826375
Email:	wyn.richards@powys.gov.uk



## Trial period - Formal Questions at Any Other Time

Time period	Questions to Portfolio Holders	Questions to Heads of Service
November	8	2
December	6	0
January	5	0
February	6	1
<b>Total</b>	<b>25</b>	<b>3</b>

Number of responses received after 10 days		

Portfolio Holder	Nov	Dec	Jan	Feb
Leader	0	0	0	0
Finance, Countryside and Transport	1	0	2	0
Education and Property	2	2	0	3
Young People and Culture	1	0	2	0
Adult Social Care and Welsh Language	0	0	0	0
Economic Development, Housing & Regulatory Services	2	1	0	1
Corporate Governance & Engagement	0	1	0	1
Environment	2	2	1	1

Heads of Service	Nov	Dec	Jan	Feb
Housing and Community Development	1			
Highways, Transportation and Recycling	1			
Property, Planning and Public Protection				1

<b>Councillor</b>	<b>Questions to Portfolio Holders</b>	<b>Questions to Heads of Service</b>
Karen Laurie-Parry	2	
Matthew Dorrance	15	
Jackie Charlton	1	1
Katherine Silk	2	
Gareth Ratcliffe	2	
Elwyn Vaughan	3	
Jon Williams		1
David Selby		1
<b>Total</b>	<b>25</b>	<b>3</b>

### **Questions to Council for comparison**

<b>Time period</b>	<b>Number of questions</b>	<b>Number of members</b>
January 2019	14	9
March 2019	8	5
January 2020	9	7
March	3	3

### Views from those who have participated in the trial

#### Councillors

Councillor Gareth Ratcliffe - Only really started using it lately. I found response was slow but when I chased it was answered quickly. I would like to see it kept as it does have a benefit to members and myself found it very good and helpful.

Councillor David Selby - I have used the process once. I am happy that the system was easy to use, and my question was answered in 10 days (just). However, there should be a method that all Councillors are updated if a question has been asked and a link to the question and answer.

The system should be used to highlight issues that all Councillors should be aware of. There are other adequate processes in place to raise issues of ward or individual Councillor concern.

Councillor Kathryn Silk - My experience of using this process is that it has been very simple and straightforward and extremely useful especially when Council meetings happen infrequently. It is therefore a really valuable mechanism for chasing up issues (and being sure that you do get an answer) on behalf of residents. I don't know whether the questions I have submitted have been answered within the 10 day period, and what would be really helpful would be an email to say that the answer is up on the website.

I see from your email that there obviously is a dedicated email address to which we should be submitting these questions. I have used Shane or Wyn and they've both been very efficient!

Councillor Elwyn Vaughan - I found the system easy to use and response was received within 10 days. It makes practical sense to continue with this option.

Councillor Jackie Charlton - I have used the new system on several occasions and it worked well. I don't think it has made much difference in the county council meetings which was one of the objectives.

Councillor Mathew Dorrance - I think the new tool is really useful for members - we don't have to wait for a Council meeting to get a formal question raised, answered and on the record. It's an important part of our democratic process.

There have been issues with the time the response has taken and indeed the quality of response but the benefits outweigh the negatives.

Personally, I hope we keep this facility. It works well and strengthens the role of non executive members.

**Portfolio Holders**

Councillor Heulwen Hulme - I have been more than happy to address other member's questions at any other time. I deal with them promptly and avoids any unnecessary delay to possible 'current' issues at the time.

Councillor Rachel Powell - I believe that the system has been unproblematic and from my perspective I have no concerns.

**Heads of Service**

Adrian Jervis, Head of Highways, Transport & Recycling - The new trial process has not caused any undue issues from my point of view. It does feel like there has been an increase in the number of questions over the period, and because they are raised more spasmodically, the tracking of timely responses does require careful monitoring.

### Questions from Members

4.29A Subject to Rule 4.30, a Councillor may ask on Notice at Full Council:

- 4.29.1 the Chair;
- 4.29.2 a member of the Cabinet;
- 4.29.3 the chair of any committee or sub-committee;
- 4.29.4 nominated Councillors of the Fire and Rescue Authority or the Brecon Beacons National Park Authority or the Police and Crime Panel

a question on any matter in relation to which the Council has powers or duties or which affects the Council other than operational matters which must be addressed as set out in Rule 4.29C

4.29B In addition to questions put under Rule 4.29A above a Councillor may ask the Leader or a Portfolio Holder a written question on any matter in relation to which the Council has powers or duties or which affects the Council other than operational matters which must be addressed as set out in Rule 4.29C at any time which must be responded to within 10 working days. All such questions and responses will be published on the council's website.

4.29C In addition to questions put under Rules 4.29A and 4.29B above a Councillor may ask the relevant Head of Service a written question on any operational matter at any time which must be responded to within 10 working days. All such questions and responses will be published on the council's website.

### Notice of Questions

4.30 A Councillor may ask a question under Rule 4.29 if either:

- 4.30.1 written notice of the question has been delivered to the Monitoring Officer not later than 5.00 p.m. 10 Clear Days before the date of the Council meeting at which it is to be considered; or
- 4.30.2 the question relates to urgent matters, they have the consent of the Chair and the Councillor to whom the question is to be put and the content of the question is given to the Monitoring Officer by 5 p.m. on the day prior to the meeting.

### Questions from Members

- 4.29.1 A Councillor may ask the Leader or a Portfolio Holder a written question on any matter in relation to which the Council has powers or duties or which affects the Council other than operational matters which must be addressed as set out in Rule 4.29.2 at any time which must be responded to within 10 working days. All such questions and responses will be published on the council's website.
- 4.29.2 In addition to questions put under Rules 4.29.1 above a Councillor may ask the relevant Head of Service a written question on any operational matter at any time which must be responded to within 10 working days. All such questions and responses will be published on the council's website.

### Notice of Urgent Questions

- 4.30 A Councillor may ask a urgent question if it relates to urgent matters, they have the consent of the Chair and the Councillor to whom the question is to be put and the content of the question is given to the Monitoring Officer by 5 p.m. on the day prior to the meeting.

## CYNGOR SIR POWYS COUNTY COUNCIL.

## CABINET EXECUTIVE

28<sup>th</sup> July 2020

**REPORT AUTHOR:** County Councillor Rosemarie Harris  
Leader of Powys County Council

**REPORT TITLE:** Post Improvement and Assurance Board Arrangements

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**REPORT FOR:** Decision

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**1. Purpose**

1.1 Whilst it is recognised that Powys County Council has come a long way on its improvement journey; appendix one provides a revised framework to facilitate the delivery of Transformation and Improvement within the Council, maintaining the recent pace. Crucially the framework provides Members and Welsh Government with appropriate oversight, enabling them to hold Members and Officers to account. The revised framework provides a proposed set of alternative arrangements to replace the current Improvement and Assurance Boards that enables Powys County Council to effectively manage its own improvement journey, and which will provide assurance to Welsh Government.

**2. Background**

2.1 This follows the Sean Harriss report commissioned by Welsh Government in March 2020. The report concluded that “the Council, Improvement Board and Welsh Government should be commended for the progress made over the past two years. There is much still to be done but the Council is in a much stronger position to drive its own improvement; and the continuation of the Improvement and Assurance Board (I&AB) for a further six months in a revised form should provide both an appropriate level of ongoing support while providing the Council with a sufficient period of time to put in place its own alternative arrangements”.

**3. Advice**

3.1 The Minister has approved the framework, see appendix 2. It is therefore proposed that Cabinet endorse that the transitional period to scale down the role of the I&AB and for Powys County Council to implement new arrangements will be complete by the end of September 2020. Conditions for this change include:

1. the determination of and implementation of local governance arrangements
2. evidence of sound underlying performance on children’s services

3. clear evidence of an agreed transformation plan for adult services
4. significant progress on ALN, school organisation and standards in education
5. support for the change from various WG arms, Care Inspectorate Wales and ESTYN.

#### **4. Resource Implications**

4.1 The Council will need to resource Independent External Advisors 1-2 days per month per Service Improvement Board, these costs will be met from existing budgets.

4.2 The Head of Finance (Section 151 Officer) can support the recommendation.

#### **5. Legal implications**

5.1 Legal: The recommendation can be supported from a legal point of view.

5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

#### **6. Comment from local member(s)**

6.1 The paper is organisational/countywide.

#### **7. Integrated Impact Assessment**

7.1 Not required.

#### **8. Recommendation**

It is recommended that Cabinet endorse the post Improvement and Assurance Board arrangements as set out at appendix one.

Contact Officer: Emma Palmer  
Tel: 01874 612217  
Email: emma.palmer@powys.gov.uk

Head of Service: Emma Palmer, Head of Transformation and Communications

Corporate Director: Ness Young, Corporate Director Resources and Transformation



## Appendix One

### Improvement and Transformation Assurance Framework

#### 1. Purpose

Whilst it is recognised that Powys County Council has come a long way on its improvement journey; this report provides a revised framework to facilitate the delivery of Transformation and Improvement within the Council, maintaining the recent pace. Crucially the framework will provide Members and Welsh Government with appropriate oversight, enabling them to hold Members and Officers to account. The revised framework provides a proposed set of alternative arrangements to replace the current Improvement and Assurance Boards that enables Powys County Council to effectively manage its own improvement journey, and which will provide assurance to Welsh Government.

#### 2. Background

In 2018, Sean Harriss reviewed Powys County Council and sought to answer three strategic questions;

1. Does the Council's Leadership fully understand and accept the problems, issues and challenges they face? Are they aware of the size and scale of the transformation required?
2. Does the Council have a well thought through strategy for delivering the necessary improvements and do the detailed plans appropriately address all the issues and challenges?
3. Does the Council have the necessary political and managerial leadership, expertise and capacity in place to deliver the strategy and detailed plans?

Sean Harriss' report was published in January 2018 and included eleven strategic recommendations and nine specific recommendations for the immediate future.

In March 2020, Sean Harriss returned to examine the following strategic issues:

- The progress made by the Council in addressing the corporate and service issues identified in various inspection reports from 2019. This includes Children's Services, Adults Services, Education and associated Corporate Leadership and Governance
- The specific recommendations made in the report of 2018 and the progress made in implementing these

- The effectiveness of the Improvement and Assurance Board in supporting the delivery of improvements in the Council
- The Leadership capacity in the Council to drive improvement without external support and assurance
- Recommendations for the future arrangements for the Improvement and Assurance Board.

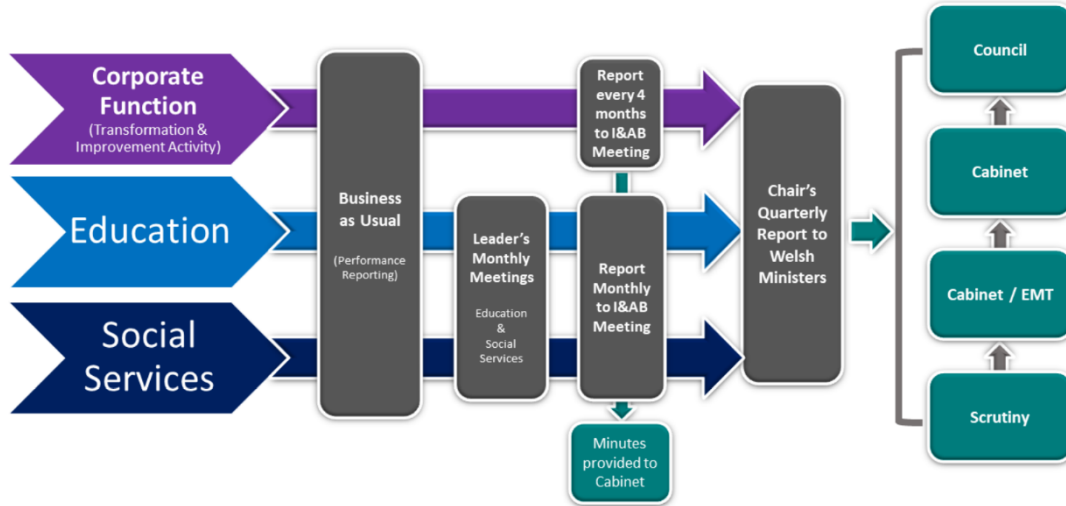
The report concluded that “the Council, Improvement Board and Welsh Government should be commended for the progress made over the past two years. There is much still to be done but the Council is in a much stronger position to drive its own improvement; and the continuation of the Improvement and Assurance Board for a further six months in a revised form should provide both an appropriate level of ongoing support while providing the Council with a sufficient period of time to put in place its own alternative arrangements”.

### 3. Specific recommendations

The March 2020 report set out a number of recommendations:

- The Board should remain in place until 30<sup>th</sup> September 2020
- That given the progress made on Corporate Leadership and capacity that this area no longer needs to be overseen by the Board
- That the Board should meet monthly until June 2020 with a final meeting in September 2020
- In the period of July to September the Chair and Independent Board members should continue to report to Welsh Government based on continued engagement with the Council
- That in order to give final agreement to the ending of the Improvement and Assurance Board that Welsh Government are satisfied with the alternative arrangements put in place by the Council
- Proposals for the alternative arrangements should be submitted by the Council to Welsh Government by 1<sup>st</sup> July 2020
- In proposing the alternative arrangements, the Council should have regard to the following:
  - A Council led Improvement Board potentially Chaired by the Chief Executive
  - A continuation of cross party and Scrutiny involvement in the revised arrangements
  - Further strengthening of Scrutiny arrangements and wider Member development
  - Maintenance of external challenge and advice in specific issues e.g. Education and Social Services

**Improvement and Assurance Board Governance since March 2018**



- o Engagement with the WLGA improvement offer and Peer Support.

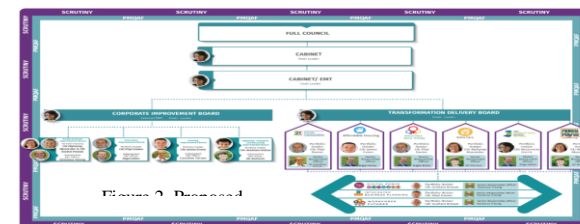
The report was concluded before the Covid-19 lockdown began, and this has inevitably had an impact on recent work and arrangements for the Improvement and Assurance Board (I&AB). It is therefore proposed to Welsh Government (WG) that the transitional period to scale down the role of the I&AB and for Powys County Council to implement new arrangements will be complete by the end of September 2020. Conditions for this change include:

- 6. the determination of and implementation of local governance arrangements
- 7. evidence of sound underlying performance on children's services
- 8. clear evidence of an agreed transformation plan for adult services
- 9. significant progress on ALN, school organisation and standards in education
- 10. support for the change from various WG arms, Care Inspectorate Wales and ESTYN.

Figure 1. Improvement and Assurance Board Governance

**4. Governance**

The governance arrangements in operation since March 2018 are illustrated at figure 1. As well as the standard operating governance of the organisation (Scrutiny, Cabinet, Full Council) the Council saw the addition of an Improvement and Assurance Board across Corporate Functions, Social Services and more recently Education. These are further bolstered with internal meetings lead by the Council's Leader with membership from Group Leaders, Portfolio Holders, Chief Executive Officer, 2 x Corporate Directors, 5 x Head of Service. In parallel with the Improvement and Assurance Board Governance, the Transformation Delivery Board meets at least bi-monthly to oversee the delivery of the Vision 2025 Transformation Programme. Further to the recommendations provided in the Sean Harriss report of March 2020, it is proposed



that the organisation operates its own governance mechanisms whilst strengthening not only the Corporate ownership but continued scrutiny involvement in the revised arrangements. Figure 2, provides one option for alternative and streamlined governance that will ensure the organisation fulfils the recommendations set out above at section 3. Furthermore, the Chief Executive Officer has instigated an Improvement Board for the organisation's Housing Service and plans to introduce another to ensure corporate oversight of the Highways, Transport and Recycling Service as well.

The Leader will continue to Chair a monthly Group Leader's meeting. Separately, the Leader will Chair a Corporate Improvement Board. The Board will receive an Executive Summary from the Chair of each Service Improvement Board. The Corporate Improvement Board will consist of the Cabinet and Executive Management Team. See Terms of Reference at Appendix one. It should be noted that the Improvement Boards are focused on improving the day to day statutory services to ensure good performance and that the Transformation Delivery Board is focused on medium to long term transformation.

The Cabinet will also continue to hold the Senior Leadership Team of the organisation to account through the application of the Performance Management and Quality Assurance Framework, holding quarterly performance reviews, providing constructive challenge to Heads of Service.

#### 4.1 Proposed Membership of the Service Improvement Boards

It is proposed that;

- each Board has a nominated Chair; the Cabinet's preference is that this is the respective Portfolio Holder
- for each Board the Membership will include; the Portfolio Holder, one additional Cabinet Member, the respective Corporate Director and one additional (neutral) officer from the Council's Executive Management Team
- each Board has an external and independent expert adviser who is appointed by and reports directly to the Chief Executive Officer
- each Board reports to the Corporate Improvement Board monthly on their progress against agreed plans (these will be the Executive Summaries received from each Service Improvement Board Chair to avoid reporting fatigue)
- Scrutiny develops as an Assurance function, as outlined below.

A full set of Terms of Reference are available at Appendix 2.

#### 4.2 Scrutiny

Scrutiny will perform an assurance role, creating an environment for greater accountability across the organisation. It will seek to:

- drive improvement in public services; Better Services

- support democratic decision making which is accountable, inclusive and robust; Better Decisions, and;
- ensure that the public are engaged in democratic debate about the current and future delivery of public services.

Scrutiny will use two main methods to achieve this - pre-decision and performance monitoring.

#### Pre-decision

Scrutiny will be consulted by the Cabinet on future decision and policies, particularly around the Delivering Vision 2025 Transformation Programme. Looking at decisions before they are made provides an opportunity to influence and improve them. They will think about how the decision has been developed, what the risks are and how they can reduce them. This is also a chance for Scrutiny to look at consultation activity that has been carried out and how it has influenced the final proposals.

The Scrutiny work programme will be populated with key decision milestones for all 9 projects within Vision 2025 Transformation Programme. The added value of Scrutiny will either provide a form of assurance that proposals are sound or provide recommendations for strengthening the overall proposal.

#### Performance monitoring

Scrutiny will monitor the performance of Cabinet, committees and council officers. It will look at individual decisions, policy objectives set out in Vision 2025 and its related action plans. Scrutiny will look at how well the council has performed against the corporate plan and its associated performance targets. Finally, Scrutiny will monitor the progress of the Improvement Boards against the improvement objectives (local and national performance). Key to this are the outcomes for service users and ensuring that there is evidence to support this.

Every quarter, each Scrutiny Committee will focus on their respective priority in V2025 e.g. Health and Care, Learning and Skills, Economy, Residents and Community and Making it Happen. The Committee will take their extract of the quarterly performance report, covering both transformation and service performance, and undertake effective scrutiny (a form of assurance) across the organisation's performance, with each Committee providing a written report of their findings back to the Cabinet. This is focus on performance to plan and where this is not being achieved, constructive challenge will be made, with recommendations to bring performance back on track made in the Scrutiny report.

Undertaking this approach will reduce the risk of Scrutiny duplicating the work of the Improvement Boards. It is also recognised that Scrutiny do have discretion to identify areas that they want to scrutinise and the role of the working groups in undertaking “deep dive” reviews of key risks / issues.

It should be noted that whilst Scrutiny will hold an assurance function, they are not the sole mechanism for assurance. Responsibility also lies with Corporate Director’s performance managing Heads of Service through effective application of the Performance Management and Quality Assurance Framework. These constructive challenge/assurance functions will run in parallel and focus on both qualitative and quantitative evidence.

#### 4.3 Member Development

The recently created Member Development Strategy broadly outlines the skills and knowledge required by Councillors to perform their roles and provides an indication of how they might carry them out effectively. It is not intended to be exhaustive or prescriptive but to provide a prompt for new and existing members to identify areas where they need support.

This support can be in the form of information, training, facilitated workshops, coaching and mentoring, or opportunities to learn from observation. The strategy is designed to be flexible so that members can work with officers and colleagues to decide the most useful method. However, it is recognised that Scrutiny Chairs, Vice Chairs and Committee members should receive formal mentoring to assist them in fulfilling their ‘assurance’ role in the revised Improvement and Transformation Framework and that the Council should commission this mentoring capacity.

#### 4.4 Performance Management and Quality Assurance Framework (PMQAF)

The Council now operates within a robust performance management and quality assurance framework which is essential for ensuring collective systems and methods are used throughout the council for managing performance. It also helps the organisation work as one ‘joined up’ community, where everybody is clear about how they are helping to achieve the council’s vision.

The framework also ensures that staff clearly understand their responsibilities regarding performance management and quality assurance, on which the council’s governance arrangements will hold them to account. The full PMQAF is available at appendix 3. Please note that the quarterly reporting cycle is in addition to the Corporate Improvement Board and Service Improvement Boards set out in Figure 2 above.

## 5. Conclusion

Powys County Council has made significant improvement since the inception of the Improvement and Assurance Boards. It now feels timely to revise the framework in which the organisation is operating to facilitate the delivery of Transformation and Improvement within the Council at pace. Crucially the framework will provide Members with appropriate oversight, enabling them to hold officers to account.

Figure 2 provides appropriate governance, in addition to the Council's Performance Management and Quality Assurance Framework, whilst also streamlining the number of meetings taking place, therefore providing capacity for Services to deliver the improvements needed. Accountability is clear in the proposed governance from full Council to Corporate Director/Senior Responsible Officer, including clarity of accountability at Portfolio Holder level.

The strengthening and utilisation of Scrutiny as set out in section 4.2 will seek to drive improvement in public services; Better Services, support democratic decision-making which is accountable, inclusive and robust; Better Decisions, and ensure that the public are engaged in democratic debate about the current and future delivery of public services. This will be further underpinned with effective Member Development and Mentoring for Scrutiny Chairs and Members.

The revised framework provides a proposed set of arrangements that Powys County Council can effectively manage its own improvement journey and will be presented to Welsh Government for endorsement.

## 6. Recommendations

It is recommended that the Council adopts these new arrangements upon receipt of acceptance from Welsh Government.

## Appendix One - Terms of Reference Corporate Improvement Board

### Corporate Improvement Board Terms of Reference

#### Purpose/Role

To provide leadership as a lever for improvement, with focus on the Council's improvement plans (Social Services, Education, Housing and Highways, Transport and Recycling).

The role of the Corporate Improvement Board is to engage in strategic dialogue, to progress issues and opportunities regarding collective impact.

#### Objectives

As a collective group, the Corporate Improvement Board will be strategic in delivering the following objectives to:

- ensure a one council view, providing an opportunity for understanding ensuring that 'the right things get done'
- work together to unblock constraints and understand political sensitivities
- provide robust review and input into the direction of the improvement ensuring that it is well aligned with the organisation direction and will significantly contribute to sustainable reform
- seek connections and takes a cross system portfolio view
- be the point for strategic dialogue and debate on emergent trends and implications
- support the organisation to make continuous improvement part of good business practice
- ensure the application of the Performance Management and Quality Assurance Framework.



## Responsibilities

The Corporate Improvement Board has general responsibilities for:

- providing insight on matters of pertinence to the strategic direction of the improvement
- act as champions/advocates for change and provide collegial support
- to ensure corporate oversight of the improvement and overall performance outcomes
- to receive a written Executive Summary from each Service Improvement Board Chair. The report is to be (no more than 2 pages) of the achievements, risks and issues contained within, (including mitigating actions and timescales for completion).
- to feedback any concerns that the Board may have back to the Service Improvement Boards via the Chair of Board(s).

## Governance/Meetings/Membership

The Corporate Improvement Board will be chaired by the Leader of the Council and will meet monthly. The Board Membership and responsibilities:

<b>Membership</b>	<b>Responsible for:</b>
Leader	The strategic agenda and work programme holding Portfolio Holders to account
Portfolio Holder	The Strategic Leadership to the Portfolio and a monthly executive summary update to the Board
Cabinet Members	Providing constructive challenge to drive forward performance improvement
Chief Executive Officer	Holding the Executive Management Team to account and ensure correct direction of travel
Corporate Director responsible for Performance Managing the HOS	Performance Managing HOS <sup>1</sup>

<sup>1</sup> Fulfil statutory responsibilities

Corporate Director	Provide constructive challenge and corporate support
Monitoring Officer	Legalities
Section 151 Officer	Financial matters

The Board will receive monthly updates from each Service Improvement Board for information but focus predominantly on one service per meeting to allow a 'deeper dive'.  
Secretariat will be provided by the Leader's PA.

## Appendix Two - Terms of Reference Service Improvement Board(s)

*Note: these Terms of Reference should be edited to reflect the specific service.*

### Purpose/Role

To provide Council led improvement, with a focus on the Council's improvement plans for (Social Services, Education, Housing and Highways, Transport and Recycling).

The role of the Board is to assist the organisation in driving forward the required change and improvement needed within the service with effective Corporate support.

### Objectives

The Board will be strategic in delivering the following objectives to:

- enable focus and corporate support ensuring that 'the right things get done'
- work together to unblock constraints and understand any sensitivities
- provide robust review and input into the direction of the improvement ensuring that it is well aligned with the organisation direction and will significantly contribute to sustainable reform
- support the organisation to make continuous improvement part of good business practice
- apply the organisation's Performance Management and Quality Assurance Framework.

### Responsibilities

The Service Improvement Board has general responsibilities for:

- Providing support and challenge to the service promoting high standards and achievement.

- Ensuring there is a well-documented plan of action with clear milestones and targets for improvement that has been endorsed from the outset by Corporate Improvement Board
- Overseeing, monitoring and supporting the progress made by the Service in addressing the recommendations contained within regulatory inspection reports.
- Advising the Chief Executive Officer, Corporate Director and Portfolio Holder monthly on progress and make, if necessary, recommendations for further support or modification to the existing support arrangements.
- Acting on all recommendations that the Corporate Improvement Board/Scrutiny make ensuring that the organisation continuously close the loop.
- Delegating to the Chair, the requirement to provide a written Executive Summary (no more than 2 pages) of the achievements, risks and issues contained within, (including mitigating actions and timescales for completion) for submission monthly to the Corporate Improvement Board
- Driving positive performance outcomes.

#### Governance/Meetings/Membership

The Service Improvement Board will be chaired by the Portfolio Holder and will meet monthly. The Board Membership and responsibilities:

<b>Membership</b>	<b>Responsible for:</b>
Portfolio Holder	Provide Strategic Leadership to the Portfolio and hold officers to account
Cabinet Member	Provide constructive challenge
Chief Executive Officer	Hold all to account and ensure correct direction of travel
Corporate Director responsible for Performance Managing the	Performance Managing HOS <sup>2</sup>

<sup>2</sup> Fulfil statutory responsibilities

HOS	
Corporate Director	Provide constructive challenge and corporate support
Monitoring Officer	Legalities
Section 151 Officer	Financial matters
External Independent Expert	Independent advice and challenge

Secretariat will be provided by a PA to the Senior Leadership Team.

# Appendix Three – Powys County Council’s Performance Management and Quality Assurance Framework



PMQAF English Sept  
2019.pdf

## **Appendix 2**

See attached letter from Julie James AS/MS

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



Julie James AS/MS  
Y Gweinidog Tai a Llywodraeth Leol  
Minister for Housing and Local Government



Llywodraeth Cymru  
Welsh Government

Councillor Rosemarie Harris  
Leader  
Powys County Council  
[cllr.rosemarie.harris@powys.gov.uk](mailto:cllr.rosemarie.harris@powys.gov.uk)

17 July 2020

Dear Councillor Rosemarie Harris

Thank you for your email of Friday 3 July which included Powys County Council's (the Council) proposed set of alternative arrangements to replace the formal Improvement and Assurance Board (chaired by Jack Straw), following Sean Harriss' external review of the Board and support arrangements in March.

I was extremely encouraged with the findings and recommendations of the review, in particular the recognition of the progress your Council has made since the Improvement and Assurance Board was established in 2018. This, combined with the growth of capacity within the Council, means your organisation is now much better placed to drive its own improvement.

As you are aware, Sean Harriss concluded that the Improvement and Assurance Board should remain in place for a further six months in a revised form while your Council developed and put in place alternative arrangements. I have considered your alternative arrangements and can confirm that I am content with your proposals as I am confident, like you, that they will enable your Council to effectively manage its own improvement. I understand you will now approach the transition phase with the expectation that the Improvement and Assurance Board will meet formally for the last time around the end of September / early October and that the Social Services' Improvement Conference should take place prior to that final meeting. I also note the conditions you set out for this change to your local governance and performance arrangements, as set out in your email. Jack Straw will also present his final Chair's report at the final meeting and I look forward to receiving that report.

Finally I commend you, your Council and the Improvement and Assurance Board for the significant amount of progress which has been made in the last couple of years. I wish you well on your Council led improvement journey.

Yours sincerely

**Julie James AS/MS**

Canolfan Cyswilt Cyntaf / First Point of Contact Centre:  
0300 0604400

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1SN

[Gohebiaeth.Julie.James@llyw.cymru](mailto:Gohebiaeth.Julie.James@llyw.cymru)  
[Correspondence.Julie.James@gov.Wales](mailto:Correspondence.Julie.James@gov.Wales)

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

**Tudalen 303**



# 18.1

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
30<sup>th</sup> July 2020

**REPORT AUTHOR:** County Councillor Graham Breeze, Portfolio Holder for Corporate Governance and Engagement  
County Councillor Rachel Powell, Portfolio Holder for Young People and Culture

**SUBJECT:** Question from County Councillor Gareth Ratcliffe

**What is Powys County Council doing to acknowledge the Black Lives Matter campaign?**

### **Response from the Portfolio Holder for Corporate Governance and Engagement**

The Council has supported employees in a number of ways in relation to the Black Lives Matter (BLM) campaign, as follows:

#### **Communicating an opportunity for employees to join a BLM protest**

The Council on 12<sup>th</sup> June promoted an invitation from the Race Council Cymru, BAWSO (an organisation that provides specialist services to BME (Black Minority Ethnic) communities ) and Wales TUC, to all employees, which invited them to take part in a BLM protest which was **hosted online** on Saturday 13<sup>th</sup> June 2020.

#### **COVID risk assessment**

Recognising that people from a BAME (Black, Asian and Minority Ethnic) background are at greater risk of catching COVID-19 and experience a higher risk of death, the Council during June asked the managers of all employees who had self-identified as being from a BAME background to undertake a COVID risk assessment with the employee.

The on-line risk assessment tool used for this was developed by Welsh Government and helps to identify which employees are at more risk from the impact of COVID. The risk assessment tool is useful for all employees to determine their risk of developing more serious symptoms if they come into contact with the COVID-19 virus. The tool looks at many relevant factors, such as sex, age, health conditions and ethnicity and provides an overall risk rating. Where an employee scores a rating of 4 or above, the manager will support them by exploring and making any necessary adjustments to their work.

Whilst all employees were invited to complete this, managers of staff from a BAME background were asked to support the employee in completing it and to identify any adjustments required in relation to their ongoing health and safety.

Given that not all of the Council's workforce had provided their equalities data when they started with the Council and had not done so since, we also asked all staff during June if they could voluntarily provide their data where missing. Our intention in doing this was to ensure that we could support any further staff who had not previously identified that they are from a BAME background.

### **Response from the Portfolio Holder for Young People and Culture**

Powys County Council is currently reviewing its historical artefacts, monuments and archive collections in light of the Black Lives Matters Campaign, and advice regarding this has been sought from the Culture and Sport Division of Welsh Government, the National Archives, the Federation of Museums & Art Galleries of Wales, and the National Library of Wales.

Officers of the Council are also engaged in debate with museum, archives and arts colleagues across Wales to advance the conversation on structural racism by joining together to explore how we can follow up on recent statements of support with tangible actions to address racial diversity, equity, and inclusive environments.

At Brecknock Museum at y Gaer for example, we will survey the collection for any relevant material; Continue to liaise with the Town Council regarding the Captains Walk plaque and the Picton Plaques, and depending on those discussions create a display case looking at the Black Lives Matters movement and protest in the context of Brecon and the surrounding area. In the long term we want to encourage a BAME audience and educate a white audience about Black History. We need to continue to train staff across the County about diversity and in particular the ability to recognise everyday racism.

Powys Arts Service commissions and works in partnership with a range of arts organisations and providers who commit to the Arts Council of Wales Equality Strategy 'For the Benefit of All'. Furthermore, a commitment to supporting the Arts Council's recently published 10 bold actions will inform current and future collaborative arrangements for delivering arts and cultural activities for communities in Powys. Diversity has long been acknowledged as essential to creative practice and arts production, as has the principle of inclusion, equality and accessibility.

Please be assured that Powys County Council is fully committed to reviewing our historical artefacts and records to ensure they embrace the values of equality, diversity and inclusion. We acknowledge we have much work to do, but as a custodian of the county's history our aim is to promote and share the diverse stories within our collections to raise awareness of racial injustice. The Black Lives Matter protests across the world have reinforced the need for us to undertake this work to ensure we respect history without omitting vital context.

# 18.2

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
30<sup>th</sup> July 2020

**REPORT AUTHOR:** County Councillor Phyl Davies

**SUBJECT:** Question from County Councillor Sandra Davies

**The Minister for Education, Kirsty Williams gave Local Authorities the choice of school staff working an extra, fourth week ‘voluntarily’ at the end of July (normal school holiday) and have two weeks holiday in October - or not. Powys County Council is one three LA’s that have agreed to adopt this. Has this Authority considered the impact this will have on young people’s education?**

**The current “Catch Up” system, incorporating social distancing, equates to young people attending school one day a week for face to face teaching for three or four weeks.**

**Other LA’s who have not accepted this system will not have schools open for the fourth week, at the end of July but their schools will be open for a full week in October for all their young people: four extra days of attending school.**

### **Response**

Thank you for your questions relating to the four-week end of term that we decided to adopt, following the request from the Minister for Education. You are correct to state that only a few authorities have adopted the approach, but our decision was taken after very serious deliberation.

We engaged heavily with both headteachers and trade unions, along with meetings with chairs of governors, to seek a way forward that would be best for our learners and staff. It is only after these discussions that we came to the view that we should support the Minister’s request, and proceed with making the change to our term dates.

The reasons for our decision were various, but at that time included

- a) Seeking to make good use of school days during a time when the R rate and infections across Wales (outside Anglesey’s hotspot) was at a low point, giving us more certainty than we may have later in the year.
- b) Bringing learners back into carefully-managed school environments after an unprecedented length of detachment from schools, with growing concerns about the mental health and wellbeing of many of our children and young people, and in some cases, concern for colleagues.

- c) Seeking to use this time to help support learners with their wellbeing, but also to build up their skills for what might be a further extended period of distance and blended learning in the next academic year. Many colleagues have expressed concerns particularly about the wellbeing of and support for learners in the current year 10 and year 12. The unpredictability that faces that group for the next year is a serious concern, given the significance of that year in their lives. Our secondary schools are fully committed to supporting them, and could use the additional time in July to help equip them to be the best they can be in facing the coming months, helping them with planning their work and embedding their skills for further blended learning. During our discussions, headteachers were keen to stress that their examination classes could benefit from maximum time during July so that they could be well-set up for summer working and beyond.
- d) Allocating a two-week half-term holiday in October. In June, when the matter was a very 'live' issue, the statistical modelling suggested that October might be a particularly difficult time in terms of pandemic spread. Our schools could therefore be closed for two weeks in that month, but with pupils better equipped for the next phase of blended learning than they could have imagined back in March, and hopefully our staff having a significant break in what is always a gruelling term.
- e) We also sought the agreement from the Church in Wales directors of education in both diocese covering Powys, the Catholic church director of education and the governing bodies of all voluntary aided and foundation school in line with Section 32A (7) of the Education Act 2002, and they were fully supportive of our decision.

The decision was taken entirely for educational reasons, and given the uncertainty at the time of the decision it was better to use the days that had on offer, and ensure that our learners could be supported to the best of our ability prior to their summer break.

# 18.3

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
30<sup>th</sup> July 2020

**REPORT AUTHOR:** County Councillor Rosemarie Harris, Leader

**SUBJECT:** Question from County Councillor Sandra Davies

**A lot of planning and preparation is currently underway to enable schools to open in September, for young people to return to schools.**

**What date will this Authority resume its routine business and when will the Council office be open to members of the public?**

### **Response**

The Coronavirus Act 2020 came into effect on 25 March 2020, giving Government emergency powers to deal with the pandemic; this is supplemented by the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020. Powys County Council's Corporate Business Continuity Plan was invoked on the 18<sup>th</sup> March, enabling Council Services to focus on key activities to respond to Covid-19. The Performance Report for Quarter 1, considered by Cabinet on the 28<sup>th</sup> July, provides a summary of the Council's activities in response to Covid-19 over recent months.

As the Welsh Government has undertaken its 21-day reviews, we have gradually re-opened many of our services, in line with Welsh Government Guidelines. At this time, emergency legislation remains in place. Covid continues to circulate locally, nationally and globally. Whilst schools are reopening, this is being undertaken in accordance with Government guidelines, based on scientific advice from the Welsh Government's Technical Advisory Cell. At this time, Welsh Government advice remains that,

“Workers are only allowed to return to the work place if it is **not** reasonably practicable for them to work from home. For those that cannot work from home, it is important for employers to establish an initial assessment on whether it is safe for staff to work and where relevant, signpost them to appropriate support organisations”(1)(2).

Whilst we are preparing our buildings to enable staff to return to our offices, this must be planned carefully in accordance to Guidance prepared by Welsh Government and the Health and Safety Executive; this currently requires strict social distancing, hygiene, a risk assessment for each work-space, as well as arrangements to record attendance, in case Contact Tracing may be necessary. We are not therefore currently in a position to publish a date when Council offices will be open to members of the public.

Over 2,000 staff are currently working from home, utilising our investment in digital technology. They are providing a wide range of services, which are available to members of the public through our web-site and via the telephone. Over 3,350 of our staff are front-line workers, and as far as possible they continue to provide services in our schools, care settings, and provide a range of services from our depots; a risk assessment has been made at each of these settings, and appropriate measures put in place to ensure the safety of our staff and customers.

The Council's routine business has gradually been re-established remotely via the use of Teams, and further developments will take place from September. However, this will remain subject to the progress of Covid as officers from across the Council continue to respond to the virus, which remains active within the County. Officers have maintained the arrangements that have been put in place since March, and are able to respond to any localised or wider outbreaks of Covid within the County; at this stage, and in the absence of a vaccine or wide-spread immunity, it is not known how long these arrangements will need to be maintained.

- (1) Welsh Government Guidance Keep Wales Safe at Work, published 2 June 2020  
<https://gov.wales/keep-wales-safe-work>
- (2) HSE Guidance Working Safely During the Coronavirus Outbreak  
<https://www.hse.gov.uk/news/assets/docs/working-safely-guide.pdf>