

Pecyn Dogfennau Cyhoeddus

Bwrdd Gwasanaethau Cyhoeddus

Man Cyfarfod
Dros Teams

Dyddiad y Cyfarfod
Dydd Mercher, 3 Tachwedd 2021

Amser y Cyfarfod
2.00 pm

I gael rhagor o wybodaeth cysylltwch â
steve.boyd@powys.gov.uk



Neuadd Y Sir
Llandrindod
Powys
LD1 5LG

Dyddiad Cyhoeddi

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

AGENDA

1.	PRESENOLDEB AC YMDDIHEURIADAU
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Croesawu pawb a derbyn unrhyw ymddiheuriadau.

Derbyniwyd ymddiheuriadau gan:

2.	CYNLLUN RHEOLI'R PARC CENEDLAETHOL
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Derbyn cyflwyniad gan Helen Roderick ar gynllun Rheoli'r Parc Cenedlaethol (drafft) fel rhan o gyfnod ymgynghofi 16 wythnos.

([Tudalennau 1 - 16](#))

3.	ASESIAD LLESIANT
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Derbyn diweddariad byr yn dilyn gweithdy a gynhaliwyd ar 6 Hydref ac amlinellu'r camau nesaf ar gadarnhau'r Aseiad.

4.	DIWEDDARIAD AR GYNNYDD AR WEITHREDU YN ERBYN TLODI.
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4.1. **Arwain at ymgyrch hyrwyddo i rannu gwybodaeth am wasanaethau**

a chymorth sydd ar gael i bobl – Cyngor Sir Powys.

(Tudalennau 17 - 26)

- 4.2. **Cyflwyno argymhelliad i Fwrdd Un Llais Cymru i weld a fyddai modd i Gyngorau Tref a Chymuned gydlynu cynllun i drigolion gyfrannu llyisiau dros ben sy'n cael eu tyfu'n lleol – Un Llais Cymru.**

(Tudalennau 27 - 28)

- 4.3. **Arwain ar gynnal sesiynau datblygu aelodau – Cyngor ar Bopeth Powys a DWP**

(Tudalennau 29 - 30)

5.	CAMAU LLESIANT – ADRODDIADAU UCHAFBWYNTIAU CHWARTER 2 2021-2022
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Derbyn adroddiadau uchafbwyntiau chwarter 2 2021-22 ar gyfer pob Cam Llesiant.

Gwelir crynodeb o statws Coch, Oren, Gwyrdd, isod:

Cam	BRAG	
1	Oren	Emma Palmer
2	-	Catherine Mealing-Jones
3	Oren	Iwan Cray
4	-	Diane Reynolds
5	Gweler cofnodion CSRG er gwybodaeth.	Carl Cooper
6	Gwyrdd	Caroline Turner
7	Oren	Diane Reynolds
8	-	Gavin Bown
9 a 10	Gwyrdd	Nigel Brinn
11 a 12	Oren	Carol Shillabeer

(Tudalennau 31 - 52)

6.	ARGYMHELLION CRAFFU BWRDD GWASANAETHAU CYHOEDDUS
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Derbyn cofnodion y cyfarfod craffu PSB ar 7 Gorffennaf 2021 a 1 Tachwedd 2021 ac ystyried unrhyw argymhellion a gynigir a thrafod camau sydd eu hangen i ymateb. Cofnodion 1 Tachwedd i ddilyn.

(Tudalennau 53 - 56)

7.	GWEITHWYR LLAWRYDD AC ADDUNED Y SECTOR CYHOEDDUS
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Trafod llythyr a dderbyniwyd gan Gadeirydd y PSB ar 30 Gorffennaf ar adduned Gweithwyr Llawrydd Llywodraeth Cymru.

(Tudalennau 57 - 70)

8.	ADRODDIADAU ER GWYBODAETH
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Cyd-grŵp Gwasanaethau Brys (JESG) – Adolygiad Cymru Gyfan o Ymosodiadau ar Weithwyr y Gwasanaethau Brys: Adroddiad chwemisol. *Bod y PSB yn cydnabod yr adroddiad ac yn ystyried a fydd y PSB yn gallu defnyddio'r adroddiad i ddylanwadu'n bositif ar yr agenda i ostwng achosion o ymosod ar weithwyr y gwasanaethau brys yng Nghymru.*

(Tudalennau 71 - 102)

9.	COFNODION A MATERION YN CODI
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Derbyn cofnodion y cyfarfod a gynhaliwyd ar 30 Gorffennaf 2021.

(Tudalennau 103 - 106)

10.	UNRHYW FATER ARALL
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Ystyried unrhyw faterion brys fel y cytunwyd o flaen llaw gyda'r Cadeirydd.

11.	DYDDIADAU'R CYFARFODYDD NESAF
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- 3 Chwefror 2022 (10-12)
- 23 Mehefin 2022 (2-4)
- 29 Gorffennaf 2022 (10-12)
- 4 Tachwedd 2022 (10-12)

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

SUMMARY

Future Beacons

The Management Plan for the
Brecon Beacons National Park
2022-2027: Explained



FUTURE BEACONS

This is the summary of the consultation draft Management Plan for the Brecon Beacons National Park Management Plan.

The full consultation plan can be read [here](#)
The evidence base that underpins it is published [here](#)

Future Beacons defines the 25 year vision for the future of the National Park. It is a really ambitious plan for the Brecon Beacons which aims to help address big issues like climate change and rural depopulation. It does this by concentrating on the power of people and nature working together. Decisive action is needed now if we are to make sure that the area is sustainable into the future.

This summary provides an overview of the plan and its vision
We hope it inspires you to get involved in the future and make the park an amazing place now and forever.

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@BreconBeaconsNP

FOREWORD



I am pleased to present this draft Management Plan - aptly christened *Future Beacons* by our newly formed Citizen's Assembly for the Park -to you for your thoughts and feedback.

By 2030 Welsh Government is committed to a reduction of 63% of total carbon emissions. The urgency of this target cannot be overemphasised. We are facing the twin threats a climate and biodiversity crisis. If we do not meet these targets and take urgent, radical action, we risk moving beyond the 1.5 degree warming threshold, which will lead to irreversible global instability. This is an existential risk, threatening lives and damage to our home, planet Earth which will be irreversible.

We are, of course, just one National Park of 520 square miles; but we are a special and unique living landscape and by accepting that we can and must act to tackle the twin threats we are facing, we hope that we can not only lead the way for our communities and partners, but also inspire others to act too.

This plan, once adopted, will run to 2027. It is therefore imperative that the objectives of this plan navigate us back to an existence which is in balance with the Earth's scarce resources. That is why the plan is unashamedly ambitious - it has to be. We are less than two planning cycles away from the key target dates for carbon reduction and simply cannot ignore the repeated warning siren of a system in collapse that is woven through the evidence base which underpins this draft plan.

When I came to the National Park as the new CEO just a few months ago, I was keen to ensure that the Park in my care was more than a museum of a landscape. My vision is for a Park which is a vibrant example of sustainability. A Park that is environmentally resilient, and economically prosperous; which embraces change, that is open and welcoming to all who seek out beauty and adventure.

I know that I am not alone in this vision. In my short time working here I have met, spoken with and visited many inspirational individuals and organisations who have reiterated to me the urgency and necessity of this plan, at this time, in guiding us towards that sustainable future. I have been inspired by the power, knowledge and passion of our newly formed Citizen's Assembly. I fully embrace their challenge for us to take greater leadership within the region, to help define a regenerative economy for the area where nature and people work together, not in opposition.

This challenge inspired a plan that seeks to capitalise on the value of nature connectedness in all that we do. This is our beacon of hope - that a better, more sustainable future is not only possible, but realisable if we work together, with nature, to make it so. Our position, as a living working landscape, where the power of people and nature combine, provides a unique opportunity to forge a path towards a more sustainable and prosperous future.

We hope this plan will be an inspiration to others around the world. I hope you enjoy reading this plan and that it might inspire you to get involved in our vision for the future.

A handwritten signature in black ink that reads "Catherine Meulding Jones".

Chief Executive Officer
Brecon Beacons National Park

FUTURE BEACONS

the Management Plan for the Brecon Beacons National Park



The Brecon Beacons National Park is one of a family of fifteen National Parks in the UK. These protected landscapes are managed sustainably for the quiet enjoyment of all.

The National Park Authority is the body which is charged by law to look after the rich and special landscapes of the National Park. The National Park Authority has two special purposes:

To conserve and enhance the natural beauty, wildlife and cultural heritage of the National Park; and

To promote opportunities for the public understanding and enjoyment of the special qualities of the National Park

The law also states that in carrying out these purposes the Authority must also:

Seek to foster the economic and social well-being of local communities, within the National Park.

What is the Management Plan

The law says that all National Park Authorities must write plans for their areas. These plans, called Management plans should set out how the purposes and duty will be delivered. The law also states that these plans should be kept up to date and authorities are expected to renew them every five years.

The Brecon Beacons National Park Authority is in the process of reviewing the Management Plan for the Brecon Beacons area, they have developed a draft version of their plan which they have called Future Beacons. This document summarises what the plan is about and how you can get involved.

Why is the Management Plan important?

The plan is really important because it tells everyone who works within the National Park what should happen within the area. Because of the importance of the plan, the Authority knows that they cannot make some of those decisions by themselves - so the plan is written with the help of other organisations and community representatives.

Your views are important.

Because of the importance of the plan for the area, it is crucial that everybody who is interested in the National Park gets an opportunity to have their say. The Authority is asking you for your views on the plan they have written.

They are also asking why the Park is important to you - this will help them write up the 'special qualities' of the area. You can learn more [here](#).

WHAT MAKES THE PARK SPECIAL ?

One of the most important things the Management Plan does is describe those things which make the Brecon Beacons special. these are called the *special qualities*. It does this, so it can make sure they are protected for the benefit of current and future generations. The Authority worked with local writers to help describe the beauty of the Park and the way it makes people feel. The special qualities are split across four themes - we have summarised them below - we would love to know if you agree that we have captured the essence of the Park for you.

SPECIAL LANDSCAPES



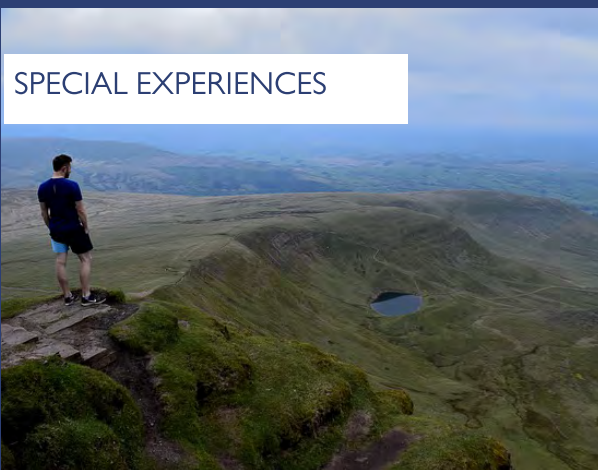
"At height, with uplifting local and distant views and away from busy walking routes, I feel privileged to have access to these liminal places of solitude and peace - borderlines between greener valleys where farmhouses stand within varied vegetation textures and more muted, undifferentiated heather and bilberry moorland facing up to the sky; fringes edging two worlds"

SPECIAL PEOPLE



"The Beacons are my home, not just in terms of where I live and farm, its where my parents lived, where they farmed, If I have children I hope this is where they will choose to farm and in turn raise their families. This land cannot be separated from how I view myself, my heritage, my everything"

SPECIAL EXPERIENCES



"When the world seems grim, this place puts it all in perspective"

SPECIAL NATURE



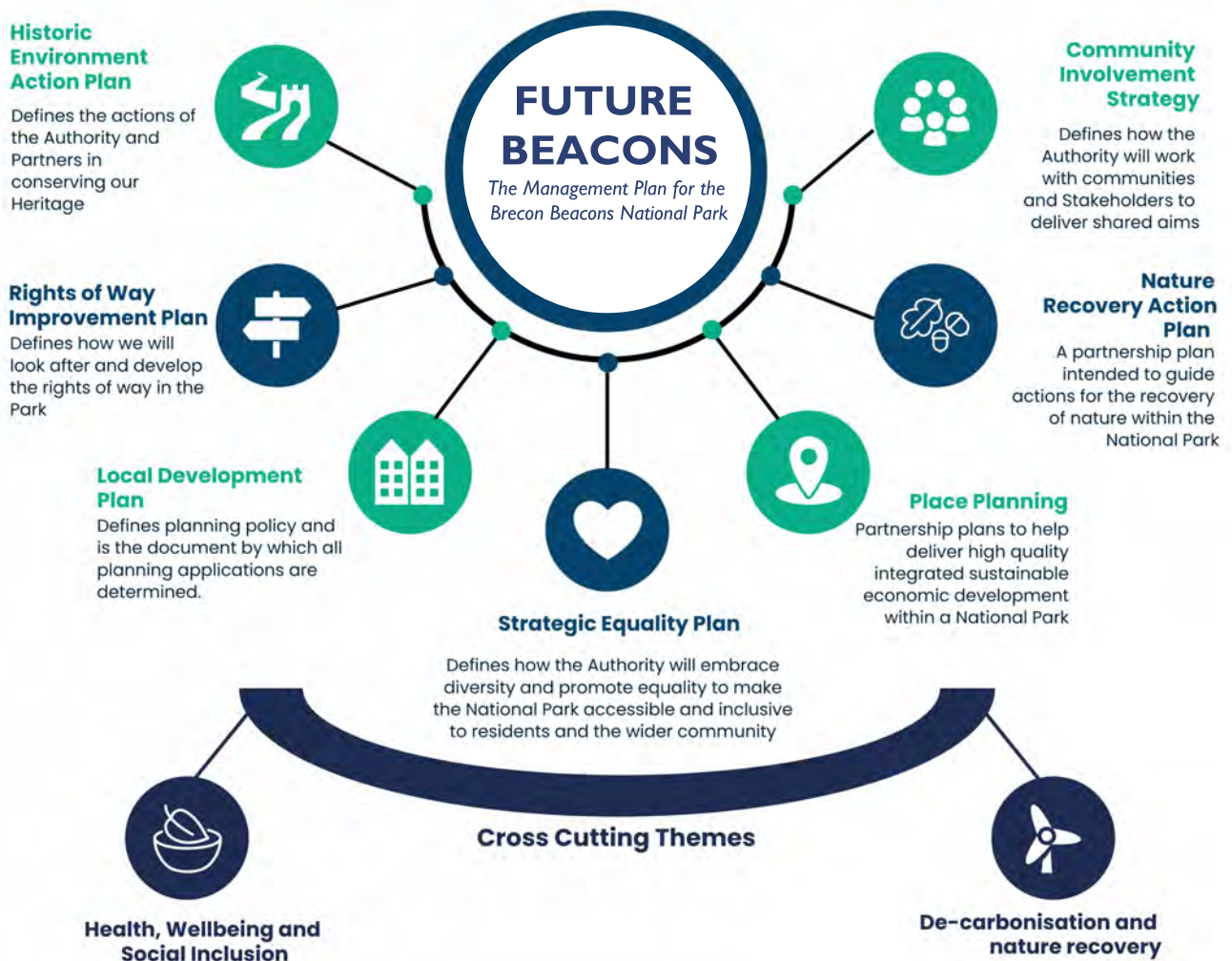
"The wildlife is amazing, the birds can bring joy to your heart even on a bad day"

HOW WILL THE PLAN BE USED

Future Beacons is a strategic plan. That means that it is designed to achieve a long term overall aim for the geographic area that is the National Park. For *Future Beacons* that is a sustainable and resilient future for the park based on harnessing the power of nature



Although the plan sets out a general direction towards these aims, it mostly provides a vision for future action. Because the plan deals with a range of topics, it can't go into detail for every area it covers. For this reason we say that *Future Beacons* sits at the heart of a range of other plans for the area. It is these plans that provide the detail. The diagram below shows this in a bit more detail.



* When we say **sustainable** we mean, that the environment and the important things it provides us with like water, and land to produce food, are kept healthy and properly functioning now and in the future. When we say **resilient**, we mean that the people and places of the park are able to withstand any stress placed upon them without harm and prosper into the future.

SUSTAINABLE AND RESILIENT - THE PARK DOUGHNUT

To help explain how the National Park should be managed into the future, the Authority uses a model called 'the Park Doughnut'. A model is a way of taking complex ideas and simplifying them so they are more easily understood.

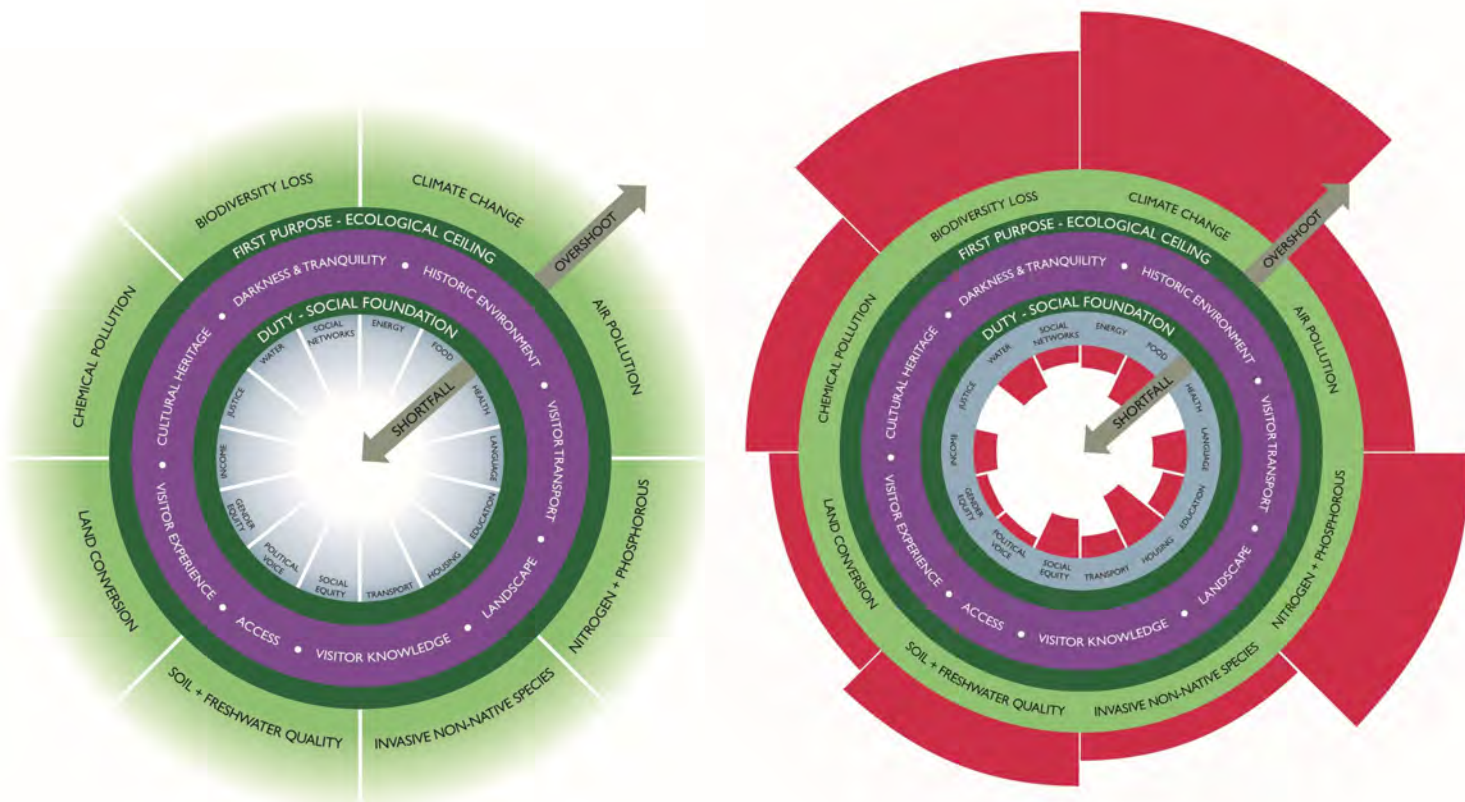
The National Park caters to a variety of needs, including those of the natural environment, culture and local communities. To do this we must balance the competing demands of our two purposes. It is no secret that human contact with nature often comes at a cost to our natural world. We must walk the line between our two purposes, finding a safe space in which people can enjoy thriving ecosystems without negative impact.

The illustration below sets out where this safe space exists and where the safety parameters have been exceeded. We call it 'the Park Doughnut'.

The purple ring represents our safe space; the green ring illustrates the impacts on our local ecology; and the grey ring illustrates the human needs within the Park.

The Doughnut is a famous model developed by the economist Kate Raworth. Her aim was to show how you can meet the needs of all people within the needs of the planet. If you are interested in the background to the doughnut model you might like these [videos](#) or [easy guide](#) she produced to support the concept.

We use the Park Doughnut to show the current state of the Park. Each dimension is measured where possible against a series of indicators. The distance each of these red wedges stretches from the purple ring tells us the severity of the situation in the Park. In a perfect world, there would be no red in this image. Sadly this is not the case... but it is what we aspire to achieve.





THE PARK OF THE FUTURE

In thinking about what Future Beacons attempts to achieve we have worked with a local illustrator to draw a picture of what the future park might look like.

This landscape is one where nature and farming work together to create a resilient biodiverse landscape. A sustainable future for the National Park will embrace nature recovery, nature based solutions to climate change, green growth including job creation, and transitioning our communities to low carbon living that is accessible to all.

We hope others will be inspired to action and that our visitors will benefit and learn from closer contact with this nature rich world. This is the driving force of our vision that we are inviting all partners to share with us.

We believe that this is an imperative that must be acted upon now, and where possible collaboratively with everyone who has a stake in the continued viability of the Park for people and nature.

It is this image of the future park which inspires our vision for the future

OUR VISION

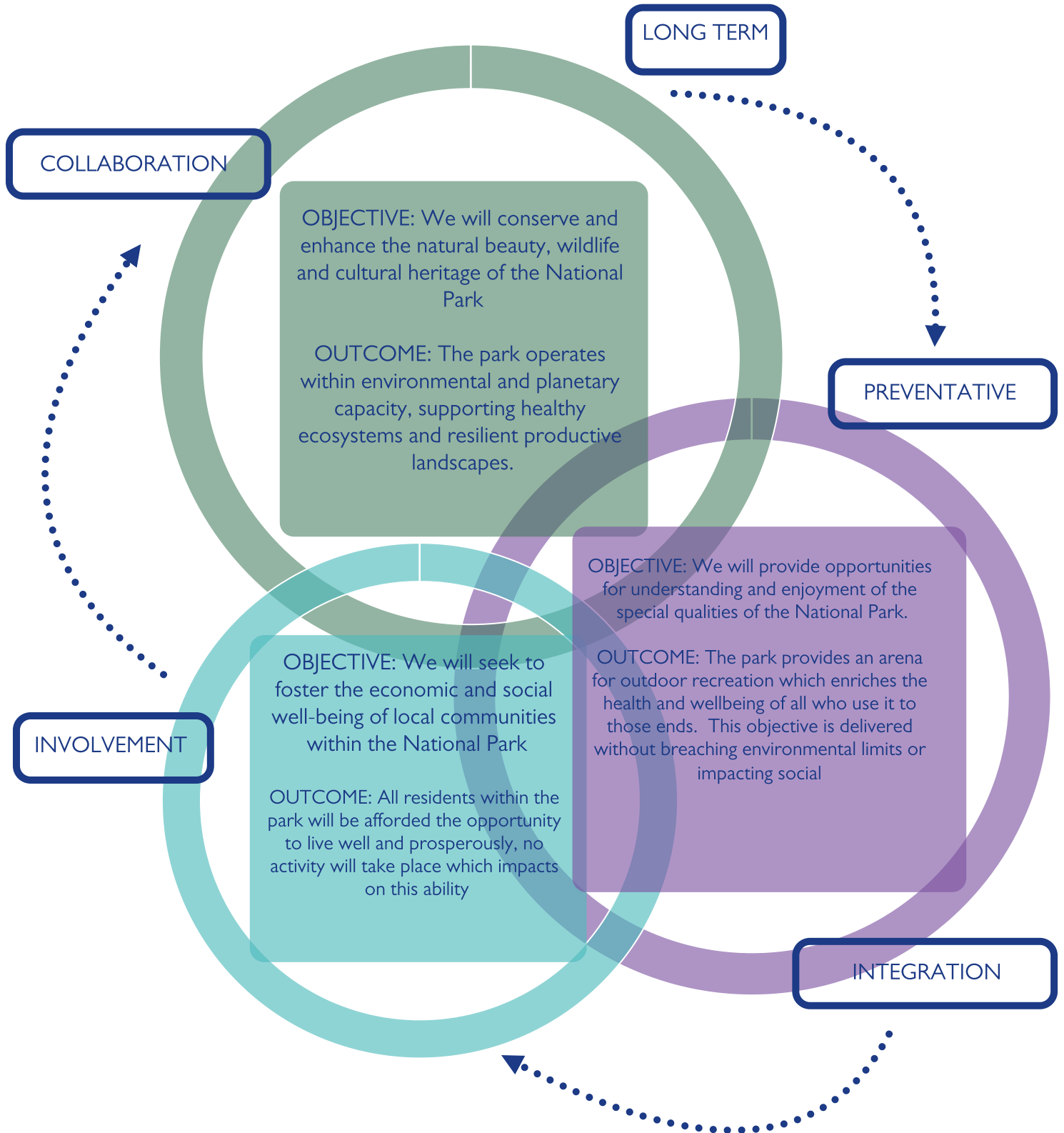
Our National Park will be a beacon of inspiration, driving action for a vibrant and sustainable future.

We will harness the power of nature and people working in balance to help us address the multiple problems of climate change, biodiversity decline, post covid economic recovery and the health and social care crisis.

In 2045 the Brecon Beacons will be more ecologically diverse and we will be less carbon reliant. Our communities will be connected, collaborative and thriving. The culture, landscape and environment of the Park will have brought inspiration and joy to all who live and visit here.

OUR OBJECTIVES

We use our purposes and duty (the three rings of the *doughnut*) to frame the future objectives of the Plan. Each objectives is supported by a series of topic based policies which seek to define a route map to delivery. Delivering these objectives will require a shift in working practice to ensure collaboration and co-operation is at the heart of all that we do.



BRINGING THE PARK WITHIN ENVIRONMENTAL LIMITS

To make sure that the future of the National Park only uses its fair share of natural resources, *Future Beacons* contains six key policies which aim to ensure that the natural beauty, wildlife and cultural heritage as expressed within the living working landscape is conserved and enhanced into the future. The policies are summarised below. If you want to read more the pictures are hyperlinked to the relevant policy statement.



Policy intended to set a carbon budget for the Park area - the policy seeks to get all organisations and individuals working in the park to drastically cut their green house gas emissions for the sake of the planet.



It is a principle objective to increase the numbers of trees within the Park. This policy sets out how we aim to achieve this without harming the special qualities of the Park.



The landscape defines the Beacons, this policy aims to guide future change in the landscape so that the specialness of the Park isn't negatively affected.



Upland peat bog is a key habitat within the Beacons that has been degraded over many years. We aim to reverse this to sequester carbon, and improve the ecological health of the Park



This policy recognises the importance of biodiversity and seeks to develop resilient ecological networks which are bigger, better and more joined up.



The park is home to some of the most iconic rivers in Wales, protected for their wildlife value. Recent evidence shows they are suffering and this is not acceptable. This policy sets out a pathway to help build back water quality for human and ecological wellbeing.

NATIONAL PARK POLICY GOALS

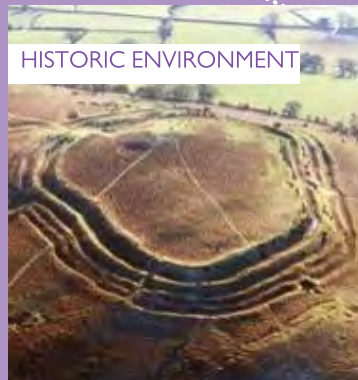
These policies are aimed at providing opportunities for enjoyment and understanding of the National Park without taking more than a fair and sustainable share of natural resources, or impacting on the ability of our communities to thrive and prosper. These are our core policy goals, the tasty bit. The six policies are summarised below, clicking on the picture will take you to the full policy statement if you want to know more.

SUSTAINABLE TOURISM



The park is a popular tourist destination, something that makes us proud. But tourism that takes too much or impacts too far is a bad thing for the area. This policy seeks to control these impacts. Keeping tourism firmly in the rings of the doughnut

HISTORIC ENVIRONMENT



The park's environment is the result of human interaction. This is to be celebrated, this policy seeks to protect these heritage assets and help people better understand their significance.

BUSY PLACES



Anyone who knows the Park knows that there are a few honeypot sites which can be dangerous and unpleasant places to visit at times. This policy seeks to transform access to these places to ensure a quality visitor experience.

GEPARK



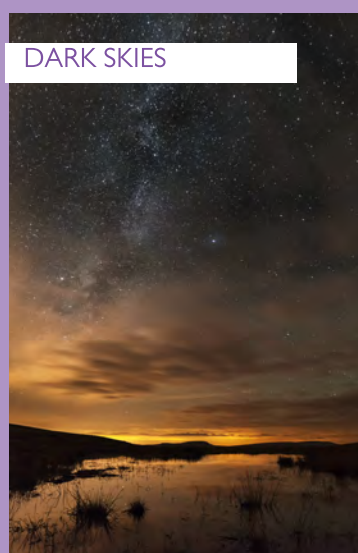
The geopark is an international designation awarded to the area for its outstanding geological features and the way these have shaped the lives and livelihoods of the area. This policy seeks to make more of the designation to benefit deprived areas on our southern fringes.

RIGHTS OF WAY



Our rights of way network is extensive. This policy sets out an objective to make this network as accessible as possible to as many different types of users as possible. From horses to mobility scooters, bikes to hikes. This policy aims to make sure we can accommodate them all.

DARK SKIES



One of our special qualities, the darkness of our skies is one feature of the Park we are truly proud of. This policy seeks to support the International Dark Sky Reserve status awarded to the area and to ensure the preservation of our dark skies now and into the future.

ENSURING OUR COMMUNITIES LIVE ABOVE THE SOCIAL FOUNDATION

To seek to foster the social and economic wellbeing of our communities, *Future Beacons* contains eight key policies which aim to ensure that the issues that are preventing the people of the park both (resident and visitors) living prosperously and thriving are dealt with head on. As before the pictures link to the full policy statements.



This policy seeks to capitalise on the health and wellbeing benefits the park can bring by working with health professionals to promote the park.



Inspired by on the ground action, this policy seeks to increase horticultural production in the park by harnessing and supporting a new generation of food producers.



Our communities make the park what it is. Too many of them are being challenged by the loss of young people and the growth of holiday homes. A difficult issue that this policy seeks to address.



Rural skills are in danger of being lost from the area. These are crucial to the management of our landscape. Here the policy seeks to both provide opportunities to retain young people whilst supporting cultural heritage.



A policy intended to work with our peripheral communities to improve access by removing real and perceptual barriers.



Payments for ecosystem services provide financial investment in nature recovery. This policy sets out how we will capitalise on these to benefit the Park's economy and people.



A policy area that was championed by our citizen's assembly, this policy seeks to embed the principle of a regenerative economy into the Park to support post-covid recovery in a manner appropriate to the special landscape and environment of the Park.



Active travel seeks to transform our car based lifestyles to more sustainable and healthy patterns of travel. This is a huge challenge in rural places like the park, however given the impact on our carbon emissions from private car use - its vital that we provide mechanisms for people to have choices about the mode of travel they chose to take.



A policy aimed at celebrating and promoting the Welsh Language for its significance to the culture and identity of the Park.

WAYS OF WORKING

One of the Key purposes of a Management Plan like *Future Beacons* is to bring together all those who have a stake in the development of a sustainable future for the National Park to work together. This is why it is really important that the Plan defines how we will all work together to deliver on our collective objectives. These ways of working are about how the NPA interacts with all the stakeholders in the Park to create long lasting and mutually beneficial relationships.

PARTNERSHIPS



Partnership working is vital to the implementation of *Future Beacons*. Many actions and areas of work are the responsibility of other agencies but are essential to the future sustainability of the park. We define a partnership as an ongoing collaborative relationship between or among organisations aligning interest around a common vision whilst combining complimentary resources and competencies.

VOLUNTEERING



The National Park Authority has a long and fruitful history of working with volunteers. Volunteers are individuals who willingly give their services without pay to help the National Park Authority deliver on a range of projects and services. In this transaction the volunteer gains experiences and skills supported by a network of like minded people, whilst the Authority gains valuable assistance to deliver on its objectives. This policy seeks to enhance volunteering and expand it to all partners delivering *Future Beacons*

HUMAN CAPITAL



Human capital relates to skills, knowledge and experience possessed by an individual, community or organisation and the value this brings to individual and societal wellbeing. Having a Park rich in human capital is vital if we are to meet the challenges of the 21st Century. In this policy we set out our ambition to raise and retain the human capital of the park. The policy defines a way of working that embeds learning in all our activity, ensuring that as this plan is implemented it creates a range of opportunities to develop the skills and talent of our communities.

YOUR PARK

We know that the National Park is bigger than just the Authority. Our role is often that of co-ordinator - bringing together all the people with an interest in a specific topic or a specific place to work collectively for best outcomes. This is why we say that the Management Plan is not our Plan but the Plan of the entire Park as a geographic entity, for everyone who has a stake in its future. Your views are therefore central in how we develop this plan together.

There are a number of ways you can get involved in next steps towards the adoption of Future Beacons and these are set out below.



Write to us about the future vision

You can respond to this consultation in writing to set out how you see the future vision and policies.

Every comment will be read and responded to often resulting in changes or amendments to our thinking and expression. Given our current working arrangements it would be easiest for us if you email your responses. The email address to use is:

NPMP21@beacons-npa.gov.uk

Please use the subject line **Future Beacons**

(If you can't email we still love a good old fashioned letter use our authority address)

If you are an individual join our citizen panels

If you prefer talking to writing you can sign up to be part of one of our independent citizen panels. A citizen panel is a grouping of individuals who have an interest in the future Management of the National Park. Our panel first met in July and has already been instrumental in *Future Beacons* development. The process has been rewarding for all involved, if you want to sign up for a future panel use the form on our website [here](#)

If you are reading this because you are part of an organisation or group that works in the Park you could elect to join our Stakeholder Reference Panel. The Stakeholder Reference Panel acts as a working group to develop areas of *Future Beacons*. The Panel reports to the Board but also has a role in implementation. You can tell us that you want to contribute to this panel, but if you do be prepared to commit to active work in the Park in implementing the Plan. More details in our [Partnership Policy](#)

#FutureBeacons

If social media is more your thing you can tweet us your key thoughts using the above hashtag, you could use text, images or video. You can also use it on Instagram Facebook or any of the platforms that you use in your everyday life. You can tweet us [@BreconBeaconsNP](#).

Become a volunteer

One of the biggest ways you can contribute to the future management of the Park is by volunteering to do practical work in the Park to improve outcomes for nature, our heritage, access and interpretation. This is a way that you can really make a difference. More details are available [here](#).

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

Communications Plan

Money Advice Service 2021

Responsible Officer: Barry Hancock

Version number: 01

LIVE DOCUMENT



1.0 - RESEARCH

1.1 Situation summary

The Money Advice Team has received some post-COVID-19 funding to help support Powys residents better during the next year, which will include having another officer in post.

It wants to be more proactive in publicising what it does and the support it offers. This includes making referring agencies and departments more aware of what is available.

During the last tax year (2020/21), the Money Advice Team received 529 referrals and achieved benefit gains worth £2,046,118.65 for its clients.

1.2 - Situation analysis

SWOT Analysis	STRENGTHS Good working relationship with Macmillan. Give good advice to people they talk to, resulting in around £1.5 million in income being gained for Powys residents. The team is able to offer a holistic advice service rather than being divided into different specialities and is able to visit residents in non-COVID-19 times	WEAKNESSES Lack of awareness about the service offered among members of the public. Lack of awareness of what is available among referring agencies and departments.
	OPPORTUNITIES Extra funding and the appointment to an additional post means that there is currently more capacity within the service. It also allows the service to be more proactive and may allow earlier interventions.	THREATS Residents who are struggling financially because of COVID-19 might not be accessing the help they need. Poor awareness among referring agencies and departments could result in a patchy service, with some getting help and others being missed. Loss of income to the county due to those who are eligible not claiming the benefits they are entitled to.

1.3 – Target audience

This communication campaign will target the following key audience:

- Powys residents who are struggling financially because of COVID-19.
And especially:
 - Furloughed workers
 - Private renters
- Professionals who refer residents to the service, from:
 - Within the council
 - External or partner bodies such as health (especially GP practices)
- Employers
Private landlords

2.0 – COMMUNICATION OBJECTIVES

To assist the Money Advice Team to reach its targets of dealing with an extra 200 referrals and gaining an additional £500,000 in income for its customers over the next 12 months.

The team also has ambitions to deal with additional contacts, in line with its increase in referrals, and to deliver 12 advice sessions, either face-to-face or digitally, over the next 12 months.

3.0 – STRATEGY

To primarily deliver a factual campaign, providing information to raise awareness of the service that is available and secondly offer reassurance by reminding people that help is available if they are struggling.

3.1 - Key messages

- If you are struggling financially, because of COVID-19, we are here to help you.
- If you know someone who is struggling financially, because of COVID-19, refer them to us.
- Contact us as early as you can, if you think you are going to struggle, so that your situation doesn't reach crisis point.

3.2 – Campaign Tactics

Phase 1:

Activity	Description	Audience	Outcome	Lead	When
Information pack	Information pack that includes digital and printable resources.	Professionals who refer to the Money Advice Team.	Greater awareness of the service and more referrals from a wider range of agencies and geographical locations.	BH	Ready to go out early in September.
Internal & partner message to promote the new information pack	Intranet article and All-Powys email, along with text and images that can also be used by partner organisations.	Professionals who refer to the Money Advice Team.	Greater awareness of the service and more referrals from a wider range of agencies and geographical locations.	BH	Early September.
Case studies	Anonymised case studies of people who have been helped and how they have benefitted.	Powys public and professionals.	Will help to reinforce why it is a good idea to get in touch or to refer a client.	BH	Early September so they can go out with the information pack if needed.
Quarterly updates on the help provided	Social media posts and internal/partner messages on the number of people helped and the value of that help.	Powys public and professionals.	A way of keeping the service in the public/professional 'eye'	BH	First update at the end of September for the previous three months.
Social media posts	Graphics and text to promote the availability	Powys public in	Greater awareness of the service and more	BH	October

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	of the service and how to get in touch.	financial difficulty.	people in need asking for help.		
Advisor videos	Short videos from members of the advice team saying who they are and what they do. Could be linked to the festive period, around people getting into debt? For social media channels.	Powys public.	Make the service seem more approachable to those who need help.	BH	November
Cabinet Member video	Video promoting the service and how to get in touch.	Powys public, professionals and politicians.	Raise awareness generally and will probably be a voice that is listened to within the farming community.	BH	October

Phase 2:

Activity	Description	Audience	Outcome	Lead	When

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DRAFT

4.0 – EVALUATION

How do you know it works?

1. Don't leave evaluation until the end of your campaign. Regularly monitor the change in perceptions or behaviours by taking temperature checks of your audiences throughout your campaign. This will allow you to review strategy and tactics and amend messages accordingly.

2. Your evaluation should not simply be a statement of activity – how many leaflets sent out, how many column inches or opportunities to see – it should demonstrate how you have met the business objectives.

Measure changes to perceptions or behaviours in your audiences and, if possible how this relates to the business bottom line. For example, increasing tonnage of recycling will relate to savings for the council. You need to prove how effective you have been – not just how busy.

DRAFT

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



Recovery Action Plan - 'A focus on Poverty'

Version:	Date:
V1	15 July 2021

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4.2

Agreed priority actions to take forward in the short-term	Responsible Officer/organisation	Key milestones	What resources are required? Have they been identified?	Start Date	End Date
1. Lead on a Promotional Campaign to share information about services and support that people can access (grants, digital support, community connectors, CSRG, childcare support, NHS transport etc). PCC will work with partners to scope up a campaign and bring back to the PSB for approval before launching.	Emma Palmer Powys County Council				

Agreed priority actions to take forward in the short-term	Responsible Officer/organisation	Key milestones	What resources are required? Have they been identified?	Start Date	End Date
2. To take a recommendation to the One Voice Wales Board to see if Town and Community Councils could coordinate a scheme for residents to donate excess veg that they grow locally. Also need to understand what communities are already doing so as to avoid duplication.	Hugh Patrick One Voice Wales	Information given to One Voice Wales	Development Officer		
		Montgomeryshire & Brecon & Radnorshire Area	HQ Admin	15 July 2021	
		Committees for dissemination to Councils			
		And letter to Member Councils			

Agreed priority actions to take forward in the short-term	Responsible Officer/organisation	Key milestones	What resources are required? Have they been identified?	Start Date	End Date
3. To lead on undertaking a member development session that will inform members of the support that is available and how they could help share this information with residents (e.g.income maximisation)	Yasmin Bell Citizens advice Powys and Claire Rumsby DWP				



Agreed priority actions to take forward in the short-term	Responsible Officer/organisation	Key milestones	What resources are required? Have they been identified?	Start Date	End Date
<p>4. All partners to take a recommendation back to their respective organisations suggesting that 'poverty' becomes a theme across all partner plans (linked to the new socio-economic duty).</p>	<p>All PSB partners</p>	<p>E.g. name and date of the meeting at which the proposal will be considered</p>			



Recovery Action Plan - 'A focus on Poverty'

Version:	Date:
V1	15 July 2021

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4.3

Agreed priority actions to take forward in the short-term	Responsible Officer/ organisation	Key milestones	What resources are required? Have they been identified?	Start Date	End Date
1. Lead on a Promotional Campaign to share information about services and support that people can access (grants, digital support, community connectors, CSRG, childcare support, NHS transport etc). PCC will work with partners to scope up a campaign and bring back to the PSB for approval before launching.	Emma Palmer Powys County Council				

Agreed priority actions to take forward in the short-term	Responsible Officer/ organisation	Key milestones	What resources are required? Have they been identified?	Start Date	End Date
2. To take a recommendation to the One Voice Wales Board to see if Town and Community Councils could coordinate a scheme for residents to donate excess veg that they grow locally. Also need to understand what communities are already doing so as to avoid duplication.	Hugh Patrick One Voice Wales				

Agreed priority actions to take forward in the short-term	Responsible Officer/ organisation	Key milestones	What resources are required? Have they been identified?	Start Date	End Date
3. To lead on undertaking a member development session that will inform members of the support that is available and how they could help share this information with residents (e.g.income maximisation)	Yasmin Bell Citizens advice Powys and Claire Rumsby DWP	<ul style="list-style-type: none"> First member development session to be arranged for mid-October 2021 to raise awareness on the support available from DWP and CA, focussing on some of the lesser known aspects (funding for training, in-work progression, Access to Work, self-help advice options, access to advice, income maximisation tools). "Working together to build stronger communities" 	<ul style="list-style-type: none"> Sessions will be delivered by CA Powys and DWP Powys Employer & Partnership Manager. 		
		<ul style="list-style-type: none"> Quarterly meetings/updates 			



Agreed priority actions to take forward in the short-term	Responsible Officer/organisation	Key milestones	What resources are required? Have they been identified?	Start Date	End Date
<p>4. All partners to take a recommendation back to their respective organisations suggesting that 'poverty' becomes a theme across all partner plans (linked to the new socio-economic duty).</p>	<p>All PSB partners</p>	<p>E.g. name and date of the meeting at which the proposal will be considered</p>			

Details	Step	Step number and title
	Lead	Lead contact at organisation
	Project/ Action/ Indicator	Element within step that is being reported
	Description	Description of what this element involves
Activity/ Status	Activity this quarter	What's happened?
	Implications for next quarter	What's going to happen?
	RAG	What is the overall status traffic light colour?
Risks and Controls	Main Risks	What are the risks to this element?
	Current and planned controls	How are these risks being, or going to be, controlled (mitigation, contingency, etc.)?
	Risk RAG	What is the overall risk traffic light colour?
Assurances	Recent assurance activity	What related assurance activity has occurred through scrutiny, audit, Wellbeing commissioner, etc.?

Reporting Period:	Quarter 2 July to September 2021
Overall BRAG Status of the Step:	AMBER

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Development and publication of PSB Annual Report 2021, in line with statutory legislation deadlines.		PSB Annual Report 2020-21 was developed and signed off. The document was published on the Council's PSB webpage in July and all partners were asked to publish on their websites.	Next report is due July 2022	Not Applicable			GREEN	Quarterly Reports being submitted by the majority of Step Leads to gather information and evidence for the Annual Report.
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Development and implementation of a Public Engagement Platform.		Use of the Engagement HQ platform is well under way with various internal and external engagement projects. As of 28th September there have been 10,197 total site visits and 3,446 participants across the three engagement hubs since the launch date. Q2 specific figures: 4,024 visits and 1,378 participants.	Admins to continue to use the site for internal and external engagement projects.	GREEN				
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Develop Communications and Engagement Plan		Work started with Co-Production Network Wales following successful bid for 5-year support including staff support implementing co-production. PSB members met with Co-pro Wales to find out more but a decision was taken to end the partnership given the current work pressures and increased demand due to COVID.	Other Steps continue to carry out Engagement independently, rather than looking for opportunities to collaborate.	RED		PCC Comms and Engagement Officer to attend future Delivery Groups for Steps 4, 7 and 8 to identify opportunities for joint engagement and communications. Work	AMBER	PSB coordinator has contacted operational STEP Leads to discuss requirements around updating Delivery Plans.
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Develop Engagement Project (and associated communication) to inform the wellbeing assessment and plan		The 'Living in Powys' engagement project ran from 8th June - 31st July. The survey was promoted internally and externally by PCC, PTHB and PAVO. There were a total of 475 responses, 5 of which were in Welsh. A report was published and is being used to inform the wellbeing plan. Key population groups have been targeted across the partnership and various steering groups/forums are feeding into the assessment. Work continues to gather all relevant data/insights to ensure the assessment is representative and robust.	Drafted wellbeing plan will go out for comment/consultation	GREEN				
Step 1: Actively engage with residents, communities and key stakeholders to promote, shape and deliver our vision for 2040.	Cllr Rosemarie Harris (Powys County Council) Emma Palmer, Powys County Council	Support the PSB Scrutiny function to ensure engagement from key stakeholders.		The PSB Scrutiny Committee met on 7th July to discuss the Step 8 Delivery Plan and to note the contents of the PSB's Annual Report 2020-2021. The meeting timetable for 2022 has been set to ensure PSB Scrutiny are able to feed into each PSB meeting.	Support PSB Scrutiny with effective review of quarterly performance reports and to ensure any recommendations are fed back in timely way to the Public Service Board for consideration.	GREEN	N/A	N/A	N/A	N/A

Reporting Period:	Quarter 2 July to September 2021
Overall BRAG Status of the Step:	AMBER

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications/ Actions for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
3. Work with and influence others to improve our transport infrastructure, our existing transport links and develop a sustainable and integrated approach for planning and delivery.	ACFO Iwan Cray		Revision of Step 3 Delivery Plan.	A Step 3 meeting took place on Tuesday 05 October 2021. Representatives from Welsh Government were in attendance and delivered a presentation on the Welsh Governments EV strategy. It was confirmed that the WG EV strategy was due to be published at the end of October. The amended Delivery Plan was discussed with agreement reached that the three priority areas were; work with and influence others to improve our transport infrastructure, work with and influence others to improve our existing transport links and to work with and influence others to develop a sustainable and integrated approach for planning and delivery. Group members agreed that the main area of focus for the group was to continue developing a sustainable and integrated approach for planning and delivery, particularly the installation and mapping of EV charging points, as this area of focus was making good progress. It was agreed that each representative would populate an excel spreadsheet with details of their organisations EV charging points in order for a map to be created.	Key areas of action for next quarter are: ** To agree actions and milestones for each priority area. **Continue to explore collaborative and joined up procurement with regards to electric vehicle charging points across Powys. **Populate an excel spreadsheet with each organisations EV charging point details in order to create a map of EV charging points across the county. **Consider EV charging point locations across organisations in Powys, to map suitable alternative locations.	Amber	Regular attendance at meetings by partners due to availability and limited resources.			

Amber

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
4. Work with and influence others to ensure improved digital infrastructure for Powys.	Diane Reynolds	Shared data for improved decision making	Gather requirements from across our PSB to design our data integration ambitions by March 2022	A workshop was held in September to look at opportunities for shared data.	All authority representatives have been tasked with investigating opportunities with their organisations		Appetite for sharing data amongst PSB	ongoing work with lead officers to communicate within their own organisations		
			Design and implement a shared Data and analytics Framework by September 2022	We have published a Data and Analytics Framework for the council, we are currently promoting this within the organisation and helping services to understand how data can help provide evidence based decision making. This will help inform what is required for a shared data vision.	Shared data and analytics framework for PSB discussed with partners at the September workshop, each organisation to consider PCC version for adoption		Agreement of framework can be quite complex	opportunities to modify PCC framework		
			Increase our publicly available data through Powys Well-being information bank and promote the use of the information provided across Powys	We have published a Track, Trace and Protect report on the Well-being Information Bank this quarter. We have been working on many other reports in preparation for our Wellbeing and Population Assessment, however these have not been translated and published online.	Next quarter, we aim to publish many more reports as we progress with gathering and analysing data for our Wellbeing and Population Assessments.		Data available from partners	work with known PSB officers to obtain data		
			Digital Connectivity	Increase our capacity to support broadband and 4G rollout across our communities – March 2022	Community Broadband Officer is currently supporting 16 community broadband projects in Powys. This is an increase of 2 from the previous update. Also supporting the roll out of 9 mobile masts as part of the Shared Rural Network in Powys.	Ongoing		Continuation of UK Gigabit Voucher Funding key to community broadband projects.	Digital connectivity is a key element of the mid Wales growth deal	

			Grow Mid Wales – digital connectivity study – September 2022	Digital Connectivity Report - Phase 1 completed. Phase 2 - nearing completion with the short list of projects and OBC due for completion in late September/ October.	Work of Phase 2 to be completed and preparation for sign off and launch of the Digital Workstream of the MWGD. Plans for Digital Officer from both Powys and Ceredigion to present to joint cabinets.		Digital Workstream projects not gaining approval from joint cabinets.			
			Support digital infrastructure improvement through a barrier busting joint working group - ongoing	Powys County Council has an internal barrier busting group that meet monthly, involving the Community Broadband Officer, Planning, Highways, Waste etc. The councils Community Broadband Officer is also part of the 'Regulatory' working group in the Welsh Governments Digital Connectivity Barrier Busting Taskforce which has met in both July and August.	Powys County Council to continue to have an input in the Welsh Government's Digital Connectivity Barrier Busting Task Force through Community Broadband Officer.					
		Digital Skills	Develop a proposed digital skills framework for our workforce – March 2022	Draft framework for PCC proposed at September workshop.	organisations test framework and feedback					
			Bid for funding to develop the skills of our residents and workforce - June 2021	funding bid submitted.	funding approval due July 2021 - UK Gov delays to funding decision due Autumn		Funding not approved	seek other funding sources or options		
			Provide opportunities to improve the digital skills of our residents	funding bid submitted.	funding approval due July 2021 - UK Gov delays to funding decision due Autumn		Funding not approved	seek other funding sources or options		
		Digital Environment	Scope the activity already taking place for digital environment – Sept 21	Workshop held but key officers were not fully known.	Each organisation to identify key officers		dissengagement of PSB officers	raise with PSB representatives		
			Identify opportunities digital can have a positive environmental impact – March 22	Carbon accounts data is being collected across Council to understand current baseline.	Identify opportunities for digital		Baseline data may be hard to obtain	raise with PSB representatives		
			Deployment of LoRaWAN gateways	65 x gateway base stations have been received and procurement of a contractor to install on test sites in Llanidloes has been completed. A LoRaWAN specialist has been brought in to act as consultant.	Test of capabilities commenced and report due autumn		Install delays as a result of bench testing and implementation of new technology	Work closely with suppliers, contractors, consultant and site coordinators		

Performance Measures	Target	Q1 Actual	Q2 Actual	Q3 Actual	Q4 Actual
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Increase our publicly available well-being information bank dashboards from 72 to 100 by March 2022	100		100		
Increase Digital Funding Secured	45k		0		
Resident digital skills measure to be add					
Digital Skills Funding	50k		0		
LoRaWAN Gateways installs	68	0	7		

Reporting Period:		Quarter 2 July to September 2021								
Overall BRAG Status of the Step:		GREEN								
Details				Actions/Status		Risks and Controls		Assurances		
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications for next quarter	RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
STEP 6: Develop a holistic approach to skills and lifelong learning, which offers a range of formal and informal opportunities including apprenticeships and traineeships	Dr Caroline Turner Sarah Page	Schools' transformation and post-16 options	The council's Transforming Education Strategy sets out a number of Strategic Aims and Objectives to shape the council's work to transform the Powys education system over the coming years. The requirement to improve post-16 provision falls under Strategic Aim 2: "we will improve learner entitlement and experience for post-16 learners". The initial focus of Strategic Aim 2 is to: "Focus on enhanced collaboration between schools to ensure a high-quality post-16 curriculum that is accessible to all learners and is affordable within the funding received from the Welsh Government. This will include more digital learning opportunities where learners are taught via video-conferencing across more than one school." The council established the "Post-16 Workstream" in June 2020 to take forward Strategic Aim 2 of the Strategy. The workstream is taking a proposal to Cabinet in May 2021 to introduce a new structure for the strategic management of Powys post-16 provision. If approved this will comprise a High-level Strategic Management Board (SMB) and two "Powys Post-16 Centre" cluster groups with Operational Management Boards (OMBs). The cluster groups will operate in the north and south of the county and will be attended by Headteachers (or their deputies) from each Powys post-16 centre in the cluster area. The SMB will have delegated authority to determine how the Welsh Government post-16 funding for Powys will be allocated. The primary function of the SMB will be to commission providers (sixth forms, colleges and other providers) to deliver high quality academic and vocational provision. The secondary function of the SMB will be to oversee quality assurance of the provision it commissions to ensure that provision is of the highest calibre. To achieve these ends the SMB will publish policy and guidance documents which will set parameters around provision and value for money. Subject to approval of the proposal, the Post-16 workstream will work to support the establishment and operation of the new structure. It is intended that the SMB and OMBs will be in place ready to set a provision offer for the September 2022 Year 12 intake which meets the Learner Entitlement criteria. This offer is expected to be ready for applications by Christmas 2021.	July - September 2021 A curriculum planner has been designed and built in excel for the Operational Management Boards (OMBs) to complete (one for the North and one for the South). The planner asks for course information for both year 12 and year 13 for September 2022 and associated teaching hours as well as learner numbers per course and per school. The planner uses the financial model that was built and tested together with head teachers before the summer holidays to estimate the costs of each course identified and to provide a cumulative total. A branding and marketing plan has been developed, based on the requirements set out by a working group of the OMBs. The name "Cwmdeud Powys Sketh" has been agreed by Head Teachers and an associated logo is in development. The domain name "powyskymn" has been purchased and the "Powys Learning Pathways" site will be transferred to the new domain name ready for September 2022 applications. Branding is also in development with a plan to ask current year 11 students (September 2021 year 12 students) for their vote on their favourite design. The head teachers have met informally ahead of the first formal OMB meetings taking place toward the end of September. The curriculum planner has been presented and the OMBs are scheduled to meet informally mid-September to review the planner and start to plan their new curriculum offer and to consider who their Chair persons will be. The SMB will meet formally in October once the OMBs have met formally and elected their Chair persons. A survey has been designed and is currently being tested, to help identify a suitable course offer for learners with Additional Learning Needs. The workstream has reviewed and set out the requirements for the next year and has prioritised it's work up to December 2021, focusing on establishing a learner voice forum, identifying a mechanism for selecting and selecting learner representatives to attend the SMB (1 per OMB), curriculum planning, marketing and branding, website updates, facilities review and lessons learned so far from the September 2021 intake. The new lead for 14+ has started in post and is actively involved in the workstream.	Confirmation and advertisement of the September 2022 curriculum offer is expected by the end of Q3 Confirmation of the logo and branding (following student vote) is expected by the end of Q3 Confirmation of the selection process for learner representatives to attend the SMB meetings is expected by the middle of Q3 Establishment of the learner voice forum is expected during Q3 The facilities review shall continue during Q3	Green	There is a risk that the curriculum planning deadline may not be met if schools are significantly impacted by higher priorities e.g. responding to covid-related issues. There is a risk of delay due to the council entering back into business continuity and also due to covid-19	Prioritisation of the workstream workload means that time is being focused where it is most needed Recruitment of post-14 lead Recruitment of post-16 officer Pre-scheduling of weekly OMB meetings to assist with curriculum planning Development and provision of curriculum planning tool to help focus on key requirements and to provide a streamlined and easy to use platform for designing the curriculum	Amber	Recent assurance activity
6	Dr Caroline Turner Lynne Griffin	Apprenticeship Talent pool	This was launched in 2019 and is a new initiative where people can register their interest in future apprenticeship opportunities within Powys County Council	We have recruited 2 more apprentices from the apprenticeship talent pool in this quarter and currently have 96 active applicants. We continue work with Communities for Work and Careers Wales and to inform AWP Applicants of opportunities available at Powys County Council as well as other opportunities within the County.	We will continue to work with service areas to make them aware of the benefits of offering apprenticeship opportunities and provide support and guidance to ensure that opportunities are successfully realised. We will continue to update all pool applicants with opportunities available at Powys County Council and also in the County of Powys as a whole.	Amber	A lack of suitable apprenticeship positions identified within the Council due to service areas not considering apprenticeship opportunities when advertising for new posts. A lack of effective succession planning to enable identification of positions which may become vacant in the future.	We will continue to work with service areas and the recruitment team in order to identify vacancies that may be suitable for apprenticeship positions and provide advice and guidance on workforce planning.	Amber	Workforce Futures Board
6	Dr Caroline Turner Lynne Griffin	Raise Awareness of Apprentices	Raise Awareness of Apprenticeships to Powys learners	We have taken part in School interview days and shared information relating to apprenticeships (including video interviews with apprentices at PCJ) with Careers Wales to promote apprenticeship awareness in school settings.	We will continue to liaise with schools and Careers Wales to provide information and promote apprenticeships and make school staff and pupils aware of opportunities available at Powys County Council.	Amber	Apprenticeships are still viewed by many as not suitable for learners with high grade profiles and therefore are not considered by all learners who may benefit from an apprenticeship scheme.	Work with schools and colleges, through site visits and online presentations to promote the benefits of apprenticeships, the opportunities available at Powys County Council and ways to apply.	Amber	Workforce Futures Board
6	Dr Caroline Turner Lynnette Lovell	Adult Community Learning	The Powys Adult and Community Learning Partnership works collectively to meet the Welsh Government's vision for increased participation by addressing the needs of anyone aged 16 and above accessing an AGL basic skills and/or ESOL programme, including contextualised basic skills and citizenship courses and those learners who wish to acquire or improve their Welsh as a language and those who wish to study through the Welsh Medium	The Powys Adult Learning Delivery Plan 2021/22 was developed in collaboration with NPTC and will provide a wide range of courses during the 2021-22 academic year including: * Environmental Conservation * ICT for Users * Hospitality and Catering * ESOL * Adult Basic Education * Health, Public Services and Care * Agriculture, Horticulture and Animal Care * Engineering and Manufacturing Technologies * Construction, Planning and the Built and Environment * Languages, Literature and Culture * Retail and Commercial Enterprise * Leisure, Travel and Tourism * Independent Living Skills * Business Administration and Law Units have been identified and planned to support vocational employment routes and also to support health and wellbeing. Provision has also been planned to support work skills and requirements by parents with regards to supporting children with Welsh and IT skills. The delivery has been planned in accordance with: * Welsh Government priority areas * Information through EMSI labour market intelligence * Job centre requests and to support the Syrian re-settlement programme. Delivery is in various locations across Powys including 5 location in Brecon, Crickhowell Community Centre, Ystradgynlais Youth Centre / Golwg y Cwm Primary School, 2 locations in Welshpool, Machynlleth Community Centre, 3 locations in Newtown, 2 locations in Llandindris and 1 in Llanidloes.	Delivery of the Powys Adult Learning Delivery Plan 2021/22 will have commenced. The Joint Powys Adult Community Learning (ACL) and Neath Port Talbot (NPT) Learning and Skills Network (LSN) is due to meet on the 1 October 2021 to discuss and agree a collaborative action plan to monitor existing provision and drive improvements.	Green	* Continued impact of COVID on adult community learning participation	* Blended delivery to accommodate Welsh Government guidance	Amber	Schools Service Management Team (SSMT) NPT Learning Skills Network and Powys AGL Management Group
6	Dr Caroline Turner Aggie Caesar-Horden	Skills in Powys	The development of a Regional Skills Partnership for Mid Wales is key to developing a demand side driven skills agenda. The Joint Committee agreed the Terms of Reference in November 2020, and work is ongoing to establish a RSP Board and infrastructure, and then develop a detailed skills plan for the Mid Wales Region.	July - September 2021 The RSP Board has been established with the inaugural meeting held on 12th May 2021. Adrian Watson, Head of School, Centre for Alternative Technology, was appointed as the Interim RSP Board Chair and on 21st September 2021 the Growing Mid Wales Board approved his appointment as substantive Chair until the annual RSP Board meeting in May 2022. Activity has begun to receive nominations for the RSP Board Deputy Chair with a decision expected on 20th October 2021. The RSP Manager, Aggie Caesar-Horden, commenced in role on 8th June 2021. Following a successful recruitment campaign the RSP Employer Engagement Officer has been appointed and will commence in post on 4th October 2021. Recruitment of an RSP Data Development Officer has been unsuccessful. We are currently considering options in regard to this role. In the interim, the provision of data from Data Cymru will provide additional support in the form of analysis using labour market intelligence to identify economic trends and understand skills gaps and shortages across the region, desk-based research and discussions into current developments, infrastructure projects, and policies, comparisons of the position of the regional economy and its skills requirements with educational provision to support curriculum planning recommendations and support the RSP in developing the Covid-19 reports to submit to WG. Discussion are being held with Data Cymru to establish a Skills Observatory to ensure robust LMI, aligned to economic and employer intelligence. The RSP Chair and Partnership Manager have been holding 1:1 meetings with RSP Board members and partners to identify priorities and opportunities for apprenticeships based upon employer intelligence. The RSP Manager is developing relationships with key partners such as Careers Wales, Working Wales, DWP, and Secro (Restart). Regular joint meetings are being held with the RSP manager and Welsh Government officials. Currently awaiting a comprehensive report from WG detailing current provision and pipeline courses on offer across the region. The Covid 19 report was submitted to WG in July 2021. Following approval, the invoice for the RSP claim has been submitted to WLGA for payment.	September - December 2021. Activity for next quarter includes a review of RSP Board Membership and the appointment of a Deputy Chair as well as establishing sector cluster groups as agreed with the GMW Board on 21st September 2021. To undertake an update/refresh of the Terms of Reference and Governance arrangements. Working with Data Cymru to provide baseline data for FE planning, using employer led intelligence and LMI data, and to provide a regional perspective to inform national and UK sector skills strategies. In agreement with Welsh Government, the next Covid report submission by RSPs will be submitted to Welsh Government at the end of October 2021. This will be reflective of the proposed end of the Furlough scheme and its impact on the labour market. Discussions are ongoing with the Regional Engagement Team and local officers to develop an employability network group to sit alongside the RSP cluster groups. Development of a communications plan to ensure wide ranging engagement with the Business Sector, Further and Higher Education Sectors and other skills providers across the region. Whilst excellent progress has been made in setting up and establishing the RSP, with the recruitment of the Employer Engagement Officer there will be enhanced capacity to ensure that progress continues to be made at speed. Develop Powys pupil voice to ensure Powys learners feel valued and have a say in their needs. Provide further support to Powys pupils to make informed decisions regarding employment, apprenticeships and further education.	Green	Discussion between the four RSP Managers across Wales has highlighted the funding pressures that RSPs face. Staff structure for the Mid Wales Partnership replicates that of other RSPs, and the funding from Welsh Government is the same, it appears the staff costs may exceed this sum in future years once the Data Development Officer has been recruited. Discussions are ongoing with WG regarding top-up funding to support additional functions of the RSPs such as providing secretariat support to the Regional Employment and Response Groups (RERGs) to the Wales Employment and Skills Board (WESB) from September onwards.	Close liaison is taking place between the Finance Service and the RSP Manager to ensure the budget available is not exceeded. Close liaison with WG Officers in respect of progress against the objectives to ensure both parties are aware of expectations and progress.	Amber	Meetings with WG Officers and Council Finance Service with regular reports to the Growth Deal Management Group and the Regional Joint Committee (Powys/Ceredigion).
6	Dr Caroline Turner Awenen Orrells	Careers Advice	Reflecting on the lessons learnt from Covid-19 and the effective use of online services; to ensure that all Powys learners are provided with effective, accurate, progressive and engaging careers advice regarding options available for further education, life long learning, apprenticeships and employment opportunities. Engagement should include advice around application methods and good practice and should consider face to face, online and social media engagement with all Powys secondary phase learners.	Powys Secondary and Special schools received £176,493 funding from Welsh Government to provide transition support for year 11, year 12 and year 13 learners transitioning to the next steps in their educational journey. This was allocated to all Secondary and Special schools on a per learner basis and guidance shared with schools. For example, for year 11 pupils, schools joined the Powys virtual Post 16 event and also undertook their own virtual school based virtual event to outline the academic and vocational opportunities available. Schools also undertook bespoke face to face engagement events for identified pupils. For year 12 and year 13 learners, schools ensured induction events, mentoring support, guidance advice with UCAS applications, careers advice, Oxbridge and Seren support was provided for their learners.	Further disruption due to Covid-19.	Planning for ensuring ongoing online / remote support and where available, face to face meetings with Career Advisers.	Green	Schools Service Management Team (SSMT)		

Reporting Period:	Quarter 2 July to September 2021
Overall BRAG Status of the Step:	GREEN

Details				Actions/Status			Risks and Controls			Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications for next quarter	Overall RAG status	Main Risks	Current and planned controls	Summary Risk RAG	Recent assurance activity
NB - both Steps 9 and 10 are now being taken forward through the work of the Mid Wales Growth Deal										
9 - Undertake market research and establish an effective infrastructure to support active enjoyment of the environment and adventure tourism	Diane Reynolds	Develop the Powys and Mid Wales visitor economy through suitable interventions identified as part of the Mid Wales Growth Deal	Complete and achieve full deal agreement for the Mid Wales Growth Deal by December 2021, including actions to strengthen the Mid Wales tourism offer.	6 x project business cases for the development of the tourism offer submitted by 30/06/21. 4 projects were shortlisted for inclusion in Tranche 1, while the other 2 projects remain on the long list pending further development. Tourism Feasibility Study Brief developed and Leader Co-operation funding approved to enable this work to happen in Autumn 2021. The contract procurement started in September 2021.	Feedback from UK and Welsh Government expected in Q3, with ongoing progress being made toward their approval of the Portfolio Business Case.	Green	Resources required, particularly staffing	Senior Management briefed about resource implications	Amber	Draft PBC approved by GMW Board in Sept 2021
10 - Develop a strong brand to promote and attract inward investment into Powys	Diane Reynolds	Develop the Powys and Mid Wales economy and its inward investment offer through the delivery of the Mid Wales Growth Deal	Complete and achieve full deal agreement for the Mid Wales Growth Deal by December 2021, including actions to strengthen the Mid Wales economy and attract inward investment	Detailed project business cases across key identified economic sectors submitted for consideration on 30.06.21, with key projects shortlisted into Tranche 1 of the Portfolio Business Case, and agreed by the Growing Mid Wales Board in September 2021.	Feedback from UK and Welsh Government expected in Q3, with ongoing progress being made toward their approval of the Portfolio Business Case.	Green	Resources required, particularly staffing	Senior Management briefed about resource implications	Amber	Draft PBC approved by GMW Board in Sept 2021
				<p>MWGD General Progress Update:</p> <p>Progress across the Deal's development overall is good, with a number of strands of activity in place across the priority workstreams. Work is underway to develop the Portfolio in the manner expected by Government. There are live conversations with both Governments as to the detail expected in the Portfolio Business Case, Programme and Project proposals for submission for Full Deal Agreement by December 2021. A workshop took place to assess and agree a milestone plan towards FDA in July 2021.</p> <p>Three of the four members of staff appointed to the Portfolio Management Office have now commenced in their roles.</p> <p>Activity will intensify throughout this year as projects are assessed/shortlisted and the wider Portfolio takes shape. Approval for the draft Portfolio was formally approved by the Growing Mid Wales Board in September 2021, and is now being reviewed by both UK and Welsh Government, with the aim of their approval of the PBC by December 2021.</p>						

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

Minutes of COMMUNITY SECTOR RESPONSE GROUP

28 September 2021 10.30-12.30am via Google Meet

Present

Carl Cooper	Chief Executive, PAVO (Chair)
Michele Muireasgha	PAVO Head of Third Sector Development
Claire Sterry	PAVO Senior Officer Third Sector Development
Sharon Healey	PAVO Senior Officer, Community Connectors, Powys Befriending
Graham Evans	PAVO Network Development Officer North Powys
Hayden Taylor	PAVO, Social Value Development Officer
Joe Wellard	RPB, Interim Lead for Partnership Board
Rachel Evans	PCC, Health and Social Care Change Manager (Live Well)
Louise Richards	PTHB, Joint Health and Care Strategic Workforce Planning Manager
Becky Evans	Credu, Team Leader for Powys (present until 11.30am)
Jackie Charlton	County Councillor for Llangattock
Yasmin Bell	Citizens Advice Powys, Chief Officer
Janet Haynes	Dementia Matters in Powys
Laura Burns	Llanwrtyd Wells Community Transport/ CSRG Builth & Llanwrtyd
Ann MacGarry	Machynlleth Town Councillor/Mach Locality network
Jasmin Hatter	One Brecon, Youth Lead Representative
Ruth Middleton	PAVO, Admin Support

1. Apologies

Annie England	Knighton/Presteigne Locality Network
Catherine Cadwallader	Knighton/Presteigne Locality Network/Knighton Community Centre
Claire Bounds	Llanidloes Locality Network.
Hedda Kaphengst -	Hay/Talgarth Locality Network
Claire Carter	Machynlleth Locality Network – (Ann MacGarry representing)

2. Notes from previous meeting and Matters Arising

Approved as a true and accurate record.

3. Action Log

4. Workforce Futures Volunteering

Louise Richards, Joint Health and Social Care Strategic Workforce Planning Manager, Powys Regional Partnership Board presented The Health and Care Academy Model for Powys, part of a Wales-wide response to increase local access to education, training and development across the health and social care sector, specifically focused on the workforce close to home in Powys and especially for the younger population to enable us to grow our own workforce in the County. The presentation was included in the documents for the meeting. https://drive.google.com/file/d/13oF0f1vAx118wPbufrSYI_qzSiOyk7s9/view?usp=sharing

There are four schools within the Academy: Research, Development & Innovation; Professional & Clinical Education and Training; Leadership; School of Volunteers & Carers. The School of Volunteers and unpaid carers will focus on providing education, training and development support to volunteers and carers. There will be a skills development portfolio on offer, and access to adaptive living spaces where volunteers and carers can see the latest home gadgets and technology that support people to live independently. The school will also offer a range of opportunities to connect with others through virtual and face to face forums and career pathways.

The first physical build has been completed and ready for opening on 1 October and will be operating as a hub and spoke model, capitalising on a digital structure eg Care & Volunteer forum and one site with others around Powys sharing in the Forum. The second phase to Bronllys site will be the adapted living space due to be completed end of March 2022. Setting of the foundations for the project is being done now whilst working up a 3-year plan and operational plan.

The second physical site is planned for Newtown but not for some time yet. Currently trialing next generation of artificial learning called 'Hollow Lens' simulation, a computer in a set of glasses.

Jackie Charlton felt it important that people know that this is all going on and Louise agreed that they will need to start showcasing the progress being made. **Action: Louise**

For more information visit: <https://www.powysrpb.org/workforce-futures>
<https://en.powys.gov.uk/article/11565/Powys-Health-and-Care-Academy-Skills-Hwb>

5. Overview of feedback from local support networks

Carl summarised the purpose of this group as a means of developing a grassroots up/not top down approach with 13 Local Support Networks across Powys being the engines of the CSRG. PAVO's job is to support, coordinate and help this to happen.

Sharon presented the Quarter 2 Locality Network Overview Report summarising some of the Locality Network's activities since the last meeting. The Report was included in the papers for the meeting.

It was encouraging to note that 132 participants and 61 organisations had attended meetings but there was still a need to encourage other organisations to attend these meetings.

Sharon highlighted what was working well across the Networks and the good practice in communities that is shared so that they learn from one another. Sharon also summarised the support that was required.

Lack of Volunteers:

PAVO's Emma Coates and Leon Shearer are linking in with groups and looking at how to replicate around the County.

Michele informed that a Mid-Powys organisation that delivers around 300 meals a week is struggling. The amount of referrals from GPs, social services and self-referrals is not sustainable. PAVO has put a strong package of support for them.

Community transport gaps in the Mid-Powys:

Llandrindod people have been unable to get to COVID vaccination appointments and there have been extra journeys to hospitals such as Swansea. There is a desperate need for volunteers to cover the area to ease pressures. There is a need to look at the referrals and how the service can run in Llandrindod.

Powys Volunteer Centre is looking at Online Recruitment Fairs in localities. Claire to ensure the need for volunteer drivers in Llandrindod is included. **Action: Claire**

Risk assessments face to face meeting for community groups:

Support has been offered to those organisations that have expressed concern. Organisations are encouraged to contact Louise Hardwick, PAVO's Development Officer for Community Buildings can help.

Rachel Evans, Health and Social Care Change Manager (Live Well) PCC, informed that Commissioned Services are keen to attend and support at the Locality meetings to understand some of the barriers of living a good life.

It was agreed that Sharon contact Rachel to set up a meeting to look at the information and how to impart to different areas to make best use of the knowledge. **Action: Sharon**

It was highlighted that the School of Volunteers and Carers would be of interest to NPTC. Louise is connecting with them and will ensure that the Comms Team is distributing information around some of the programmes and will ensure clearly aligned with the Academy. **Action: Louise Richards**

6. Issues from the Grass Roots

Credu

Becky Evans informed that the Schools Project come to end in January so Credu will be looking for funding.

They are receiving 100 new referrals per month from an average of 70 before COVID, and the complexity is increasing and staff and people are fatigued.

Development of possible alternative daycare support around Ystradgynlais – day/care users and carers have been consulted and they are looking for suitable buildings. Liaising with the hospital regarding starting gardens up again, activities in the community/volunteer centre/community centre. Hope to find gaps ie medical care aspect. The day centre support project from Ystradgynlais has been shared with interested organisations in the Welshpool area for them to duplicate this work with support from Credu

PAVO has a dedicated officer, Louise Hardwick, supporting community buildings and village halls. Louise may be able to offer some help and cooperation as regards venues.

Credu still has respite monies – notify Becky if anyone knows of anyone needing help. becky@credu.cymru

Llangattock - Jackie Charlton highlighted a Report on **Child Poverty in Powys** and the use of foodbanks has greatly increased and expected to increase further putting them under massive pressure. How prepared are we in the voluntary sector?

https://drive.google.com/file/d/1ggE5XVU5O_j9oU2rVhWT7mU35FIEiyrL/view?usp=sharing

CAB - Yasmin Bell added that the removal of the £20 universal credit and the hike in energy costs, impacts on child poverty. CAB teams are trained, approved so that they can access as many funds as possible to help people. They need to know people's financial situations but this can be difficult as a lot of people's relationships/ breakdowns/bereavements result in people not always understanding their household finances. They are working with that to ensure people understand their monthly income and expenditure. They try to create different access options, face to face, website etc. Other developments will be coming out in the next 3-4 weeks but it is all a big challenge.

Carl asked the meeting if there was anything that this group can collectively do to step up to the challenge and help support the emerging problems?

Louise Richards suggested, from Academy prospective, use of a digital platform to share information. It was agreed that Yasmin and Louise meet to see how to use the Academy as a platform to get information out so that volunteers and carers are aware of what is available to them. **Action: Louise Richards/Yasmin Bell**

It was further agreed that the information can be shared through the Networks.

Action: All

Rachel Evans left the meeting 11.55am

DMiP - Janet Haynes informed that Dementia Matters in Powys are starting to do face to face again at various Powys venues. Janet to share with PAVO to disseminate through their channels. **Action: Janet**

Awarded grant from SVF to merge with face to face. Janet to speak with Louise on how Academy can link up. Looking at digital equipment to make it work. Working with Alzheimers Society to avoid duplication work but in

collaboration. Virtual session for people to log in and do exercise. Working with agencies such as Sound and Beat it percussion. Referrals can go into DMiP, looking at early diagnosis so can support people.

DMiP in need volunteers – Claire to include in Volunteer fare.

Action: Claire

DMiP is looking for Guest Speakers at their meetings to talk about line of work/share stories for members and carers to ask questions eg had Welsh Ambulance. Yasmin from CAB offered. PAVO will share too.

Action: Yasmin & PAVO

7. Funding and Funding Requirements: Social Value Investment Fund Update

Through RPB the Integrated Fund makes money available to support and invest in Social Value initiatives that help people improve their wellbeing.

Haydn reported on the Social Value Development Fund. The SVF closed at the end of July, with just over £50,000 worth of bids for a £170,000 fund. It's worth noting that nearly all of those bids would have been unsuccessful. After extending the deadline by two weeks, 26 applications were received worth a total of £380,000. Haydn worked closely with 11 groups on their bids during this time, around half of which were successful in their applications. The panelists agreed to fund 12 bids, worth a total of £89,678 and it was decided to open the fund up for a second round. Haydn provided detailed feedback to 14 groups which were unsuccessful in their initial application, and encouraged them to reapply (six of which did). In total for round 2, 9 applications were received worth a total of £187,393.50. For round 2 two groups were funded for a total of £80,322. Hayden worked closely with these six groups on their applications, and both of the successful groups had received extensive support on their bids. Haydn provided detailed feedback to the seven unsuccessful applicants on why their bid was not chosen. Some existing projects are getting off the ground over the next six months and Haydn will provide an update at the next meeting.

Joe Wellard talked of the next steps and how to build on what has been achieved, keen to see the impact that the money has had and how to prioritise the money coming into the RPB next year. A national workshop is soon to be held in October that shares learning with other areas across Wales about this fund with a broader conversation of the impact of social value across Wales and how we enhance to deliver on some of the priorities.

Claire Sterry informed of the Youth Led Grant Scheme open until 5pm Thursday for projects for young people between 14-25 to encourage them to volunteer. Young people write the application and they are assessed by Young people. Maximum £750. https://www.pavo.org.uk/news/article/news/youth-led-grant-scheme-2021-2022.html?no_cache=1&cHash=9473f15db576e22b8068a1d360af86bb

Youth endowment Fund – “A supportive home – helping families to overcome challenges” open until 1 Dec. <https://youthendowmentfund.org.uk/grants/a-supportive-home/>

Michele informed of a Welsh Government Transport Grants Local Transport Fund, Resilient Roads Fund and Ultra Low Emission Vehicle Transformation Fund that appears to be for local authorities only. Joe will enquire if Powys County Council have applied.

Action: Joe

<https://gov.wales/sites/default/files/publications/2020-12/local-transport-capital-grants-guidance-to-applicants-2021-22.pdf>

8. Future Agenda items

Carl informed that Pembrokeshire Statutory and Voluntary sector are working together in establishing a Pembrokeshire Community Fund and attracting various sources into that fund and setting it up as separate legal identity, governed by people in various sectors.

It was agreed that Carl contact a representative from the group to attend this meeting.

Action: Carl

The recent enormous pressure on public services particularly health & care services and social care was highlighted. Services have gone into emergency plans due to having to treat the current state of affairs and an emergency situation. One of the things this has highlighted is a need for low level practical help and support eg making of meals, change light bulb, dog walking, house cleaning. This group could potentially look at how we might consider the potential of putting something together, co-ordinated across Powys.

It was agreed that some homework and preparatory work would need to be done with some information and suggestions to bring to the next meeting for colleagues to consider. It was agreed that Michele take the lead.

Action: Michele/All

- **Update on Workforce Futures Framework – Louise Richards**
(standing agenda item)
- **Funding** (standing agenda item)

9. AOB

Graham will be contacting Ann MacGarry regarding Machynlleth volunteers.

10. Date of Future Meetings

Quarterly – plan year ahead.

Action: Ruth

ACTION LOG

Blue – completed Green – up to date but not yet complete Amber ongoing/progress still needed

Date of meeting	Agreed Action	Responsible person	RAG Rating	Update for next meeting
21/03/23/3 21/09/28/3	Clair & Rachel to meet regarding SS if the situation has changed for them	CS / RE	Amber	
21/03/23/4 21/09/28/3	The programme has linked up with Digital Communities Wales to support. Louise and Claire Bounds to link up and discuss further	LR/CB	Amber	
21/03/23/5	There is a need to give support to leaders of community groups. Support has been given through the Network Development officers	TD	Blue	
21/6/29/8	CAB Powys self help to be looked at relating to individuals. Identified changes and improvement to include on website eg more pages for categorised appointments. Remain ongoing	SH	Amber	

21/09/28/4	<p>Health & Wellbeing Academy - It was felt important that people know that this is all going on and Louise agreed that they will need to start showcasing the progress being made.</p> <p>It was also highlighted that the School of Volunteers and Carers would be of interest to NPTC. Louise is connecting with them and will ensure that the Comms Team is distributing information around some of the programmes and will ensure clearly aligned with the Academy.</p>	LR		
21/09/28/5	<p>Powys Volunteer Centre is looking at Online Recruitment Fairs in localities. Claire to ensure the need for volunteer drivers in Llandrindod is included.</p> <p>DMiP need volunteers – include in Volunteer fair.</p>	CS		
21/09/28/5	<p>Quarter 2 Locality Network Overview Report - It was agreed that Sharon contact Rachel to set up meeting to look at the information and how to impart to different areas to make best use of the knowledge.</p>	SH/RE		
21/09/28/6	<p>Jackie Charlton to circulate Child Poverty in Powys Report</p> <p>Louise Richards suggested, from Academy prospective, use of a digital platform to share information. It was agreed that Yasmin and Louise meet to see how to use the Academy as a platform to get information out so that volunteers and carers are aware of what is available to them.</p>	<p>JC</p> <p>LR/YB</p>		

	It was further agreed that the information can be shared through the Networks.	All		
21/09/28/7	Welsh Government Transport Grants Local Transport Fund, Resilient Roads Fund and Ultra Low Emission Vehicle Transformation Fund that appears to be for local authorities only. Joe will enquire if Powys County Council have applied. https://gov.wales/sites/default/files/publications/2020-12/local-transport-capital-grants-guidance-to-applicants-2021-22.pdf	JW		
21/09/28/8	Pembrokeshire Community Fund It was agreed that Carl contact a representative from the group to attend this meeting.	CC		
21/09/28/8	A need for low level practical help and support. This group could potentially look at how we might consider the potential of putting something together, coordinated across Powys. It was agreed that some homework and preparatory work would need to be done with some information and suggestions to bring to the next meeting for colleagues to consider. It was agreed that Michele take the lead.	MM/All		
21/09/28/5 &6	PAVO has a dedicated officer, Louise Hardwick, supporting community buildings and village halls. Louise may be able to offer some help and cooperation as regards venues and risk assessments.	All		
21/09/28/6	Credu still has respite monies – notify Becky if anyone knows of anyone needing help. becky@credu.cymru	All		

21/09/28/6	<p>Janet Haynes of DMiP to share face to face meetings being set up around Powys with PAVO to disseminate through their channels.</p> <p>DMiP is looking for Guest Speakers at their meetings to talk about line of work/share stories for members and carers to ask questions eg had Welsh Ambulance. Yasmin from CAB offered. PAVO will share too.</p>	<p>JH</p> <p>YB/MM</p>		
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Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

**MINUTES OF A MEETING OF THE PUBLIC SERVICE BOARD SCRUTINY
COMMITTEE HELD AT BY TEAMS ON WEDNESDAY, 7 JULY 2021**

1. ATTENDANCE AND APOLOGIES

Present:

Neil Evans (Chair) (Mid and West Wales Fire and Rescue Service)
 Trish Buchan (Powys Teaching Health Board)
 County Councillor Liz Rijnenberg (Powys County Council)
 County Councillor Ann Webb (Brecon Beacons National Park Authority)
 Peter Swanson (Powys Association of Voluntary Organisations)
 Ian Phillips (Powys Teaching Health Board)
 County Councillor Jonathan Wilkinson (Powys County Council)
 Gavin Bown (Natural Resources Wales)

Officer in Attendance:

Wyn Richards (Powys County Council – Scrutiny Manager and Head of Democratic Services)
 Catherine James (Powys County Council – Deputy Head of Transformation and Communications)
 Rhian Jones (Powys County Council – Strategic Planning, Policy and Performance Manager)

Apologies for Absence:

County Councillor David Jones (Powys County Council)
 Emma Palmer (Powys County Council – Head of Transformation and Communications)

2. MINUTES

The Chair was authorised to sign the minutes of the meeting held on 04-05-2021 as a correct record.

3. WELL-BEING STEP 8 - SUSTAINABLE ENVIRONMENT STRATEGY
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Documents Considered:

- Quarter 4 Performance Report – Step 8 – 2020-21.
- Presentation – update on the Delivery Plan and Performance Report by the Step Lead.

Issues Discussed:

- Activities had been put on hold due to the pandemic. There had also been a change to the responsible individuals from partner organisations during the period. This had provided the opportunity to reflect on the original intent of the step and what the step was seeking to achieve.
- Other factors taken into account included Welsh Government's Green Recovery policy, the UK exit from the European Union, climate change, developments in the evidence base as well as progress in Wales and in the regional strategic context.

- Although work on the step was suspended due to the pandemic a working group had reconvened, reviewed the original intent to better understand the linkages and dependencies, understand current activities, projects and interventions from the various partners and capture this information in an online resource so that any gaps could be identified.
- Key actions had been reviewed, initially more around the timing of elements of the step. There might be a need to refine some of the detail in the step and move from a formal strategy to a more practical tool to better support conservation activities.
- Work on Step 8 had now resumed and better reflected the current circumstances and outlook. Refinements to the original intent had been identified and implemented and the step was largely on track to deliver the revised timetable.

- Questions:

<p>Is the purpose of step 8 now narrower than the strapline.</p>	<p>This was the challenge to revisit the original intent and better understand it. It may also be broadened out as a result of the forthcoming well-being assessment. The step is a co-ordination of all these activities.</p>
<p>The Committee expressed concern at the last meeting about the progress with the step, and also about the links between steps. Will this step look at biodiversity and pollution.</p>	<p>The step will look at biodiversity. There is a need to be careful not to over broaden the step so that it delivers something functional rather than being too ambitious. However this could also be drawn into other areas in future and join up in supporting other activities.</p>
<p>It is helpful that the step has been refocussed on a narrower area of interest with the mapping and realigning work to take it forward. Is there good engagement from other partners and is there enough resource available for the step. When will milestones and targets be set.</p>	<p>Resource will be an ongoing issue. Engagement has been good since the step resumed. This is why this has been narrowed to focus the aim of the step. However the focus could change again as a result of changes to the well-being plan.</p>
<p>Other partners are required to deliver sustainable options and organisations have their own sustainability officers. Why do these not feed into this step.</p>	<p>There is some of that work which falls within step 8 and other elements which fall within other steps such as step 7 (transport and fleet). The work tries to make clear that what is undertaken within step 8 does not cut across other PSB steps.</p>
<p>Looking at tangible outcomes and breaking that into assessment, action planning and review, is the step still at assessment stage.</p>	<p>That is a fair comment. Officers are trying to get through the step as quickly as possible but there is a need to get this right.</p>
<p>Should scrutiny have looked at the narrowing of the step.</p>	<p>All step leads were asked by the PSB to review their steps. There are also circumstances which have led</p>

	to changes to steps. Although the timetable has been revised as well as a few of the actions, the intent of the step is as originally set. What has been identified is a tool to better deliver the step. The level of change in the step is not that significant.
It is helpful that engagement is good, but due to the increased pressures on partners is this impacting on resourcing the step.	The buy in is there, but the pressure is the capacity of partners.
The timescales for the delivery of actions is ambitious. In terms of moving towards 2040 the step is behind for understandable reasons and it is not yet possible to set measurable targets so it feels as if the step is still at a very high level.	This is the challenge about delivering the step and this is not just about ticking a box.

The Committee commented that the timescales for the step are ambitious but realistic and met the 5 ways of working. Whilst the foundations are in place with the step it is when actions are being undertaken that the impact on communities will become apparent.

Recommendations to the Public Service Board:

1. That if there are significant changes to steps in future, it would assist the Committee if it could be advised of the background to better understand the change.

4. POWYS PSB DRAFT ANNUAL REPORT 2020-21

Documents Considered:

- Powys PSB Draft Annual Report 2020-21.

Issues Discussed:

- The report was presented for information as it has to be published by the end of July. It provided an overview of information provided to the scrutiny committee over the year. There is a recognition that some of the steps have not moved forward as anticipated due to the pandemic. It is hoped to bring the document to the Committee earlier next year for scrutiny prior to its publication.

- Questions:

Partnership work is always difficult. The Council has undertaken much work but the report does not show a balance regarding the role of partners. Whilst the larger organisations have undertaken most of the work the document could	This is less about the report but about the engagement during the year from a cross section of partners. This is something the PSB probably needs to address.
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have included observations about the role of smaller organisations in the achievements.	
This is just perception and its about getting a greater involvement from partners in future. The PSB needs to get more involvement from partners in terms of feedback as seeing smaller organisations involved will encourage more interest and buy-in.	
It is helpful to see that there has been progress at the end of the year despite the pandemic. The Health Board are looking at steps 11 and 12. Are steps 9 and 10 being considered together.	Steps 9 and 10 are being pulled together under the Mid Wales Growth Deal for delivery with the Council leading on these steps.

Outcomes:

- **Noted.**

5. WORK PROGRAMME

The Committee noted that the next meeting was scheduled for 7th October, 2021. It was suggested that it might be necessary to delay the meeting to align with the Q2 PSB reporting timeline.

AGREED to move the 7th October meeting to another date to be agreed with the Chair.

Members were advised to contact the Chair and Scrutiny Officer if there were any particular steps they wished to have considered at the next meeting. The Chair suggested that the meeting could consider Step 3 as this was led by the Fire Service.

Meeting ended 15:00

N Evans (Chair)



Cynghorydd Rosemarie Harris
cllr.rosemarie.harris@powys.gov.uk

30 Gorffennaf 2021

Annwyl Cynghorydd Harris,

Rwy'n ysgrifennu i roi diweddariad ar waith Llywodraeth Cymru i gefnogi gweithwyr llawrydd yng Nghymru.

Yn ystod pandemig COVID-19 nodwyd bylchau yn y cymorth a roddwyd i sefydliadau ac unigolion yr oedd yr argyfwng wedi effeithio arnynt, gyda nifer sylweddol o weithwyr llawrydd yn gweithio mewn amrediad eang o sectorau ledled Cymru yn methu â chael gafael ar y cymorth ariannol a oedd yn cael ei ddarparu gan Lywodraeth y DU a Llywodraeth Cymru.

Mewn ymateb i hyn, sefydlodd Llywodraeth Cymru gronfa i weithwyr llawrydd fel rhan o'r Gronfa Adferiad Diwylliannol a gyhoeddwyd ym mis Gorffennaf 2020, gan ddechrau gyda £63 miliwn i gefnogi'r sectorau Diwylliannol a Chreadigol yng Nghymru. Cafodd y Gronfa i Weithwyr Llawrydd ei gweinyddu gan Awdurdodau Lleol, a hoffwn ddiolch ichi a'ch cydweithwyr am ein helpu ni i weinyddu'r gronfa'n llwyddiannus yn ystod ei thri cham. Cafodd y gronfa ei chroesawu'n frwd, ac mae wedi helpu tua 3,425 o unigolion gyda dros na £15 miliwn. Gwelwch y crynodeb manylach ynghlwm sy'n rhoi rhagor o wybodaeth am effaith y gronfa ledled Cymru ac yn eich ardal chi.

Adduned y Gweithwyr Llawrydd a'r Sector Cyhoeddus

Elfen allweddol o'r Gronfa i Weithwyr Llawrydd yw Adduned y Gweithwyr Llawrydd a'r Sector Cyhoeddus, y mae copi ohoni ynghlwm wrth y llythyr hwn. Rhoddwyd yr opsiwn i weithwyr llawrydd a wnaeth gais am gyllid ymrwymo i'r adduned. Mae hyn yn cyd-fynd â'r cymorth ehangach i sefydliadau a busnesau drwy'r Gronfa Adferiad Diwylliannol, sy'n gweithio i ddatblygu contractau diwylliannol dros y 12 mis nesaf, a fydd yn targedu meysydd â blaenoriaeth megis amrywiaeth, gwaith teg a chynaliadwyedd.

Yn unol â Deddf Llesiant Cenedlaethau'r Dyfodol, nod y dull partneriaeth hwn yw mynd i'r afael â heriau cymdeithasol, economaidd, diwylliannol ac amgylcheddol yng Nghymru. Mae cyrff cyhoeddus a gweithwyr llawrydd eisoes yn cydweithio i fynd i'r afael â meysydd fel unigrwydd, arwahanrwydd, adfywio canol trefi a dinasoedd, iechyd meddwl, mynediad at natur a chydlyniant cymunedol. Wrth inni ailgodi'n gryfach, mae Adduned y Gweithwyr Llawrydd yn ymrwymo i wneud hynny mewn modd creadigol, gan gydnabod y rôl y mae diwylliant yn ei chwarae wrth inni adfer.

Byddai mabwysiadu'r adduned hon yn dangos ymhellach gyfraniad cyrff cyhoeddus at 'Gymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu' ac yn hyrwyddo 'lles diwylliannol' o fewn yr Egwyddor Datblygu Cynaliadwy.

Er mwyn datblygu'r adduned, sefydlwyd gweithgor o'r rhanddeiliaid allweddol canlynol:

- Llywodraeth Cymru;
- Yr Undebau Llafur;
- Gweithwyr Llawrydd (a gynrychiolir gan grŵp amrywiol o bobl);
- Awdurdodau Lleol – Is-gadeirydd Grŵp Prif Swyddogion Diwylliant a Hamdden Cymru, Cadeirydd yr Is-grŵp Diwylliant;
- Cyngor Celfyddydau Cymru;
- Swyddfa Comisiynydd Cenedlaethau'r Dyfodol Cymru.

Mae'r ffaith bod enw Adduned y Gweithwyr Llawrydd a'r Gweithgor wedi cael ei newid yn ddiweddar i Adduned y Gweithwyr Llawrydd, y Sector Cyhoeddus a'r Gweithgor yn dangos cydymrwymiad gan y sector cyhoeddus a gweithwyr llawrydd i ddatblygu'r agenda hon.

Ymchwil

Mae ein gwaith i gefnogi gweithwyr llawrydd drwy'r Gronfa i Weithwyr Llawrydd hefyd wedi amlygu bwlch yn ein gwybodaeth am faint a chyfansoddiad y gymuned gweithwyr llawrydd yng Nghymru. Rydym yn amcangyfrif bod 40,000 o weithwyr llawrydd yn gweithredu yng Nghymru, sy'n chwarae rhan sylweddol yn y gwaith o fynd i'r afael â blaenoriaethau allweddol y Llywodraeth megis iechyd meddwl, unigrwydd ac arwahanrwydd. Rydym yn gwybod bod yr unigolion hyn yn cefnogi Awdurdodau Lleol gydag amrediad o brosiectau. Fodd bynnag, mae angen inni wybod mwy am y cyfraniad sylweddol y mae gweithwyr llawrydd yn ei wneud ar lefel leol a chenedlaethol. Ein bwriad yw defnyddio trefniadau newydd a'n perthynas gryfach â gweithwyr llawrydd drwy'r Gronfa i Weithwyr Llawrydd a'r Gweithgor i greu darlun gwell o bwysigrwydd y sector llawrydd i economïau lleol ac economi Cymru, i'r agenda gymdeithasol ac i lesiant cymunedol. Ochr yn ochr â hyn, ein nod yw datblygu dealltwriaeth fanwl o gyfleoedd ar draws y sectorau llawrydd a chyhoeddus a ddylai fod o fudd i'n holl waith yn y dyfodol.

Rwyf hefyd yn ysgrifennu at Gadeiryddion y Byrddau Gwasanaethau Cyhoeddus i roi diweddariad ar y maes gwaith hwn, gan ein bod yn awyddus iawn i sicrhau bod gennym ddull cyffredin yn y sector cyhoeddus wrth ddatblygu'r maes gwaith hwn. Rwy'n siŵr eich bod yn gwybod ein bod yn awr wrthi'n darparu £30 miliwn drwy ail rownd y Gronfa Adferiad Diwylliannol, sydd unwaith eto wedi cynnwys elfen o gymorth i weithwyr llawrydd. Diolch ichi a'ch tîm am ein cefnogi unwaith eto i weinyddu'r gronfa bwysig hon. Byddai fy swyddogion yn croesawu'r cyfle i drafod unrhyw un o'r materion uchod yn fanylach â'ch tîm ar unrhyw adeg.

Yn gywir

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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.



Dawn Bowden AS/MS

Dirprwy Weinidog y Celfyddydau a Chwaraeon, a'r Prif Chwip
Deputy Minister for Arts and Sport, and Chief Whip

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Cynghorydd Rosemarie Harris
cllr.rosemarie.harris@powys.gov.uk

30 July 2021

Dear Councillor Harris,

I am writing to provide an update on the Welsh Government's work to support the freelance community in Wales.

During the course of the COVID-19 pandemic gaps were identified in the support introduced for organisations and individuals impacted by the crisis, with a significant number of freelancers working in a wide range of sectors across Wales unable to access financial support delivered by the UK Government and the Welsh Government.

In response to this, the Welsh Government established a freelancer fund as part of the Cultural Recovery Fund announced in July 2020 with an initial £63m to support the Cultural and Creative sectors in Wales. The freelancer fund was delivered by Local Authorities and I would like to express my thanks to you and your colleagues for your help in enabling us to successfully deliver the fund over its three phases. The fund has been extremely well received and supported around 3,425 individuals with more than £15 million. Please find attached a more detailed summary which provides further information on the impact of the fund across Wales and within your own area.

The Freelancer and Public Sector Pledge

A key element of the freelancer fund is the freelancer and public sector pledge, a copy of which is attached to this letter. Freelancers who applied for funding were given the option to sign up to the pledge. This aligns to the wider support for organisations and businesses through the Cultural Recovery Fund, who are working to develop cultural contracts over the next 12 months, which will target priority areas such as diversity, fair work and sustainability.

In line with the Well-being of Future Generations Act, this partnership approach will hope to address Wales' social, economic, cultural and environmental challenges. Public bodies and freelancers are already working collaboratively to address areas such as loneliness and isolation, town and city centre regeneration, mental health, access to nature and community cohesion. As we build back better, the freelancer pledge commits to doing so creatively, recognising the role culture plays in our recovery.

An adoption of this pledge would further demonstrate public bodies' contribution towards 'A Wales of Vibrant Culture and Thriving Welsh Language' and their promotion of 'cultural wellbeing' within the Sustainable Development Principle.

To progress the pledge, a working group of the following key stakeholders has been established:

- Welsh Government;

- Trade Unions;
- Freelance Community (represented by a diverse group of voices);
- Local Authorities – Vice Chair of Chief Culture and Leisure Officers Wales, Chair of Culture Sub-group;
- Arts Council of Wales;
- Office of the Future Generations Commissioner for Wales.

The recent renaming of the Freelander Pledge and Working Group to Freelancer and Public Sector Pledge and Working Group demonstrates the joint commitment of the public sector and freelance community to progressing this agenda.

Wider research

Our work to support the freelance community through the freelancer fund has also highlighted a gap in our knowledge on the size and makeup of the freelance community in Wales. We estimate that there are 40,000 active freelancers in Wales, who play a significant role in addressing key Government priorities such as mental health, loneliness and isolation. We are aware these individuals support Local Authorities on a range of projects. However we need to know more about the significant contribution freelancers make at a local and national level. Our intention is to use new arrangements and our strengthened relationships with the freelance community through the freelancer fund and the working group to build a better picture of the importance of the freelance sector to local economies, the Welsh economy, to the social agenda and to community wellbeing. Alongside this, we aim to develop a detailed understanding of opportunities across the freelance and public sectors which should be of benefit to all of our work going forward. I am also writing to the Chairs of the Public Service Boards to provide an update on this area of work, as we are very keen to ensure we have an overall public sector approach to taking this forward.

I am sure you are aware we are now working on delivering £30m through the second round of the Cultural Recovery Fund, which has again included an element of support for freelancers. I thank you and your team for once again supporting us in delivering this important fund.

My officials would welcome an opportunity to discuss any of the above in more detail with your team at any time.

Yours sincerely

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Dawn Bowden AS/MS

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Deputy

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Covid-19 Freelancer Fund Analysis of Administrative Data: Executive Summary

Introduction

The Freelancer Fund operated as part of three funding rounds and was delivered as part of the wider Cultural Recovery Fund to provide financial support to organisations and individuals whose work had been impacted by the Covid-19 pandemic. On a first come first served basis, individuals working as a freelancer in the arts, creative industries, arts and heritage events and culture and heritage sectors, alongside other eligibility criteria, were awarded a grant of a one-off payment of £2,500. This was to help with immediate financial challenges and prevent collapse covering the period from 1 April 2020 to 31 March 2021. Local authorities delivered the fund on behalf of the Welsh Government and were responsible for providing individuals with the application form, checking the eligibility of applications and for the processing and distribution of payments to successful applicants.

The purpose of this summary is to share the key findings from an initial analysis of administrative data from the first round of the Freelancer Fund that was delivered in three funding phases. This analysis does not include the additional top up funding that was awarded as a further payment of £2,500 to some, but not all, applicants from phases one to three. This is to avoid double counting and therefore the figures are not representative of the total amount of funding spent on financial support for freelancers. The figures for the total number of grants and overall amount allocated to freelancers, inclusive of the top-up funding, can be found in Appendix A. A full written report on the analysis will follow, which will form part of a wider evaluation being undertaken on the first round of the Cultural Recovery Fund as a whole.

This report provides an analysis of the demographic characteristics of freelancers who received financial support from the Freelancer Fund and to examine information that was provided about applicants' area of work.

Demographic data, in addition to information on applicants' area of work and impacts of the pandemic on freelance work activity, was requested from the 22 local authorities in Wales. This was based on information collected from the grant application forms. However, datasets were received in different formats with some fields incomplete and large gaps present where no data was provided by some of the local authorities.

The categorisation of the applicants' area of work to the relevant subsectors has been based on the researcher's subjective assessment of the data provided. Overall, 12% of applicants did not provide information on the main sector they work in. Some data fields were incomplete so the count does not always total the total number of funding awards that were distributed overall.

Please direct any queries on this report to Sophie Roberts by emailing: sophie.roberts021@gov.wales

Please note this summary is being shared on a confidential basis and not for onward sharing.

Key Findings

Local Authorities

Table 1: Number of grants and amount awarded by local authority for phases 1-3 of the Freelancer Fund

Local Authority	Number of grants awarded	% of total grants awarded	Amount awarded (£)
Isle of Anglesey	76	2.2%	£190,000
Gwynedd	220	6.4%	£550,000
Conwy	142	4.1%	£355,000
Denbighshire	102	3.0%	£255,000
Flintshire	90	2.6%	£225,000
Wrexham	74	2.2%	£185,000
Powys	147	4.3%	£367,500
Ceredigion	102	3.0%	£255,000
Pembrokeshire	125	3.6%	£312,500
Carmarthenshire	174	5.1%	£435,000
Swansea	229	6.7%	£572,500
Neath Port Talbot	98	2.9%	£245,000
Bridgend	104	3.0%	£260,000
The Vale of Glamorgan	232	6.8%	£580,000
Cardiff	791	23.1%	£1,977,500
Rhondda Cynon Taff	184	5.4%	£460,000
Merthyr Tydfil	29	0.8%	£72,500
Caerphilly	144	4.2%	£360,000
Blaenau Gwent	75	2.2%	£187,500
Torfaen	64	1.9%	£160,000
Monmouthshire	93	2.7%	£232,500
Newport	130	3.8%	£325,000
Total	3425	100.0%	£8,562,500

*Amount awarded based on the number of grants distributed in each local authority multiplied by the £2,500 one off payments awarded to individuals.

- In total, 3,425 freelancers were supported by the freelancer fund with the total grants that were awarded amounting to just over £8.5 million.
- Cardiff awarded just under a quarter (23%) of the total grants, with The Vale of Glamorgan and Swansea awarding the next greatest amounts, totalling £580,000 and £572,000, respectively.
- Merthyr Tydfil and Torfaen distributed the fewest number of grants, supporting 29 and 64 individuals.

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- Table 1 represents the first three phases of the fund only. The overall figures that include the data for the top-up funding awards that were distributed as a fourth phase of the fund are outlined in Appendix A.

Gender

- Out of the 3,416 responses, 57% of applicants who received a grant were male and 42% were female. 1% preferred not to say.
- It is unknown what percentage of individuals who applied for funding in the first instance were male or female.

Age

- 3,280 applicants (96%) reported their age, with most individuals (69%) falling within the 25-49 years age bracket. Around a quarter (23%) of applicants were aged 50-64 years old, 5% aged between 16 and 24, and 2% aged over 65 years.
- No aged 65+ category was given to applicants from one local authority so it is assumed there were no individuals who received funding in this age bracket.
- One local authority did not collect data on applicants' age, largely accounting for the 4% of applicants where age was not reported.

Ethnicity

- A total of 111 successful applicants (3%) considered themselves to be Black, Asian and Minority Ethnic, 2% preferred not to say and 17 applicants did not complete this field. The remaining 95% did not consider themselves to be from an ethnic minority background.

Disability

- Of the 3,407 responses to the question asking whether individuals considered themselves to be disabled, 149 applicants (4%) reported to be disabled and 2% preferred not to say. The remaining 93% of applicants did not consider themselves to be disabled.

Welsh Language

- Just over a quarter (27%) of freelancers who received funding reported being a Welsh speaker, with 69% not speaking Welsh and 4% who preferred not to say.

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Subsector

Table 2: Number of grants and amount awarded by subsector for phases 1-3 of the Freelancer Fund

Subsector	Number of successful applicants	% of total successful applicants	Amount awarded (£)
Design	42	1.2%	£105,000
Entertainment	136	4.0%	£340,000
Events	208	6.1%	£520,000
Film, TV and Radio	417	12.2%	£1,042,500
Museums, Libraries, Galleries and Heritage	70	2.0%	£175,000
Music	871	25.4%	£2,177,500
Not Specified	402	11.7%	£1,005,000
Publishing	65	1.9%	£162,500
Theatre and Performing Arts	531	15.5%	£1,327,500
Visual Arts and Crafts	683	19.9%	£1,707,500
Total	3425	100.0%	£8,562,500

- Freelancers working in the music sector received the highest amount of total funding when compared to all other subsectors, accounting for 25% of the total funding awards.
- Freelancers working in the visual arts and crafts, theatre and performing arts, and film, TV and radio sectors also received a large proportion of the overall funding at over £1 million each.
- Individuals working in design industries received the fewest number of grants. However the eligibility criteria outlined that individuals were not entitled to receive funding if they were able to continue with usual work activity, which many of those working in the design sector would.
- 402 applicants (12%) did not specify or provide information on their area of work, therefore it is unknown what subsectors around £1 million worth of funds were awarded to.

Lessons Learned

A second round of funding for freelancers has since been announced, with findings from this initial analysis informing the delivery and improvement of the collection of data for this additional funding round.

Please direct any queries on this report to Sophie Roberts by emailing: sophie.roberts021@gov.wales

Please note this summary is being shared on a confidential basis and not for onward sharing.

Appendix A: Total number of grants and overall amount awarded by local authority for phases 1-4 of the Freelancer Fund

Local Authority	Number of grants awarded (phases 1-4)	% of total grants awarded	Amount awarded (£)
Isle of Anglesey	137	2.2%	£342,500
Gwynedd	391	6.2%	£977,500
Conwy	252	4.0%	£630,000
Denbighshire	183	2.9%	£457,500
Flintshire	152	2.4%	£380,000
Wrexham	131	2.1%	£327,500
Powys	275	4.3%	£687,500
Ceredigion	190	3.0%	£475,000
Pembrokeshire	225	3.5%	£562,500
Carmarthenshire	328	5.2%	£820,000
Swansea	437	6.9%	£1,092,500
Neath Port Talbot	175	2.8%	£437,500
Bridgend	187	2.9%	£467,500
The Vale of Glamorgan	435	6.9%	£1,087,500
Cardiff	1545	24.3%	£3,862,500
Rhondda Cynon Taff	347	5.5%	£867,500
Merthyr Tydfil	53	0.8%	£132,500
Caerphilly	255	4.0%	£637,500
Blaenau Gwent	131	2.1%	£327,500
Torfaen	110	1.7%	£275,000
Monmouthshire	176	2.8%	£440,000
Newport	232	3.7%	£580,000
Total	6347	100.0%	£15,867,500

- Inclusive of the top-up funding, the number of grants total 6,347, which amounts to a total of £15,657,500 that was awarded overall from the first round of the Freelancer Fund.

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

Freelancer and Public Sector Pledge



Llywodraeth Cymru
Welsh Government

Introduction

The Welsh Government, Freelancers, Trade Unions and other stakeholders have worked collaboratively to develop the Freelancer Pledge, which aims to match project and programme opportunities with appropriate skillsets in the freelance community. This document sets out the intentions of the pledge and how we propose to deliver it within Wales.

The Culture Recovery Fund (CRF) while specifically designed to support the creative and cultural sectors through the COVID-19 pandemic also provides an opportunity to design a new approach to the way in which the public sector works with the freelance community. Through freelancers and the public sector working in partnership through the Freelancer and Public Sector Pledge we aim to ensure that the creativity and skills of freelancers and small ltd. companies (i.e. Personal Service Companies or PSCs) bring creativity and innovation to all areas of public life. Though this pledge has been developed in the wake of the COVID-19 pandemic, as an element of CRF funding, the opportunities brought about by the pledge are for all freelancers.

Vision and Values:

- An open and honest approach from both sides and understanding of what each party is bringing to the table.
- A commitment to fair work, with all work provided paid at no less than Industry standard/ union agreement.
- Genuine partnership working, in line with the five ways of working as outlined by the Well-being of Future Generations Act.
- A commitment to a longer term relationship and ongoing partnership working between both parties.

The Public Sector Will:

- Embed and embrace the principles of the Freelancer and Public Sector Pledge within their organisations, and ensure alignment with other working groups and boards.

- Build a portal that provides a marketplace to showcase opportunities related to the design, development and delivery of public services that allows freelancers demonstrate an interest by submitting a short application for consideration.
- Build a stronger evidence base to demonstrate the size and economic importance of the freelance sector in Wales.
- Work with the freelance community to identify any actions needed, such as training, to support freelancers to engage with the Pledge.

The Freelance Community (including their representatives i.e. their trade unions) Will:

- Embed and embrace the principles of the Freelancer and Public Sector Pledge in their work with public bodies.
- Use their creativity, skills and experience to shape the development and delivery of public services to support creativity and innovation in all areas of public life.
- Raise awareness of the Pledge and the marketplace within the freelancer community, including with those that have not been supported through the freelancer fund.
- Work with the public sector to share learning and experience to support public bodies to engage effectively with the Pledge.

Freelancers covered by the Pledge

The Freelancer and Public Sector Pledge has been designed for freelancers working in the creative and cultural sectors in Wales.

Well-being of Future Generations and the five ways of working

Further information on the Well-being of Future Generations Act can be accessed using the following links:

- [A Guide to the Well-being of Future Generations Act: Easy Read](#)
- <https://www.futuregenerations.wales/>

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



Joint Emergency Services Group

An All Wales Review of Assaults on Emergency Workers

Biannual Report

Q4 2020-21 | Q1 2021-22

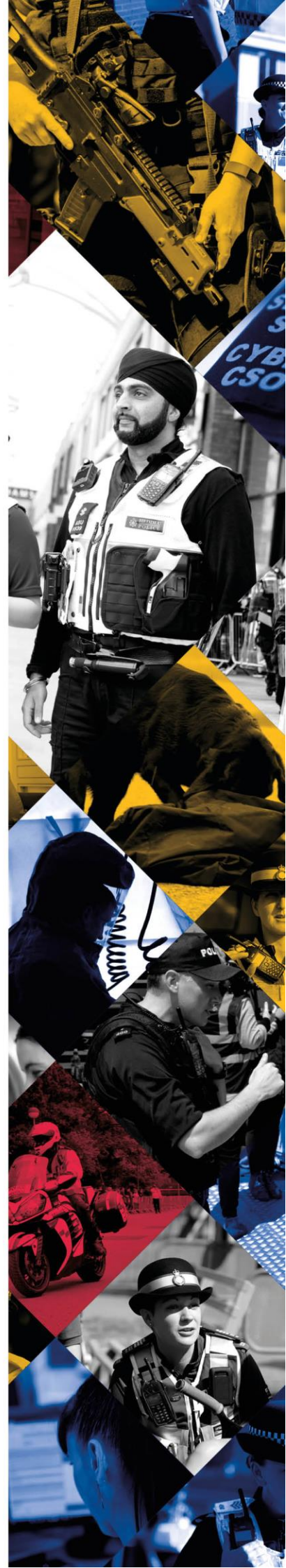


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Executive Summary

This report follows the *All Wales Review of Assaults on Emergency Workers*, providing a biannual update of assault on emergency worker incidents taking place from 1st January 2021 to 30th June 2021. 1,365 assaults on emergency workers occurred during this six-month period, 29% (n=400) of which caused injury to the victim. Data has been analysed and compared with a rolling dataset from April 2019 to identify trends, presenting a year-on-year increase of 9%. The monthly average of emergency worker assaults has increased from 210 in the 12 months to June 2020, to 229 in the 12 months to June 2021.

Assaults on police remain high, averaging 152 victims each month in 2021. More assaults against medical workers are identified, with 322 recognised in the past six months, including 60 *Welsh Ambulance Service NHS Trust* call centre staff. Monthly incident numbers have risen above the average of 39 to 52, potentially influenced from increased reporting and data improvements. Whilst some emergency worker victims remain unidentifiable due to data recording, more worker types have been acknowledged in this biannual update, including prison staff.

Almost half (47%) of emergency worker assaults take place in South East Wales; the most prolific authority areas being Cardiff, Rhondda Cynon Taff and Bridgend. Merthyr Tydfil has the highest rate of emergency worker assaults at 1.67 per 1,000 population.

46% of offenders are male, 23% are female however the gender is not known in 31% of incidents. Offenders aged 26-35 years old account for the highest portion of offending (24%), followed by 18-25-year-olds at 17%. Alcohol intoxication continues to present as the largest impact factor, applying to a third of incidents.

A small data sample suggests 8% of offenders have gone on to commit another assault against emergency worker(s) offence within six months. Mental health is a known contributing factor in half of these reoffenders.

65% of police assaults occurring in 2021 have already received a positive outcome however this proportion is less for medical workers at 37%. In 20% of medical worker assaults, the victim has withdrawn their support. This is much less for police assaults, accounting for 2% of known outcomes.



Introduction

Aim

The aim of this report is to provide a comprehensive understanding of assaults on emergency workers across Wales.

Purpose

This document was commissioned by Chief Constable Pam Kelly of Gwent Police as part of the Joint Emergency Services Group (JESG) forum.

An integrated approach through multi-agency data analysis can provide insight of emergency worker assaults that take place across Wales. This aims to identify patterns and emerging trends to assist with forming prevention strategies.

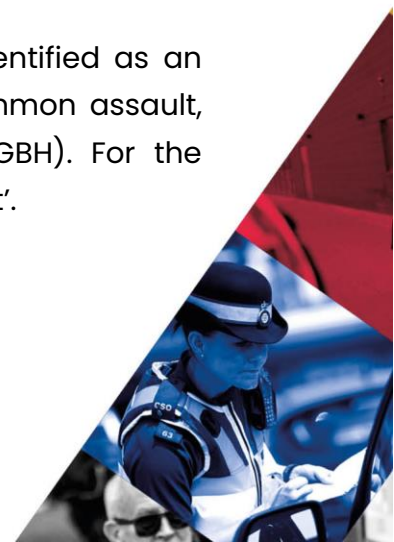
Methodology

In December 2020, Gwent Police produced the report '*An Initial Review of Assaults on Emergency Workers*' which scoped out terms of reference and identified parameters for use in a multi-agency report. The report *An All Wales Review of Assaults on Emergency Workers* was released in February 2021 and updates are provided biannually.

Based on a template developed by Gwent Police, the following partner agencies have supplied datasets: *South Wales Police; Dyfed Powys Police; North Wales Police; British Transport Police; South Wales Fire and Rescue; Mid and West Wales Fire and Rescue; North Wales Fire and Rescue; Welsh Ambulance Service*. Police forces have provided recorded crime data of emergency worker assaults, with other agencies supplying incidents recorded internally where a worker has been a victim of assault or abuse.

To understand patterns and trends, a rolling dataset has been developed with data collected from the named partner agencies based on incidents taking place during the period 1st April 2019 to 30th June 2021. To enable analysis, this data has been combined and standardised, with any identifiable duplicates cleansed. Thematic analysis has been utilised to identify patterns when reviewing impact factors and assault types.

All known incidents have been included whereby the victim is identified as an emergency worker and has experienced verbal threat/abuse, common assault, actual bodily harm (ABH) or wounding/grievous bodily harm (GBH). For the purposes of this report, they will be collectively referred to as 'assault'.



The type of emergency worker¹ is defined by the main type of service provided by each employee identified in the dataset and are categorised with influence from the '*Joint Agreement on Offences Against Emergency Workers*' publication²:

Police – Officers (of any rank); custody detention officers; community support officers; special constables; custody nurses

Medical – NHS workers (including but not exclusive to nurses, doctors, consultants, ward managers, porters); Welsh Ambulance Service Trust (WAST) staff (including but not exclusive to paramedics, emergency medical technicians [EMTs], ambulance command and control staff, clinical contact centre staff, NHS Direct call handlers); COVID-19 test centre workers; healthcare workers

Fire and Rescue – Fire crew; fire control staff; fire safety staff

Prison – Prison workers including officers and nurses

Emergency Worker (E/W) – Emergency worker(s) undefined by data supplier.

¹ Assault on Emergency Workers (Offences) Act 2018, s.3(1), accessed 17th August 2021, <https://www.legislation.gov.uk/>

² CPS (2020) '*Joint Agreement on Offences Against Emergency Workers*', accessed 27th January 2021, <https://www.cps.gov.uk/>



Key Findings and Analysis

Figures

Overall

In the first six months of 2021, 1,365 known incidents of assault or abuse towards an emergency worker have taken place. Of those incidents identified, 67% (n=915) of victims are police, 24% (n=322) are medical workers, 62 are prison staff and 22 are fire and rescue crews. This includes 60 medical call centre staff identified by *Welsh Ambulance Service* as victims of abuse. More medical workers and prison staff have been determined due to data improvements compared with the previous six months (July to December 2020), whilst the overall total has remained fairly consistent, with only 19 fewer incidents.

The following chart shows the long-term trend and includes data from all Welsh police forces, *British Transport Police*, fire and rescue services and *Welsh Ambulance Service*. A total of 5,887 emergency worker assaults are known to have taken place across Wales over the entire data collection period (April 2019 to July 2021). Of these assaults, known injury was caused in 30% (n=1,751) of cases.

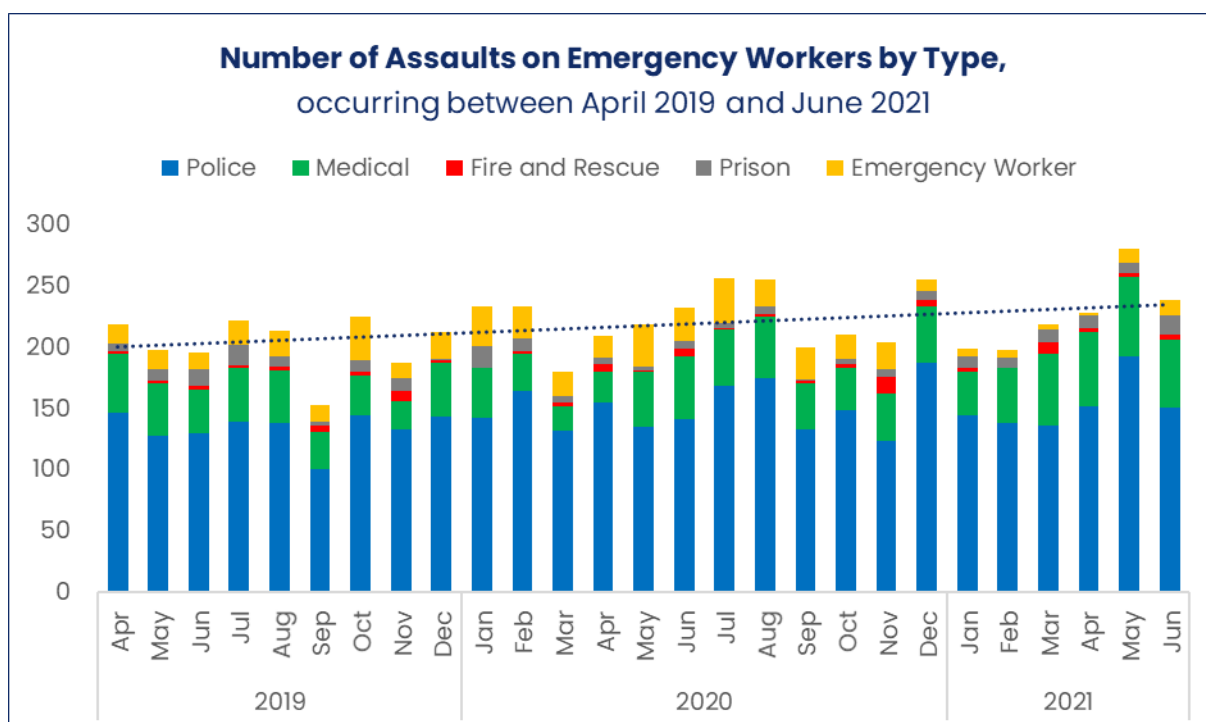
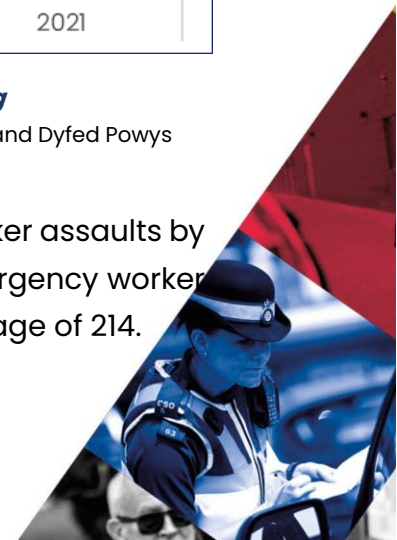


Figure 1. Assaults on Emergency Workers, by Type of Worker and Month Occurring

*Emergency Worker (E/W) data has been supplied by South Wales Police, North Wales Police and Dyfed Powys Police where the type of worker cannot be determined

The previous chart (figure 1) presents the number of emergency worker assaults by type of worker and month. May 2021 saw the highest volume of emergency worker assaults with 281, increasing 31% above the previous 24-month average of 214.



Crime Trends

Comparing the most recent 12-month period (July 2020 to June 2021) with the previous 12 months (July 2019 to June 2020) shows the monthly average rose from 210 to 229 (up 9%). This demonstrates an increase in emergency worker assaults taking place and suggests more incidents are being reported.

The year-on-year change has seen an overall 9% rise in incidents. Incidents against medical workers have seen the highest proportion increase (up 35%), however due to data limitations, this only provides a snapshot of the true scale of the problem. Those incidents with police victims have also seen a notable year-on-year rise of 11% (181 additional incidents). A greater number of types of workers have been identified due to improvements in data recording and extraction, highlighted in the decline of those defined as 'emergency worker'.

Table 1. Assaults on Emergency Workers, Year-on-year Change

<i>Type of Worker</i>	July 2019 to June 2020	July 2020 to June 2021	% Change
<i>Police</i>	1,672	1,853	11%
<i>Fire and Rescue</i>	45	49	9%
<i>Medical</i>	428	576	35%
<i>Prison</i>	98	90	-8%
<i>Emergency Worker*</i>	282	181	-36%
Total	2,525	2,749	9%

*Emergency Worker (E/W) data has been supplied by South Wales Police, North Wales Police and Dyfed Powys Police where the type of worker cannot be determined



Police

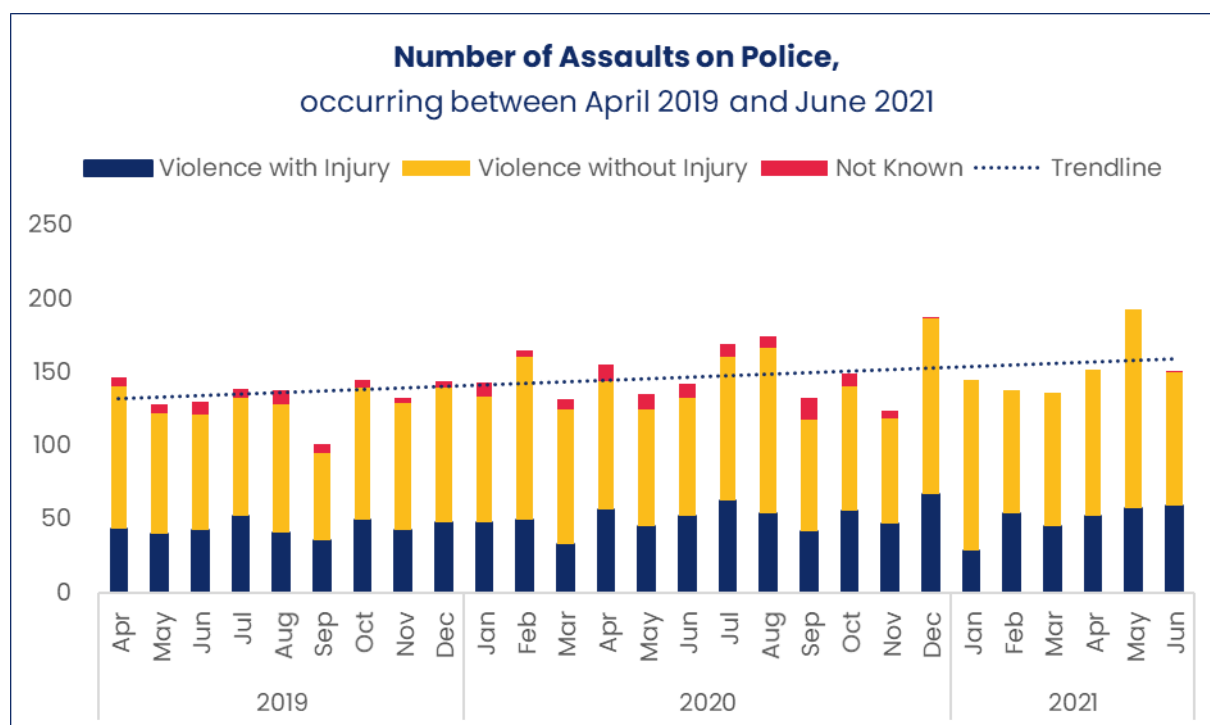


Figure 2. Assaults on Police, by Injury and Month Occurring

A total of 3,930 assaults on police have taken place between April 2019 to June 2021, including 32 instances relating to verbal threat/abuse only. 33% (n=1,308) of assaults resulted in injury of the victim. Comparing data for financial year 2020-21 with 2021 police establishment figures suggests 1 in 5 police in Wales experienced an assault in a 12-month period. This does not consider repeat victims as this is not identifiable in the dataset.

For the entire data collection period (April 2019 to June 2021), the table below provides a breakdown of known police assaults by region and injury level. The proportion of incidents (including where injury level is unknown) is shown to understand the volume of assaults in each region.

Table 2. Assaults on Police, by Region and Injury (April 2019 to June 2021)

Region	Violence with Injury	Violence without Injury	Proportion in Region to Overall Assaults on Police (%)
South East Wales	765	1,357	59%
South West Wales	289	440	19%
Mid Wales	62	195	7%
North Wales	190	473	19%
Outside Wales*	2	5	-

*This includes some incidents against British Transport Police where the force area covers regions beyond the Wales-England border



Medical Workers

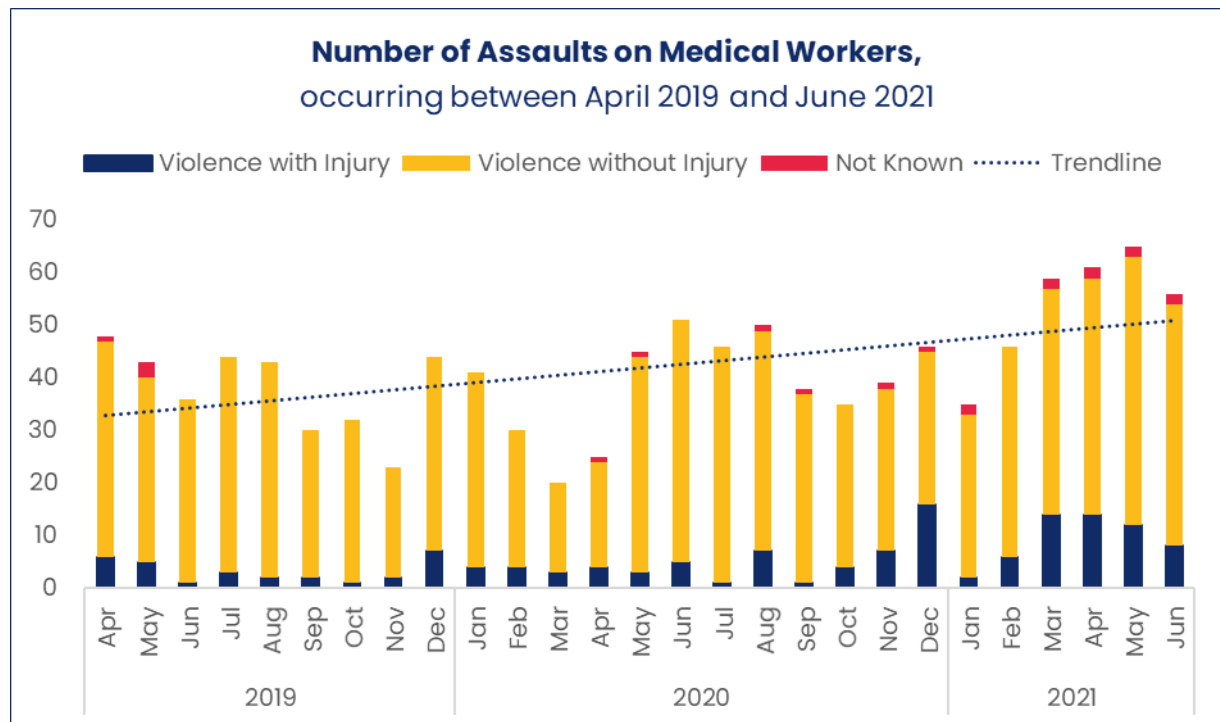


Figure 3. Assaults on Medical Workers, by Injury and Month Occurring

A total of 1,131 instances of assaults on medical staff have been identified between April 2019 and July 2021. This is based on police data where a victim has been identified as a medical worker and from data provided by *Welsh Ambulance Service*. Whilst this will not represent the true number of assaults that take place, it allows patterns and trends to be observed.

The below table provides a breakdown of assaults on medical workers based on whether injury was caused or not. This table does not include *Welsh Ambulance Service* call centre staff.

Table 3. Assaults on Medical Workers, by Region and Injury (April 2019 to June 2021)

Region	Violence with Injury	Violence without Injury	Proportion in Region to Overall Assaults on Medical Workers (%)
South East Wales	88	350	47%
South West Wales	17	161	20%
Mid Wales	-	26	3%
Mid and South West Wales*	3	76	8%
North Wales	34	175	22%

*Based on incidents in Hywel Dda health board area and no further location data provided so it is not possible to determine the specific region i.e. South West Wales or Mid Wales



Fire and Rescue

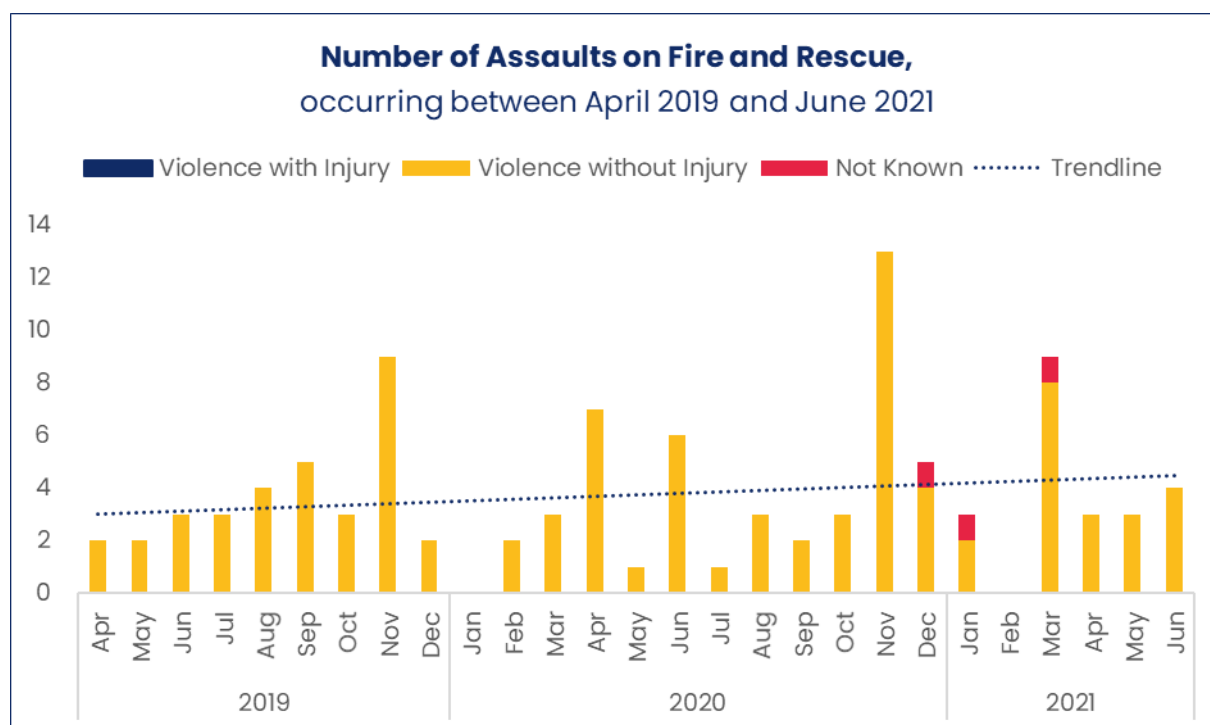


Figure 4. Assaults on Fire and Rescue, by Injury and Month Occurring

101 incidents of assault against fire and rescue workers have been identified between April 2019 and June 2021, showing seasonality in November. March 2021 saw an unexplained rise in South East and South West Wales. No instances of assault causing injury to a fire and rescue worker have been identified, however in three cases the injury to the victim is not known.

The following table breaks down the number of incidents by region.

Table 4. Assaults on Fire and Rescue, by Region and Injury (April 2019 to June 2021)

<i>Region</i>	Violence without Injury	Proportion in Region to Overall Assaults on Fire and Rescue (%)
<i>South East Wales</i>	48	48%
<i>South West Wales</i>	24	24%
<i>Mid Wales</i>	4	4%
<i>North Wales</i>	22	22%



Prison

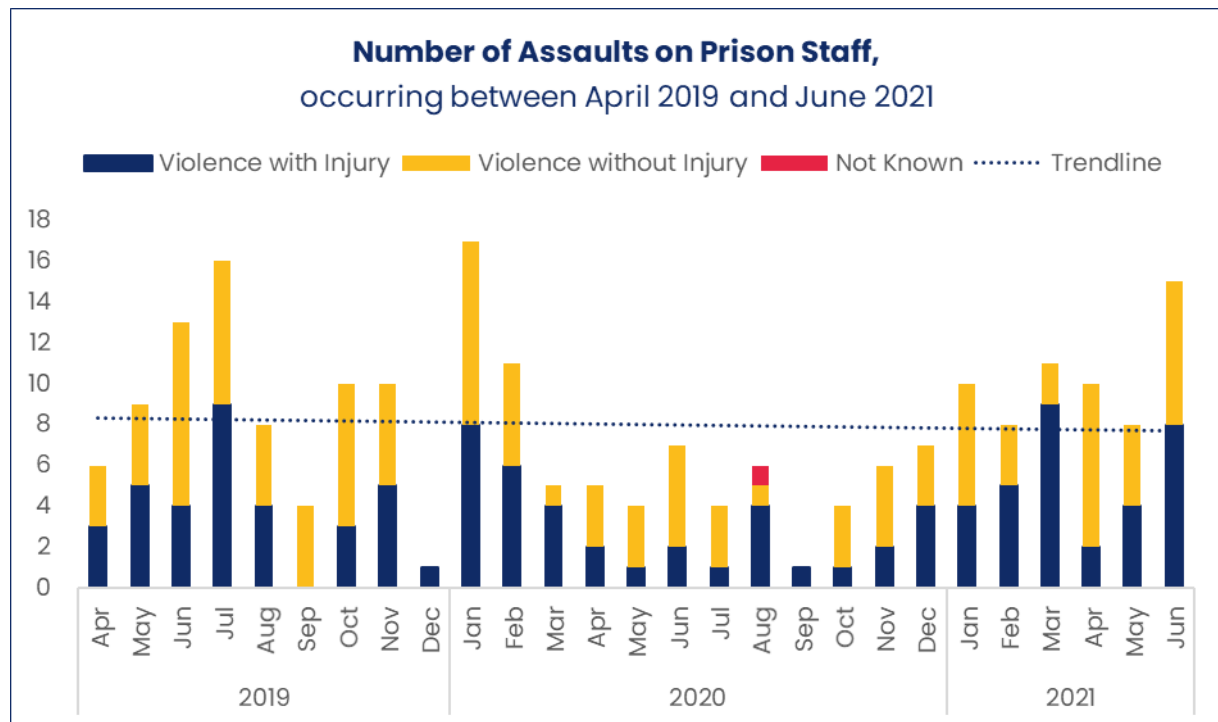


Figure 5. Assaults on Prison Staff, by Injury and Month Occurring

Police data has enabled the identity of some emergency worker victims to be recognised as prison staff. From April 2019 to June 2021, 216 incidents of assault against prison workers have been identified. Nearly half of all incidents (n=102 or 47%) were known to cause injury to the victim.

Table 5 provides a breakdown of known assaults on prison staff by region and whether injury was caused.

Table 5. Assaults on Prison staff, by Region and Injury (April 2019 to June 2021)

Region	Violence with Injury	Violence without Injury	Proportion in Region to Overall Assaults on Prison staff (%)
<i>South East Wales</i>	87	92	83%
<i>South West Wales</i>	12	21	15%
<i>North Wales</i>	3	0	1%



Emerging Trends

There has been a year-on-year increase in assaults on emergency workers as demonstrated in the overall figures. Recorded assaults on police continue to increase, with a year-on-year rise of 11% (up 181). December 2020 and May 2021 saw the highest volume of assaults on police. Previously assaults on medical workers remained consistent, however these now demonstrate a long-term rise when comparing the 12 months to June 2020 with the 12 months to June 2021. Incidents have increased by 35% (up 148) from 428 to 576, with April and May 2021 demonstrating the highest levels seen in the previous two years. Known assaults against fire and rescue crews and prison staff have remained consistent.

Incidents of assaults on emergency workers continue to rise during the COVID-19 pandemic where many other crimes saw a decline. Of data from Welsh police forces (excluding *South Wales Police*) and British Transport Police, there has been 69 known instances of assault on police following a COVID-19 breach. Comparing the nature of recorded assaults from financial year 2019-20 to 2020-21 shows a 13% increase in offences where an emergency worker has been spat at. There have also been 36 instances where an emergency worker has deliberately been coughed at; whilst it is not known if these were executed with the intention of spreading infection, it carries significant risk to victims.



Location Analysis

Location Types

Locations have been themed by type to generate an understanding of where assaults on emergency workers are most likely to take place. Of the 1,365 incidents taking place in 2021 (January to June), the top ten known location types are:

- Dwelling (n=341 or 25%)
- Street/public place (n=319 or 23%)
- Hospital (102 or 8%) and Mental Health Hospital/Unit (n=21)
- Police Station (n=99 or 7%)
- Prison (n=66 or 5%)
- Welsh Ambulance Call Centre (n=60 or 4% - verbal abuse only)
- Other Medical Setting (n=42 or 3%)
- Ambulance (n=28 or 2%)
- Retail (n=28 or 2%)
- Railway Station (n=21)

Comparing location types with the previous six months (July to December 2020) and the same period last year (January to June 2020) has shown a shift in incidents recorded at hospital premises, from 3% to 8% of all occurrences.

Incident Rates

In 2020-21, Merthyr Tydfil demonstrated the highest incident rate for emergency worker assaults at 1.67 per 1,000 population, a notable rise from 2019-20 at 1.04. Other areas above one are Cardiff (1.14 per 1,000 population) and Newport (1.07 per 1,000 population). The following table demonstrates the incident rate in each local authority area based on data available.



Table 6. Emergency Worker Assaults Incident Rates per 1,000 population, by Local Authority Area

Region and Local Authority Area	2019-20 Incident Rate (per 1,000 population³)	2020-21 Incident Rate (per 1,000 population⁴)	Year-on-year Increase ▲ /▼ Decrease
South East Wales			
<i>Blaenau Gwent</i>	0.44	0.57	▲ 0.13
<i>Bridgend</i>	0.94	0.91	▼ 0.03
<i>Caerphilly</i>	0.71	0.86	▲ 0.15
<i>Cardiff</i>	1.03	1.14	▲ 0.11
<i>Merthyr Tydfil</i>	1.04	1.67	▲ 0.63
<i>Monmouthshire</i>	0.43	0.18	▼ 0.25
<i>Newport</i>	1.13	1.07	▼ 0.06
<i>Rhondda Cynon Taff</i>	0.69	0.86	▲ 0.17
<i>Torfaen</i>	0.69	0.78	▲ 0.09
<i>Vale of Glamorgan</i>	0.79	0.55	▼ 0.24
South West Wales			
<i>Carmarthenshire</i>	0.54	0.72	▲ 0.18
<i>Neath Port Talbot</i>	0.44	0.51	▲ 0.07
<i>Pembrokeshire</i>	0.56	0.65	▲ 0.09
<i>Swansea</i>	0.62	0.63	▲ 0.01
Mid Wales			
<i>Ceredigion</i>	0.73	0.45	▼ 0.28
<i>Powys</i>	0.56	0.51	▼ 0.05
North Wales			
<i>Anglesey</i>	0.34	0.31	▼ 0.03
<i>Conwy</i>	0.37	0.51	▲ 0.14
<i>Denbighshire</i>	0.72	0.61	▼ 0.11
<i>Flintshire</i>	0.26	0.38	▲ 0.12
<i>Gwynedd</i>	0.51	0.54	▲ 0.03
<i>Wrexham</i>	0.55	0.55	No Change

Geographical Patterns

Cardiff continues to see the highest number of emergency worker assaults with 183 recorded from January to June 2021, accounting for 13% of all incidents, followed by Swansea (n=92 or 7%) and Rhondda Cynon Taff (n=91 or 7%), all of which are located in South East Wales. When compared with the same period in 2020⁴, the most incidents occurred in Cardiff and Rhondda Cynon Taff. However, there has been a shift as the second highest number of assaults were previously recorded in Newport.

The following table provides a breakdown of all identified assault on emergency worker incidents occurring in 2021⁵, by region and local authority area. The percentage against each local authority area is based on the total number of

³ Based on 2020 mid-year population estimate from Stats Wales (2021) Population estimates by local authority and year, accessed 18th August 2021, <https://statswales.gov.wales/>

⁴ 1st January to 30th June



assaults committed against the type of worker: police, medical, fire and rescue, prison, or emergency worker.

Table 7. Assaults on Emergency Workers, by Area and Type of Worker (January to June 2021)

Region and Local Authority Area	Police	Medical	Fire & Rescue	Prison	E/W*
South East Wales	413	130	12	53	34
<i>Blaenau Gwent</i>	1%	0.3%			
<i>Bridgend</i>	3%	2%		76%	9%
<i>Caerphilly</i>	7%	2%	14%		
<i>Cardiff</i>	15%	7%	9%	10%	36%
<i>Merthyr Tydfil</i>	2%	1%			
<i>Monmouthshire</i>	1%	0.3%			
<i>Newport</i>	5%	1%	9%		
<i>Rhondda Cynon Taff</i>	7%	3%	14%		23%
<i>Torfaen</i>	2%	1%	5%		
<i>Vale of Glamorgan</i>	1%	3%	5%		5%
<i>Unidentifiable LA</i>	0.1%	19%			5%
South West Wales	168	70	8	7	7
<i>Carmarthenshire</i>	5%	5%			
<i>Neath Port Talbot</i>	3%	2%	9%		
<i>Pembrokeshire</i>	4%	3%			
<i>Swansea</i>	7%	2%	27%	11%	16%
<i>Unidentifiable LA</i>		9%			
Mid Wales	71	8	1	-	-
<i>Ceredigion</i>	3%	0%			
<i>Powys</i>	5%	0%	5%		
<i>Unidentifiable LA</i>		2%			
Mid and South West Wales**	-	22	-	-	-
<i>Unidentifiable LA</i>		7%			
North Wales	256	50	1	2	3
<i>Anglesey</i>	2%	1%			
<i>Conwy</i>	4%	0.3%			
<i>Denbighshire</i>	6%	2%	5%		5%
<i>Flintshire</i>	5%				
<i>Gwynedd</i>	7%	1%			
<i>Wrexham</i>	5%	2%		3%	2%
<i>Unidentifiable LA</i>		10%			
Call Centre	-	42	-	-	-
<i>Unidentifiable LA</i>		13%			

*Emergency Worker (E/W) data has been supplied where the type of worker cannot be defined

**Based on incidents in Hywel Dda health board area and no further location data provided so it is not possible to determine the specific region i.e. South West Wales or Mid Wales



Hotspot Analysis

Location data (where available) has been mapped to identify hotspot areas where more than one assault on emergency worker incident has taken place between January and June 2021. The below map highlights the areas with the highest number of assaults on emergency workers.

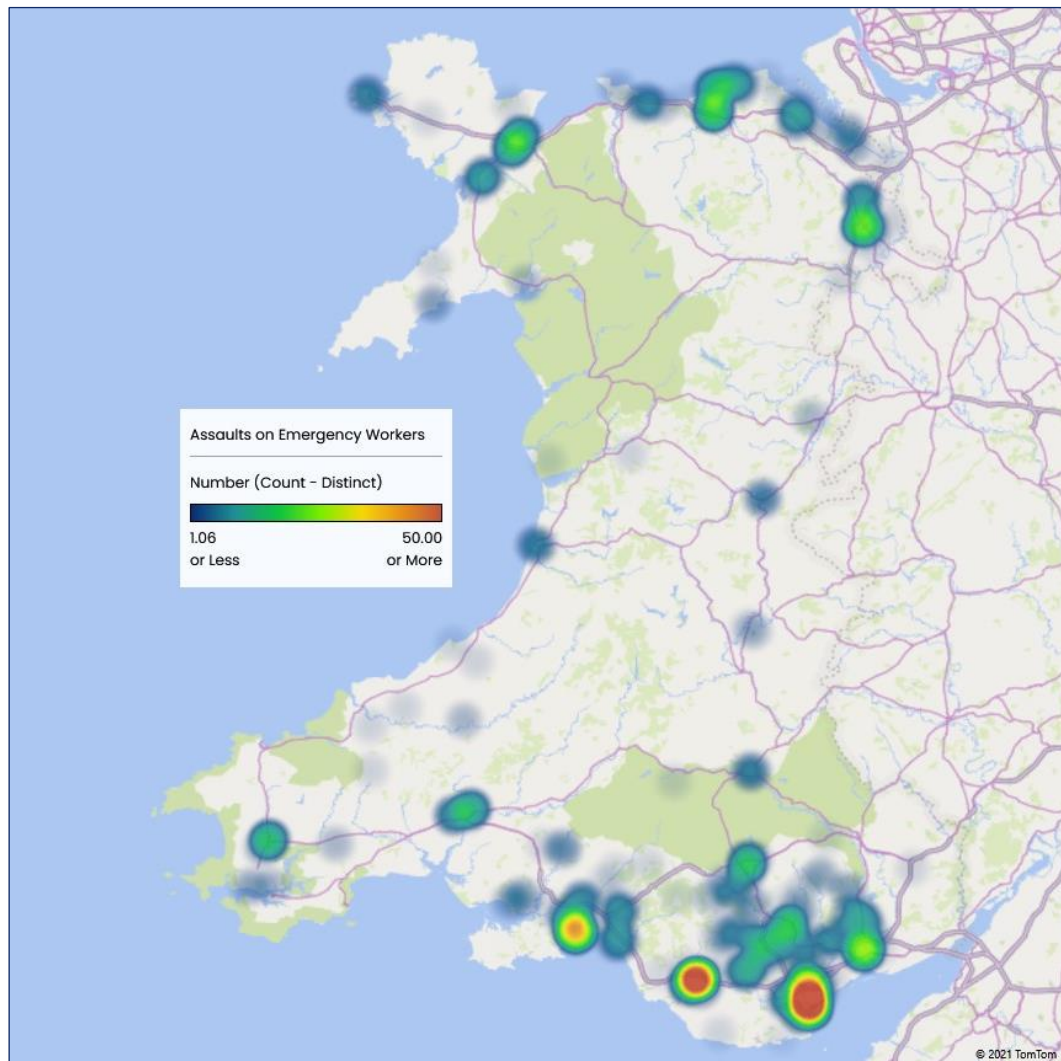


Figure 6. Hotspot Map: Assaults on Emergency Workers

The top three locations for emergency worker assaults are:

- **HMP & YOI Parc, Bridgend, South East Wales**
47 occurrences recorded at this location, all victims are prison staff
- **Cardiff Bay Police Station, Cardiff, South East Wales**
32 occurrences recorded at this location with 28 victims recorded as police, one custody detention officer, two custody nurses and one not known
- **University Hospital Wales, Cardiff, South East Wales**
23 occurrences recorded at this location. 17 victims are medical staff and six are police constables.



Police

The following heatmap shows the frequency of localities where police assaults took place between January and June 2021.

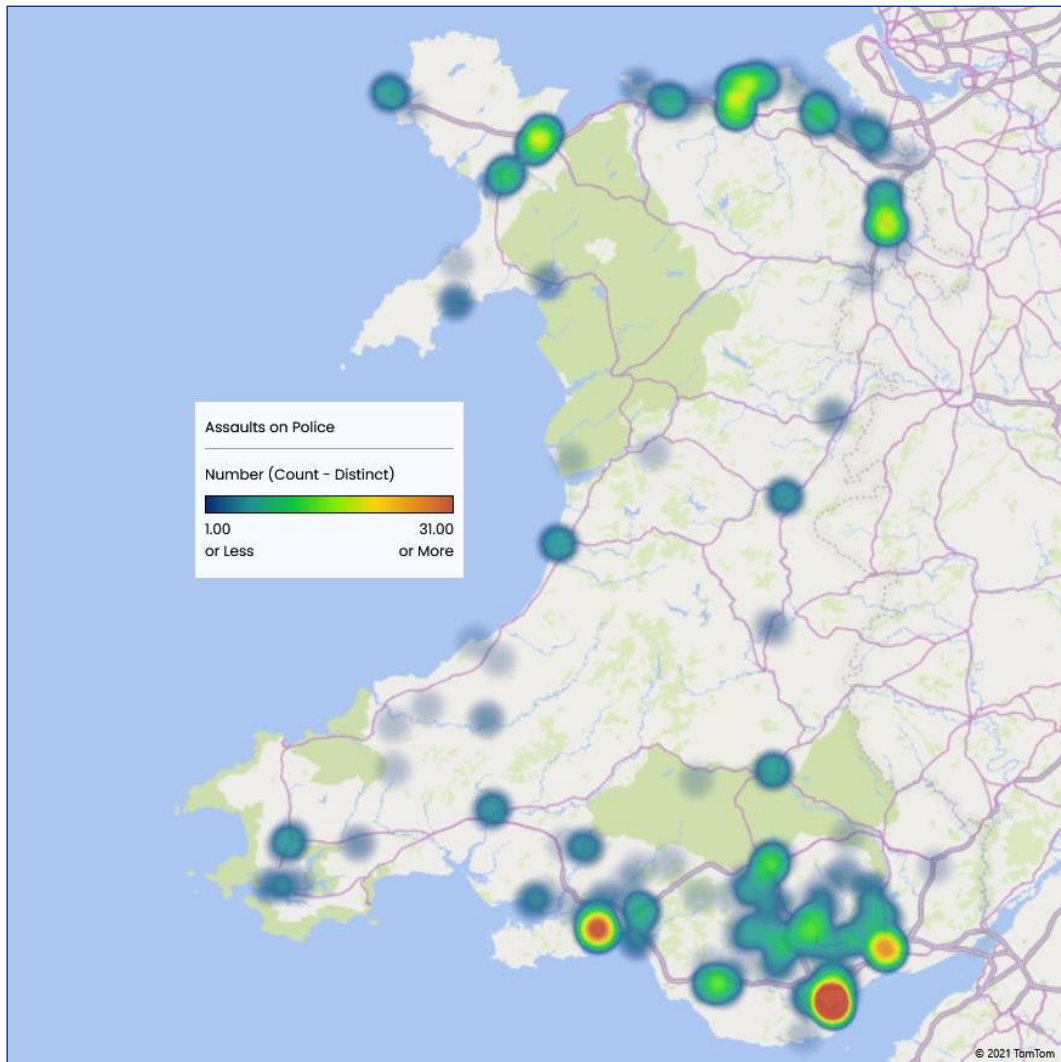


Figure 7. Hotspot Map: Assaults on Police

The locations with the highest recorded police assaults are:

- **Cardiff Bay Police Station, Cardiff**, South East Wales
31 occurrences (injury caused in six)
- **Swansea Central Police Station, Swansea**, South West Wales
14 occurrences (injury caused in three)
- **Ystrad Mynach Police Station, Caerphilly**, South East Wales
10 occurrences (injury caused in one)



Medical Workers

The following heatmap demonstrates locations where more than one medical worker assault has taken place. This only includes medical workers identified by the data provider(s) and does not include occurrences provided by *Welsh Ambulance Service* as location data was not supplied.

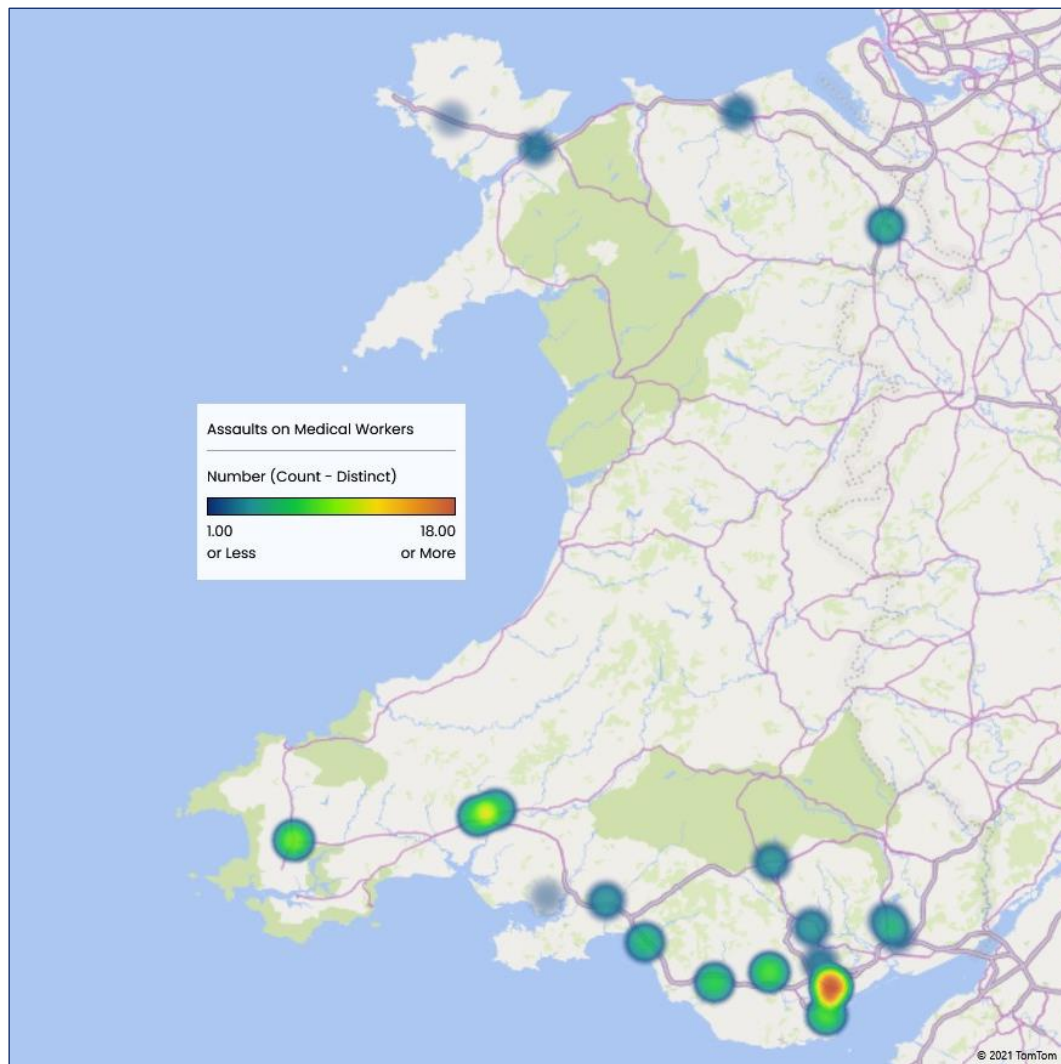


Figure 8. Hotspot Map: Assaults on Medical Workers

The locations with the highest number of assaults on medical workers are all hospitals:

- **University Hospital Wales, Cardiff**, South East Wales
17 occurrences (injury caused in six)
- **University Hospital Llandough, Penarth**, South East Wales
Eight occurrences (injury caused in six)
- **St David's Hospital, Carmarthen**, South West Wales
Eight occurrences (no known injury caused)



Fire and Rescue

There are no known sites where there has been more than one assault on fire and rescue crews between January and June 2021. However, four occurrences have taken place in the Portmead district, Swansea, as shown in the below map:

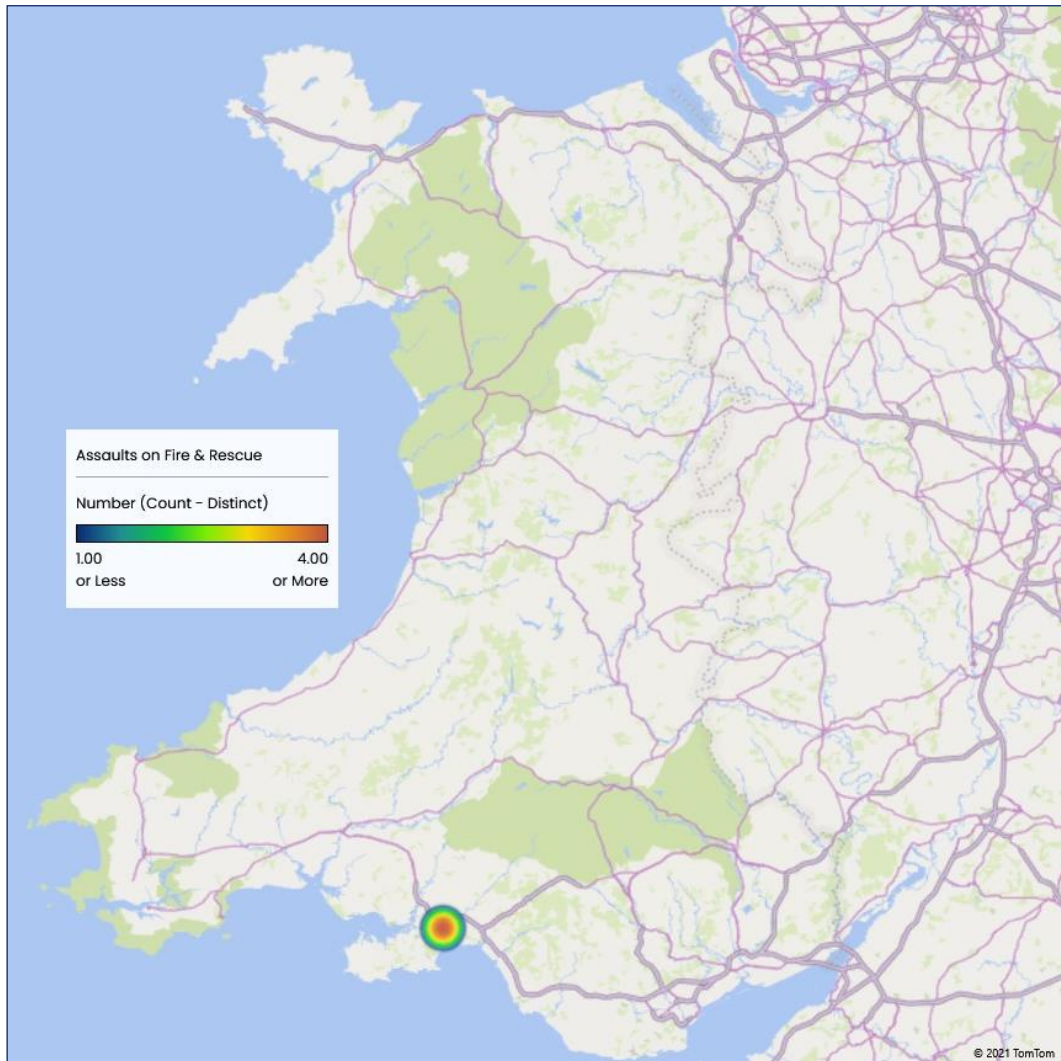


Figure 9. Hotspot Map: Assaults on Fire and Rescue



Prison Staff

This heatmap demonstrates locations in where more than one assault on prison staff has taken place, the majority of which are identified in South East Wales.

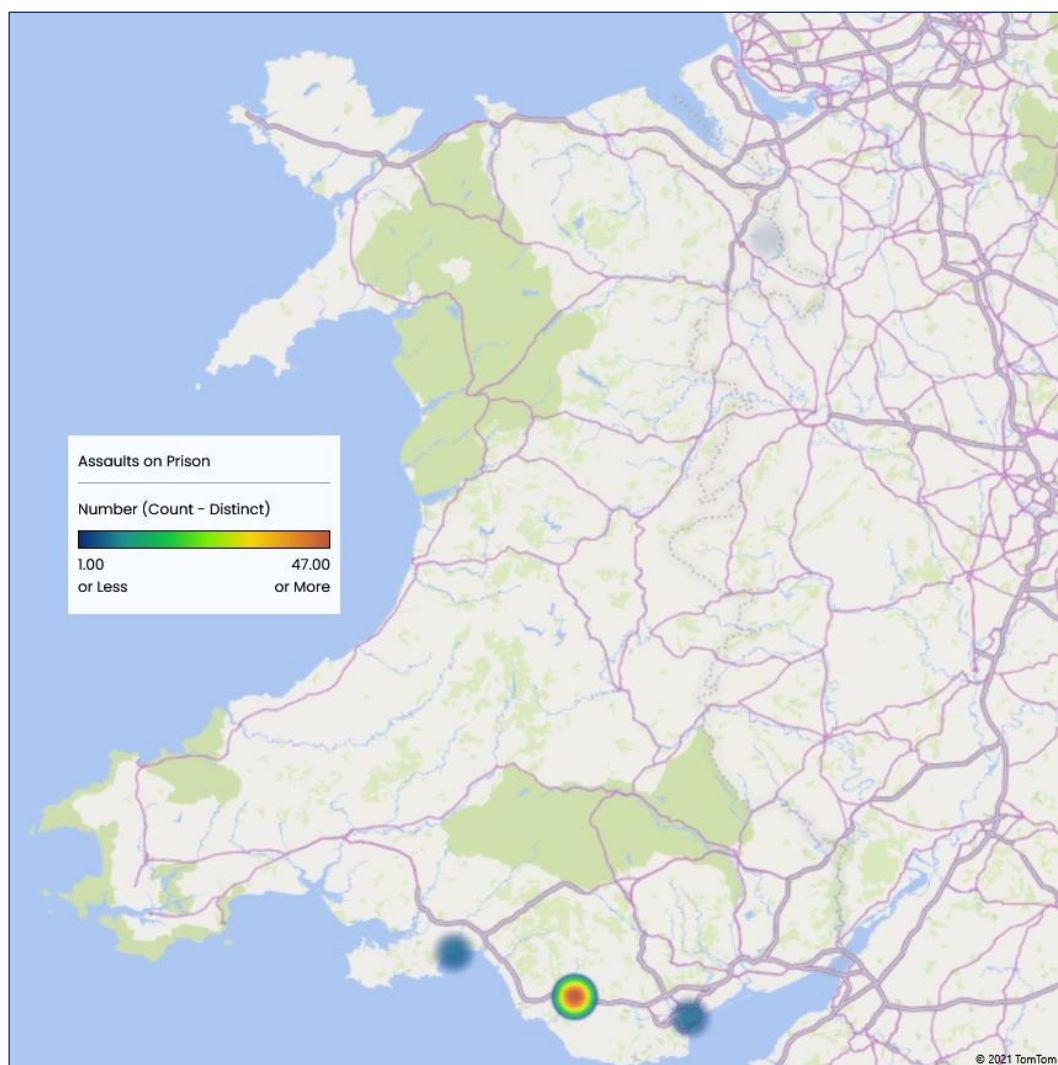


Figure 10. Hotspot Map: Assaults on Prison Staff

- **HMP & YOI Parc, Bridgend**, South East Wales
47 occurrences (injury caused in 23)
- **HMP Swansea**, South West Wales
Six occurrences (injury caused in two)
- **HMP Cardiff**, South East Wales
Six occurrences (injury caused in four)



Incident Circumstances

Initial Incident Response

Crewing

Reports⁵ suggest there is concern that single crewing (solo deployment) or lone working may present as a risk factor for emergency workers. A study by Elliott-Davies *et al.*⁶ posed the notion that double crewing may even act as defence against violence to police officers. GMB Union⁷ state that lone working presents an 'unnecessarily elevated risk' to ambulance workers.

Deployment history is known for 316 incidents that took place from January to June 2021, 285 (90%) were double crewed, fully crewed (i.e. fire and rescue), or assisted at the scene. Injury was caused in 32% (n=100). 31 individuals were identified as single crewed by *British Transport Police*, *Gwent Police* and *South Wales Police*, 13 of which resulted in injury to the victims.

As previously reported, data findings present no known correlation between single crewing and whether this has been a greater risk factor to emergency workers. However, this is based on a small sample due to data limitations.

Peak Day and Time Analysis

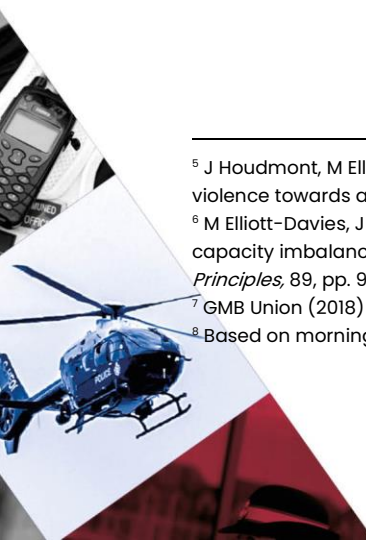
The following graph (figure 11) demonstrates the most frequent days and times⁸ when emergency worker assaults occur, broken down by violence with or without injury. The solid lines depict the pattern in 2021 (January to June) whilst the dashed line presents the same six-month period in 2020.

⁵ J Houdmont, M Elliott-Davies & J Donnelly (2019) 'Single crewing in English and Welsh policing: frequency and associations with violence towards and injuries in officers', *Policing and Society*, 29(7), pp. 820-833

⁶ M Elliott-Davies, J Donnelly, F Boag-Munroe, D Van Mechelen (2016) 'Getting a battering: The perceived impact of demand and capacity imbalance within the Police Service of England & Wales: A qualitative review', *The Police Journal: Theory, Practice and Principles*, 89, pp. 93-116

⁷ GMB Union (2018) 'In Harm's Way', accessed 08/02/2021, <https://www.gmb.org.uk/>

⁸ Based on morning (04:00-11:59); afternoon (12:00-19:59); night (20:00-03:59)



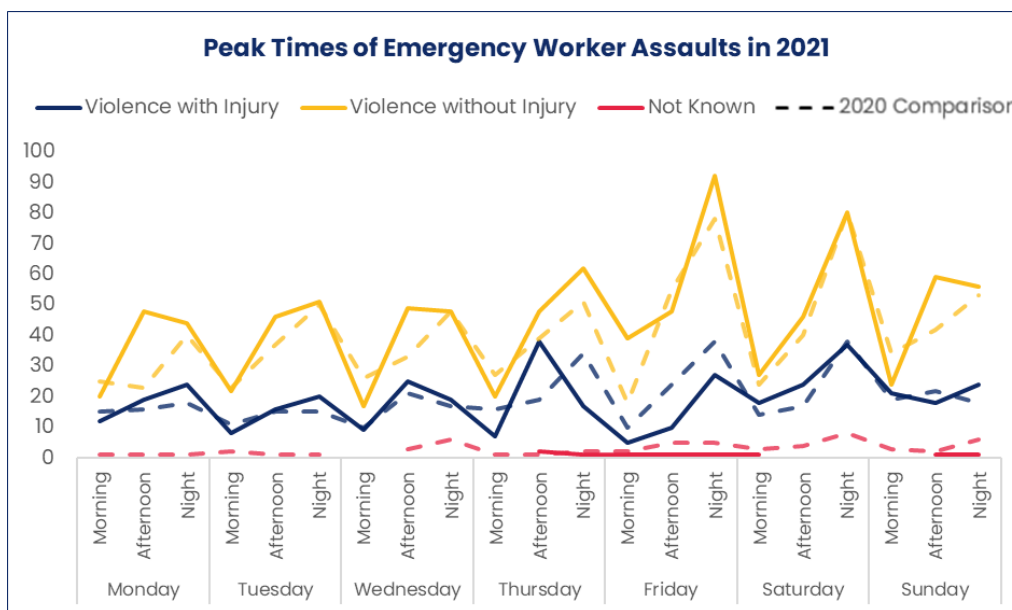


Figure 11. Emergency Worker Assaults, by Time and Day of Week

Comparing January to June 2021 with the same period in 2020 follows a similar pattern, with Friday and Saturday nights consistently presenting the highest number of emergency worker assaults, accounting for 18% of incidents. Alcohol is a significant influence for assaults occurring on Friday and Saturday nights, identified as an impact factor in 50% (n=119) of these incidents.

Peak times demonstrate variance by type of emergency worker. Assaults on police occur most frequently at night, with the highest number of offences committed at weekends. Previously, assaults on medical staff had a consistent daily average. In 2021, this has shifted to more assaults occurring at weekends, accounting for 41% of all assaults on medical workers (n=133). Assaults on prison staff do not present any identifiable patterns based on day of the week, however most incidents occur during the afternoon and early evening (between 12:00-19:59), accounting for 76% (n=44) of occurrences. There are no identifiable peak times for fire and rescue worker victims of assault.



Offender Characteristics

Demographics

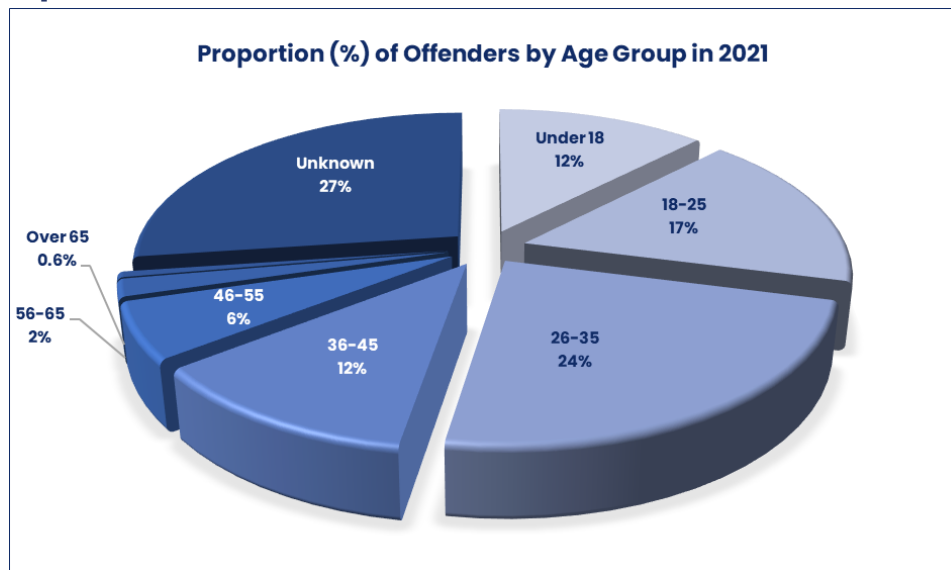


Figure 12. Offenders by Age Group (January to June 2021)

Based on 2021 data⁹, the most prolific offenders of all identified emergency worker assaults are those aged 26-35 years old, accounting for 24% (n=322). This is followed by the 18-25 years old age group, making up 17% (n=228) of assaults. This demonstrates a change from the same six-month period in 2020, which saw 24% (n=308) emergency worker assaults committed by 18-25-year-olds. This shift may be influenced by the 27% (n=371) of incidents that did not record an offender age or was not supplied by the data provider, an increase from 18% (230 incidents) in 2020¹⁰. Where the offender age group is known, the proportion difference between those where injury was or was not caused has been reviewed in table 8.

Table 8. Offenders, by Age Group and Injury (January to June 2021)

Age Group	Violence with Injury	Proportion (%)	Violence without Injury	Proportion (%)
Under 18	48	14%	115	18%
18-25	79	23%	147	23%
26-35	106	31%	212	33%
36-45	70	21%	92	14%
46-55	29	9%	52	8%
56-65	7	2%	18	3%
Over 65	2	1%	6	1%
Not Provided/Unknown	59	-	310	-

*13 incidents could not be determined as violence with or without injury and have not been included in the above table.

⁹ 1st January to 30th June

2021 presented a lower proportion of 18-25-year-olds and 26-35-year-olds known to cause injury as a result of an assault on emergency worker, however those under 18 years old rose from a proportion of 9% to 14% (up 14 incidents).

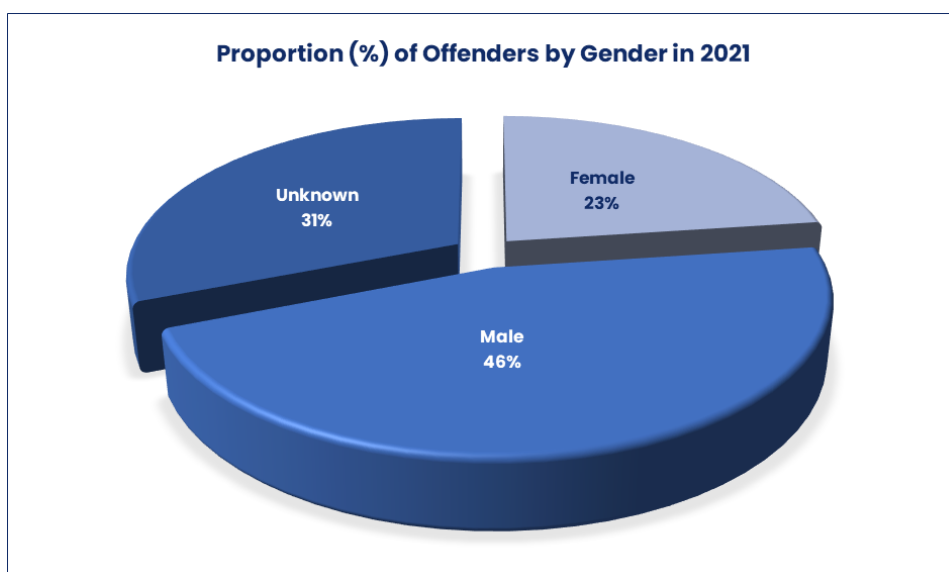


Figure 13. Offenders by Gender (January to June 2021)

The above chart shows the proportion of offenders by gender. 31% (n=423) of emergency worker assaults have not recorded an offender’s gender or this has not been supplied by the data provider, a higher proportion to the same period in 2020 at 17%.

There are slight proportional variances in offender gender when comparing whether injury was caused to the victim. Where the offender’s gender is known and injury was caused to the victim, 31% (n=100) are female and 69% (n=224) male. Where no physical injury was caused, 34% (n=210) of offenders are female and 66% (n=403) are male.

Repeat Offending

Data from January to June 2021 has been provided by *Gwent Police* and *South Wales Police* to identify repeat offending of emergency worker assaults. Whilst this is a small sample and does not represent Wales as a whole, it provides an indication of repeat offender characteristics.

South Wales Police recorded 344 unique offenders for a total of 475 offences occurring between January and June 2021, including 97 offenders who assaulted more than one emergency worker victim, which can include those taking place at the same incident.



Further analysis shows 29 offenders have gone on to commit more than one emergency worker assault offence on separate occasions within the previous six months, accounting for 8% of offenders. Mental health is a known factor in half (n=14) of these repeat offenders. Similarly, alcohol is a contributing factor for half of offenders (n=14), four of which also have a mental health condition. Table 9 shows a breakdown of demographics for these repeat offenders.

Table 9. Repeat Offending Demographics, South Wales data (January to June 2021)

Age Group	Female	Male
<i>Under 18</i>	1	3
<i>18-25</i>	3	9
<i>26-35</i>	2	7
<i>36-45</i>	0	2
<i>46-55</i>	1	1

One individual (female, under 18 years old) committed four offences against emergency workers on four separate occasions in the past six months. Mental health is a known impact factor and injury was caused to victims on two occasions.

Gwent Police recorded 110 unique offenders for a total of 158 offences occurring between January and June 2021. This includes 35 offenders who assaulted more than one emergency worker victim, which can include those offences occurring at the same incident.

Findings show that nine offenders have committed assault against emergency workers on more than one occasion over the past six months. Whilst lower in volume, as with data from *South Wales Police* incidents, these repeats account for 8% of offenders. Mental health is a contributing factor for five of the nine offenders and alcohol in one.

The following table presents the demographics of these repeat offenders.

Table 10. Repeat Offending Demographics, South Wales data (January to June 2021)

Age Group	Female	Male
<i>Under 18</i>	2	0
<i>18-25</i>	0	3
<i>26-35</i>	0	3
<i>36-45</i>	0	0
<i>46-55</i>	1	0

Similarly, to the findings from *South Wales Police* data, the repeat offender in Gwent committing the highest frequency of emergency worker assaults in the previous six months is an under 18-year-old female. However, mental health is not known to be a contributing factor.



Nature of Assault

There are varying degrees of assault committed against emergency workers, from common assault (i.e. verbal threat, spitting, shoving), ABH, to extremely serious, premediated or inflicting attacks involving GBH (i.e. stabbing).

Descriptions of assaults from partner agencies have been themed in the following categories: kicked; pushed; punched; elbowed; kneed; slapped; hit; headbutted; grabbed; thrown to floor; bitten; scratched; coughed at; spat at; used object/thrown object at; driven at; use of/threat of weapon; verbal threat/abuse; and, other. In 2021, 487 incidents supplied did not provide information on the nature of assault and therefore cannot be included within this section.

Over the previous six months (January to June 2021), the top five most common types of assault committed on emergency workers are kicking (n=193), verbal abuse (n=190), spitting (n=130), punching (n=118) and pushing/shoving (n=87). This follows the same trend as the previous year, except for biting which was the fifth most prevalent type of assault recorded. 131 (of 1,365) incidents recorded more than one type of assault on the victim.

The type of assaults causing injury continues along the same trend as last year. Of the 400 known assaults where injury was caused to the victim (January to June 2021), the highest numbers come from kicking (n=60), punching (n=37), biting (n=34) and pushing/shoving (n=34).

21 incidents have been identified where a weapon has been used or threatened to be used, four of which caused injury to the victim.

Since the start of the COVID-19 pandemic in March 2020, 36 known incidents have been observed where an emergency worker has deliberately been coughed at, risking transmission of the disease.



Impact Factors

Contributing factors to assaults on emergency workers can impact on the nature and level of the assault. Key findings from incidents occurring from January to June 2021 have been detailed in the following subsections:

Alcohol

Alcohol is the largest known contributing factor of assaults on emergency workers. 445 incidents in 2021 (January to June) are known to relate to alcohol intoxication, a slight decline from the same period in 2020, down 7% or 31 less incidents. Known injury was caused to the victim in 27% (n=120) of these incidents.

There is a proportional difference when reviewing alcohol as a factor by type of emergency worker. Of 915 known assaults on police in 2021, 38% (n=348) regard alcohol as a factor (*Gwent Police* = 63; *South Wales Police* = 92; *Dyfed Powys Police* = 85; *North Wales Police* = 103; *British Transport Police* = 5). Nearly a third (30% or 104 incidents) of alcohol-related assaults on police have resulted in injury to the victim. 28% (n=91) of assaults on medical workers identified alcohol as an issue, more than half (62% or 56 incidents) of which injury was caused as a result of the assault. Information of contributing factors to assaults on fire and rescue service workers is limited, with no known incidents relating to alcohol in 2021.

Mental Health

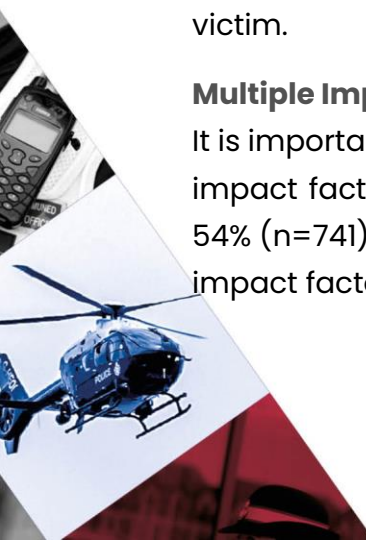
Mental health/psychological disorders are known to be a contributing factor in 15% (n=204) of emergency worker assaults, consistent with the previous year. The proportion is much higher for medical workers, with 33% (n=105) of these assaults noting mental health as a factor, 32 of which resulted in injury. 10% (n=93) of assaults on police recorded mental health as an impact factor, with 26 resulting in injury to the victim.

Drugs

Offenders are believed to be under the influence of drugs in 9% (n=122) of emergency worker assaults, the same figure seen last year. This is a known factor in 16% (n=52) of assaults on medical workers, four of which resulted in injury. Drugs are a known factor in 8% (n=69) of police assaults, with 20 resulting in injury to the victim.

Multiple Impact Factors

It is important to consider that 13% (n=183) of incidents in 2021 have more than one impact factor which demonstrates the challenges faced by emergency workers. 54% (n=741) of instances of emergency worker assault either do not have a known impact factor or this has not been supplied by the data provider.



Outcomes

50% (n=676) of emergency worker assaults occurring between January and June 2021 have already resulted in a positive¹⁰ outcome. 4% (n=54) have a neutral/other¹¹ outcome and 7% (n=94) led to a negative/other¹² outcome. The following table presents this by outcome type:

Table 11. Outcomes by Type, for offences committed January to June 2021

Outcome Type	Total
01. Charged/Summoned/Postal Requisition	601
02. Youth Caution	3
03. Adult Caution	37
05. Offender has died	2
08. Community Resolution/Youth Restorative Disposal	33
10. Police - formal action not in public interest	6
11. Prosecution prevented - suspect under age	1
12. Named suspect too ill to prosecute	13
15. Police - named suspect, victim supports but evidential difficulties	51
16. Victim declines/withdraws support - named suspect identified.	54
18. Investigation complete no suspect identified	2
20. Further action by other body/agency	8
21. Police - named suspect, investigation not in the public interest	6
22. Diversionary, educational or intervention activity, not in public interest to take further	6
New/Under Investigation	314
Cancelled/Transferred	16

*Outcome data is correct as of July 2021. A total of 212 incidents have not been counted in the above table as the outcome is not known or were not reported as a crime

When reviewing outcomes by worker, there is a shift in the proportion of positive outcomes.

¹⁰ Positive/Criminal Justice outcome: charge/summons, caution, community resolution, restorative disposal

¹¹ Neutral/Other outcome: 16. Victim declines/withdraws support – named suspect identified

¹² Negative/Other outcome: Outcomes 10–22, excluding outcome 16



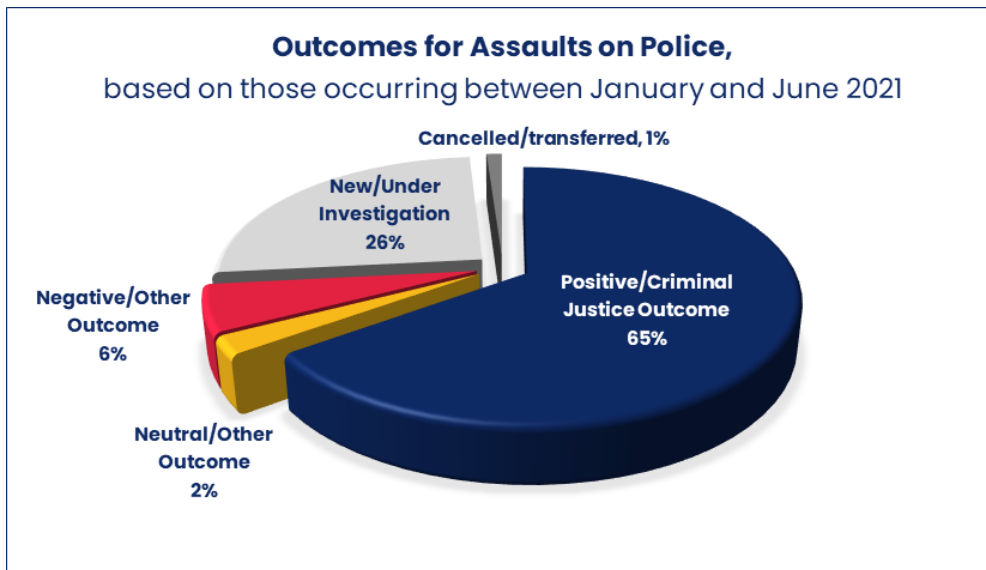


Figure 14. Outcomes for Assaults on Police (January to June 2021)

Based on incidents with a known outcome, 65% (n=596) of assaults on police result in a positive outcome, whilst 37% (n=51) of assaults on medical workers led to a positive outcome. There is also a contrast on the proportion of incidents where the victim has withdrawn their support (neutral/other outcome), as can be seen in figure 15. This is the case in 21% (n=29) of medical worker assaults with a known outcome, compared to 2% (n=21) of police assaults.

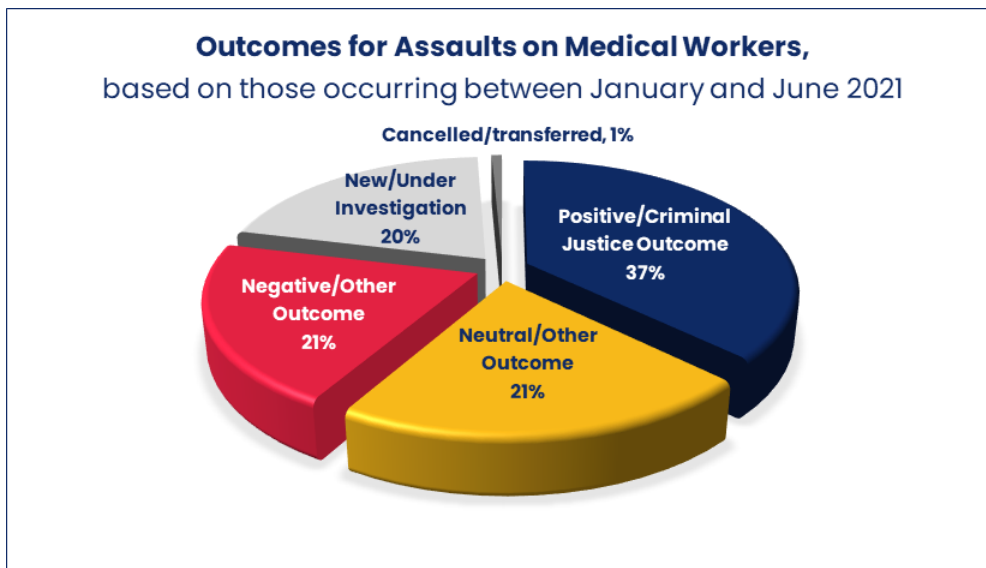


Figure 15. Outcomes for Assaults on Medical Workers (January to June 2021)



Of 62 assaults on prison staff between January and June 2021, 17 have already led to a positive outcome and half (n=30) remain under investigation. The following pie chart in figure 16 shows each proportion.

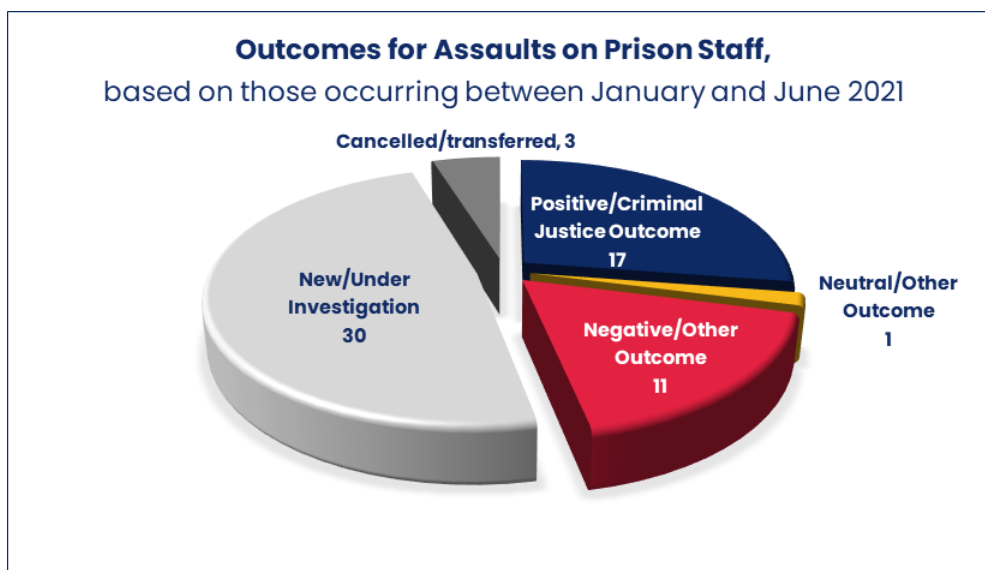


Figure 16. Outcomes for Assaults on Prison Staff (January to June 2021)

There are no known outcomes for assaults on fire and rescue crews in 2021.



Recommendations

Underreporting and inconsistent recording of emergency worker assaults continues to be an issue as it means the true scale of this problem remains unknown. This includes verbal abuse and the impact of this on victims, as this often goes unreported. It is also known that some emergency worker assaults are recorded as general assault offences meaning they are challenging to capture. Improvements in crime recording could reduce this risk.

As there is less information known about certain emergency workers, including but not limited to *NHS Trust, HM Prison Service, Ministry of Defence* and *Maritime and Coastguard Agency*, collaboration with further partner agencies will be considered for future reports to generate a better understanding of victims.



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

**MINUTES OF A MEETING OF THE PUBLIC SERVICE BOARD HELD AT BY TEAMS
ON FRIDAY, 30 JULY 2021**

1. ATTENDANCE AND APOLOGIES

In Attendance:

County Councillor Rosemarie Harris (PCC) (In the Chair)
 Stuart Bourne (Director of Public Health PTHB)
 Gavin Bown (NRW)
 Assistant Chief Fire Officer Iwan Cray (Mid and West Wales Fire and Rescue Service)
 Superintendent Steve Davies (Dyfed Powys Police)
 Stephen Glasson (HM Prisons and Probation Service)
 Christine Harley (HM Prisons and Probation Service)
 Vivienne Harpwood (PTHB)
 Melissa Lobb (HM Prisons and Probation Service)
 Hugh Patrick (One Voice Wales)
 Councillor John Powell (Brecon Town Council)
 Derrick Pugh (One Voice Wales)
 Amy Richmond-Jones (Mid and West Wales Fire and Rescue Service)
 Carol Shillabeer (Chief Executive PTHB)

Supporting:

Steve Boyd (PCC)
 Catherine James (PCC)
 Rhian Jones (PCC)
 Emma Palmer (PCC)

Apologies

Nigel Brinn (Executive Director Economy and Environment PCC)
 Carl Cooper (Chief Executive PAVO)
 Councillor Kelvyn Curry (Mid and West Wales Fire and Rescue Authority)
 Chief Inspector Jacqui Lovatt (Dyfed Powys Police)
 Alison Perry (Office of the Police and Crime Commissioner)
 Claire Rumsby (Department of Work and Pensions)
 Caroline Turner (Chief Executive PCC)

2. PSB ANNUAL PERFORMANCE REPORT 2020-2021

The Board received the Annual Performance report for 2020 – 2021. There was a legal requirement to publish the report online and all partners were asked to publish it on their websites.

It was confirmed that the report was consistent with last year's and that the Future Generations Commissioner would review it and provide feedback. Any feedback from the Commissioner would be considered to see if there were any areas of the report to strengthen. The Commissioner would be invited to a future meeting.

The Chair noted that it had been a very challenging year which had underlined the importance of partnership working. She thanked everyone for their contributions.

3. TOWN AND COMMUNITY COUNCILS ANNUAL REPORTS

Councillor John Powell of Brecon Town Council presented the Council's annual report for 2020 – 2021 which detailed the actions taken to meet well-being objectives. The four local objectives mirrored the PSB's objectives of Economy, Environment, Healthy and Communities. He noted that the pandemic had impacted on the Council causing the cancellation of a number of planned events.

Councillor Powell was asked if the Town Council had any further plans on carbon reduction and energy usage and he advised that they had been working with the National Park Authority on environmental schemes such as water collection and the installation of swift boxes. It was noted that it would be helpful if Town Councils considered the 12 well-being steps so there was an alignment of resources to maximise outcomes.

The Probation Service advised that they would welcome the opportunity to work with the Town Council on schemes with offenders sentenced to carry out unpaid work and the Leader asked that this offer be forwarded to all Town Councils.

The Leader thanked Councillor Powell for his presentation and for the Town Council's help with enabling weekend opening at Y Gaer.

The Board also received the report from Ystradgynlais Town Council. The Leader asked that the One Voice Wales representatives contact the other town councils so that their reports were available the next meeting.

4. UNIFIED MODEL FOR THE DELIVERY OF PROBATION SERVICES IN ENGLAND AND WALES

Christine Harley, Melissa Lobb and Stephen Glasson from the Probation Service gave a presentation on community sentences. The Probation Service was keen to work with communities and organisations with offenders sentenced to carry out unpaid work so that there were tangible benefits to both communities and offenders. They offered to come to meetings of town and community councils and organisations to speak about community sentences. It was agreed to forward the presentation and contact details.

5. WELL-BEING STEPS - QUARTER 1 2021-2022 HIGHLIGHT REPORTS

The Board received the highlight reports for Quarter 1. Step Leads were asked to update and set out markers for delivery for the rest of the year. Updates were missing for Steps 2, 7 and 8. This would be followed up outside the meeting.

Step 1 – there had been no significant achievements in quarter 1.

Step 2 – the National Park Authority was the lead for Step 2 but if they were no longer able to lead on it the County Council would be looking to other partners it take it on.

Step 7 - Welsh Government had been the lead but PCC had picked it up. Emma Palmer would raise with Nigel Brinn outside the meeting.

Step 8 – NRW was the lead and Gavin Bown advised that work was progressing and the group had been re-established.

Scrutiny Recommendations

The PSB Scrutiny Committee had made a number of observations and recommendations which step leads were asked to consider.

Step 3 – the group would need to consider the comment regarding no mention of safe routes to schools.

Step 4 – the PCC Head of Digital would pick up the comment regarding lack of Welsh Government representation on the Digital Businesses group.

Step 7 – Emma Palmer would write to Welsh Government to ask for representation on the group.

It was agreed to ask respective Step Leads to consider if they accepted the Scrutiny Committee's comments and co-ordinate a response.

6.	OUTCOMES AND PROGRESS FOLLOWING PSB RECOVERY WORKSHOP ON 28TH JUNE 2021 - 'A FOCUS ON POVERTY'.
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The workshop had been held on 28 June, chaired by Professor Vivienne Harpwood. Four priority actions had been agreed:

1. PCC to lead on a promotional campaign utilising PCC communications and partners' communications on support available.
2. One Voice Wales Board to co-ordinate a scheme for distributing excess fruit and vegetables.
3. Member development session to be arranged on the support available. Citizens Advice Powys and the DWP were leading on this.
4. All partners to take back recommendations to their organisations to ensure measures to alleviate poverty are embedded in their policies.

PCC had held a meeting with Town and Community Councils on 19 July and had briefed them on the outcome of the workshop and the agreed priority actions.

Hugh Patrick advised that One Voice Wales had disseminated the information to individual Councils for them to respond. It was noted that Welshpool Town Council were intending to establish a sharing community. This was a good example of local practical action and it would be important to pick this up in the narrative of the Well-Being Plan.

7.	UPDATE ON WELL-BEING ASSESSMENT PROGRESS
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The Board received an update on the Well-Being Assessment. The Well-Being Survey was closing on 31 July and so far there had been 465 responses. The draft Assessment would be ready by the end of September and would be tested and refined in October before going out for consultation for 6 weeks starting in November.

The Board agreed that a workshop should be arranged in October to look at the draft Well-Being Assessment to agree what themes and priorities should be focused on.

Partners would be given access to the Power BI site where the details were held.

8.	REPORTS FOR INFORMATION
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The Board received a report from NRW setting out sources of funding available which they were happy for partners to share.

9.	MINUTES AND MATTERS ARISING
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The minutes of the last meeting held on 29 April 2021 were agreed as a correct record subject to the correction of a number of typos.

10.	ANY OTHER BUSINESS
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None

11.	DATES OF 2021 PSB MEETINGS
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The next meeting would be held on 3rd November 2021.

County Councillor M R Harris (Chair)