

Pecyn Dogfennau Cyhoeddus

Pwyllgor Craffu Dysgu a Sgiliau

Man Cyfarfod
By Zoom

Dyddiad y Cyfarfod
Dydd Mercher, 14 Rhagfyr 2022

Amser y Cyfarfod
2.00 pm

I gael rhagor o wybodaeth cysylltwch â
**Wyn Richards, Rheolwr Craffu a
Phennaeth Gwasanaethau
Democrataidd**

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Neuadd Y Sir
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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.	YMDDIHEURIADAU
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Derbyn ymddiheuriadau am absenoldeb.

2.	DATGANIADAU O FUDD
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Derbyn unrhyw ddatganiadau o fudd gan Aelodau mewn perthynas ag eitemau i'w trafod yn y cyfarfod.

3.	DATGANIADAU CHWIPIAU PLAID
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Derbyn datganiadau ynglyn â gwaharddiad chwip plaid a gyflwynwyd i Aelod mewn perthynas â'r cyfarfod yn unol ag Adran 78 (3) Mesur Llywodraeth Leol 2001.

(D.S: atgoffir yr Aelodau, dan Adran 78, na all Aelodau sydd wedi derbyn gwaharddiad chwip plaid bleidleisio ar fater gerbron y Pwyllgor.

4.	COFNODION
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Awdurdodi'r Cadeirydd i lofnodi cofnodion y cyfarfodydd canlynol fel cofnod cywir:
29-06-2022
15-07-2022
28-09-2022

(Tudalennau 1 - 36)

5.	CHWARTER 2 / 2022-23 – PERFFORMIAD, CYLLID A RISG
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5.1. Adroddiad Perfformiad Ch2

Profforma Perfformiad.

Dyma ddolen i'r adroddiad perfformiad.

[Performance Report](#)

(Tudalennau 37 - 38)

5.2. Adroddiad cyllid Ch2

Derbyn ac ystyried adroddiad yr Aelod Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol.

(Tudalennau 39 - 66)

5.3. Adroddiad Risg Ch. 2

Derbyn ac ystyried adroddiad yr Aelod Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol.

(Tudalennau 67 - 100)

6.	LLANFIHANGEL RHYDITHON – DARPARIAETH CYFRWNG CYMRAEG
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Derbyn ac ystyried adroddiad yr Aelod Cabinet ar gyfer Powys sy'n Dysgu.

(I Ddilyn)

7.	ADOLYGIAD ARDAL CRUGHYWEL
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Derbyn ac ystyried adroddiad yr Aelod Cabinet ar gyfer Powys sy'n Dysgu.

(I Ddilyn)

8.	RHAGLEN WAITH
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Nodi blaenraglen waith y Pwyllgor.

(Tudalennau 101 - 102)

Cyfle i'r Pwyllgor fyfyrto

Ar ddiwedd y cyfarfod, gofynnir i'r Pwyllgor dreulio 5 – 10 munud yn myfyrto ar y cyfarfod heddiw.

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

MINUTES OF A MEETING OF THE LEARNING AND SKILLS SCRUTINY COMMITTEE HELD AT BY ZOOM ON WEDNESDAY, 29 JUNE 2022

PRESENT: County Councillor R G Thomas (Chair)
County Councillors M Beecham, A W Davies, B Davies, G D Jones, A Kennerley, C Kenyon-Wade, I McIntosh, L Roberts, L Rijnenberg, J Thorp, G Morgan.
Co-Opted Members: K. Chedgzoy, S. Davies and M Evitts

Cabinet Portfolio Holders In Attendance: D A Thomas (Cabinet Member for Finance and Corporate Transformation) and P Roberts (Cabinet member for a Learning Powys)

Officers: Marianne Evans (Senior Manager - Education Services), S Llewellyn (Service Manager for Curriculum for Wales and Professional Learning), Emma Palmer (Director of Corporate Services), Mari Thomas (Finance Manager), Georgie Bevan (Head of Education), Caroline Turner (Chief Executive), Lynette Lovell (Director of Education and Children), Eurig Towns (Senior Challenge Advisor) and Wyn Richards (Scrutiny Manager and Head of Democratic Services)

1. ELECTION OF VICE-CHAIR

As there were no nominations received for Vice-Chair it was:

RESOLVED that the appointment of a Vice-Chair be deferred until the Autumn 2022.

2. APOLOGIES

Apologies for absence were received from County Councillors D Meredith and S J Beecham.

3. DISCLOSURES OF INTEREST

The Committee received the following declarations of interest from Members:

Item 8 – Llanbedr Church In Wales School:
County Councillor M Beecham, declared a personal and prejudicial interest as a parent of a child attending Llanbedr School.

4. DECLARATIONS OF PARTY WHIP

The Committee did not receive any disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

5. CURRICULUM FOR WALES AND PROFESSIONAL LEARNING

Documents Considered:

- Report of the Cabinet Member for a Learning Powys – Curriculum for Wales and Professional Learning (including Thematic review on curriculum)

Issues Discussed:

- The report sets out the introduction of the new curriculum for Wales from September 2022. For primary schools roll out is mandatory from September 2022. Secondary schools who wish to roll out the curriculum to Year 7 are encouraged to do so but this is not mandatory until 2023 when roll out to Years 7 and 8 will happen at the same time.
- The new curriculum is about the four purposes. There are 27 mandatory statements of what matters across 6 areas of learning and experience.
- The curriculum framework requires each school to design its own curriculum and assessment requirements. It is acknowledged this is a significant challenge for schools.
- An added element for small schools is their capacity to manage the considerable workload of engaging with the wide range of professional learning required by the new curriculum in addition to the wider transformation agenda.
- Most of the schools are engaging positively with the curriculum for Wales. Allocating time for school staff to engage in additional time for professional learning has been challenging.
- The roll out is supported by 19 pedagogy leads, 3 for each of the 6 areas of learning and experience, except science which has an additional pedagogy lead.
- Powys has invested in professional learning and providing practitioners with a high quality entitlement which is easily accessible. The Powys Professional Learning Offer for 2022-2023 has already been published for schools in advance of September to incorporate this with the school's own professional learning needs.
- Questions:

Question	Response
An area of concern is that pre-school in approved settings whilst not compulsory is the earliest education provision for children and they are introducing the new curriculum from September. There is no information about pre-school education which should be included in the report. There is also no information about the next steps in relation to pre-school provision.	There is additional guidance for pre-schools and this could be included in the report, and the report does not link with the Early Years phase team. The foundation phase team supports pre-school settings. Powys was one of two authorities who piloted the early years curriculum developments, so Powys has been trialling some of this in our settings.
Is the structure different for settings.	The support for settings is coming from the early years advisory teachers.
It was stated that most schools are engaging positively with the curriculum for Wales, which suggests that not all are engaging positively. A great deal of training is being provided but time for accessing this training could be a problem particularly for small schools. Is this	All schools are engaging. What the report was trying to reflect was the continuum and the capacity to engage with all aspects of the curriculum for Wales guidance. All schools have prepared a vision and engaged with the 4 purposes. Reports are being prepared for the

<p>the major issue or are some schools not in the right headspace to engage with the new curriculum.</p>	<p>Minister as to preparedness of schools. There has been a high level of preparation but there is no expectation that everything will be in place by September.</p> <p>The pandemic has affected the practitioner design of the curriculum. Schools are starting to think about the continuum of learning up to 16 which includes cross school phase conversations. This is a journey and we are all at different places on the continuum.</p>
<p>Are there opportunities for small schools to work together to design elements of the curriculum and spread the burden.</p>	<p>Yes this is why cluster working is so important as there are leads within the cluster. Working together has been emphasised with everyone supporting each other.</p>
<p>The curriculum is an inspiring way forward and beneficial for learners. In relation to the 6 areas for learning and experience, the vast number of schools are defined as small schools. In the vast majority of schools teachers will have to take on at least 2 areas of responsibility which puts a lot of work on teachers. Would we use the experience of teaching assistants in settings as well. Are Powys using the whole teaching and support team.</p>	<p>Teaching Assistants are important to supporting the teaching and learning that is going on in relation to the new curriculum, which is why they joined the cluster Inset day on Monday. This is also a priority for the Minister in terms of the professional learning entitlement for Wales and professional learning for Teaching Assistants is an important part of the agenda moving forward. However there are different responsibilities for teachers and Teaching Assistants and whilst Teaching Assistants might not lead on an area of learning and experience they can support and add capacity.</p>

Outcomes:

- **Noted.**

6.	LLANFIHANGEL RHYDITHON SCHOOL
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Documents Considered:

- Report of the Cabinet Member for a Learning Powys – Llanfihangel Rhydithon C.P. School

Issues Discussed:

- The Cabinet Member advised the Committee that the report is not a proposal to revisit the original Cabinet decision but merely to delay the implementation of the original decision for one academic year to enable

- some additional investigative work to be undertaken into Welsh Language provision in the East Radnorshire catchment area.
- This also provides an opportunity to look at the community impact of the schools closure.
- Questions:

Question	Response
<p>How much is this going to cost Powys. As we are so far ahead with the process how many current pupils have applied to go to other schools and how will this impact on work that has already been done.</p>	<p>Cabinet Member Response: There have been no applications to date to move pupils to another school.</p> <p>Parents and governors have made no commitments to move pupils so there is no impact on the planned budgets of other schools. There will be an impact on the budget process in the next financial year because there will be an element covering the summer term within the allocation of funding which would have otherwise been available to schools. This year's costs have been covered by contingency budgets.</p>
<p>How many pupils are in the school at present. Whilst welcoming the intention to make Welsh Medium provision available in East Radnorshire, what number of pupils would you be willing to start with for an initial Welsh medium school.</p>	<p>Officer Response: There are 36 pupils on roll currently and there will be 34 pupils in September.</p> <p>In relation to Welsh Medium the point of delaying the implementation is to gain an assessment of the potential numbers of Welsh language pupils in the catchment to assess whether there is viability and how to manage a progression from where the current school is now to a fully Welsh Medium school.</p>
<p>Of the 34 pupils how many are from within the catchment area</p>	<p>Officer Response: From the pupil numbers at consultation more than half the pupils at the school lived closer to other schools.</p>
<p>Concerned about the cost implications for other learners in Powys.</p> <p>Why could the transfer of the building to the community not be considered outside the school closure programme.</p>	<p>Cabinet Member Response: The reason for including the transfer of the building to the community was to commit the Council to doing the work.</p> <p>In relation to Transition, the Cabinet member advised that with the timings</p>

<p>In relation to the changes in transition arrangements, what might be the difference in transition arrangements be in a year's time to now.</p> <p>If one of the reasons for closure was the condition of the building would this not still be an issue if it was a Welsh Medium school. There is an issue of maintenance during the next year whilst its open and the further work if it becomes a Welsh Medium school.</p>	<p>on the current proposals, the notice would have meant keeping staff on to the end of the Christmas term. The new arrangements will mean that transition can happen at the end of a school year giving staff the opportunity to move to another post and allowing pupils to transition at the end rather than the middle of a year which is less disruptive.</p> <p>Officer Response: The school building condition was not one of the key reasons cited for closure as it is a category B school so not in a poor condition. If there is a longer time life for the school there will be ongoing maintenance costs, which would be £6k for the boiler and £40k for closing off the school ground.</p>
<p>If the school is only remaining open to eventually become a Welsh Medium school it could lead to a decline in pupil numbers. What would be an acceptable figure for the number of pupils in twelve months time being taught through the Medium of Welsh to justify keeping the school open.</p> <p>Why has the change in decision been made by the new Administration.</p>	<p>Cabinet Member Response: If this becomes a Welsh Medium school this would be a transition.</p> <p>The previous scrutiny view was there were other considerations that needed to be considered in terms of the wider transformation agenda. The decision was therefore taken to bring those proposals forward and examine them and then take a decision and not give pupils and parents false hope.</p> <p>Officer Response: How this transition would come about would be the subject of another proposal. As examples the Bro Hyddgen and Dyffryn Trannon proposals were for a staggered approach, starting at the foundation phase.</p> <p>This paper does not revisit the proposal. The School Organisation Code gives an opportunity to delay the implementation of a proposal. If it was a new proposal there would be need for a new process. Irrespective of the current review, the school would need to close in August 2023.</p>

	<p>In respect of the process, a request for a judicial review was made and declined, then there was an oral hearing as part of an appeal and the appeal was not allowed as the court deemed the Council's process to be correct.</p>
<p>Would any due process start at the end of the twelve month delay. Ysgol Tregynon and Bro Hyddgen are larger schools with a higher percentage of pupils who are Welsh speaking. Llanfihangel Rhydithon probably has an average of six pupils per year and it is uncertain how many of those are Welsh speaking. Therefore, the numbers would be small for a transition.</p> <p>The main issue is the use of the educational budget and the report does not contain information about the anticipated educational outcomes for the pupils following this process, with around £150k top sliced off the education budgets.</p> <p>In respect of the current school, we would expect to see significant educational outcomes or improvements for the £150k being spent and there is no evidence to support this. It would seem that the outcome on this school and others in the county will be negative with less funding available to schools.</p> <p>What would you understand to be the minimum size for a viable Welsh Medium School.</p>	<p>Cabinet Member Response: The intention is to look at the Welsh Medium potential in the East Radnorshire area. Within the WESP there is a desire to have Welsh Medium education at the primary level in the East Radnorshire area, but there is no idea of the level of demand or the best location for this as yet.</p> <p>The viability of a Welsh Language offering would be in the next paper following this review, but the current focus is on the potential provision.</p> <p>The outcome will be that children will be able to be educated through the medium of Welsh in the catchment.</p> <p>With regard to numbers, we cannot pre-judge any investigation as the review will look at the potential for Welsh Medium education in the catchment.</p> <p>The Cabinet Member for Finance questioned the £150k impact during the review period because £76.8k will come from delegated schools contingency budget to keep the school open until the end of March 2023 which will not impact on any other education setting. For the period 2023-24 the impact will be £32.3k which will have an impact on the overall delegated schools budget but not have an impact on individual school budgets. In relation to the maintenance costs there could be an additional cost if there is a need to move boiler which will come from the capital budget.</p>
<p>How much is in the contingency budget, is it limited and if it is all used</p>	<p>Officer Response: The boiler costs might not necessarily</p>

<p>where will the funding come from.</p>	<p>come out of the schools contingency budget, but out of the come out of the major improvements programme. Some of the contingency budget has been committed but there is sufficient in this budget to cover these proposed costs.</p> <p>With the school major improvements budget which is a capital budget of £4.5m in the current year. The contingency fund is set at the beginning of the year and is currently £555k and has about £288k committed so far. The contingency budget is top sliced from the schools delegated budget. What is left at the end of the year is distributed across the schools.</p>
<p>The Cabinet Member for a Learning Powys is thanked for recognising the need for Welsh Language provision throughout Powys. It has been questioned if this is the right site. If the school was closed now and this is not the right site, is there an advantage of keeping this open for twelve months and opening it as a Welsh Medium school later, and incurring additional cost.</p> <p>How many pupils are currently fluent in Welsh in this school as in Caereinion the numbers speaking Welsh is 64%.</p>	<p>Cabinet Member Response: The core element of retaining the school open is it allows a migration through a continuum as with the current number it makes the move to Welsh Medium sustainable. It is essentially the same as Caereinion is going through, as pupils move through the age groups Welsh speakers come in you migrate to a fully Welsh medium school, rather than opening a school with one class with one year cohort in it.</p> <p>If we are going to grow the Welsh Language we are going to start working in areas where we will have small numbers, but with a commitment from the community to go down that route. If we do not have that commitment, we could only have Welsh Medium education in areas where there are many Welsh speakers so we will not achieve our target. There is a commitment in this community by establishing a Cylch and Ti a Fi Group.</p>
<p>Are there any conditions in the WESP about what is required before opening a new Welsh School such as population in the area.</p>	<p>Officer Response: Ideally we would develop Welsh Medium provision where we could guarantee growth. Generally they are developed in towns so this is something which needs to be</p>

	<p>considered when the review is undertaken.</p>
<p>As a parent most people would welcome a stay of execution on a school closure but the concern is for the health and mental well-being of the children and the teachers and parents. The delay will still cause a strain on children, teachers and parents and there needs to be a clear set of deadlines communicated to the school. \children almost need a fresh start rather than a twelve months delay.</p>	<p>Cabinet Member Response: Would agree with the point. Because of the tight timetable to the end of term that is why the report has been brought forward. Appropriate timeframes have been discussed with officers. The key dates outside the council's control is the publication of the census data on the Welsh language which is expected towards the end of 2022. It is hoped to take a paper and decision to Cabinet early in 2023.</p> <p>Officer Response: The decision to close the school has been made. This report is about delaying the implementation rather than changing the decision about closure. Any proposals about Welsh Medium provision would be new and separate and would need to go through the provisions of the School Organisation Code.</p>
<p>From the perspective of parents, pupils and staff this delay will cause uncertainty. What support will be put in place by the Council to keep stakeholders informed about developments.</p>	<p>Cabinet Member Response: No work has been undertaken on a communications and engagement plan as yet until the decision is taken by the Cabinet. The expectation is there will be proactive engagement with the governing body, parents, pupils and the community. There will be regular engagement but the process has not been decided as yet. This information will be shared with the public as well.</p> <p>Officer Response: We were looking at putting effective transition arrangements in place for pupils and learners. Due to the delay and as parents have not gone through the admissions process t has been difficult to start the transition process. We will need to work with the schools particularly around pupils' well-being and to ensure that pupils have visits to schools and pastoral support for pupils and staff.</p>
<p>Has any redundancy process been</p>	<p>Officer Response:</p>

started with any of the staff at the school.	No
It appears that there are only two options available at the end of the review, either closure or the school becoming Welsh Medium. The concern is what is the percentage certainty of this school becoming a Welsh Medium school.	Officer Response: Even for the school to become a Welsh Medium school it will need to close. There is no option for it to be reopened as an English Medium school.
If a Welsh Medium school were to open on this site it would not open immediately after the closure of the school as an English Medium school. Therefore, the option to keep it open at a cost is not viable as it is not clear that there is much benefit.	Officer Response: That is correct about the opening of a Welsh Medium school.
The report does not include an estimation of costs for transformation. Would be this be an additional cost	Officer Response: There would be some cost but that would be minimal.

Outcomes:

Scrutiny made the following observations:

<p>1. The Committee received assurances that:</p> <ul style="list-style-type: none"> to date none of the current pupils had applied to move to other schools with regard to concerns about the potential budgetary impact on other schools in the County if the proposal were agreed, the Cabinet Member for Finance and Corporate Transformation indicated that impact on the budget for 2022-23 would be funded from the delegated school contingency fund (£76.8k) and the impact on school budgets in 2023-24 (£32.3k) would be minimal and for the summer term only.
<p>2. The Committee received clarification that</p> <ul style="list-style-type: none"> the proposal was to allow time to gain an understanding of the potential to establish a Welsh Medium primary provision in the East Radnorshire area which might, or might not, be situated on the Llanfihangel Rhydithon school site, once the present school closed in August 2023. of the 34 pupils that would be at the school from September, over half of these pupils lived closer to other schools. the condition of the school (Category B) was not one of the reasons considered for the closure of the school. the report was not revisiting the original closure proposal. The School Organisation Code allows the Council to delay implementation of the decision to close the school. However, any new proposal coming forward (such as opening a Welsh Medium school) would be subject to the processes set out in the School Organisation Code. There were ongoing maintenance costs which would need to be funded, but that costs such as a replacement boiler would be funded from the capital budget and that there was sufficient in the capital budget to fund this.

3. The Committee questioned:

- why matters such as the transfer of the building to the community could not be considered outside the school closure process.
- the Cabinet Member for a Learning Powys's assertion that this site could become a site for a new Welsh Medium primary school. The WESP (Welsh Education Strategic Plan) states that new provision would be considered where the Council could guarantee growth in numbers of pupils. The Committee was of the view that numbers in any new Welsh Medium provision in this area were likely to be initially extremely small, and remain so for a number of years. The Committee asked what the minimum requirement would be for a viable new Welsh Medium school, but the Cabinet Member for a Learning Powys could not provide this information until the review had been completed.
- the advantage of keeping the school open for a further year:
 - as the review of Welsh Language provision could be undertaken independently of the school closing and as the school would have to close in any case prior to any different provision (such as a Welsh Medium provision) being opened on the site so there would be a time delay between the two events.
 - particularly if the location was not deemed suitable following the review to host Welsh Medium provision for the area.

4. The Committee expressed concern:

- regarding the significant cost of delaying the closure with no additional educational outcomes for pupils.
- that use of the delegated school contingency fund is top sliced off all school delegated budgets and therefore unavailable to other schools in the county if spent in full.
- regarding the health and well-being of pupils, staff and parents at the school as the closure of the school was continuing and for any delay there needed to be a very clear communications plan to inform pupils, staff and parents.
- that support was made available for pupils and teachers to ensure an effective transition to new arrangements once the school closed.
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5. The Committee was supportive of the need to establish a Welsh Medium provision in the East Radnorshire area.

Scrutiny's Recommendation to Cabinet:

- 1 That the Committee is supportive of the establishment of a Welsh Medium provision in the East Radnorshire area.
- 2 That the Cabinet is asked to consider and respond to the Committee's questions and concerns as set out in Sections 3 and 4 of the observations above.

7.	WORK PROGRAMME
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Documents Considered:

- Draft Work Programme

Issues Discussed:

- There is a need for a discussion with officers regarding potential items to populate the work programme.

Outcomes:

- **Noted.**

8.	LLANBEDR CHURCH IN WALES SCHOOL
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County Councillor M Beecham declared a personal and prejudicial interest and withdrew from the meeting.

9.	REPORT
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Documents Considered:

- Report of the Cabinet Member for a Learning Powys – Llanbedr Church in Wales School

Issues Discussed:

- The Cabinet Member advised the Committee that:
 - This is similar in nature to the previous report, but different in reasoning.
 - Throughout the process there has been emphasis on the benefits of catchment reviews. Although this came forward as a single proposal, in the past six months there have been a number of changes in the catchment with changes in staffing at schools within the catchment. This has opened up the possibility of a wider transformation within the area.
 - This area will be a priority as other changes need to be put in place, therefore a review of the whole catchment will be undertaken including the Llanbedr site, so that wider options can be considered before Llanbedr formally closes. This will be a priority for the transformation team and is part of the wider commitment to gain a better understanding of provision, needs and the best way to deliver that in a complex catchment in view of its proximity to catchments of schools in other authorities.
- Questions:

Question	Response
<p>This closure was not referred to Welsh Ministers within 28 days which was required if this was to go ahead. Have we missed the boat on this.</p> <p>Perhaps the Council should not have taken the referral into account as we have now lost time. The report should have been clearer about the reason the school had to stay open for longer.</p>	<p>Cabinet Member Response: There was an option for the Church in Wales to make an objection to the Minister, but this did not happen as expected. Therefore, processes were not moved forward and the earliest that the school could close in term of staffing would be the end of the Christmas term.</p> <p>Officer Response: This is a Church in Wales voluntary aided school and as such the Governing Body and the Diocese can make a referral to Welsh Government after the final decision by Cabinet. The Diocese did notify the Council that it was going to make a referral but no referral was made and the council advised of this by Welsh Government after the 28 day deadline.</p>
<p>Unclear of the costs of keeping the school open. There is a more significant cost to keeping the school open for twelve months.</p>	<p>Cabinet Member Response: In respect of staffing costs, as a result of the delay redundancy notices have not sent out to staff. That delays things by a term so we are already incurring much of the cost savings that were being made.</p> <p>Officer Response: Because of the timing of the decision after school budgets were issued, the whole of the funding for the 2022-23 financial year has been delegated to the schools. Once the decision was made a budget for five months was re-issued which is the £59k set out in paragraph 4.3. The additional revenue cost would be the £39.5k for the rest of the academic year. In terms of major improvements the total cost of £111.8k some of which may not need to be used in one year. It is likely that about £98k will need to be spent in the one year.</p> <p>In terms of staffing, teachers would need to be in post until Christmas due to their terms and conditions by comparison to Teaching Assistants</p>

<p>The costs are higher than for the other school. How much could be saved if this delay was for one term rather than a full year.</p> <p>If this does continue for the twelve months, what are the potential outcomes.</p> <p>With other catchment reviews also being proposed, is there capacity in the transformation team to undertake this catchment review in a short timescale.</p>	<p>Officer Response: In terms of staffing issues the redundancy process has not started. Whilst the process has not started there are opportunities for staff also to be redeployed within the Authority if the decision to close goes ahead. In terms of Estyn we did have in October / November 2021 the endorsement from Estyn that in respect of the recommendations the Council is making strong progress. Estyn still visit the Council on a regular basis and still look at the programme for transformation.</p> <p>Cabinet Member Response: Headship arrangements in other schools in the catchment are fluid currently so this was an area that officers were already looking at, this report just opens up the scope and provides the opportunity to look at other opportunities.</p>
<p>The Council is considering catchment reviews for two of the schools being closed but not the third. Why is the Brecon catchment not being reviewed.</p>	<p>Cabinet Member Response: The Committee and Cabinet are only looking at two school proposals, and it would not be appropriate to comment in relation to Cradoc.</p>
<p>Why are you not expanding reviews into all catchment areas.</p>	<p>Cabinet Member Response: The vision for education in Powys is to look at single schools on multiple sites and phase one of the Cradoc / Mount Street proposal is consistent with that vision.</p> <p>The Cabinet be seeking to reassure Estyn that these are specific reviews and will not affect the programme overall.</p> <p>The Cabinet Member for Finance advised that with regard to the delegated budget the impact for the two proposals is £200k. £120k of that is coming from the contingency fund. Schools have already set their budgets so any funding remaining in the contingency fund would be additional funding, so the impact on delegated budgets would only be around £80k.</p>

	<p>Officer Response: With regard to maintenance costs taking both proposals into account there is a potential impact of £137.8k. However, £110k may not materialise so potentially the cost is only £27.8k.</p>
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Outcomes:

Scrutiny made the following observations:

<p>1. The Committee received clarification that:</p> <ul style="list-style-type: none"> • senior staffing changes in the area had provided an opportunity for a wider area review to be undertaken and therefore it was appropriate for this review (which would include Llanbedr school) to be undertaken before the decision on the school was implemented. This was already planned in Wave 2 of the transformation programme. • there had been a delay in issuing the closure notice for the school to close on 31st August 2022, as the Council was of the understanding that the Church in Wales Diocese proposed to make an objection to the Minister, which in the event did not happen. • in relation to staffing costs, redundancy notices had not been issued to staff. • in relation to the budget the delay in closure of the school would require reinstating the full year budget of £59k (which can be funded from the delegated schools contingency budget) and a further budget of £39.5k for 2023-24 (to August 2023 which will need to be funded from the overall schools delegated budget). • major improvements at the school had been identified at £111k but only £98k was likely to be required for one year. • in relation to the maintenance costs, this had been estimated at £137k. However, £110k may not be required so the likely cost was £27k. • in response to the Committee’s concerns about possible Estyn comment regarding delays in the transformation programme, the Director of Education indicated that Estyn had endorsed that the Council was making strong progress in implementing changes, and were monitoring progress which included the transformation programme. The Cabinet Member for a Learning Powys advised that he would be reassuring Estyn that the Council was reviewing these two schools only and not delaying the overall transformation programme. • there had been no applications from existing pupils to move schools. • it was projected that pupil numbers in the catchment area as a whole would be reducing which included a potential impact on the High School following the building of a new High School in Abergavenny by Monmouthshire Council. 	
<p>2. The Committee expressed concern regarding:</p> <ul style="list-style-type: none"> • the significant costs of keeping the school open for a year with no additional educational outcomes. • that use of the delegated school contingency fund is top sliced off all school delegated budgets and therefore unavailable to other schools in the county if spent in full. • the capacity of the transformation team to undertake a catchment review 	

<p>in such a short timescale.</p> <ul style="list-style-type: none">• the impact of the delay on the welfare of pupils, staff and parents by the delay.• the need for effective communications of timescales for the review to stakeholders.• the potential for further Estyn criticism of the Council for delaying the transformation programme, which had been the case previously which led to a period of Estyn monitoring of the Council's Education Service.
<p>3. The Committee commented that the only apparent advantage to keep the school open would be for the catchment review to be completed which would remove the risk of pupils moving to a school which might subsequently be earmarked for closure.</p>

Scrutiny's Recommendation to Cabinet:

1 That the Cabinet considers the Committee's observations as set out above.

9.1. Exempt Item

RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under categories 2 and 3 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).

The Monitoring Officer has determined that categories 2 and 3 of the Access to Information Procedure Rules applies to the following item. His view on the public interest test (having taken account of the provisions of Rule 14.8 of the Council's Access to Information Rules) was that to make this information public would disclose information relating to the financial or business affairs of any particular person (including the authority holding that information).

These factors in his view outweigh the public interest in disclosing this information. Members are asked to consider these factors when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

9.2. Confidential Appendix

Documents Considered:

- Confidential Appendix.

Outcomes:

- **Noted.**

County Councillor R G Thomas (Chair)

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Learning and Skills Scrutiny Committee – 15-07-2022

MINUTES OF A MEETING OF THE LEARNING AND SKILLS SCRUTINY COMMITTEE HELD AT BY ZOOM ON FRIDAY, 15 JULY 2022

PRESENT: County Councillor R G Thomas (Chair)
County Councillors M Beecham, A W Davies, B Davies, A Kennerley, C Kenyon-Wade, I McIntosh, L Roberts, L Rijnenberg, J Thorp, D Bebb.
Co-Opted Members: K Chedgzoy, S. Davies, M. Evitts.

Cabinet Portfolio Holders In Attendance: P Roberts (Cabinet Member for a Learning Powys) and D A Thomas (Cabinet Member for Finance and Corporate Transformation)

Officers: Georgie Bevan (Head of Education), Lynette Lovell (Director of Education and Children), Eurig Towns (Senior Challenge Advisor), Wyn Richards (Scrutiny Manager and Head of Democratic Services), Sally Llewellyn (Service Manager for Curriculum for Wales and Professional Learning), Hayley Smith (Service Manager for Inclusion and Youth Services) and Mari Thomas (Finance Manager).

1. APOLOGIES

An apology for absence was received from County Councillor D Meredith.

2. DISCLOSURES OF INTEREST

There were no declarations of interest from Members relating to items for consideration on the agenda.

3. DECLARATIONS OF PARTY WHIP

The Committee did not receive any disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

4. SECONDARY SCHOOL STRATEGY

Documents Considered:

- Secondary School Improvement Strategy – Presentation by the Head of Education

Issues Discussed:

- Priorities
- Success Criteria
- Progress made this year against each priority
- Questions:

Question	Response
Success Criteria – how will they be measured and how smart are they.	The statements are at a very high level and across all of the secondary schools that will be a task to pull the success together. This is not a one year solution either and will take

	<p>some time. The Service is working with schools to measure against their improvement criteria linked to this. A variety of evidence being captured by the Service and by schools which will help develop forward and succession planning and the Service will work alongside schools to evaluate that evidence.</p>
<p>This has been difficult for everyone to implement. Because of the constraints are you happy with where things are now. How does the profession feel about engaging in future developments.</p>	<p>Schools have welcomed collaborative learning. Touchpoint visits have been undertaken with schools during the past year to see where schools are positioned with this. This summer skills visits have been undertaken. In terms of progress made there is confidence in the professional learning. Schools are keen for the Service to be working alongside schools and the potential support models which we are developing with schools. Therefore, there is buy-in from the schools and we need to build on that. The evidence collected over the past six weeks will help evaluate if the strategy is developing as necessary after two years of Covid.</p>
<p>How are we going to find adequate time in the academic year to incorporate this and to be able to hold these meetings and what is the potential impact on staff workload.</p>	<p>The Service has worked closely with headteachers around the professional learning offer so this is not additional with professional support being provided for example through inset sessions. The Service is working with clusters and is also developing the support available. Insets are being staggered next year which will help clusters. This year's visits have been around well-being. Over the summer the school support models are being finalised so that the support provided is bespoke to the schools' need. It is also not an addition but is a coaching and mentoring model working alongside staff with their structures and plans.</p>
<p>There are methods in the strategy to achieve outcomes. Will be there opportunities later to provide real life examples for the Committee of differences this has made.</p>	<p>Yes this can be provided. We need measures to capture progress including case examples. It will also assist in refining the strategy from the evaluation of the strategy. All of the work will be capturing impact that the</p>

	<p>Service is having as this is a self improving system. The Service will be working alongside schools to develop capacity within leaders and practitioners.</p>
<p>The Covid pandemic had caused a delay in learning of around 22 months which is significant. Is this a national or Powys statistic and how did Powys perform against the national picture. Can you say more about the summer term visits.</p>	<p>This research was one element gathered and gathered at various points. The research is alluding that the gap is significantly reducing now. This was an UK piece of research. This has not been compared with the Powys picture. For the summer term visits we have used Estyn guidance to capture a pack to assist schools with data capture to establish a baseline of where schools are. This knowledge will help narrow the gaps.</p> <p>The Head of Education had led on numeracy and had met with the senior leadership team, numeracy leads and the head of mathematics, professionals and learners. Every skills lead will have a recommendations report to inform their development planning for the next year. The Service will return in the Autumn to term to evaluate progress against those recommendations.</p>
<p>Transition is not included generally as the new curriculum is a continuum. This is important from primary to secondary except in digital where it is mentioned. Are we missing something if we're not looking at this.</p>	<p>The insets are clusters and focussed on clusters which is around transition. In the visits transition was considered e.g. if there was the literary strategy is this what primaries did as well, or do children learn in a different way.</p> <p>Although transition is not specifically mentioned, the Service ensured that primary and secondary schools worked as a cluster on the training project so there is understanding and learning across both sectors to ensure there is a progression from primary school to secondary school, using similar approaches. It is important as well for primary and secondary teachers to get together to talk about teaching.</p>
<p>With the demise of ERW new arrangements are in place. In the past ERW used to update scrutiny</p>	<p>A Mid Wales partnership has been established and will be reporting back to the Council on progress as we</p>

<p>annually about its work.</p>	<p>move forward.</p> <p>The business plan for the Mid Wales partnership gone to Welsh Government and there are targets in the plan for school improvement which will align with the Secondary School Improvement Strategy. It would be beneficial to bring the partnership plan and progress to scrutiny in the future.</p>
<p>80% of children after eleven years of education leave Powys schools completely illiterate. This refers to no literacy in the Welsh Language. There are many priorities listed but bilingual education is not included. Can you split literacy statistics by Welsh and English languages as otherwise the statistics do not make sense.</p>	<p>Welsh literacy were included in the visits, particularly in dual streamed schools.</p>
<p>Has this strategy been a long time in development.</p> <p>The concern is about time teachers can be asked to take to do this as opposed to teaching children. There should be a curriculum which is suitable for all schools rather than having to be developed.</p>	<p>This was first developed in 2019 and due to the impact of covid this is the first year where everyone has been back in school full time. This year is about capturing progress at various points and is not as comprehensive as would have been liked as have been conscious of staff well-being.</p> <p>The strategy needs to be evaluated as the world has changed in the past two years to make sure that its relevant and captures what is needed by secondary schools.</p> <p>The Curriculum for Wales does enable a more localised learning which is important. Professional learning and development has changed over time. This work is not in addition to daily work. Leaders get leadership time during the week to do this work and the Service works alongside professionals.</p>
<p>The attainment gap was referred to in the presentation, comparing pupils coming from more affluent backgrounds to those from more vulnerable backgrounds. Are there any projects at secondary level to try and close these gaps.</p>	<p>Both of those elements have been affected by the pandemic. In relation to the attainment gap the RADI approach has been purchased and the Service will be supporting primary and secondary schools for the next two years. That will be developing the</p>

<p>Has there been any thought in the strategy on a priority focussing on developing students competence and well-being. Students are frequently going into further and higher education lacking confidence in their own abilities and are therefore not independent learners.</p>	<p>key pedagogical strategies that support our most disadvantaged learners. An internal development group has also been established to raise the attainment of disadvantaged learners. The visits have identified that there are things which are needed in the strategy which were not required as much previously as well as what intervention strategies are needed.</p>
<p>Covid pandemic and the learning gap. Are there any bespoke plans at a local level to identify any children that have been affected in relation to the attainment gap.</p>	<p>One of the things identified is the need to focus on attendance and inclusion as more often it is vulnerable learners that are affected. One pilot project being undertaken is about a nurture policy looking at a behaviour policy from Year 5 to Year 8 to support more vulnerable learners as they move to secondary school.</p> <p>One of the collaborations around the strategy was in relation to well-being where groups of leaders agreed to carry out survey about the kinds of difficulties learners are facing across Powys.</p> <p>Provision and support for mental health and well-being support is being refined following Welsh Government's one school approach so that it is a whole school approach. Hopefully schools feel well supported and guided and processes are well embedded. Estyn thought we were doing well and leading the way.</p>
<p>The Council has an equalities officer who presumably checks on equalities of opportunities for learners in Powys. Have they looked recently on the equality of experience offered to Welsh Medium pupils by comparison to English medium pupils at secondary school level and have any audits been undertaken.</p> <p>If not could an audit be undertaken.</p>	<p>Welsh medium has been included in the visits and identified as an area of further development. There have been no audits of Welsh Medium by comparison to English Medium provision as yet.</p> <p>The WESP has also been developed and is part of the transformation programme and delivery of national targets in respect of Welsh speakers.</p>

Outcomes:

- **Noted.**

5.	WORK PROGRAMME
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Documents Considered:

- Draft Work programme.

Issues Discussed:

- Items for inclusion on the Forward Work Programme:
 - Funding formula and school funding
 - School budgets and support for schools in deficit
 - Transforming Education programme.
 - WESP and the move of dual stream schools to fully bilingual schools. What influence does the Council have to move schools to bilingual schools. The Director of Education advised that with the new categorisation of Welsh Medium schools, information about where schools were currently positioned could be brought to scrutiny.

Outcomes:

- **Noted.**

County Councillor R G Thomas (Chair)

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Learning and Skills Scrutiny Committee – 28-09-2022

MINUTES OF A MEETING OF THE LEARNING AND SKILLS SCRUTINY COMMITTEE HELD AT BY ZOOM ON WEDNESDAY, 28 SEPTEMBER 2022

PRESENT: County Councillor R G Thomas (Chair)
County Councillors A W Davies, B Davies, G D Jones, A Kennerley, C Kenyon-Wade,
I McIntosh, DW Meredith, L Roberts, L Rijnenberg, J Brignell-Thorp, and D Bebb,
Co-Opted Members: K Chedgzoy, S. Davies and M Evitts

Cabinet Portfolio Holders In Attendance: County Councillors P Roberts (Cabinet Member for a Learning Powys) and D Selby (Cabinet Member for a More Prosperous Powys)

Officers: Georgie Bevan (Head of Education), Caroline Turner (Chief Executive), Wyn Richards (Scrutiny Manager and Head of Democratic Services), Marianne Evans (Senior Manager - Education Services), Emma Palmer (Director of Corporate Services), Jenny Ashton (Interim Head of Community Services) and James Chappelle (Capital and Financial Planning Accountant)

1. APOLOGIES

Apologies for absence were received from County Councillor G Morgan and County Councillor D Thomas (Cabinet Member for Finance and Corporate Transformation) and from Lynette Lovell (Director of Education and Children)

2. ELECTION OF VICE-CHAIR

RESOLVED that County Councillor Gareth D Jones be elected Vice-Chair for the ensuing year.

3. DISCLOSURES OF INTEREST

There were no declarations of interest from Members relating to items for consideration on the agenda.

4. DECLARATIONS OF PARTY WHIP

The Committee did not receive any disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

5. TRANSFORMING EDUCATION PROGRAMME - YSGOL BRO HYDDGEN CAPITAL PROJECT

Documents Considered:

- Report of the Cabinet Member for a Learning Powys.

Issues Discussed:

- The paper was the strategic outline business case for the revised plans for Bro Hyddgen School, Machynlleth and detailed the preferred way forward following a review.

- Plans have been in place for some time to create a community school to include a leisure centre and library. However, the costs for all these elements on the site were too high for this to be progressed.
- Questions:

Leisure:

Question	Response
<p>Is there any idea of where the £6m would come from to undertake the repairs to the leisure centre, including the backlog. Does this figure reflect the current position regarding escalating costs.</p>	<p>Cabinet Member Response: £6m is the cost of a complete rebuild of the centre. What has currently been considered is the cost of maintaining the current centre to an acceptable standard for the 21st Century.</p> <p>Officer Response: The plans were to co-locate the centre on the new campus. If the leisure provision is to remain in the existing location, capital has not been spent on the building in the last two to three years and there is a need for upgrading some elements to an acceptable standard such as the roof, some structural work, heating, mechanical and electrical work. To make those improvements would be approximately £1m to £1.2m which needs to be found from the capital budget.</p>
<p>Where will money come from. There was also a figure of £3.5m for the maintenance of the centre in the report for the next ten years as well. There is also a figure of £55k to bring the centre up to a standard in the report.</p>	<p>Officer Response: The figure of £3.5m has been estimated as the cost for next 10 years. However, there is a sum needed to bring the centre up to an acceptable standard in the next year. There would need to be a planned maintenance programme to ensure that fixtures and fittings were improved over time.</p> <p>Cabinet Member Response: This is a moving situation. What has been considered are different priorities delivered over different timescales. £1.5m is estimated as needed for immediate work to safeguard the future of the centre. Over a ten year period the centre needs to be maintained.</p>
<p>Where is the money coming to finance the upgrade</p>	<p>Cabinet Member Response: This would come out of the capital programme</p>
<p>It has been suggested that the library</p>	<p>Cabinet Member Response:</p>

<p>could be moving to become part of the campus in the future. What is the situation now and how quickly is this likely to happen, or is this still subject to discussion.</p>	<p>The figure of £55k in the report is for the maintenance of the town library. Discussions are ongoing about whether moving the library to the campus is the most appropriate way forward. The current library and its condition is being reviewed Have been looking at the condition of current library.</p> <p>Officer Response: The Council would like to engage with the residents of Machynlleth as to whether it is beneficial to move the town library. In terms of the design for the campus, there is space in the current plans which could be used for the library should that be the Cabinet decision.</p>
<p>If the space for the library is designed in the plan, what will it be used for if the library does not move there and is this an additional cost if the library is to stay where it is.</p>	<p>Officer Response: The design is at such an early stage that it could be refined to remove the space for the library.</p> <p>In the current design there is sufficient accommodation to move the library to the campus at a build cost of around £750k. If the library was not built on this site the space could be used by the school but the design team is being challenged to try to keep the costs as low as possible.</p>
<p>Would building a new leisure centre in ten years for £6m be a like for like replacement for the existing one with all the facilities as currently.</p>	<p>Officer Response: The estimate of £6m is based on current industry standards. It is not certain if this is based on an actual build in Machynlleth or a general cost estimate. There is currently no plans for a new build for the centre and these are approximate figures for a new centre.</p> <p>The £6.5m is an estimate for a major refurbishment of the centre without any detail of what that refurbishment would be. The figure is not related to a brand new build of a leisure centre.</p>
<p>By how many years would this extend the life of the centre. £3.5m makes the centre viable for another ten years. What is the difference in cost between options 9 and 10.</p>	<p>Officer Response: The current option for the school only is £48m, and the campus model is £66m. The campus scheme does not replicate everything in the current leisure centre. There has been consideration of shaving areas out of the campus model but this did not provide the savings</p>

	<p>required and took the project the over the threshold for the band B programme. The consideration was then the affordability of the scheme and whilst the Council cannot afford the campus model it needs a new school in Machynlleth.</p> <p>The design team developed the leisure facility broadly along the lines of what is provided by the existing leisure centre. Some of the items at the centre are not a high priority for Freedom Leisure, and the scheme was co-developed but also considered what could be physically fitted on the site. The preferred solution was costed and then paired back.</p>
<p>The Cabinet due to financial pressures were discussing mothballing some buildings and this building could be a candidate for that with the maintenance costs required. There would need to be assurances around mothballing this centre and whether it would ever open again.</p>	<p>Cabinet Member Response: The centre is not on the mothball list. The centre in financial terms is profitable and successful especially from the swimming side. What is being considered is how to enhance the current centre where it is located. There is also fashion in leisure and any refurbishment needs to be more flexible and take into account what people visiting that centre require such as fitness equipment rather than a squash court.</p>
<p>There is a large discrepancy between the cost of rebuilding the current centre and a smaller building within the campus. The report does talk about the purchase of additional land to make this feasible. It is important to remember that 65% of this would be funded by Welsh Government, 35% by the Council. This would make the new campus proposal better value for money.</p>	<p>Officer Response: We do not have the funding available to support the wider campus scheme within the band B funding currently. By taking the school only funding option this will give the Council approximately £5m funding left in band B. There also needs to be some flexibility in band B to cover other issues which may arise such as rising costs.</p>
<p>Now its changed to the SCLP (Sustainable Communities for Learning Programme) has the discussion about overlapping bands of expenditure been discussed with Welsh Government.</p>	<p>Officer Response: Welsh Government has advised that there will not be a band C but a rolling programme. Welsh Government has indicated that when Councils are ready to apply for funding then they can approach Welsh Government to see what they can do. There is also some flexibility on the Council having to complete 80% of its projects in band B before we can apply for further funding.</p>

	<p>As projects are progressing the council is nearing the 80% target so discussions will be held with Welsh Government in the next year or so.</p>
<p>Can Powys afford to run 13 leisure centres into the future or do we have to take a realistic view and deal with this as soon as we can.</p>	<p>Cabinet Member Response: The Cabinet is working on the budget currently and leisure centres are being hit hard by the increasing costs of utilities. The Cabinet has the intention of retaining leisure facilities across the County and keeping the library open in Machynlleth alongside a new school.</p> <p>Officer Response: Section 2.8 of the report sets out what is available in the current programme in terms of funding. It is clear that there is insufficient funding for everything, hence the modification to the project being proposed. If we use the band B funding for the leisure facility it reduces the Council's ability to build other schools elsewhere.</p> <p>When the Council discusses any amendments with Welsh Government there would be discussions about any funding being available for Net Zero which is considered on a scheme by scheme basis. What is important is that the Council honours the commitment to improving the school facilities in the area. Scrutiny needs to look at the value for money aspects of the scheme based on the current proposal which allows the town to have the new school built and allow some community usage on the site as well as upgrading the leisure facility.</p>
<p>It is understood that the boiler broke down this week so more maintenance is needed to keep the building going until a new building arrives. Will the 3G pitch for the school be full sized or a ¾ size pitch.</p>	<p>Officer Response: Further feasibility work has been undertaken on the design. At present, it is not possible to fit a full size 3G pitch as well as the library so it will be a ¾ size 3G pitch. If the library does not go ahead then a full size pitch can be provided.</p>
<p>Is there an option to purchase additional ground. Is this being considered.</p>	<p>Officer Response: Yes there is consideration of acquisition of land to the north of school to provide a grass pitch for the school.</p>

Education:

Ysgol Bro Hyddgen was created in 2014 as the first all through school in the County which includes the high school and primary school. In 2014 they were merged and have been operating on two sites. The scheme for an all age school started in 2017. Then there was the issue of the collapse of the Council’s contractor Dawnus. The Council also looked at including leisure facilities and the library on the site.

The school was a dual stream school and the previous administration following consultation moved it to become a Welsh Medium school which is on a phased basis over the next 11 to 12 years. The design needs to take account of an all age school which is moving to being a Welsh Medium school and also needs to accommodate the current dual stream provision. In addition there needs to be space for well-being and an ALN centre.

In looking at the costs the pupil projections were reviewed and it was realised that the previous provision would be too large so it was reduced from a 620 pupil school down to a 540 pupil school for both primary and secondary provision.

<p>This was the first all through school in Powys established in 2014. At the time there was limited research of the positive impact of all through schools. The Committee has been told previously that Swansea University was undertaking research on this matter. Has that research been published.</p>	<p>Officer Response: It is not know whether the Swansea University research has been published but Estyn has published a report on all through schools.</p>
<p>Concerned about numbers as the predicted numbers includes English medium pupils for some time in the secondary sector. How viable is it to have a sixth form in a school of this size as the cost of educating pupils in the sixth form in this school is higher than in other schools. Does this include post 16 as well.</p>	<p>Officer Response: The numbers in the sixth form this year is around 80. The school is the main provider of Welsh Medium A levels in this area. The strategic direction in accordance with the Transforming education Strategy is to maintain all the sixth forms at high schools but also develop the wider Chweched Powys Sixth management structure. The new model should enable the choice and quality of provision for learners.</p> <p>In terms of post 16 the Chweched Powys Sixth form is the main provision. The Bro Hyddgen sixth form is one of the County’s larger sixth forms. One of the school’s strengths is that it takes pupils from across the border, and the council is working closely with Ceredigion on post 16 provision.</p> <p>In terms of all through schools across Wales generally there is a national</p>

	<p>network, and the Council has begun pairing our all through school heads with experienced heads from other counties who have gone through the process. Part of the work going forward is to develop an all through schools vision and the strengths of this is continuity of learning for pupils as they go through the phases. There is the Welsh Medium element for Bro Hyddgen only currently in terms of numbers as the other two all through schools are currently dual stream with Bro Caereinion having recently being opened starting the process to transfer to Welsh Medium. Therefore these three schools are supporting each other in terms of process.</p>
<p>What are the average year numbers going through as it looks like 100% retention in the sixth form.</p>	<p>Officer Response: Within the numbers are those pupils coming in from across the border as well. In terms of the sixth form the school does retain a large number of their learners compared to other schools. One piece of work being undertaken this year as part of the Chweched Powys Sixth is vocational provision to make sure that the offer is available from September 2023.</p>
<p>With regard to the options available pre 16 as the numbers of pupils are small, is this impacting on the options available to pupils or the per pupil costs to maintain small classes.</p>	<p>Officer Response: This is built into the secondary funding formula due to the demography and rurality of Powys but it will impact if you do not have sufficient numbers of pupils to run A level or GCSE classes. Sometimes this means putting Welsh Medium and English Medium pupils together with the staff available to run the classes at those schools. However, the formula is designed to take account of smaller class sizes than would be in other counties.</p>
<p>Where is the sixth form based currently</p>	<p>Officer Response: It is based on the secondary school site. Canolfan Hyddgen is also used for study areas rather than pupils being based there.</p>
<p>Would Canolfan Hyddgen be declared surplus and sold off with the new school. Should this be determined when looking at the capital costs for the new build.</p>	<p>Officer Response: This will be considered and the Council's policy will be followed. The potential capital receipt will also be considered.</p>

<p>If Canolfan Hyddgen will be vacated when new build comes, will the primary site be vacant as well and be declared surplus. Would the Canolfan Hyddgen building be suitable for a Canolfan Trochi for that area as it is a new building designed for educational purposes.</p> <p>It appears that the sixth form is one of Bro Hyddgen's strengths attracting students from other counties and is also the only location providing Welsh Medium subjects for Chweched Powys Sixth. There is a difficulty in recruiting Welsh Language teachers but the Council also needs to do more to support this for the future.</p>	<p>Officer Response: There have been discussions previously about Canolfan Hyddgen becoming a Welsh Language centre for the area, and any options can be considered currently. There will also be spaces in the new school for immersion provision.</p> <p>The Council has been looking at Welsh Medium subject support for the school this week. We do have access to expertise through the Mid Wales Educational Partnership which allows access to Ceredigion staff who are bilingual. All the staff at Bro Hyddgen are bilingual and the school is committed to the language development and support of staff. The school also has access to its own primary and secondary specialist school improvement advisers as it becomes an all through school and develops its vision.</p>
<p>Looking at the case for change, one of the elements is to further improve the transition between all key stages. The target is for all lessons / observations to be rated as excellent within eighteen months of new school opening. As the school has been an all through school for some time, how close to achieving the target is the school now. There needs to be a base line against which to measure the improvement.</p>	<p>Officer Response: There have been visits to all secondary schools during the summer to capture the base line due to the impact Covid has had. There was a conversation with the school about their self evaluation evidence which looked at their strengths and areas of development for that school. The School Improvement Advisers have been working with the school on their improvement as well which assisted the Service assess the right level of support for schools. The school is aware of its current position and the improvements it needs to make. The Head of Education indicated that it was proposed to feed back to scrutiny the results of school monitoring visits.</p>
<p>In relation to the sixth form, do you use Teams or Zoom to deliver subjects to pupils through the Medium of Welsh.</p> <p>How do you support learners, do teachers travel between schools e.g. to teach physics.</p>	<p>Officer Response: The Council uses E-Ysgol which is an online provision which runs through the Medium of Welsh. Once the subject provision has been assessed E-Ysgol can be used for pupils from across the County to access the provision. That resource has been shared nationally as an example of good practice.</p> <p>Science teachers are expected to teach</p>

	<p>at all key stage levels. The Council has also appointed a science adviser to work with schools and teachers and provide an additional resource. The Council also works with the Mid Wales Partnership who undertake outreach work with schools which is available bilingually in North Powys.</p>
<p>There was a case study regarding Bro Hyddgen and Llanfyllin schools working closer together on mathematics which was referred to by the WJEC (Welsh Joint Education Committee). This does have potential at the sixth form level.</p> <p>Is the sixth form funding totally funded by the grant from Welsh Government or does an element come from Powys.</p>	<p>Officer Response: This is completely funded from the Post 16 grant. The Council is working with schools on the offer available to pupils to avoid duplication. As far as it is known there is no cross subsidisation from pre-16 to post 16.</p>
<p>In relation to capital receipts is the leisure centre site within the ownership of Powys or are there any covenants or restrictions to realise this as an asset. It is also important to understand the lifetime costs of investments over a fifty year investment It would be helpful to see the leisure centre costs sitting alongside the school costs so that the total cost both financially and environmentally could be seen.</p>	<p>Cabinet Member Response: The financing of this project is part of the MTFs and the Powys element of the funding is coming from prudential borrowing. The sites identified by Members for potential disposal would not be available until the build had been completed, so there are opportunities to consider other uses for the building or achieving a capital receipt through their sale. If the properties were sold this capital receipt could be used to reduce the borrowing later in the project or elsewhere in the capital programme.</p> <p>Officer Response: In terms of the Leisure Centre the capital receipt is estimated at £385k (2020). The whole life costs are shown in the Outline Business Case (P63 of the agenda pack- £25m for option 9 and £34m for option 10). This information can be checked and included in the Cabinet report. Capital receipts need to be included as well.</p> <p>The Bro Dyfi Leisure Centre is in the Council's ownership.</p>
<p>In terms of the numbers for the school. How certain are you that the numbers for the new school are right.</p>	<p>Officer Response: The projections are carried out annually by the Schools Service statistician. The figures are also checked with the school as they know how many pupils are planning to come into the school. The</p>

	school recognised that the lower figures were accurate. Some flexibility for growth is also built into the figures.
To what extent do you take account of any future proposed developments in the town.	Officer Response: The pupil projections do not take external factors into account but the Service also looks at the Local Development Plan and possible other factors to determine the final figures.

Comments / Discussion:

- The Council needs to ensure it has the right management of a new build so that the issues experienced in Brecon following the completion of the build are not repeated.
- Welcome the new build.
- Not convinced about the case of not including the leisure element in the project.
- Need to recommend getting on with this build as soon as possible as costs are mounting due to delays.
- Is the value of the capital receipt on the Leisure Centre correct and is there a covenant restricting house building on this site. The main capital receipt would be from the primary school site. (It was clarified that the estimated capital receipts were - Library £120k, Primary School £431k, Canolfan Hyddgen £300k)
- The Housing Services has expressed an interest in the Primary School Site.
- The Leisure Centre site would be difficult to develop due to its position and location in the former Plas mansion house so there may be restrictions imposed by CADW as to what could be developed on the leisure centre site.
- Welsh Government are pushing net zero carbon schemes but an assessment was undertaken of the new build including the leisure facility and net carbon zero cannot be achieved where there is a leisure facility which includes a pool.
- Should the Council approach Welsh Government about the unintended consequences of the funding formula and green schemes so that for co-location one form of funding does not affect other funding available.

Outcomes:

Scrutiny made the following observations:

- The Committee welcomed:
 - The proposed new building for the school.
 - The consultation with local people as to whether the library should be moved to the new complex.
- The Committee noted:
 - That the estimated cost of replacing the leisure centre was £6m, whilst improvements to bring the existing building to acceptable standards and maintenance over 10 years was in the region of £3.5m.
 - That any refurbishment to the leisure centre needed to be flexible to take account of service users' needs.
 - That if band B funding was used for the leisure facility it would mean that the Council could not build other schools elsewhere.

- That pupil projections had been revised for the new school from 620 originally to 540 and that numbers included those projected to be attending the school from across the border with other counties as well. The revised projection had been accepted by the school and also took account for some growth in future.
- That the future retention, repurposing or possible sale of Canolfan Hyddgen was being considered as part of the wider discussions in relation to the proposal.
- That the size of the 3G pitch at the school would be dependent on the inclusion (or not) of the library in the complex.
- The Committee requested that:
 - Potential capital receipts from the sale of existing buildings as well as lifetime costs which were included in the economic case be included in the main Cabinet report which was accepted by officers.
- The Committee remained unconvinced about the case of not including the leisure facility within the campus, but also understood the impact of its inclusion on the funding available for other schemes. In addition, whilst Welsh Government were pushing net carbon zero schemes, it was accepted that this could not be achieved in a leisure facility with a swimming pool.
- The Committee expressed concern:
 - That the project be progressed as soon as possible in view of increasing costs due to delays.
 - That there needed to be good management of the build to overcome issues on previous projects, for example with the build of Brecon High School where remedial work had to be undertaken after the school was occupied, are addressed.
 - That the unintended knock-on impact on funding schemes in following Welsh Government's policy on the co-location of facilities, be brought to Welsh Government's attention.

Scrutiny's Recommendations to Cabinet

- 1. Potential capital receipts from the sale of existing buildings as well as lifetime costs which were included in the economic case be included in the main Cabinet report which was accepted by officers**
- 2. That the project be progressed as soon as possible in view of increasing costs due to delays**
- 3. That there needed to be good management of the build to overcome issues on previous projects**
- 4. That the unintended knock-on impact on funding schemes in following Welsh Government's policy on the co-location of facilities, be brought to Welsh Government's attention**

6. SCRUTINY RECOMMENDATIONS

Documents Considered:

- Response to Scrutiny Recommendations – Llanfihangel Rhydithon
- Response to Scrutiny Recommendations - Llanbedr

Issues Discussed:

- Questions:

Question	Response
<p>Disappointed by the lack of information in the responses. The Cabinet response lacked detail and did not give the Committee an assurance that Cabinet had considered scrutiny's comments.</p>	<p>Cabinet Member Response: Take on board the comments regarding the need for a more detailed response from the Cabinet and officers which will be addressed in future documents.</p>
<p>There is an inconsistent approach from Cabinet. There is a response from Cabinet regarding Llanfihangel Rhydithon but when it was suggested to move Sennybridge school along the language continuum at yesterday's Cabinet meeting this was rejected.</p>	<p>Cabinet Member Response: The paper regarding Sennybridge was capital paper rather than a schools transformation paper. The best time to consider this was during the Brecon area review. However, it can be looked at as part of discussions on the WESP and what can be achieved in the future.</p>
<p>The impression given in respect of these two schools is that these schools may remain open which has been confusing for parents and pupils. However, documents state that schools will ultimately close next year. Can the Cabinet Member give an assurance that whilst the delay is to look at alternative proposals the schools will eventually close.</p>	<p>Cabinet Member Response: The papers considered by Cabinet could have abandoned or postponed the previous decisions. The Cabinet chose to postpone the process and undertake the reviews. Abandoning the proposals would have delayed matters and led to the need for another consultation process.</p> <p>If alternative proposals come forward then it will lead to opportunities to do something different. In the long term the interest of the Cabinet Member is in the long term welfare and benefits of the pupils in the schools and to explore other avenues for Welsh Language provision in the Llanfihangel Rhydithon catchment.</p> <p>Officer Response: Unless the Cabinet makes a different decision the original decision will be implemented.</p>

Outcomes:

- **Noted.**

7.	WORK PROGRAMME
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The Head of Education outlined a hybrid model of professional learning for Members. This would be by means of pre-recorded videos prepared by officers which members could watch in their own time. Responses would then be captured. This is a process of professional learning used in Education.

It is the intention that a suite of slides and videos to be made available to Members regarding key elements such as school improvement, changes to the

Estyn framework guidance, the new curriculum for Wales. This would assist time management for both Members and officers. Some of the key questions that officers were being asked could be answered by this process and the information could be shared to all Members. The Committee was requested to pilot this process and then the discussions at scrutiny could be tailored based on the discussions during the process.

Comments:

- This does not replace scrutiny meetings.
- There would continue to be discussions at scrutiny meetings as hearing the views of other Members is helpful during a debate. Observations could be drawn from the responses and considered by the Committee. It would also only be items which the Committee considered appropriate. In addition it would allow more targeted discussion at meetings with the background information already having been provided.
- This would be a rolling programme and there are items which are due to come to scrutiny so the information could be provided in advance.
- Whilst the Head of Education might suggest a list of subjects for the Committee to consider this would not prevent the Committee suggesting its own subjects for consideration.

Members decided that they were content to pilot the process.

Work Programme.

The Committee noted the schedule of future meetings. It was noted that the performance reports would be delayed until the December meeting.

The Committee suggested the following additional subjects could be included in the work programme:

- Annual updates on the Regional Educational Partnership with Ceredigion
- Early years / pre school
- ALN.
- School transport
- Scrutinising the Regional Skills Partnership and future skills for net zero.
- Updates on the WESP

County Councillor R G Thomas (Chair)

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5.1

Scrutiny Committee Date

Report Title:	Quarter Two 2022-23 Performance Report
Lead Officer:	Head of Transformation and Democratic Services

Key Issues in the report highlighted by Lead Officer

The report covers how the organisation is performing in delivering the aspirations of the Corporate Improvement Plan, Vision 2025. This report covers the period of Quarter Two – July to September 2022.

Key achievements and issues are highlighted throughout the report at a well-being objective level to allow for ease of use.

Key Feeders (tick all that apply)

Strategic Risk		Cabinet Work Plan	
Director / Head of Service Key Issue		External / Internal Inspection	
Existing Commitment / Annual Report	X	Performance / Finance Issue	X
Suggestion from Public		Referral from Council / Committee	
Corporate Improvement Plan	X	Impacting Public / other services	
Service Integrated Business Plan	X		
Suggestion from Members			
Partnerships			

Scrutiny Impact (tick all that apply)

Policy Review		Performance	X
Informing Policy Development	X	Evidence Gathering	
Risk		Corporate Improvement Plan	X
Service Integrated Business Plan	X	Partnerships	
Pre-Decision Scrutiny		Finance / Budget	X

Other (please specify)

Not applicable

Suggested scrutiny activity - Committee's Role:

In line with the council's [Performance Management and Quality Assurance Framework](#), it is proposed that Scrutiny consider the following key questions as part of analysing the performance information:

Corporate Performance Report

1. Overall, does the detail provided in the corporate performance report provide a meaningful and balanced account of progress against planned milestones and targets in Vision 2025? Does it clearly articulate; how well we are doing?; how do we know?; what and how can we do better? Is the commentary written in clear, plain and understandable language?
2. Is the content and quality of reporting appropriate and sufficient to provide the organisation (particularly Scrutiny themselves as well as the responsible Heads of Service, Directors, and Portfolio Holder) with assurance about the work being undertaken? Does it 'speak for itself' clearly and demonstrate if we know we're 'doing the right thing in the right way'?
3. Are the BRAG status' that have been given for the objectives fair and appropriate? Do they align with the detail that is provided in the Achievements, Issues, Actions commentary?

4. Given current and previous performance against the measures, are future targets realistic/ sufficiently challenging? Are there specific areas of concern, for example objectives/ measures that have not made progress from one quarter to the next? Future targets are detailed in the CIP Vision 2025 document [link](#)
5. Are the actions for getting red and amber objectives/ measures back on track robust enough? (taking account of available resources and prioritisation). Are the timescales for completing the actions realistic and appropriate?
6. Any other comments

On what specific elements of the report would scrutiny comment add value

As noted above.

5.2

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE 8th November 2022

REPORT AUTHOR: County Councillor Cllr David Thomas
Portfolio Holder for Finance

REPORT TITLE: Financial Forecast for the year ended 31st March 2023 (as at 30th September 2022)

REPORT FOR: Decision

1. Purpose

- 1.1 To provide Cabinet with the forecast revenue budget outturn for the 2022-23 financial year based on the position at quarter two and explain any changes since the last report at quarter one.

2. Background

- 2.1 A report considered by Cabinet on the 27th September 2022 set out the current challenging economic context and how it is impacting on the council's finances. The impact of rising inflation is increasing the financial pressure on the Councils budget as costs for fuel, food, and energy increase.
- 2.2 Employee Costs are set to increase significantly. Pay awards are still subject to negotiation, but Welsh Government have proposed that Teachers pay will increase by 5% from September 2022 and the National Employers for local government services (NJC) have made a final pay offer to the unions representing other council employees which equates to an average increase of 7.25% this year, ranging from 10.5% to 1.29% across the scale points.
- 2.3 The rising costs are also impacting on our capital schemes as materials and contractor costs increase and the cost of borrowing become more expensive.
- 2.4 The cost of living challenge is also impacting on our local businesses and residents and this creates additional pressure on the Council as demand for our services increases.
- 2.5 The budget set by council back in March is not now sufficient to meet our costs and the Council is taking action to reduce expenditure and draw on our reserves.
- 2.6 At quarter one we were reporting that £3.827 million was projected to be drawn from specific reserves to deal with the additional pressures already identified and in addition a further shortfall of £1 million was also being forecasted.
- 2.7 At quarter two the projected position has risen to a deficit of £7.064 million, of which £5.316 million will be funded through the drawdown of specific reserves. Leaving a further £1.748 million deficit to be funded from general reserves.
- 2.8 Table 1 below summarises the projected outturn position across the Council's services including HRA and delegated schools.

Table 1 – Forecast Position

	£'000	Sept
Base Budget		301,870
Cost Pressures		16,595
Cost Underspends		(12,548)
Cost Reductions Shortfall		3,018
Use of Specific Reserve		(5,316)
Sub Total		303,618
Overspend		1,748
Funded by:		
Overspend Gap - Budget management reserve		(1,748)
		(1,748)

- 2.9 The revised projection includes an estimate of the NJC and Teachers pay awards that are still being negotiated, an estimated cost of £8 million to be found this financial year. The approved budget in March assumed a level of pay increase, but this does not fully meet the estimated costs, leaving a £3.7 million gap this year.
- 2.10 In response to the increasing challenge, steps have already been taken to pull back on expenditure across the council with services taking action that aims to reduce service expenditure by £2 million over the remainder of the financial year. In addition, corporate budget assumptions have been reviewed, reductions in borrowing as some capital schemes are delayed, the reversal of the National Insurance increase and updated Council Tax data, are now projecting improved positions to further support the revenue position.
- 2.11 Appendix A provides the financial position for each service, broken down into categories covering cost pressures, cost underspends, cost reductions and use of specific reserves.
- 2.12 Further detail about each service area is provided in Appendix B, with Heads of Service setting out their individual narrative that explains their financial position.

3. Cost Reductions

- 3.1 Cost reductions of £8.072 million were approved as part of the Councils budget for 2022/23 and the delivery of these is required to achieve a balanced budget. In addition, undelivered savings from 2021-22 have been rolled forward totalling £2.783 million, these also need to be delivered.
- 3.2 The summary at Table 2 shows that 44% or £4.808 million have been delivered and a further 28% £3.040 million are assured of delivery by Services. £3.007 million, 28% are unachieved and are at risk of delivery in year. Services are reviewing these and are required to consider mitigating action to ensure that they can deliver within the budget allocated.

3.3 Table 2 – Savings Summary

£'000	To Be Achieved	Actually Achieved	Assured	Un-achieved
Adult Services	3,429	1,730	1,699	-
Childrens Services	3,640	1,505	858	1,278
Commissioning - Adults & Children	-	-	-	-
Economy and Digital Services	282	41	2	238
Education	55	50	5	-
Schools Delegated	-	-	-	-
Finance	39	39	-	-
Central Activities	1,045	1,045	-	-
Highways Transport & Recycling	1,612	6	290	1,317
Housing & Community Development	172	166	3	3
Legal & Democratic Services	24	-	18	6
Transformation and Communications	230	200	21	8
Property, Planning & Public Protection	189	25	7	157
Transformation and Communication	-	-	-	-
Workforce & OD	138	-	138	-
Total	10,855	4,808	3,040	3,007
		44%	28%	28%

4. Reserves

- 4.1 The Reserves position at Table 3 sets out the reserve forecast as at 30th September 2022. The opening reserves stood at £63.782 million, with the general fund reserve of £9.333 million representing 4.2% of total net revenue budget (excluding Schools and the HRA).

Table 3 – Reserves

Summary	Opening Balance (1st April 21) Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Projected Balance (31st March 23) Surplus/ (Deficit)
General Fund	9,333	-	9,333
Budget Management Reserve	3,584	1,748	1,836
Specific Reserves	29,167	9,920	19,247
Transport & Equipment Funding Res	8,843	2,080	6,763
Total Usable Reserves	50,927	13,748	37,179
Schools Delegated Reserves	8,982	93	8,889
School Loans & Other Items	- 371	7	- 364
Housing Revenue Account	4,244	145	4,099
Total Ring Fenced Reserve	12,855	231	12,624
Total	63,782	13,979	49,803

- 4.2 The specific reserve forecast partly relates to the use of grants that were rolled forward last year for use this year totalling £3.342 million. In addition, £5.316 million of reserves was previously agreed to fund specific areas set out in the yearend report and pressures identified as “risk” through the budget setting process due to Covid cost, the Ukraine crisis and the impact of inflation.
- 4.3 The remaining projected deficit of £1.748 million will be funded from the budget management reserve if it materialises.

4.4 The delegated schools forecast is likely to change, Schools are currently reviewing their budget plans in light of the rising pressures from utilities and the estimated pay awards. School reserves increased by £5.732m at the end of last year as they benefitted from additional funding provided by Welsh Government in the last quarter of the year. They will need to draw on these to support the increasing costs.

5. Grants and Virements

5.1 There have been additional grants received this quarter and are reported to comply with financial regulations:

5.1.1 Children's Services:

- Unaccompanied Asylum Seeking Children, Welsh Local Government Association Grant of £1,372. Funding to support local authorities in their work with unaccompanied asylum-seeking children.
- Additional Childrens and Communities Grant, Welsh Government Grant of £134,000. Additional funding has been provided for the expansion of early years provision via Flying Start to meet the Programme for Government commitment to deliver a phased expansion of early years provision to include all 2 year olds, with a particular emphasis on strengthening Welsh medium provision. The condition is that it is ring-fenced for the expansion of early years provision via Flying Start.
- Cost of Living Funding Prevention Payments for families with care and support needs, Welsh Government Grant of £37,534. The Purpose of the funding as part of the Welsh Government 2022-23 Cost of Living package is to provide local authorities with a fund to provide prevention payments for families with care and support needs who need essential items which they are struggling to pay for due to increased cost of living.
- Family Intervention Fund, Welsh Government Grant of £91,395. The Purpose of the funding is to provide local authorities with funding to resource practical support and direct family intervention on a case-by-case basis: - for children referred for safeguarding issues but not meeting the statutory threshold for intervention in order to promote family resilience and child well-being and divert children from registration on the child protection register and; - for children on the child protection register who can be safely removed with the right additional support.

5.1.2 Education

- £831,543 - Local Authority Education Grant Variation 1, broken down as follows:
 - £74,832 – Induction Placement Scheme. The purpose of this funding is to deliver the extension of the induction placement scheme between April – August 2022.
 - £42,000 – Online IDP Project. The purpose of the grant is to fund online solutions for IDP as a part of the Additional Learning Needs transformation programme.
 - £8,560 – Additional funding for Changes Non maintained funding April – August. Local authorities, working with funded non-maintained nursery settings in their area, are responsible for ensuring that funding impacts on key areas that will support the delivery of quality Foundation Phase Nursery provision. The funding should focus on practitioner support and resources in key developmental areas which support the Foundation Phase pedagogical approach
 - £11,985 - Additional funding for Change Non maintained funding September – March. Same description as above.

- £694,166 – Universal Primary Free School Meals. Welsh Government has committed to roll out free school meals to all primary pupils by September 2024 as part of a Co-operation Agreement with Plaid Cymru, this is a demand led grant and can only draw down the value of the meals we serve.
- £99,189 – Welsh-Medium Late Immersion Grant. Build on current immersion centre provision at Ysgol Dafydd Llwyd and set up an immersion centre at Llanfyllin.
- £16,333 – Welsh medium capacity grant (Variation 1 of the Regional Consortia School Improvement grant [RCSIG]). To support the capacity building of some parts of the Welsh-medium and bilingual education workforce.

5.2 Several virement requests are requested for approval:

5.2.1 Court Team Management of Change – to transfer £337,510 from the existing Care and Support teams to form new Court team. In December 2020 a pilot project was introduced into the Care and Support Service utilising the current staff including agency workers to create an additional Court Team in the structure. The aim of this pilot was to improve the consistency and quality of the practice for children and their families whose care plans are before the court, to improve and strengthen the Pre-Proceedings part of the Public Law Outline and to provide increased focus to those children subject to a child protection plan. The additional Court Team will be funded through re-organisation of the current Care and Support Teams in the North and the South and therefore it is within the current budget.

5.2.2 A virement for £253,038 for Childrens Services using general reserves to support placement capacity in County and avoid the use of unregulated arrangements, for this financial year only. The short-term plan would allow for a property to be utilised to develop an in-house bespoke placement for a service user with complex needs, this creates a sustainable option for placement stability in the short term. The medium-term plan would be to work with the regulators to register this provision as a registered children's home for 2 young people, to provide a long term, registered placement which could meet the needs of Powys Children and support them to achieve the best possible outcomes.

5.2.3 A virement for a one-off temporary budget transfer of £150,000 to Home to School Transport to offset the pressure in relation to the Post 16 transport costs funded by the 14-19 provision in Education in this year only.

5.2.4 A virement to move £102,850 from the Secondary Improvement base budget for the Service Manager Secondary Improvement into the Head of service budget alongside the budget for the rest of senior management team.

5.2.5 A virement to move £102,850 base budget and income funding from the Regional Consortia School Improvement Grant for the Service Manager for Curriculum for Wales and Professional Learning into the Head of service budget.

5.2.6 The Cleaning department are to carry out the standard void cleaning works for the Housing client, previously undertaken by the Heart of Wales Property Services. In order to carry out this work the cleaning department require 3 x additional Grade 3 staff and 1 x Grade 7 staff, and 2 vehicles totalling £135,000, which will be met in full by raising charges to the Housing budget. The virement request therefore seeks approval for the increase in budgeted staffing and fleet costs, to be met by an increase in budgeted income.

5.2.7 Highways, Transport and Recycling has carried forward unachieved savings targets of £1.3 million, these unachieved savings were absorbed within the HTR budget in 2021/22. The delivery of the savings were impacted by Covid, such as car park income and public transport. The Head of Service has confirmed that the unachieved savings can be absorbed within the existing HTR revenue budget and has also confirmed £295,505 of the target will be achieved this financial year. The service budgets will be realigned as the targets can now be met through additional income being achieved through Street Works income, Highway Design income and Recycling income.

6. Financial Risks

- 6.1 The proposed pay awards have impacted heavily on the revenue budget and action had to be taken immediately to limit the need to draw on reserves to fund the shortfall. Pay negotiations continue and risk remains as to the value of the actual amounts agreed. In previous years additional funding has been provided by Welsh Government to fund the Teachers pay award, but this may not be the case this year.
- 6.2 Demand for some services could change, this will impact on the figures currently being projected. As we head into the autumn and winter period Social Care may see increasing pressure as more people require council support.
- 6.3 Minimising the call on reserve this year is essential, the increased level of risk will not diminish over the short term and we are developing the 2023-24 budget in an extremely challenging time, holding sufficient reserves to cover the continued risk is essential to our financial resilience.
- 6.4 In previous years additional funding has been provided by Welsh Government towards the end of the year, this is unlikely to happen this year so we must plan and manage our budget without that expectation. The indicative funding allocations for the next 2 years provided by Welsh Government in March are well below the level of inflation and will represent a real term cut in funding for the Council.
- 6.5 The Medium Term Financial Strategy and the assumptions on which the Financial Resource Model is based continues to be reviewed. We continue to plan in a challenging and uncertain time and will update our projections as more information becomes available.
- 6.6 Rising inflation and in particular fuel and energy costs are now impacting on the Council, with contractors approaching the Council to raise their concerns and start discussions. Further impact is now expected arising from the situation in Ukraine. With CPI inflation 10.1% (September) and expecting to rise we must ensure that we take every opportunity to limit this impact.
- 6.7 The Council remains under borrowed as we continue to utilise our cash reserves to underpin our cashflow. We can borrow both in the short to medium or long term, but the cost of borrowing has risen due to the changes in bank rate, our approach is regularly updated and explained as part of the Treasury Management update to Audit Committee.

7. Resource Implications

- 7.1 The Head of Finance (Section 151 Officer) has provided the following comment:
- 7.2 The council is facing a considerable challenge to balance its budget this year. We must take action to reduce costs and limit the draw on our reserves.

- 7.3 Reserves are held to mitigate unexpected risks and the use of reserves this year will ensure that we meet our statutory responsibility to deliver a balanced budget, however, the challenging environment is not going to end at the end of this financial year, we must ensure that we deliver council services within the resources we are allocated on an annual basis. Holding sufficient reserves to manage the ongoing risk as we move into future years is key to maintain our financial sustainability.
- 7.4 The current volatile situation dictates that we will keep the position under constant review and we will continue to update our assumptions and their impact on the budget both for the current year and as we develop our financial plans for the next five years.
- 7.5 The council is reviewing and updating the Medium Term Financial Strategy, proposals are being developed to address the shortfalls we are now predicting into 2023/24 as we continue to deal with increasing costs. Indicative allocations for 2023/24 provided by Welsh Government back in March will not be sufficient to meet our predicated costs. The autumn statement delivered by the chancellor in November will provide more information on how much funding public services can expect next year. We will have to react quickly when funding levels are confirmed to finalise and balance our financial plans.
- 7.6 Discussions at a national level will be very important through the next few months and we will work closely with other Authorities and the Welsh Local Government Association to ensure that the impact the current economic position is having on the Council is fully understood.
- 7.7 There will be difficult decisions ahead as we consider the implications of our financial position on our ability to deliver appropriate Council services to our residents.

8. Legal implications

- 8.1 The Head of Legal & Democratic Services (Monitoring Officer) as no comment with this report.

9. Data Protection

- 9.1 There are no data protection issues within this report.

10. Comment from local member(s)

- 10.1 This report relates to all service areas across the whole County.

11. Impact Assessment

- 11.1 No impact assessment required.

12. Recommendation

- 12.1 That Cabinet note the current budget position and the projected full year forecast to the end of March 2023.
- 12.2 The grants received in this quarter as set out in section 5.1 are noted
- 12.3 The virements set out in section 5.2 are approved, this is to comply with the virement rules for budget movements between £100,000 and £500,000 as set out in the financial regulations.

Contact Officer: Jane Thomas
Email: jane.thomas@powys.gov.uk
Head of Service: Jane Thomas

Appendix A

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		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Adult Services	73,869	2,537	(80)	1,699	78,025	(1,699)	(1,372)	(1,080)	73,874	(5)	34
Children's Services	27,900	4,266	(1,458)	2,135	32,843	(858)	(563)	(567)	30,856	(2,956)	(2,006)
Commissioning	3,651	0	(11)	0	3,640	0	0	0	3,640	11	1
Education	17,416	626	(1,019)	5	17,028	(5)	(49)	0	16,974	442	(242)
Highways Transport & Recycling + Director	29,677	2,029	(2,902)	1,606	30,410	(290)	(150)	(35)	29,936	(259)	(260)
Property, Planning & Public Protection	6,122	588	(793)	164	6,081	(7)	(150)	0	5,924	198	(225)
Housing & Community Development	5,440	540	(192)	7	5,795	(3)	0	0	5,791	(351)	(193)
Economy and Digital Services	6,311	54	(304)	240	6,301	(2)	0	(54)	6,245	66	(39)
Transformation & Communication	3,724	174	(142)	29	3,785	(10)	(96)		3,679	45	0
Workforce & OD	2,399	0	(174)	138	2,363	(138)	0	0	2,225	174	79
Legal & Democratic Services	1,387	66	(103)	24	1,375	(18)	0	0	1,357	30	49
Finance & Insurance	6,258	29	(16)	0	6,271	0	0	0	6,271	(13)	41
Corporate Activities	38,225	5,583	(5,354)	0	38,454	0	(1,200)	0	37,254	971	1,831
Total	222,379	16,493	(12,548)	6,047	232,370	(3,029)	(3,580)	(1,736)	224,025	(1,646)	(930)
Housing Revenue Account	0	2	0	0	2	0	0	0	2	(2)	0
Schools Delegated	79,491	100	0	0	79,591	0	0	0	79,591	(100)	(85)
Total	79,491	102	0	0	79,593	0	0	0	79,593	(102)	(85)
Total	301,870	16,595	(12,548)	6,047	311,963	(3,029)	(3,580)	(1,736)	303,618	(1,748)	(1,014)
					(10,093)				(1,748)		

Appendix B Head of Service Commentary

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final	Sept Variance	June Variance
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23		
Adult Services	73,869	2,537	(80)	1,699	78,025	(1,699)	(1,372)	(1,080)	73,874	(5)	34

Adult Social Care Overview

The forecast outturn at the end of quarter 2, 30th September 2022, is an overspend of £4.156m of which £2.452m is to be funded from agreed 'Specific Adult Social Care' reserves and £1.080m from the 'Councils Risk/Management' reserve, £1.699m of efficiencies/savings still to be delivered, which leaves an overall small underspend of £5k, assuming that the full growth allocation of £2.3 million will be utilised to fund external services in regard to the Real Living Wage as directed by Welsh Government and expenditure remain within this financial envelope. Currently, the Local Authority is still in negotiation with some providers. The outturn forecast has deteriorated by £39k from Quarter 1.

Cost Pressures

(a) Current Pressures - Included in the forecast outturn at quarter 2

- £1.202 million of the £1.436 million Specific Reserves carried forward from 2021/22 year end, as below

Explanation to Support Request	£	Included in Outturn Q3 Forecast
Roll over into a specific reserve the underspend due to one off income raised from back dated fees. This reserve will specifically fund a managed service 'Zyla' to reduce the number of outstanding reviews, in part due to the pandemic and also due to the increased presentations due to lack of Health Care provision, unfortunately the resource was sourced in 2021/22 but have been unable to commence until 2022/23.	£497,000	£497,000
Roll forward reserve due to mini PPNO2/20's with providers to fund additional running costs of Older Day Centres and restricted numbers of service users, which is currently and unknown unit cost	£100,000	£100,000
Roll forward to cover the additional cost of the Agency Domiciliary Care v Powys County Council employed, during period of recruitment and on boarding, following return of hours from the external providers. Due to the lateness of a grant received to promote the independence of people with care and support needs or in an early intervention and prevention context to maintain people in their own homes, the service offset existing costs to utilise a portion of the additional funding, this enabled the service to have an underspend against base funding which we request to roll forward.	£385,000	£385,000
Roll forward reserve due to mini PPNO2/20's with providers to fund additional placements costs, possibly out of county, which will not have been budgeted for, due to the financial stability of commissioned providers, particularly the care home sector following the cessation of the Welsh Government Covid 19 Hardship and capacity following the pandemic. This will enable swift transfer of clients.	£234,000	
Roll over into a specific reserve due to the one off over achievement of 'Direct Payment' refunds, as clients have been unable to utilise fully due to the pandemic the one off additional capacity within the Occupation Therapist teams to meet the XXXX number of outstanding assessments due to increase in referrals during the pandemic, in part due the reduction in hospital surgery and increase in falls and trips and due to 'lock down' the lack of mobility.	£220,000	£220,000
TOTAL	£1,436,000	£1,202,000

- Additionally, £170k of the £400k allocated at year end by Welsh Government (WG) in the Revenue Support Grant (RSG) to be utilised to fund 'electric cars and driving lessons' in Domiciliary Care and rolled forward to 2022/23, is now going to be utilised to fund the increase in mileage rate for external domiciliary care providers from 35p per mile to 45p per mile as part of the UKHCA funding formula, as per WG redirection notification.

- A total of £1.080 million is to be funded from the Councils 'Risk/Management' reserve: £830k in year Covid pressures and £90k Demography to be managed at risk as considered and agreed as part of the budget setting process in the Financial Resources Model (FRM), £100k contract inflation as a result of Ukraine etc., £60k in respect of the cost of the two additional bank holidays for frontline services, not previously budgeted for.

(b) Future pressures - Not included in the forecast outturn

- Unknown future impact of Covid 19 on services/providers as Welsh Government (WG) Hardship funding ceased on 31st March 2022. This was in relation to support to local authorities to maintain their commissioned and in-house adult social care placements. Additionally, increase in service needs due to frailty/deterioration in health and mobility as a result of lack of Health appointments and delays in treatment and operations.
- Winter pressures and potential demand on home-based care and interim bed options, future demand is unknown and so further cost pressures may arise.
- Older People & Disability centres and services have remained closed during the pandemic but will reopen one by one, operating within safe working and social distancing rules. This may result in additional costs or double running, where some clients choose to remain to continue to receive having services delivered in the current format in the community following the 'what matters conversation' and the cost of running the centre remaining but at a much higher unit cost per client.
- Stability of commissioned providers, particularly the care home sector. There is currently 2+ providers who may be at risk of failure.
- Future demography, which was agreed to be funded from the risk reserve as part of the Financial Resources Model (FRM) budget setting process. This temporary allocation will only support these costs during 2022/23 and the full year impact will need to be considered in the FRM and Service's Integrated Business Plan (IBP) for future years.
- Additional and backdated costs for "Sleep-ins" following the outcome of the judicial review, possibly backdated to November 2011. Awaiting judgement and liability to be calculated by the payroll team for the in-house service and legal direction.

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Cost Underspends

- £80k are across various service areas in relation to staff slippage and travel, as less face to face meetings occurring currently

Cost Reductions

- **Assured**
The original target of £3.429 million is currently on target to achieve delivery, of which £1.730 million (50.04%) of the original target to date achieved and included in the forecast outturn. Currently, there is assurance of delivery of the further £1.699 million outstanding.
- **Undeliverable**
A risk on delivery if Covid continues and referrals continue at the current levels.

Other mitigating actions to deliver a balanced budget.

- Maximisation/utilising of any grant underspends, if within the grant terms and conditions for previously budgeted and funded baseline costs.
- Strength based approach to care assessments and care and support planning to mitigate pressures.

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final	Sept Variance	June Variance
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23		
Children's Services	27,900	4,266	(1,458)	2,135	32,843	(858)	(563)	(567)	30,856	(2,956)	(2,006)

Children's Services Overview

The pressures from quarter 1 have continued into quarter 2 with a trajectory of an overspend of £2.956K at the end of this financial year. We are currently reviewing all expenditure, which has included going back to basics and looking into every penny that is being spent. We are aware of the continued high-cost placements situation, so we have reviewed our closer to home strategy and arrangements to make this more focused with clearer objectives such as developing a recruitment strategy for inhouse foster carers. We are continually monitoring the use of agency social workers and non-qualified staff to ensure that we are getting value for money. Recruitment and retention of staff remains a challenge, however the grow our own investment whilst has not made the predicted savings to date, has provided benefit with permanent social workers into the service and will continue to do so over 2023/24.

Cost Pressures

- £1.760 million cost in placements for children who are children looked after. There is an increase in Residential provision out of Powys due to a lack of in house foster carers, Independent Foster Carers and Residential provision.
- £353K Agency workers costs covering Bannau which provides in county children looked after placements for children with complex and disability needs. There were 12 vacant positions in Qtr 1 and 7 vacant positions at the end of Qtr 2. We are continuing to actively recruit.
- £516K Agency workers covering shifts within Children's residential home. We are currently actively recruiting to these positions.
- £80K Social Services Emergency Duty Team- this figure is owed to AS to cover the costs since the service moved to them.
- £223K Leaving Care- These children remain in high-cost placements at 18 years of age and have not stepped down due to need but who are still subject to Pathway plans and entitlements as care leavers.
- £166K Section 21 support- additional monies being used to support families who are in crisis.
- £172K Short breaks for children with complex needs- and increase in short break provision based on need. £102 pressure with an offset from covid reserve of £70k
- £996K Utilisation of an agency managed team- £499K off set below from covid reserve fund.

Cost Underspends

- £73K We have an underspend in adoption placements and resources as part of the regional requirements.
- £29K Legal fees due to decreasing the number of children being placed before the court for decision making.
- £74K Various resources across all service areas
- £1.282 Million underspent on staffing, due to posts being held vacant, coupled with savings around the current forecast of the market supplement.

Cost Reductions

- £380 Target. This was set as a target 20/21 for shared costs with PTHB however these savings remain to be consistently saved. To date £136K achieved with a remaining £244K not yet achieved. No other children eligible, so this cost is not likely to be saved.
- £256K Target- This is all achieved. There was a change in leaving care Provision (16 plus supported Accommodation), which has been commissioned.
- £1,500,000 Placements Target- Achieved £782K- Left to achieve £718K. The Closer to Home (step down in provision) has been established with objectives set around continuing to bring children who are looked after back to Powys. We are looking at higher cost placements and considering what could be done differently e.g., moving a young person from a high-cost residential placement to live in her own flat supported by us through the 16+ accommodation strategy.
- £800K Continuing Care Contribution. This was set as a saving target in 2021/2022 but there are no care plans where this money has been identified. This has been highlighted as a complicating factor.
- £150K Agency – This saving was identified within 2021/2022 with an expected conversation of 5 agency social workers to permanent social worker positions. Due to the high level of staff leaving the council this was not achievable. We continue with our recruitment campaign to recruit permanent social workers. Whilst we have recruited some agency staff to permanent workers, staff have still left so the gap has not reduced.
- £84K Cost Saving from using permanent Social Workers once qualified instead of Agency (based on "grow your own" project - Masters Students and 50% Open University Students) plus Market Supplement. 5 grow our own students qualify this Summer and have been matched to Permanent posts within the structure. Whilst we have recruited these staff, the deficit remains in key statutory service areas such as the Front Door- Information, Advice and Assistance function and impact in demand within the Assessment teams.
- £10K Reduction in staffing expenses/family time expenses due to "closer to home". Delivered 10K
- £5K Foster Panel Costs (Team managers to cover)- Delivered £5K
- £50K Special Guardianship Order (SGO) Project - 1 FTE Social Worker in first two years. The project plan is being implemented. There is saving yet as no team in place.
- £30K Special Guardianship Order (SGO) Project - 0.5 FTE Independent Reviewing Officer (IRO). The project plan is being implemented. There is no saving yet as no team in place.
- £90K Special Guardianship Order (SGO) Project - Conversion of Independent Fostering Agency (IFA) placement to SGO placement. Delivered £30K to date

Use of Reserves

An agency managed team was brought in to support the service during a difficult period of recruitment, retention coupled with capacity and demand. The team currently support up to 120 families who have been subject to child protection processes. This has assisted in the safety planning of these children and their families and assisted with the increased workloads within the service. £64k was agreed to support the children's residential home due to additional staffing required which was ordered by the court care plan.

Covid risk reserve- £497K contact officers, front door and early help pressure due to demand and capacity.

Plus £70k for additional short breaks provision for children with complex needs.

Other mitigating actions to deliver a balanced budget.

We

- will fully utilise grants across the service as in previous years to mitigate the financial position.
- are engaged with the Commissioning of an Agency Matrix Framework which we anticipate will enable effective recruitment and management of agency worker and reduce agency costs.
- have re launched the Closer to home strategy to bring children who are looked after closer to their homes. We are developing a recruitment strategy for supported lodging hosts and foster carers so that there is more flexibility within placements within Powys.
- are continuing to invest in our Grow our own project with up to 10 potential students qualifying as social workers in November 2023.
- are reviewing our expenditure around our section 21 monies and establishing if we can do things differently.
- are reviewing our offer around short break provision.
- are reviewing our high cost residential placements and establishing if we can source an alternative within Powys.
- are reviewing our staffing structure and considering what could we do differently?
- are looking at ways in which we can continue to reduce the number of children who are looked after and also the number of children subject to child protection registration.

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Commissioning	3,651	0	(11)	0	3,640	0	0	0	3,640	11	1

Commissioning Overview

Although the projections point towards a balanced budget, it is anticipated, but not assured, that there will be further adjustments throughout the year with national government grants being made available to support the work of the service.

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Education	17,416	621	(1,019)	5	17,023	(5)	(49)	0	16,969	447	(242)

Education overview

Through excellent joint working between the finance team and the Schools Service senior managers significant savings have been made which will help ease the internal financial pressures. Further efficiencies are yet to be achieved in specific service areas but through ongoing collaboration and solution driven decision making we hope to reduce the overspend further helping this financial year and next.

The Covid-19 pandemic continues to place additional pressures on the service and consideration needs to be given regarding the long-term challenges this could bring in certain areas such as ALN. The service is working hard on mitigating financial issues as they arise through the effective use of grants and have managed to alleviate pressures.

Page 54

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Schools Delegated	79,491	100	0	0	79,591	0	0	0	79,591	(100)	(85)

Schools Delegated Overview

Through excellent joint working between the finance team, Schools Service and schools we have provided clear messaging and support which will help schools to ease their financial pressures. We have shared a financial toolkit to support with reviewing current spend and enable further efficiencies to be made. Schools will be invited to financial surgeries to discuss financial plans and next steps.

The Covid-19 pandemic continues to place additional pressures on schools and consideration needs to be given regarding the long-term challenges this could bring.

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Highways Transport & Recycling + Director	29,677	2,029	(2,902)	1,606	30,410	(290)	(150)	(35)	29,936	(259)	(260)

Highways Transport & Recycling Overview

Cost Pressures

- £222k overspend on highways routine maintenance works, which is an improvement since June 2022
- £218k under-recovery of the budgeted profit target from Trade Waste collection services which is used to support corporate support costs in delivering the Trade Waste Service.
- £144k overspend on green waste collections
- £108k overspend on domestic waste collections resulting in the main from increased fuel costs
- £225k overspend on Household Recycling Centre management fee for July to March 2023 whilst the contract retender takes place.
- £417k overspend on home to school transport expenditure

Cost Underspends

- A forecast over-recovery of recyclate income against budget of £536k
- An over-achievement of £709k against street works resulting from increased income against budget.
- An over-achievement of profit associated with highways design of £206k.
- An over-achievement of income on traffic management works of £127k
- Use of vacant management/supervision posts £203k

Use of Reserves

- £549k expected BES grant reserve to support the £549k savings target within transport services.

Other mitigating actions to deliver a balanced budget.

- Promote the green waste service to increase income.
- Seasonal working is starting to reduce overtime on highway and verge maintenance
- Start reducing non-critical highway maintenance works
- Increase Trade Waste charges to ensure full cost recovery.

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Property, Planning & Public Protection	6,122	588	(793)	164	6,081	(7)	(150)	0	5,924	198	(225)

PPPP Overview

A harder environmental policy stance on intensive agricultural units and the phosphates issue in general is impacting on planning application income generation. The Planning Service is attempting to mitigate the impact by not recruiting to some vacant positions, but this mitigation is not going to be sufficient to stop the Planning Service having a significant overspend. The 2021 savings proposal of an additional £75,000, which was carried forward to 2022, is not going to be achieved considering the above.

Further controls relating to the funding of public protection investigations are being put in place to secured greater budget certainty. Methods to further manage risk are being considered by the service area.

Trading Standards are unable to achieve an income target of £44,000 from Proceeds of Crime Act 2002. The service area is looking into alternative options to secure £44,000 as this income target is not considered to be achievable moving forward.

Strategic Property are forecast an underspend compared with an overspend in the previous quarter. This underspend relates to the release of a significant budget allocated to remedial works, as the service area does not have the staff resource to appropriately manage the remedial spend.

Income targets for a small number of investment properties are not considered to be achievable. Strategic Property are reviewing this situation and moving into the next financial year, believe that these income targets can be offset using income receipt from alternative commercial properties.

FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022					ADJUSTMENTS OUTSIDE THE LEDGER				
--	--	--	--	--	--------------------------------	--	--	--	--

		Add	Less	Add	Revised	Less	Less	Less	Final
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23
Housing & Community Development	5,440	540	(192)	7	5,795	(3)	0	0	5,791

Sept Variance	June Variance
(351)	(193)

Housing and Community Development Overview

Spend is on track across most budget areas within Housing & Community Development, with all but one area forecast to be on budget or returning a minor underspend. As forecast, the one area of concern is Schools Catering, with a £244,000 overspend. Catering income is being carefully monitored and appears to be increasing as covid restrictions easing in schools has allowed a return to more normal provision. Free school meals for the youngest primary children comes into operation from September. At this point it is unclear what impact this will have on income. It is still early in the financial year and the autumn term will give us a clearer indication of income trends.

Pressures

Due to country-wide/global issues regarding increasing energy costs and the uncertainty around continuing UK government support, Powys have been in discussions with Freedom Leisure with regards to the significant cost forecast of utilities during the remainder of 2022-23 and into the next financial year. This could have a considerable impact on the leisure and sport centres in the future.

Total 57

FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022					ADJUSTMENTS OUTSIDE THE LEDGER				
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		Add	Less	Add	Revised	Less	Less	Less	Final
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23
Housing Revenue Account	0	2	0	0	2	0	0	0	2

Sept Variance	June Variance
(2)	0

HRA – The HRA is ring fenced and forms part of its own trading account, any surpluses and deficits are contained within a ring fenced reserve.

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER			
		Add	Less	Add	Revised	Less	Less	Less	Final
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23
Economy and Digital Services	6,311	54	(304)	240	6,301	(2)	0	(54)	6,245

Sept Variance	June Variance
66	(39)

Economy & Digital Overview

Cost Pressures

The service is managing current price increases within budget, but inflationary costs are increasing in ICT and Economy capital investment projects. Discussions are taking place with all current ICT suppliers to understand annual pricing and impact on budgets.

Cost Underspends

Staffing costs are currently underspent as the restructure of service has been finalised in Q1 which has covered underachievement in cost reductions. Vacant posts across the service are being held where possible and do not impact critical delivery of the service.

Cost Reductions

ICT hold cost reductions opportunities from the opportunities to modernise and reduce legacy systems on behalf of other services. This work has been delayed over previous years but will now be managed again through 2022/23 to achieve savings outlined.

Use of Reserves

No current use of reserves

Other mitigating actions to deliver a balanced budget.

Economy budgets have been set on a 3 year basis following WG grant allocations giving more stability to the budgets in this area than had been seen in previous years. Maximising opportunities to align current staff to grant income has contributed to the balanced budget.

FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022					ADJUSTMENTS OUTSIDE THE LEDGER				
		Add	Less	Add	Revised	Less	Less	Less	Final

£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23
Transformation & Communication	3,724	174	(142)	29	3,785	(10)	(96)		3,679

Sept Variance	June Variance
45	0

Transformation and Communication Overview

Cost Pressures

The communication staffing structure not fully funded by the annual working budget (37% of staff are funded through income generation/grants). There are also posts within the corporate insight centre (data analytics) that are fixed term and funded via these means. This is a cost pressure for the service and is highlighted in more detail in the mitigating actions below.

Cost Underspends

The current forecast outturn position for Transformation and Democratic Services as at the end of period 6, September, is an under spend of £45k compared to a break-even position, reported at the end of June. This assumes that £96k will be drawn down from the specific reserve. Since the June report Democratic services have moved into this area and it is this service that is reporting the underspend of £45k.

Cost Reductions

The £10,000 cost reductions not delivered have been identified with the accountant and this figure will come from a variety of sources (removal of vehicle lease cost budget, expenditure hire, reduction in postage and print costs and the removal of fleet maintenance SLA).

Use of Reserves

£96k use of reserves.
 £90k to support the Communications staffing structure, as the permanent structure is not fully funded by the base budget and there are also two additional staff in fixed term posts.
 £6k part funds the additional Business Intelligence Officer (fixed term post) within the Business Intelligence Systems team (SQL developer).

Other mitigating actions to deliver a balanced budget.

The Transformation and Communication service is reliant on income, any reduction or increase in income will affect the forecast. We have been fortunate to obtain external funding from other sources over the past few years, this funding enables us to balance our budget, however we know that funding for this year is greatly reduced, we have monies in reserves and are using these to support our current

workforce delivery model as highlighted above. However, the £96k use of reserves is likely to be improved as a Service Level Agreement is being negotiated between Communications and the Regeneration team and it is expected that this will bring in income. Income is also expected from the Health and Care Academy - as these are not confirmed they have not been included in the forecast. When they are confirmed in the next quarter, they will improve the forecast and reduce the requirement from reserves.

The forecast outturn is greater than the annual working budget, which has been the case for many years and is being closely monitored and some fixed-term positions may need to cease if income generation is not maintained or increased in future years.

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Workforce & OD	2,399	0	(174)	138	2,363	(138)	0	0	2,225	174	79

Workforce and OD Overview

We are forecasting an annual underspend of £174k against budget, which assumes assured savings of £138k will be achieved. The main reason for the underspend relates to staffing underspends arising from vacancies and the over-achievement of income within the service.

Cost Pressures

None to report this quarter.

Cost Underspends

We are forecasting an annual underspend of £174k against budget, mainly arising from staffing underspends due to vacancies and the over-achievement of income within the service.

Cost Reductions

Our costs reductions are assured.

Use of Reserves

We are not planning to call upon reserves.

Other mitigating actions to deliver a balanced budget.

We continue to forecast an underspend at year end.

FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Legal & Democratic Services	1,387	66	(103)	24	1,375	(18)	0	0	1,357	30	49

Legal Overview

We are forecasting an outturn underspend of £49k against budget in June 2022.

Cost Pressures – Zero

Cost Underspends

Audalen 62

Corporate Legal & Democratic Services are forecasting an outturn underspend of £49k against budget in June 2022 arising from temporary slippage on Member’s wages budget and general overhead expenditure, an underspend on Democratic Services arising from a pension saving and an underspend on Solicitors due to slippage against the staffing budget.

Cost Reductions

The service has a £203k savings target to achieve in 2022/23, £149k has been achieved to date, £28k is assured to be achieved and £26k is reported yet to be achieved

Use of Reserves

An estimated £193k from the £224k Elections Reserve will be used to Finance the May 2022 Local Elections . An annual budgeted contribution of £36k pa is made to the Elections reserve to pay the Local Elections every 5 years

FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Finance & Insurance	6,258	29	(16)	0	6,271	0	0	0	6,271	(13)	41

Finance Overview

The service is expected to deliver a balanced budget this year. The current overspend position is due to staffing costs in pensions that will be funded from the specific ring fenced reserve.

		FORECAST FOR THE YEAR ENDED 31ST MAR 2023 AS PER CP/LEDGER SEPT 2022				ADJUSTMENTS OUTSIDE THE LEDGER					
		Add	Less	Add	Revised	Less	Less	Less	Final		
£'000	2022/23 Base Budget	Cost Pressures	Cost Underspends	Cost Reductions not delivered	Outturn	Cost Reductions not yet delivered but assured	Specific Reserves with Agreed use	Use of Risk Reserve to cover unfunded Pressures	Outturn Position 2022/23	Sept Variance	June Variance
Corporate Activities	38,225	5,583	(5,354)	0	38,454	0	(1,200)	0	37,254	971	1,831

Corporate Overview

Cost Pressures

There is £4,900k included for the pay awards, of which £1,200k will be called on from a specific reserve set aside at last year end. Shortfall on the levies budget for both the Fire and Brecon Beacons National Park of £82k, budgets were agreed before the final inflation uplifts were provided by these organisations. An overspend against Housing Benefit budgets that is being reviewed.

Cost Underspends

£1,900k relates to an underspend on interest on borrowing and MRP. It has improved against the previous forecast due to removing a number of pipeline schemes and delaying other projects to reduce the need for borrowing this year. £810k overachievement of council tax is forecast in part relating to the premiums we have in place, our collection rate has fallen and this may impact this forecast if they remain below plan until year end. £2,000k relates to pulling through the Risk Budget that is held to fund unforeseen pressures such as the expected pay award.

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

5.3

Economy, Residents and Communities Scrutiny Committee 12-12-2022

Report Title:	Strategic Risk Register Report Quarter 2 2022/2023 Cabinet 7 th February 2023
Lead Officer:	Jane Thomas

Key Issues in the report highlighted by Lead Officer

- 2 new risks escalated to Strategic Risk Register.
- 2 new risks escalated to the Strategic Risk Register by EMT approval.
- 13 current Strategic Risks that need scrutiny to aid Cabinet (One out of the thirteen risks have a probability of 'almost certain' and an impact of 'catastrophic'. Also, five risks have a probability of 'likely' and an impact of 'major')

Key Feeders (tick all that apply)

Strategic Risk	<input checked="" type="checkbox"/>	Cabinet Work Plan	
Director / Head of Service Key Issue	<input type="checkbox"/>	External / Internal Inspection	
Existing Commitment / Annual Report	<input type="checkbox"/>	Performance / Finance Issue	
Suggestion from Public	<input type="checkbox"/>	Referral from Council / Committee	
Corporate Improvement Plan	<input type="checkbox"/>	Impacting Public / other services	
Service Integrated Business Plan	<input type="checkbox"/>		
Suggestion from Members	<input type="checkbox"/>		
Partnerships	<input type="checkbox"/>		

Scrutiny Impact (tick all that apply)

Policy Review	<input type="checkbox"/>	Performance	
Informing Policy Development	<input type="checkbox"/>	Evidence Gathering	
Risk	<input checked="" type="checkbox"/>	Corporate Improvement Plan	
Service Integrated Business Plan	<input type="checkbox"/>	Partnerships	
Pre-Decision Scrutiny	<input type="checkbox"/>	Finance / Budget	

Other (please specify)

Suggested scrutiny activity - Committee's Role:

- Request additional information where necessary to ensure comprehensive process has been undertaken.
- Challenge scoring profiles, mitigation and progress made against the managing the risk
- Make informed recommendations to Cabinet

On what specific elements of the report would scrutiny comment add value

- Scoring profiles based on the guidance given in the Risk Management Framework (Do you agree? Are they a fair and appropriate judgement of risk likelihood and impact?)
- Mitigation (Are the control/mitigating actions robust enough for getting the residual risk score down or confidence to close the risk?)
- Progress made against the managing the risk (Does the commentary provided, give confidence that the risk is being managed effectively?)
- Any other comments

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

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE
Tuesday, 7th February 2023

REPORT AUTHOR: County Councillor Cllr David Thomas
Portfolio Holder for Cabinet Member for Finance and Corporate Transformation

REPORT TITLE: Strategic Risk Register Report Quarter 2 2022/2023

REPORT FOR: Decision

1. Purpose

- 1.1 The purpose of this report is to set out the Council's latest position on managing its key risks, contained in the Strategic Risk Register (SRR).

2. Background

- 2.1 Our Strategic Risk Register is key to safeguarding the organisation and building resilience into our services. At a time when the Council has faced and is still facing unprecedented challenges, the effective management of risk is needed more than ever. A risk-managed approach to decision making will help us to achieve the well-being objectives in Stronger, Fairer, Greener: Our Corporate plan, deliver services more efficiently and using innovative and cost-effective means.

3. Advice

- 3.1 To ensure a risk managed approach to decision making and good governance of the Council, it is proposed that Cabinet.
- Review progress to mitigate strategic risks
 - Review new risks add to SRR

Senior Leadership Team review of Strategic Risk Register

- 3.2 Further to the risk session held with Senior Leadership Team (SLT) on the SRR in July 2022, a dedicated SLT session on health & safety and recruitment & retention including demography was held.

Following this workshop, it was decided not to have an overall health and safety risk on the SRR, as it is currently well managed at a service level and does not warrant strategic oversight. However, as per our Risk Management Framework, any service specific H&S risk that's residual score is 15 or above will be flagged up for consideration to be escalated by SLT.

- 3.3 H&S risks in relation to buildings and assets was also discussed and features later in this report, see section 3.10 and 3.11.
- 3.4 The existing strategic recruitment & retention risk was discussed in detail and strategic mitigation reviewed.
- 3.5 The following climate risk has been created and approved for escalation by the Executive Management Team (EMT) with a dedicated SLT session scheduled to take place in December.

EDR0011 Impact of Climate on our ability to deliver services. Residual score 16.

With potential consequences as follows:

- Exceeding acceptable CO2 emissions
- Increasing demand on flood alleviation and response (including increase demand on resources)
- Increased emissions due to depletion of natural carbon stores and sequestration
- Unable to meet demand for housing linked to land suitability
- Unable to meet future public building needs
- Councils' reputation is hurt if by lack of prevention/resilience planning and being perceived to be a contributor
- Deteriorating river and water way quality
- Increased phosphates due to extreme weather events i.e. flooding
- Investing in adapting service delivery
- Risk to Biodiversity - see Nature Emergency risk
- Negative effect on supply of food, goods and vital services due to climate related collapse of supply chains and distribution networks
- Risks to the people and the economy climate related failure of the power system
- increased risks to human health, wellbeing and productivity from increased exposure to heat, in homes and other buildings
- possible multiple risks to the county from climate change impact from overseas.
- Inadequate planning for unforeseen events

Current mitigation:

- Implement Powys' Climate Strategy
- EMT/SLT dedicated session to take place in December to focus on risk and plan strategic mitigation
- Carbon accounts reporting
- Workstream Action Plans developed
- Engagement with stakeholders and experts

- 3.6 The following nature emergency risk has been created and approved for escalation by EMT with a dedicated SLT session scheduled to take place in December.

HTR0018 Impact of nature emergency on our ability to deliver services.
Residual score 16.

With potential consequences as follows:

- Reduced productivity of agriculture, forestry and fisheries impacting the livelihoods of residents and economic stability
- Reduced food availability through declines in pollination, soil health and soil fertility. These will lead to decreased yields, a decrease in food and fodder production, and a decreased availability of wild foods
- Ecosystems are more susceptible to invasion by pests and diseases. This will reduce the resilience of the natural environment and require investment in pest and disease prevention/control/eradication
- Reduced capacity for land to sequester carbon and thus our ability to tackle the climate emergency – see climate risks (interlinked)
- Reduced capacity for land to perform other basic ecological functions such as water storage, water purification, nutrient cycling and air filtration.
- Deteriorating river and water quality
- Reduced health and wellbeing of residents through increase of diseases, reduced protection against pollution, health effects associated with increased malnutrition and increased exposure to agricultural chemicals, a loss of cultural values, reduced access to traditional medicines, reduced options for future drug development, and poorer mental health
- A decline in tourism due to loss of nature and poor condition of the natural environment
- Unable to meet demand for housing linked to land suitability
- Unable to meet future public building need
- Council's reputation is hurt by lack of prevention/resilience planning and being perceived to be a contributor
- Investing in adapting service delivery

Current mitigation:

- Delivering on our Section 6 duties
- Implementing the Nature Recovery Action Plan with partners

Review of progress to mitigate Strategic Risks

- 3.7 As at the end of quarter 2 2022-2023, there are 13 risks on the strategic risk register and all strategic risk owners have provided a short summary of progress since last quarter, to give assurance that mitigating actions are being actioned and monitored.

- 3.8 Please see appendix A for full details of the 13 strategic risks including the mitigating actions identified to control them and progress reviews.
- 3.9 Please see appendix B to view a heat map which presents the results of the quarter 2 risk assessment process visually. It highlights (for the residual risks) the following:

Six out of the thirteen risks have a probability of 'likely' and an impact of 'major'.

Escalation of risks to the Strategic Risk Register

- 3.10 Education and PPPP services would like to escalate:

LEAINF0001 Insufficient level of revenue maintenance and major improvement capital funding is likely to result in unsafe and unfit assets within the school property. Residual score 16.

With potential consequences as follows:

- Withdrawal of use of the asset by the school leading to disruption to educational continuity with the partial or full closure of the school

Current mitigation:

- Regular review of the prioritisation and ranking of revenue work and capital improvements to maintain operational and safe schools within the available annual approved budgets
- Preparation of a medium term full 5-year business case for additional annual capital improvements and revenue maintenance funding including all the above issues delivered in parallel with the Transforming Education programme and backlog maintenance compliance budget
- Annual review of the business case for major Improvements and revenue maintenance funding

- 3.11 Education and PPPP services would like to escalate:

SEM0003 School building stock deteriorates due to the insufficient level of revenue and major improvement capital funding required to maintain them so that they are safe and fit for purpose. Residual score 16.

With potential consequences as follows:

- Disruption to the operational continuity of the building which may either result in the partial or full closure of the school building to ensure the health and safety of all occupants

Current mitigation:

- Implement the school's asset management plan within the budget available and escalate to the Transforming Education Programme

Development work

3.12 A paper was recently taken to SLT regarding a possible power outage and consideration is currently being given to create a power outage related risk (lead by Property, Planning and Public Protection), and what controls are needed to reduce the impact on delivering essential services in the event of it becoming reality.

3.13 Also currently under development is a risk regarding the Councils susceptibility to fraud, the consequences and controls needed.

Service risk scored 15 or above for consideration

3.14 As per our Risk Management Framework any risk that is scored 15 or above must be considered for escalation by SLT. The following risks fall into this category, but it is recommended they are not proposed for escalation as they are being successfully managed on a service risk register:

- PPPP0017 If planning income targets are not achieved there will be a more pressure on the budget and increased pressure on service provision.
- HO0030 Phosphate Restrictions - Rivers Wye and Usk Catchment areas affecting new Council Housing developments (*links with strategic risk: Impact of Climate on our ability to deliver services, however HO0030 is regarding the supply of new homes, the sustainability and the balance of the housing market*).
CS0089 If action is not taken, to improve the financial offer to existing permanent qualified social workers in line with the salaries and other payments being paid by surrounding LAs, supportive systems and a working culture of learning provided (to be able to build resilience), then qualified social workers will continue to leave the workforce. This will add pressures to the budget and have a negative impact on the quality and effectiveness of our interventions with children, young people and their families (*links with strategic risk: If there is insufficient capacity to respond to the longer-term demand in children's and adults' services in timely manner*).
- PPP0014 Phosphate / nutrient exceedances exceeding target level in Special Areas of Conservation for example Rivers Usk and Wye and their tributaries (*links with strategic risk: Impact of Climate on our ability to deliver services however*
- PPPP0015 Health and safety risks associated with the failure to complete statutory compliance work within appropriate time frames (*links with proposed risk for strategic risk register: School building stock deteriorates due to the insufficient level of revenue and major improvement capital funding required to maintain them so that they are safe and fit for purpose*)

Risk appetite

3.15 A draft risk appetite has been written and scheduled for Cabinet approval.

Issues

- 3.16 Following on from School Modernisation piloting the issues module on JCAD, SLT have agreed to start recording issues on JCAD. The actions to manage an issue are operational therefore this is only a formal process of recording issues for governance and is not intended to duplicate the current processes of managing an issue e.g. integrated business planning, business as usual, improvement processes.

4. Resource Implications

- 4.1 There are no direct resource implications in relation to this report however all risk owners need to consider the resource implications of managing the risk and decide if the best course of action is to tolerate or treat.
- 4.2 The Strategic Risk Register outlines the key risks to the Council's activities, as well as risk to delivery of objectives contained within the Corporate Improvement Plan. There are no direct financial implications from the report although these may arise as new risks are identified on an on-going basis.

The Head of Finance (Section 151 Officer) notes the comment above, financial implications are identified through the relevant service and are considered through the financial management processes in line with the authorities' financial regulations. All services are considering the financial impact of any risks that are expected to continue into 2023/24 and beyond in their Service Integrated Business Plans.

5. Legal implications

- 5.1 Legal: Being sought
- 5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: Being sought

6. Data Protection

- 6.1 N/A

7. Comment from local member(s)

- 7.1 N/A

8. Integrated Impact Assessment

- 8.1 N/A. The Service Risk Register is not setting out any changes or proposals to service delivery.

9. Recommendation

It is recommended that Cabinet notes the current Strategic Risk Register and is satisfied with progress against mitigating actions for quarter 2 and approves escalation of LEAINF0001 and SEM0003 (detailed under point 3.10 and 3.11 respectively) to the Strategic Risk Register.

The recommendation above will ensure:

- **Appropriate understanding and management of strategic risks which could prevent us from achieving our objectives**
- **A risk managed approach to decision making and good governance of the Council**

Contact Officer: Jane Thomas, Head of Finance

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Email: Jane.Thomas@powys.gov.uk

Head of Service: Jane Thomas, Head of Finance



Corporate Director: Dr. Caroline Turner, Chief Executive officer.

CABINET REPORT NEW TEMPLATE VERSION 3

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

Strategic Risk Register

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ASC0064 Nina Davies Escalated From :- Powys County Council Tudalen 77	IF WCCIS is not fit for purpose, then it will impact upon service area's ability to carry out operational duties.	<ul style="list-style-type: none"> Veracity of decision making around adults and children in Powys could be compromised, leading to poor outcomes The safeguarding of children and adults in Powys could be compromised There could be significant delays in securing time critical packages of care Our ability to manage transfers of people from hospital to the community could be compromised We may not be able to respond effectively to out of hours emergencies There may be delays in making decisions and taking action to keep children safe Staff morale could be affected, leading to increased sickness absence and staff leaving Potential for reputational damage to the council and negative impact on our ability to recruit and retain social workers. 	<p>03/10/2022 Qtr 2 22/23 Review Summary: Digital Transformation of Social Services Project has been approved and is in progress. The review will include consideration of the possible future options for a data management system.</p> <p>11/07/2022 1st Qtr 22/23 Review Summary: An options appraisal is being finalised ready for consideration through appropriate channels.</p> <p>04/04/2022 Qtr 4 21/22 Review Summary: Agreement from Cabinet to move to a soft market testing exercise. In addition, agreement that digital services and corporate change/improvement resource will be deployed to support any transition to a new system and resulting changes to processes/ways of working.</p> <p>29/12/2021 Review Summary: Independent review and options appraisal of current system has now been completed. HoS for Children's, Adults and Corporate Director meeting with Digital Services in January 2022 to discuss next steps.</p>	Cllr Sian Cox Nina Davies	12	12	<ul style="list-style-type: none"> Internal Review Performance issues raised to Welsh Government through SBAR Monthly Contract review meetings with Supplier Follow correct change management processes 	Action In Progress Action In Progress Action In Progress Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ASC0066 Rachel Evans Escalated From :- Powys County Council Tudalen 78	Risk of Social Care provider failure. Risk of care homes, domiciliary care providers, supported living providers and others becoming unsustainable for human and financial resource challenges	Potential of care services becoming unviable and not sustainable, resulting in requirement to support residents to access different services/care homes etc. Potential of care staff not being paid. Potential of harm to residents in having to be moved or having care provider unavailability. Potential of financial implications to residents, Council and local economy. Potential of reputational damage. Potential of increased failure and a large number of care staff not being paid appropriately	09/11/2022 Qtr 2 22/23 Review Summary: Care homes remain fragile but not at imminent risk of failure. All of the mitigations continue, and a contingency plan has been put in place in regard to direct payments service. 15/07/2022 Review Summary: Amending 3 month review to fall in line with PMQAF timetable. 09/05/2022 1st Qtr 22/23 Review Summary: The risk continues. There have been recent instances where care providers have closed at short notice. 07/03/2022 4th Qtr 121/22 Review Summary: The risk continues. However, work is ongoing with care providers in order to ensure that financial fee uplifts for 2022/23 onward are suitable and support sustainability.	Cllr Sian Cox Nina Davies			<ul style="list-style-type: none"> • Direct Payment Support Scheme • Care Home Support • Care Home Staffing and Resilience Review • Joint Support for Residents and Care Homes 	Action In Progress Action In Progress Action In Progress Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
CS0081 Sharon Powell Escalated From :- Powys County Council Tudalen 79	BUDGET: If Children's Services are unable to manage within budget due to: - Market sufficiency for children's placements - Reliance on agency social workers - Inflationary costs and management of pressures - Surge in demand due to COVID-19 - Ending of grant funding	Then this will have implications for the whole Council: - Unable to meet statutory duties - Leaving service users at risk - Reputational damage to the Authority - Unable to manage within financial envelope	28/10/2022 Qtr 2 22/23 Review Summary: We are continuing to progress with our Grown Our Own strategy and have recruited 5 NQSWs in November 22. In 2023 we are looking to recruit 10 students in to Qualified roles in November 23. We are looking to develop a different recruitment strategy for residential care workers and Social Workers and unqualified staff as part of our IBP. 12/07/2022 1st Qtr 22/23 Review Summary: Recovery and exit strategy is on going and looking to reshape existing capacity and reduce the need for agency social workers. The grow our own strategy continues to scale up with 5 students qualifying this summer. Review of the IDS service is taking place and will develop the strategies in respect of continuing care. 07/07/2022 Review Summary: admin 25/04/2022 Review Summary: End of the financial year, out turn is an overspend of £57,000 for Children's Services. This is largely due to accessing additional Grant funding but much more positive forecast than previously thought.	Cllr Susan McNicholas Nina Davies	12	9	<ul style="list-style-type: none"> Ensure market within Powys is sufficient to meet demand Make best use of Welsh Government Funding and other available resources Work to reduce reliance on agency social workers Ensure Continuing Care for Children and Young People protocol being applied correctly and consistently Integrated budget planning Develop early intervention and prevention services in order to mitigate demand on longer term services Ability to meet the requirements of the MTFS / Retaining grant funding around posts within Children's Services Work with service providers to limit impact of supreme court legal judgement 	Action In Progress Action In Progress Action In Progress Action In Progress Control In Place Control In Place Withdrawn Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ED0022 Lynette Lovell Escalated From :- Powys County Council Tudalen 80	The council will be unable to manage the schools' budget without ongoing adjustments to the distribution formula and improving financial management. If they are unable to manage the budget, there will be a significant compromise to the quality of education for Powys learners.	Some schools will have escalating deficits which will have a financial impact on the rest of the Council and the learners in their care.	07/11/2022 Qtr 2 22/23 Review Summary: Through excellent joint working between the finance team and the Schools Service senior managers significant savings have been made which will help ease the internal financial pressures. Further efficiencies are yet to be achieved in specific service areas but through ongoing collaboration and solution driven decision making we hope to reduce the overspend further helping this financial year and next. Covid-19 pandemic continues to place additional pressures on the service and consideration needs to be given regarding the long-term challenges this could bring in certain areas such as ALN. The service is working hard on mitigating financial issues as they arise through the effective use of grants and have managed to alleviate pressures. 10/07/2022 1st Qtr 22/23 Review Summary: Quarter 1 Review: The year end position for schools moved significantly since the previous forecast, this is due to the allocation of over £5.936 million grant to support schools core costs. Schools planned to utilise £0.577m of reserve but actually put in to reserve £5.732m, an overall movement of £6.289m.	<i>Clr Pete Roberts</i> Lynette Lovell	20	16	<ul style="list-style-type: none"> • Progress Funding Formula review. • Effective use of the Scheme for Financing Schools • Implementation of R5 in the PIAP • PIAP 	<ul style="list-style-type: none"> Action In Progress Action In Progress Action Completed Action Completed

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Tudalen 81			<p>18/05/2022 Review Summary: Qtr 4 2021-22:</p> <p>Primary: The forecast contribution from reserves for the Primary Sector is currently £505k which has reduced by £107k since last month.</p> <p>Secondary: The Secondary sector has a forecast contribution to reserves currently of £17k. This has increased by £302k since last month. Officers have been working effectively with the Secondary sector and as a result there is a reduction in deficit balances.</p> <p>All Through: The all age sector has a forecast contribution to reserves of £145k which has increased by £62k since last month.</p> <p>Special: The special sector has a £102k forecast contribution to reserves. This has decreased by £29k since last month.</p> <p>Surgery sessions are ongoing with all schools and school budget positions are being effectively monitored and issues are being escalated quickly by officers.</p> <p>Powys County Council have received a substantial amount of Education grant funding into the Authority during the Spring Term to be spent by the end of the financial year. This may have a positive impact on the schools' delegated outturn position for 2021-22.</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Tudalen 82			<p>12/04/2022 Qtr 4 2021-22 Review Summary:</p> <p>Primary: The forecast contribution from reserves for the Primary Sector is currently £505k which has reduced by £107k since last month.</p> <p>Secondary: The Secondary sector has a forecast contribution to reserves currently of £17k. This has increased by £302k since last month. Officers have been working effectively with the Secondary sector and as a result there is a reduction in deficit balances.</p> <p>All Through: The all age sector has a forecast contribution to reserves of £145k which has increased by £62k since last month.</p> <p>Special: The special sector has a £102k forecast contribution to reserves. This has decreased by £29k since last month.</p> <p>Surgery sessions are ongoing with all schools and school budget positions are being effectively monitored and issues are being escalated quickly by officers.</p> <p>Powys County Council have received a substantial amount of Education grant funding into the Authority during the Spring Term to be spent by the end of the financial year. This may have a positive impact on the schools' delegated outturn position for 2021-22.</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
EDR0011 Diane Reynolds Escalated From :- Powys County Council Tudalen 83	Impact of Climate on our ability to deliver services	-Exceeding acceptable CO2 emissions -Increasing demand on flood alleviation and response (including increase demand on resources) -Increased emissions due to depletion of natural carbon stores and sequestration -Unable to meet demand for housing linked to land suitability -Unable to meet future public building needs -Councils reputation is hurt if by lack of prevention/resilience planning and being perceived to be a contributor -Deteriorating river and water way quality -Increased phosphates due to extreme weather events i.e. flooding -Investing in adapting service delivery -Risk to Biodiversity - see Nature Emergency risk -Negative effect on supply of food, goods and vital services due to climate related collapse of supply chains and distribution networks -Risks to the people and the economy climate related failure of the power system -increased risks to human health, wellbeing and productivity from increased exposure to heat, in homes and other buildings -possible multiple risks to the County from Climate change impact	10/11/2022 Qtr 2 22/23 Review Summary: No change, progress has been made through the further development of the climate workstream plans and the analysis of our carbon accounts	<i>Cllr Jackie Charlton</i> Nigel Brinn	25	16	<ul style="list-style-type: none"> Carbon accounts reporting Implement Powys' Climate Strategy Engagement with stakeholders and experts Workstream Action Plans developed EMT/SLT dedicated session to take place in December to focus on risk and plan strategic mitigation 	<ul style="list-style-type: none"> Action In Progress Action In Progress Action In Progress Action In Progress Action In Progress

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Tudalen 84		from overseas. -Inadequate planning for unforeseen events						

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
FIN0001 Jane Thomas Escalated From :- Powys County Council Tudalen 85	The Council is unable to deliver a financially sustainable budget over the short and medium term. The continued impact of Covid coupled with the more recent events around rising inflation, energy costs and the situation in Ukraine impacting on supply chains and prices all increase the risk on the Council financial resilience.	<ul style="list-style-type: none"> - The Council is unable to fulfil its legal obligation in setting a balanced budget - The Council will not be financially resilient or sustainable - Council reputation damaged - Inability to fulfil our statutory obligations - Inability to deliver the Council objectives 	<p>02/11/2022 Qtr 2 22/23 Review Summary: A significant amount of work has been completed during September and October on the MTFs and the development of the budget plans. Assumptions have been revised and all services have completed their service FRM's setting out the budgetary pressures they face. An approach to allocate the estimated additional funding from RSG and CT has been implemented and Services have developed proposals as to how the remaining budget gap for each service can be managed. The SLT and Cabinet continue to progress this work. The Autumn statement expected on the 17th November will provide more clarity on the funding levels we can expect for next year.</p> <p>07/07/2022 1st Qtr 22/23 Review Summary: SLT and Cabinet have started to consider the impact of this years budget setting and pressures arising, ongoing meetings and completion of the FRM by the end of August should allow time to consider how the budget gap will be addressed.</p> <p>04/04/2022 4th Qtr 21/22 Review Summary: The council has approved the revenue budget for 2022/23 and the financial position for the new year will be monitored through the existing reporting mechanisms. EMT will begin reviewing the 5 year budget plan in April to address the ongoing budget gap for the next few years. Indicative funding settlements for the next 2 years do provide some certainty but we cannot underestimate the challenge that still remains. Rising inflation, energy costs and supply chain issues arising from the war in Ukraine will provide further challenge during 2022/23.</p> <p>21/01/2022 Review Summary: Decision taken by EMT and gold command to stand down on qtr 3 21/22 reporting</p>	Cllr David Thomas Jane Thomas	25	16	<ul style="list-style-type: none"> • Revise the Medium Term Financial Strategy • Ongoing discussion with WG and WLGA through Society of Welsh Treasurers for Future Funding of Local Government • Instruction to all services across the council to pull back on expenditure through 2022/23 to manage the projected deficit • Service Integrated Business Plans will be reviewed and refreshed • Keen focus on procurement issues - sharing information and knowledge across the LA/WLGA network • WG claims for Hardship and lost income continue and expect to remain in place til march 2021 • Cell in place to monitor rising costs, supply chain issues and sharing of information across the Council • Regularly monitor and review the financial position on monthly basis. • Cost Recovery work • 3rd party spend reduction • Income Generation • Monthly reports to cabinet and Management Team on budget progress and progress on savings • Budget Challenge Events • Moved to a 3 year balanced budget • Reassessment of the activities of the Council through the Recovery Coordination Group • Review budget position at end of first quarter and consider changes to the 2020/21 budget 	<ul style="list-style-type: none"> Action In Progress Action In Progress Action In Progress Action Completed Action Completed Action Completed Control In Place Control In Place Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
HTR0018 Matthew Perry Escalated From :- Powys County Council Tudalen 86	Impact of nature emergency on our ability to deliver services	<ul style="list-style-type: none"> Reduced productivity of agriculture, forestry and fisheries impacting the livelihoods of residents and economic stability. Reduced food availability through declines in pollination, soil health and soil fertility. These will lead to decreased yields, a decrease in food and fodder production, and a decreased availability of wild foods. Ecosystems are more susceptible to invasion by pests and diseases. This will reduce the resilience of the natural environment and require investment in pest and disease prevention/control/eradication. Reduced capacity for land to sequester carbon and thus our ability to tackle the climate emergency – see climate risks (interlinked) Reduced capacity for land to perform other basic ecological functions such as water storage, water purification, nutrient cycling and air filtration. Deteriorating river and water quality. Reduced health and wellbeing of residents through increase of diseases, reduced protection against pollution, health effects associated with increased malnutrition and increased exposure to agricultural chemicals, 	10/11/2022 Qtr 2 22/23 Review Summary: The control actions for this risk are under way, being delivery against the Powys Nature Recovery Action Plan and the Council's duties under section 6 of the Environment (Wales) Act 2016. Both of these actions are highly dependent on external funds and a Biodiversity officer being in place to provide the specialist advice and support to internal Council Services and external partners for delivery.	Cllr Jackie Charlton Nigel Brinn	25	16	<ul style="list-style-type: none"> Delivering on our Section 6 duties Implementing the Nature Recovery Action Plan with partners 	Action In Progress Action In Progress

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Tudalen 87		<p>a loss of cultural values, reduced access to traditional medicines, reduced options for future drug development, and poorer mental health.</p> <ul style="list-style-type: none"> • A decline in tourism due to loss of nature and poor condition of the natural environment. • Unable to meet demand for housing linked to land suitability. • Unable to meet future public building needs. • Council's reputation is hurt by lack of prevention/resilience planning and being perceived to be a contributor. • Investing in adapting service delivery. 						

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Tudalen 90							<ul style="list-style-type: none"> • Cyber Security Certification • Staff Training • Detection and Response Tools 	Control In Place Control In Place Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PROC0008 Wayne Welsby Escalated From :- Powys County Council Tudalen 93	Russian Invasion of Ukraine and Other Market Pressures leading to Increased risks of price variations and labour & material shortage caused by rising inflation.	Effect on capital and revenue budget but mainly affecting supplies of materials relating to any contract or project. Unable to deliver statutory and non statutory services which could result in a backlog of work, reputational damaged, quality of buildings and knock-on consequences. Examples of a key consequence: delayed or cancelled housing development reduces capacity to address homelessness and other housing needs, Delays or affordability of delivery of schools transformation etc	14/09/2022 Qtr 2 22/23 Review Summary: Ukraine cell continues to meet and to consider increase particularly those outside of current budget. Register of increase is maintained and is up to date as far as is known (relies upon services notifying us of any change). 13/07/2022 1st Qtr 22/23 Review Summary: The Ukraine Cell continues to meet and requests for increases are managed through the processes put in place and maintain delivery and manage budget pressures with services. 13/04/2022 Qtr 4 21/22 Review Summary: A Ukraine/ Price Volatility Cell has been set up with terms of reference. Proformas to identify pressure has been drafted and to consider effects on budgets. The group will meet fortnightly in the first instance to address any which impact on front line service delivery and to report to EMT/Gold as required 22/12/2021 Review Summary: This risk still being monitored and managed where requests for increase being made. Commercial Services is advising services when required to minimise effect and consider company pressures against inflationary indices. The overall effect is minimal but in light of increasing inflation this may then show increases on tendered costs and so will be continually monitored.	Cllr David Thomas Jane Thomas	15	12	<ul style="list-style-type: none"> Material substitution Develop a Process for approval by S151 officers for minimising effect of Price Increases Value engineering Ukraine Cell Set up to report to Gold on consequences and to manage Re-evaluate project timescales 	Action In Progress Action In Progress Control In Place Control In Place Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Tudalen 95			<p>01/07/2022</p> <p>1st Qtr 22/23 Review Summary: The Workforce Futures Strategic Framework is in place and is being implemented. The Council's Transforming Education Programme which sets out a ten year strategy is also being implemented. The Council has established an apprenticeship programme which continues to be progressed, with discussions continuing with services about the recruitment of further apprentices across PCC.</p> <p>In Social Care a much enhanced grow our own programme for the next 5 years is in place and being implemented for social workers</p> <p>In addition we are widening access to the health and care sector in Powys by / through:</p> <ul style="list-style-type: none"> - an employability skills hub project (NPTC delivering employability skills training to a range of groups including staff currently within the health and care system, carers, volunteers and new staff trying to access employment in the sector) - any available governmental schemes, such as the former Kickstart programme - Apprenticeships – by widening the apprenticeship offer - Access for carers and volunteers to statutory education packages (NHS E-learning) to start a foundation of learning pre-employment - Exploring a health and social care induction framework that provides the foundation skills for Health Care Support Workers coming into the sector (programme aligned to the SCW induction framework and Health clinical induction framework) 					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Tudalen 96			<p>01/04/2022</p> <p>Review Summary: The Workforce Futures Strategic Framework is in place and is being implemented.</p> <p>The Council's Transforming Education Programme which sets out a ten year strategy is also being implemented.</p> <p>The Council has established an apprenticeship programme which is being progressed and the numbers recruited being ahead of target (i.e. 11 against the 10 planned).</p> <p>In Social Care a much enhanced grow our own programme for the next 5 years is in place and being implemented for social workers</p> <p>In addition we are widening access to the health and care sector in Powys by / through:</p> <ul style="list-style-type: none"> - an employability skills hub project (NPTC delivering employability skills training to a range of groups including staff currently within the health and care system, carers, volunteers and new staff trying to access employment in the sector) - any available governmental schemes, such as the former Kickstart programme - Apprenticeships – by widening the apprenticeship offer - Access for carers and volunteers to statutory education packages (NHS E-learning) to start a foundation of learning pre-employment - Exploring a health and social care induction framework that provides the foundation skills for Health Care Support Workers coming into the sector (programme aligned to the SCW induction framework and Health clinical induction framework) 					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Tudalen 97			<p>12/01/2022</p> <p>Qtr 4 21/22 Review Summary: The Workforce Futures Strategic Framework is in place and is being implemented. The Council's Transforming Education Programme which sets out a ten year strategy is also being implemented. The Council has established an apprenticeship programme which is being progressed albeit progress has been adversely impacted to a degree by the COVID19 pandemic In Children's Services an enhanced grow our own programme is in place and being implemented for social workers</p> <p>In addition we are widening access to the health and care sector in Powys by / through:</p> <ul style="list-style-type: none"> - the Arwain Employability skills hub project (NPTC delivering employability skills training to a range of groups including staff currently within the health and care system, carers, volunteers and new staff trying to access employment in the sector) - the Kickstart programme (government initiative to provide work experience to 16-24 years through a 6 month fully supported work placement) - Apprenticeships – widening the apprenticeship offer in Social care 5 additional post in this financial year - Access for carers and volunteers to statutory education packages (NHS E-learning) to start a foundation of learning pre-employment - Exploring a health and social care induction framework that provides the foundation skills for Health Care Support Workers coming into the sector (programme aligned to the SCW induction framework and Health clinical induction framework) 					

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

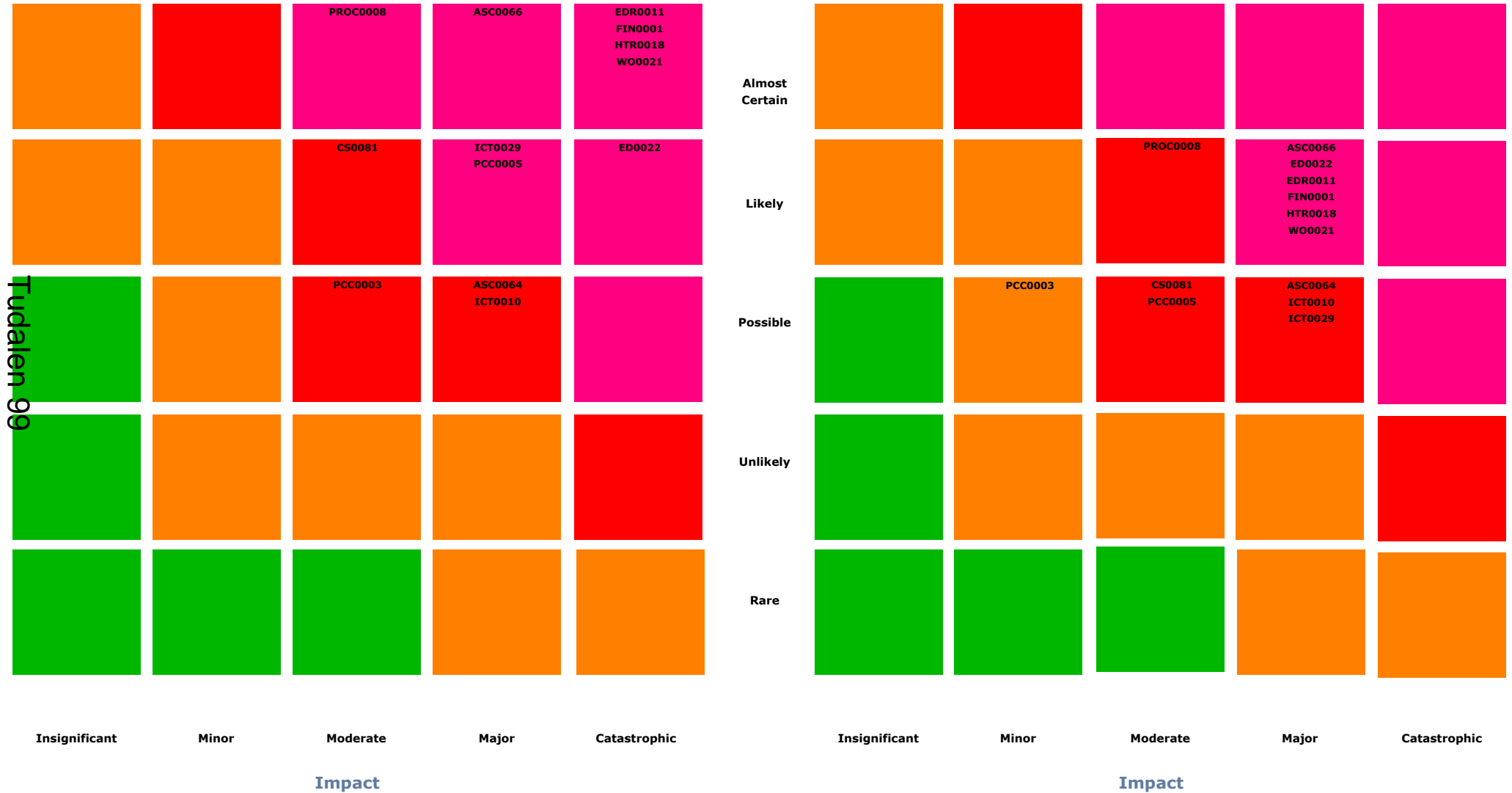
Heatmap Inherent and Current



Inherent Ratings Summary Heatmap

Residual Ratings Summary Heatmap

Probability



Detailed Risk Information

Residual and Target Rating Changes since 03/06/2022

Risk Ref	Risk Identified	Owner	Service Area	Prev Inherent	->	Inherent Rating	Prev Residual Rating	->	Residual Rating
EDR0011	Impact of Climate on our ability to deliver services	Diane Reynolds	Powys County Council	No Previous		25	No Previous		16
FIN0001	The Council is unable to deliver a financially sustainable budget over the short and medium term. The continued impact of Covid coupled with the more recent events around rising inflation, energy costs and the situation in Ukraine impacting on supply chains and prices all increase the risk on the Council financial resilience.	Jane Thomas	Powys County Council	16	↗ ₉	25	12	↗ ₄	16
HTR0018	Impact of nature emergency on our ability to deliver services	Matthew Perry	Powys County Council	No Previous		25	No Previous		16
WO0021	If the Council is unable to recruit, retain and commission the workforce it requires, in the short term due to increased staff absences and a challenging UK labour market, and in the longer term due to an expected long term decrease in the local working age population	Paul Bradshaw	Powys County Council	25	→	25	16	→	16
ASC0066	Risk of Social Care provider failure. Risk of care homes, domiciliary care providers, supported living providers and others becoming unsustainable for human and financial resource challenges	Rachel Evans	Powys County Council	20	→	20	16	→	16
ED0022	The council will be unable to manage the schools' budget without ongoing adjustments to the distribution formula and improving financial management. If they are unable to manage the budget, there will be a significant compromise to the quality of education for Powys learners.	Lynette Lovell	Powys County Council	12	↗ ₈	20	9	↗ ₇	16
ICT0029	Cyber Security Threat. Risk of financial loss, disruption or damage to the reputation of Powys County Council from a failure of its information technology systems and or/loss of Data due to a cyber attack or Incident.	Diane Reynolds	Powys County Council	16	→	16	12	→	12
PROC0008	Russian Invasion of Ukraine and Other Market Pressures leading to Increased risks of price variations and labour & material shortage caused by rising inflation.	Wayne Welsby	Powys County Council	15	→	15	12	→	12
ASC0004	IF WCCIS is not fit for purpose, then it will impact upon service area's ability to carry out operational duties.	Nina Davies	Powys County Council	20	↘ ₋₈	12	20	↘ ₋₈	12
ICT0010	Non compliance with data protection legislation UK General Data Protection Regulations (GDPR) and Data Protection Act (DPA) 2018	Diane Reynolds	Powys County Council	12	→	12	12	→	12
PCC0005	The impact to Powys residents, services and Council staff as a result of a COVID-19 (Coronavirus) epidemic	Nigel Brinn	Powys County Council	16	→	16	9	→	9
CS0081	BUDGET: If Children's Services are unable to manage within budget due to: - Market sufficiency for children's placements - Reliance on agency social workers - Inflationary costs and management of pressures - Surge in demand due to COVID-19 - Ending of grant funding	Sharon Powell	Powys County Council	12	→	12	9	→	9
PCC0003	IF the council receives a negative regulatory / inspection report, then - we might be found failing in meeting regulatory and legislative duties - it could affect our ability to provide a good quality of service, to the People of Powys - it could affect our ability in managing demand on the service - it might have a negative effect on recruitment and retention of staff - we could experience poor staff morale - we could suffer reputational damage	Caroline Turner	Powys County Council	12	↘ ₋₃	9	9	↘ ₋₃	6

Report Selection Criteria

(REP_RECORD_CROSSCUT.Business Unit Code = @StrategicBusinessUnitCode AND (REP_RECORD_CROSSCUT.Status Flag <> "WITHDRAWN")) and REP_RECORD_CROSSCUT.Record Type=1

2023

Date and Time	Type and Detail
Jan	Pre-Meeting
18-01-23 14.00 – 16.30 (Possibly 25 th)	Committee - Public Well Being Assessment – relevant sections New CIP – relevant sections for scrutiny Catchment Review – Admissions Performance and Risk Q3 All Heads of Service Finance All Heads of Service
Jan	Work Programming
Jan	Pre-Meeting
31-01-23 10.00 – 12.30	Committee - Public Budget Scrutiny
Feb	Pre-Meeting (if required)
10-02-23 14.00 – 16.30	Committee - Public Alternative Budget (if required)
Mar	Pre-Meeting
29-03-23 14.00 – 16.30	Committee - Public Mid Wales Education Partnership – Business Plan Regional Skills Partnership
Mar	Self Assessment
May	Pre-Meeting
31-05-23 14.00 – 16.30	Committee - Public WESP Update Q4 Performance and Risk Finance

Date and Time	Type and Detail
July	Work Programming
July	Pre-Meeting
19-07-23 14.00 – 16.30	Committee - Public School Standards Post 16 Curriculum for Wales
Sept	Pre-Meeting
20-09-23 14.00 – 16.30	Committee - Public Cluster Business Support Model Update on Early Years Provision
Oct	Pre-Meeting
01-11-23 14.00 – 16.30	Committee - Public School Budgets Q2 Performance and Risk Finance
Dec	Pre-Meeting
13-12-23 14.00 – 16.30	Committee - Public