

# Pecyn Dogfennau Cyhoeddus

## Cyngor Sir

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Man Cyfarfod  
**Cyfarfod Hybrid - Zoom - Neuadd y Sir**

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Dyddiad y Cyfarfod  
**Dydd Gwener, 22 Gorffennaf 2022**

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Amser y Cyfarfod  
**10.30 am**

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



Neuadd Y Sir  
Llandrindod  
Powys  
LD1 5LG

Dyddiad Cyhoeddi

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

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## AGENDA

1.	<b>YMDDIHEURIADAU</b>
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Derbyn ymddiheuriadau am absenoldeb.

2.	<b>COFNODION</b>
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Awdurdodi'r Cadeirydd i lofnodi cofnodion y cyfarfodydd a gynhaliwyd ar 24 Chwefror ac ailalwyd ar 3 Mawrth, a 26 Mai 2022 fel cofnodion cywir.

(Tudalennau 1 - 88)

3.	<b>DATGANIADAU O FUDD</b>
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Derbyn unrhyw ddatganiadau o fudd gan Aelodau o ran eitemau sydd i'w trafod ar yr agenda.

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

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

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

<b>7.</b>	<b>ADRODDIAD HUNAN-ASESU BLYNYDDOL</b>
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Ystyried adroddiad gan y Cynghorydd James Gibson-Watt, Arweinydd ac Aelod Portffolio ar gyfer Powys Agored a Thryloyw.

(Tudalennau 97 - 244)

(Tudalennau 89 - 236)

<b>8.</b>	<b>ADRODDIAD AR SEFYDLOGRHYDD Y FARCHNAD – GWASANAETHAU CYMDEITHSOL 2022</b>
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Ystyried adroddiad gan Sian Cox, Aelod Cabinet ar gyfer Powys Ofalgar a'r Cynghorydd Sandra Davies a'r Cynghorydd Susan McNicholas, Aelodau Cabinet ar gyfer Cenedlaethau'r Dyfodol.

(Tudalennau 237 - 360)

<b>9.</b>	<b>TROSGLWYDDIADAU REFENIW</b>
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Ystyried adroddiad gan y Cynghorydd David Thomas, Aelod Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol.

(Tudalennau 361 - 362)

<b>10.</b>	<b>LWFANSAU A THREULIAU AELODAU 2021-22</b>
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Ystyried adroddiad gan y Pennaeth Cyllid.

(Tudalennau 363 - 370)

<b>11.</b>	<b>AELODAETH O BWYLLGORAU</b>
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Nodi penodi aelodau ar bwyllgorau.

(Tudalennau 371 - 382)

<b>12.</b>	<b>PENODI AELOD (LLEYG) ANNIBYNNOL AR Y PWYLLGOR SAFONAU</b>
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Ystyried adroddiad gan y Pennaeth Gwasanaethau Cyfreithiol a Democraidd.

(Tudalennau 383 - 384)

<b>13.</b>	<b>PENODI CYNGHORWYR I GYRFF ALLANOL</b>
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Ystyried gwneud penodiadau i'r cyrff allanol canlynol:

Ymddiriedolaeth Pritchard – 1 penodiad. Mae'r ymddiriedolaeth elusennol hon yn gysylltiedig â champws Ysgol Canol Cymru Llanfair-ym-Muallt.

Ymddiriedolaeth Evanst – 1 penodiad. Mae'r ymddiriedolaeth elusennol hon yn gysylltiedig â champws Ysgol Canol Cymru Llanfair-ym-Muallt.

The Reserve Forces' and Cadets' Association for Wales – 1 penodiad.

Bwrdd Canolfan Gelfyddydau Wyeside– 2 benodiad. Mae disgrifiad o'r rol wedi'i atodi.

(Tudalennau 385 - 386)

<b>14.</b>	<b>CYNGOR TREF Y DRENEWYDD A LLANLLWCHAEARN</b>
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Ystyried adroddiad gan y Pennaeth Gwasanaethau Cyfreithiol a Democraidd.

(Tudalennau 387 - 392)

<b>15.</b>	<b>RHYBUDD O GYNNIG – CAU YSGOLION</b>
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Dechreuodd y rhaglen bresennol o gau ysgolion pan roedd gweinyddiaeth flaenorol y Blaid Lafur a'r Democratiaid Rhyddfrydol mewn pŵer gyda Kirsty Williams fel Gweinidol Addysg. Ers hynny, mae awdurdodau lleol trwy Gymru gyfan wedi gwneud penderfyniadau i gau ysgolion cynradd. Mae'r tair ysgol ganlynol yn destun cau ym Mhowys:

Ysgol Gynradd Cradoc  
Ysgol Gynradd Llanfihangel Rhydeithon  
Ysgol yr Eglwys yng Nghymru Llanbedr

Yn ystod y broses cau, aeth y cynigion i gau'r dair ysgol uchod trwy'r Pwyllgor Craffu Dysgu a Sgiliau, gan gadeiryddiaeth y Cynghorydd Pete Roberts, Democratiaid Rhyddfrydol.

Ar 8 Rhagfyr, cyfarfu'r grŵp craffu Dysgu a Sgiliau i ystyried cau Ysgol Gynradd Cradoc: [2021-12-08 Scrutiny Recs to Cabinet - Cradoc and Mount Street v2.pdf \(moderngov.co.uk\)](#).

Ni wnaeth y Cadeirydd unrhyw wrthwynebiadau i'r cynnig gan gyflwyno sylwadau gyda phedwar argymhelliad ychwanegol.

Ar 22 Medi, cyfarfu'r grŵp craffu Dysgu a Sgiliau i ystyried cau Ysgol Gynradd Llanfihangel Rhydeithon: [2021-09-22 Scrutiny Recs to Cabinet - Llanfihangel Rhydeithon.pdf \(moderngov.co.uk\)](#).

Ni wnaeth y Cadeirydd unrhyw wrthwynebiadau i'r cynnig gan gyflwyno sylwadau i gynnwys y sylw canlynol "Roedd y Pwyllgor yn fodlon fod cyfiawnhad i fwyafrif y dadleuon a nodir yn y ddogfen, ar bob sail."

Ar 4 Tachwedd, cyfarfu'r grŵp craffu Dysgu a Sgiliau i ystyried cau Ysgol yr Eglwys yng Nghymru Llanbedr; [2021-11-04 Scrutiny Recs to Cabinet - Llanbedr.pdf \(moderngov.co.uk\)](#).

Ni wnaeth y Cadeirydd unrhyw wrthwynebiadau i'r cynnig gan gyflwyno sylwadau i gynnwys y sylw canlynol: "Nid yw'r grŵp craffu'n gwneud unrhyw argymhellion i'r cabinet."

Er gwaethaf y ffaith bod Cadeirydd y Pwyllgor Craffu Dysgu a Sgiliau'n ymddangos yn fodlon gyda'r cynnig i gau tair ysgol gynradd, yn ystod ymgyrch etholiadau diweddaraf y cyngor sir, roedd ymgeiswyr Democratiaid Rhyddfrydol Cymru sydd erbyn hyn wedi ffurfio gweinyddiaeth newydd Cyngor Sir Powys, wedi ymgyrchu ac ymrwymo i wrthdroi'r penderfyniad i gau ysgolion cynradd ym Mhowys.

Ar 29 Ionawr 2022, 13 Chwefror 2022 ac 14 Mai 2022, ymunodd nifer o ymgeiswyr Democratiaid Rhyddfrydol, Cyngorwyr ac aelodau presennol y Cabinet â thrigolion Powys ar brotestiadau a diwrnodau ymgyrchu i ymladd y penderfyniad i gau'r ysgolion uchod. Ar 23 Ionawr 2022, ymunodd nifer o ymgeiswyr Llafur, Cyngorwyr ac aelod presennol o'r Cabinet â thrigolion Powys ar daith gerdded i ymladd y penderfyniad i gau Ysgol Gynradd Cradoc, Ysgol Fabanod Mount Street ac Ysgol Gynradd Mount Street. Yn ystod ymgyrch etholiadol y cyngor sir eleni, dywedodd ymgeiswyr Llafur a Democratiaid Rhyddfrydol trwy ddeunydd ymgyrchu, cyfryngau cymdeithasol a sgysiau wyneb yn wyneb, pe byddent yn cael eu hethol, ac yn rheoli'r awdurdod hwn, byddent yn rhoi diwedd ar gau'r ysgolion uchod. Ers cymryd rheolaeth dros yr awdurdod hwn ym mis Mai, mae'r weinyddiaeth newydd wedi methu gwireddu'r addewid hwn i drigolion Powys. Yn lle hynny, cyhoeddodd yr Arweinydd y byddai'r penderfyniad i gau Llanfihangel Rhydeithol a Llanbedr yn cael ei ohirio am flwyddyn galendr, gan gynnig gobaith ffug i rieni, athrawon a phlant, gan fod swyddogion y cyngor wedi cadarnhau y bydd y ddwy ysgol yn dal i gau.

Erbyn hyn mae'r Arweinydd ac aelodau newydd y Cabinet wedi cyhoeddi cynlluniau i fwrw ymlaen gyda'r cynnig i gau Ysgol Gynradd Cradoc gan fynd yn erbyn pob addewid a wnaed i drigolion, athrawon, rhieni a phlant ym Mhowys.

**Felly mae'r cyngor yn galw ar weinyddiaeth newydd Cyngor Sir Powys i:**

Gadw Ysgol Gynradd Cradoc ar agor  
Peidio cynnig cau Ysgol Gynradd Cradoc eto dros y bum mlynedd nesaf.

**Cynigiwyd gan:** Cyng Iain McIntosh

**Eiliwyd gan:** Cyng Karl Lewis

## **Anghenion o ran adnoddau ac ymateb y Swyddog Adran 151.**

### **Goblygiadau ariannol gwrthdroi'r penderfyniad i gau Ysgol Gynradd Cradoc**

1. Mae'r tabl isod yn gosod rhagolwg pum mlynedd o'r amcanestyniadau diweddaraf o arbedion a ragwelir o gau Ysgol Gynradd Cradoc a'r holl waith cynnal a chadw fyddai ei angen i gadw'r ysgol ar agor.
2. Mae'r arbedion a ragwelir yn cael effaith gronol ar y Cyngor o ryw £52,100 dros y pum mlynedd nesaf. Yn ogystal, mae'r ôl-groniad o waith cynnal a chadw wedi'i rannu'n waith hanfodol fyddai ei angen dros y ddwy flynedd nesaf sef £135,200 a gwaith arall fyddai ei angen dros y tair blynedd wedi hynny sef £594,500. Hefyd, yn Ysgol Gynradd Cradoc mae tair ystafell ddosbarth symudol a fydd yn dod i ddiwedd eu hoes dros y 2 – 3 blynedd nesaf. Os bydd Cradoc yn parhau i fod ar agor, bydd angen 3 ystafell ddosbarth symudol newydd i alluogi'r ysgol i barhau, a bydd y gost rhwng tua £180,00 a £400,000 yr un<sup>[1]</sup>, sy'n cyfateb i bwysau cost ychwanegol o £540,000 o leiaf fyddai angen dod o hyd iddo. Byddai'n ddoeth cynnal arolwg o gyflwr yr ysgol gyfan cyn gwneud hyn er mwyn canfod y ffordd orau ymlaen.
3. Mae'r tabl dangos mai effaith ariannol y cynigion yn y cynnig hwn i fod dros £1.3m os na fydd Ysgol Gynradd Cradoc yn cau am o leiaf 5 mlynedd. Byddai angen sicrhau cyllid ar gyfer y gwaith cynnal a chadw ychwanegol, gyda'r gostyngiad mewn arbedion yn golygu y byddai cyllidebau'n cael eu hailosod ar draws mwy o ysgolion. Ar hyn o bryd y bwriad yw defnyddio'r arian hwn i weithredu'r Strategaeth ar gyfer Trawsnewid Addysg 2020-2030 i wella hawliau dysgwyr i bob dysgwr ar draws Powys, creu system addysg decach a darparu cyfleusterau sy'n addas i'r diben er budd pob disgybl, staff a'r gymuned ehangach.

	Arbedion na wireddwyd £ *					5 mlynedd o arbedion cronol na wireddwyd	Gwaith trwsio a chynnal a chadw sydd ei angen ar unwaith	Amcangyfrif o waith cynnal a chadw sy'n disgwyl ei wneud **	Ystafelloedd dosbarth newydd fyddai eu hangen***	Cyfanswm goblygiadau ariannol
	22-23	23-24	24-25	25-26	26-27					
<b>Ysgol Gynradd Cradoc ****</b>	0	2,000	0	15,700	12,700	52,100	135,200	594,500	540,000	1,321,800

\* Mae arbedion na wireddwyd yn cynnwys yr arian fformiwla fyddai nawr yn cael ei ddyrannu i'r ysgolion, cyllideb arlwyo fyddai nawr yn cael ei ddyrannu i'r gwasanaeth arlwyo, fyddai'n llai oherwydd llai o gapasiti yn yr ysgol gynradd newydd sbon yn Aberhonddu.

**\*\* Mae'r ffigyrau gwaith cynnal a chadw sy'n disgwyl ei wneud yn gwaith gwaith i adeilad yr ysgol yn unig ac nid ardaloedd tu allan e.e. maes parcio, ffyrdd mynediad, lle chwarae, cwlferi, pontydd, grisiau, waliau cynnal, cerrig neu waliau ffin cerrig, ffensys a gatiau ac ati.**

**\*\*\* Ystafelloedd symudol newydd – amcangyfrif rhwng £180k a £400k yr un (cyfanswm: £540,000 - £1,200,000). Byddai angen ystyried a fyddai adeiladu estyniad yn fwy cost effeithiol.**

4. Bydd yr angen am 3 ystafell ddosbarth symudol ar safle Ysgol Gynradd Cradoc yn cyfateb i 30% o safle'r ysgol gyfan sy'n awgrymu nad yw adeilad presennol yr ysgol yn gallu ateb anghenion yr holl ddisgyblion.
5. Os bydd y penderfyniad i gau Ysgol Gynradd Cradoc yn cael ei wrthdroi, mae'n bosibl y bydd yn gostwng costau adeiladu ysgol newydd yn Aberhonddu gan fyddai angen llai o le. Dylid nodi hefyd bod ffigurau arbedion uchod Ysgol Gynradd Cradoc na wireddwyd wedi gostwng o ryw £36,370 y flwyddyn gan y tybir y byddai adeilad cynradd newydd Aberhonddu yn llai o faint, gan leihau'r safle atodol fyddai ei angen i'r ysgol newydd. Fodd bynnag, byddai angen llunio cynnig newydd i'w ystyried gan y Cabinet a chynnal ymgynghoriad pellach, a byddai angen clustnodi arian ar gyfer hyn.
6. Roedd disgwyl i'r newidiadau i'r fformiwla cyfnod cynradd a chau ysgolion ail-ddosbarthu arian o ysgolion bach i ysgolion cynradd mwy o faint ac i ysgolion cyfnod uwchradd. Bydd y cynnig hwn yn cyfyngu ar y gallu i symud arian yn ôl y bwriad gwreiddiol, a pharhau i dan-fuddsoddi yn ein hysgolion cynradd mwy o faint a'n hysgolion uwchradd.

<sup>[1]</sup> Yn dibynnu ar y manylion – mae prisiau ystafelloedd dosbarth symudol diweddaraf a brynwyd wedi tueddu i fod ar lefel uchaf y raddfa.

<b>16.</b>	<b>RHYBUDD O GYNNIG – CYNLLUN GOSTWNG TRETH TANWYDD MEWN ARDALOEDD GWLEDIG.</b>
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Yn anffodus mae diffyg seilwaith trafniadaeth gyhoeddus yn golygu nad oes dewis gan nifer o drigolion Powys ar gyfer teithiau hanfodol, ac yn dibynnu ar ddefnyddio'r car. Ar 80%, Cymru sydd â'r gyfradd uchaf o bobl yn teithio i'r gwaith mewn car o'i gymharu ag ardaloedd Lloegr neu'r Alban.

Ar hyn o bryd nid yw ardaloedd gwledig Cymru'n derbyn cefnogaeth er ateb bron pob un o'r meini prawf. Rhaid ad-drefnu'r cynllun i ystyried mynediad at rwydweithiau trafniadaeth cyhoeddus lleol yn ogystal â sicrwydd i gynnwys rhannau o Gymru yn y cynllun hwn. Yn hynny o beth, mae'r Cyngor –

- yn cefnogi galwadau i gefn gwlad Cymru gael eu cynnwys yn y Cynllun Gostwng Treth Tanwydd mewn Ardaloedd Gwledig;
- yn pwysu ar Drysorlys ei Mawrhydi i ddiweddarau meini prawf y cynllun
- ac yn gofyn i Aelodau Seneddol Powys weithio gydag Aelodau Seneddol gwrthbleidiau Canolbarth Cymru i sicrhau un llais wrth bwysu'r achos yn San Steffan.

Cynigiwyd gan: Cyng Elwyn Vaughan

Eiliwyd gan: Cyng Bryn Davies

### **Gofynion o ran adnoddau**

Mae'r cynnig yn gofyn i'r cyngor ysgrifennu at Lywodraeth y DU am y rhwydweithiau trafndiaeth yn ardaloedd gwledig. Ychydig iawn o effaith ariannol sydd i'r cynnig hwn heblaw am amser swyddogion wrth ddrafftio llythyron sy'n mynd i'r afael â'r pwnc hwn. Daw'r costau hyn o gyllidebau presennol.

<b>17. RHYBUDD O GYNNIG - DYDD GŴYL DEWI</b>
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- A) Bod y Cyngor yn gofyn i'r Cabinet gydnabod Dydd Gŵyl Dewi yn swyddogol trwy roi diwrnod o wyliau i'w weithlu er mwyn dathlu dydd ein Nawdd Sant ar 1 Mawrth 2023 a bob blwyddyn wedi hynny.
- B) Bod y Cyngor yn galw ar Lywodraeth San Steffan i ddatganoli'r pŵer i Lywodraeth Cymru greu gwyliau banc i Gymru (trwy Ddeddf Bancio a Thrafodion Ariannol 1971) – fel sydd eisoes yn digwydd yn yr Alban a Gogledd Iwerddon.

Cynigiwyd gan: Cyng Elwyn Vaughan

Eiliwyd gan: Cyng Bryn Davies

### **Gofynion o ran adnoddau**

A)

Byddai effaith go iawn gŵyl banc ychwanegol yn cael effaith sylweddol ar gynhyrchiant. Er enghraifft, roedd y gŵyl banc diweddar i ddathlu Jiwbilî Platinwm y Frenhines ar ddydd Gwener 3 Mehefin 2022 wedi golygu fod hawl gan bob aelod staff i wyliau a derbyn cyflog diwrnod arferol ar y gŵyl banc ychwanegol. Serch hynny, roedd rhaid i'r Cyngor sicrhau bod gwasanaethau hanfodol yn parhau, gyda gweithwyr fu'n gweithio'r diwrnod hwnnw â hawl i daliadau uwch neu ddiwrnod i fwrdd yn lle. Gan gymryd hwn fel enghraifft, gallwn ddarparu'r canlynol:-

Mae costau staff ar gyfer y gŵyl banc ychwanegol ar 3 Mehefin 2022 fel syrthio i ddwy elfen:

1. Amser anghynhyrchiol lle roedd y staff ar wyliau ar 3 Mehefin neu ar ddiwrnod arall nes ymlaen.
2. Talu cyflog uwch i staff fu'n gweithio'r diwrnod hwnnw.

Y ffordd gyflymaf i gyfrifo costau staffio ar gyfer diwrnod o amser anghynhyrchiol, yn seiliedig ar 1/260 o fil cyflogau'r Cyngor, yw tua £700k, ond i gael y ffigwr go iawn o edrych ar batrymau gwaith, byddai'n cymryd llawer o amser i gyfrifo hyn yn fwy cywir.

I'r rhai hynny fu'n gweithio ar 3 Mehefin 2022, mae rhai wedi cyflwyno hawliadau amser ar gyfer cyflogres Mehefin 2022 a'r cyfanswm yw £6k gan gynnwys costau. Ond mae staff yn tueddu i hawlio mis yn hwyrach, felly mae'n debyg y bydd mwy o hawliadau, ond yn annebygol o fod yn berthnasol iawn.

Yn ogystal, mae staff gofal yn ein tenantiaethau â chymorth, gofal cartref a chartrefi plant â hawl i gyflog uwch ar y diwrnod hwnnw. Amcangyfrif o gostau ychwanegol hynny yw £72k.

Mae hefyd yn werth nodi fod gŵyl banc y Jiwbilî wedi digwydd yn ystod hanner tymor ysgolion a'r diwrnod yn lle hynny i staff ysgolion yw dydd Llun 18 Gorffennaf 2022 (mae'r rhain wedi'u cynnwys yn yr amcangyfrif o amser anghynhyrchiol).

Fodd bynnag, i nifer o staff cyflogedig, byddai unrhyw waith na wnaed y diwrnod hwnnw yn cael ei wneud wrth iddynt ddychwelyd, a'i reoli o fewn eu gwaith arferol a'u trefniadau gweithio'n hyblyg dros yr wythnosau canlynol. Felly yn y rhan fwyaf o achosion ni fyddai yna faich ariannol ychwanegol, er colli'r oriau gwaith. Efallai y byddai rhai costau'n cael eu harbed o gael diwrnod ychwanegol i ffwrdd o'r gwaith e.e. costau cyfleustodau, a fyddai angen eu hystyried.

B)

Prin iawn fydd yr effaith ar adnoddau o ran y cais i ysgrifennu at Lywodraeth DU i ddatganoli pŵer i greu gwyliau banc, a gellir ei wneud o fewn cyllidebau presennol.

Os bydd Llywodraeth Cymru'n creu gŵyl banc ychwanegol, byddai nifer o ddarparwyr allanol sy'n gofyn i staff weithio, yn trosglwyddo'r costau ychwanegol ymlaen i'r Cyngor. Y prif wasanaethau dan sylw fyddai gofal cymdeithasol ac addysg. Byddai hyn yn golygu costau sylweddol i'r Cyngor.

<b>18. CWESTIYNAU YN UNOL Â'R CYFANSODDIAD</b>
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Mae Cyfrifiad 2011 yn dangos fud tua 19% o boblogaeth Powys yn hollol ddwyieithog h.y. Cymraeg a Saesneg.

Eto ym mis Mawrth 2022 fe wnaeth y Comisiynydd Iaith adolygu arolwg cwsmer o 4 wythnos yn dangos o 17 o alwadau i Bowys, dim ond 1 ddywedodd fod gwasanaeth Cymraeg ar gael, ac o'r 15 o alwadau a atebwyd gan staff, dim ond 3 oedd yn gallu ateb anghenion y galwr yn rhugl yn Gymraeg.

Hefyd, mae data cyflogaeth yn dangos mai dim ond 7.59% o staff Powys sy'n hollol ddwyieithog yn 2021-22 gyda'r adrannau tai a datblygu cymunedol mor isel â 5.04%

Eto, rhwng Ebrill 2021 a Mawrth 2022, o'r 1,271 o swyddi a hysbysebwyd, dim ond 64, neu 5% oedd yn galw am yr angen i fod yn hollol ddwyieithog.

O ystyried y ffaith nad yw'r awdurdod yn adlewyrchu ein cymdeithas, heb sôn am ateb ei rwymedigaethau cyfreithiol, ac felly'n galw am archwiliad radical o'r sefyllfa, beth yw eich cynigion i fynd i'r afael â'r diffyg cydbwysedd hwn?



(Tudalennau 393 - 394)

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

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT BY TEAMS ON  
THURSDAY, 24 FEBRUARY 2022**

**PRESENT**

County Councillor R G Thomas (Chair)

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

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors M Barnes, D R Price and R Williams

<b>2.</b>	<b>DECLARATIONS OF INTEREST</b>
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There were no declarations of interest reported.

<b>3.</b>	<b>MEDIUM-TERM FINANCIAL STRATEGY 2022-2027 AND 2022-23 BUDGET AND CAPITAL PROGRAMME FOR 2022-2027</b>
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County Councillor Aled Davies moved suspension of Rules 4.37.1, 4.43, 4.49.2.1 and 4.49.2.2 of the Constitution. It was seconded by County Councillor Elwyn Vaughan and by 45 votes to 19 it was

**RESOLVED to suspend Rules 4.37.1, 4.43, 4.49.2.1 and 4.49.2.2 of the Constitution.**

The Portfolio Holder for Finance County Councillor Aled Davies proposed an amendment to the budget recommendations:

1. Council Approves the Revenue Budget for 2022-23 with the inclusion of a 3.4% increase in Council Tax in 2022-23 at a net cost of £396,000 with the Section 151 officer instructed to publish a revised Finance Resource Model (if required) as soon as possible.
2. The cost of recommendation 1 is financed by a reduction in the Minimum Revenue Budget/External Interest Budget of £396,000.

The amendment was seconded by County Councillor Elwyn Vaughan.

Council adjourned from 11.10 am to 1.15 pm for the political groups to consider the amendment.

Council voted on the amendment and passed it by 35 votes to 32 and it became the substantive motion.

County Councillor David Thomas moved an amendment to the substantive motion, seconded by County Councillor Matthew Dorrance proposing a 0% increase in Council Tax by utilising the budget management reserve.

Council voted on the amendment and passed it by 34 votes to 31. This became the substantive motion.

Council adjourned from 3.12 pm to 4.00 pm.

Council voted on the substantive motion to Recommendation 2 for a 0% rise in Council Tax. By 31 votes to 33 this was lost.

It was proposed by County Councillor Aled Davies and seconded by County Councillor Michael Williams to suspend the meeting. It was unanimously

**RESOLVED to suspend the meeting until 3 March.**

**COFNODION CYFARFOD O'R CYNGOR SIR A GYNHALIWDY DRWY MICROSOFT  
TEAMS AR DDYDD IAU 24 CHWFROR 2022**

YN BRESENNOL

Y Cynghorydd Sir R G Thomas (Cadeirydd)

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

**1. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwyr Sir

**2. DATGAN BUDD**

Nid oedd unrhyw ddatganiad budd i'w nodi.

**3. STRATEGAETH ARIANNOL TYMOR CANOLIG 2022-2027 A CHYLLIDEB  
2022-23 A RHAGLEN GYFALAF AR GYFER 2022-2027**

Cynigiodd y Cynghorydd Sir Aled Davies atal Rheolau 4.37.1, 4.43, 4.49.2.1 a 4.49.2.2 yn y Cyfansoddiad. Eiliwyd hyn gan y Cynghorydd Sir Elwyn Vaughan ac o 45 pleidlais i 19

**PENDERFYNWYD atal Rheolau 4.37.1, 4.43, 4.49.2.1 a 4.49.2.2  
yn y Cyfansoddiad.**

Cynigiodd Daliwr y Portffolio Cyllid, y Cynghorydd Sir Aled Davies, ddiwygio'r argymhellion ar gyfer y gyllideb:

1. Bod y Cyngor yn cymeradwyo'r Gyllideb Refeniw ar gyfer 2022-23 gan gynnwys cynnydd o 3.4% yn Nhreth y Cyngor yn 2022-23 ar gost net o £396,000, a chyfarwyddo'r Swyddog Adran 151 i gyhoeddi Model Adnoddau Ariannol diwygiedig (lle bo angen) cyn gynted â phosib.
2. Bod cost argymhelliad 1 yn cael ei ariannu gan leihad yn y Gyllideb Isafswm Refeniw / Cyllideb Llog Allanol o £396,000.

Eiliwyd y diwygiad gan y Cynghorydd Sir Elwyn Vaughan.

Gohiriwyd y Cyngor rhwng 11.10am a 1.15pm fel y gallai'r grwpiau gwleidyddol ystyried y diwygiad.

Pleidleisiodd y Cyngor ar y diwygiad a'i basio o 35 pleidlais i 32 a daeth yn gynnig parhaol.

Cynigiodd y Cynghorydd Sir David Thomas ddiwygiad i'r cynnig parhaol, a eiliwyd gan y Cynghorydd Sir Matthew Dorrance, yn cynnig cynnydd o 0% i Dreth y Cyngor drwy ddefnyddio cronfa reoli'r gyllideb.

Pleidleisiodd y Cyngor ar y diwygiad a'i basio o 34 pleidlais i 31 a daeth hwn wedyn yn gynnig parhaol.

Gohiriwyd y Cyngor rhwng 3.12pm a 4.00pm.

Pleidleisiodd y Cyngor ar y cynnig parhaol i Argymhelliad 2 ar gyfer cynnydd o 0% i Dreth y Cyngor. Collwyd o 31 pleidlais i 33.

Cynigiodd y Cynghorydd Sir Aled Davies, a eiliwyd gan y Cynghorydd Sir Michael Williams, ohirio'r cyfarfod. Pasiwyd yn unfrydol.

**PENDERFYNWYD gohirio'r cyfarfod tan 3 Mawrth.**

**Y Cynghorydd Sir RG Thomas  
Cadeirydd**

**MINUTES OF A MEETING OF THE ADJOURNED COUNTY COUNCIL OF 24  
FEBRUARY 2022 AND RECOVERED ON 3 MARCH 2022 HELD BY TEAMS**

PRESENT

County Councillor R G Thomas (Chair)

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

Apologies for absence were received from County Councillors M Barnes and S Williams.

The meeting was reminded that as Council was still in the meeting that was started on 3<sup>rd</sup> March 2022, that Rules 4.37.1, 4.43, 4.49.2.1 and 4.49.2.2 of the Constitution remained suspended.

<b>3.</b>	<b>MEDIUM-TERM FINANCIAL STRATEGY 2022-2027 AND 2022-23 BUDGET AND CAPITAL PROGRAMME FOR 2022-2027</b>
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The Portfolio Holder for Finance County Councillor Aled Davies proposed an amendment seconded by County Councillor Phyl Davies:

“Since Cabinet approved and proposed the Revenue Budget and Capital Strategy to Council the Council has received unexpected additional funding from Welsh Government. Much of the funding provided has to be used for specific purposes but some allocations are unhypothecated and will improve the financial position of the Council for the current 2021/22 financial year.

These funds are one off and cannot be used to meet ongoing recurring costs, however by using these funds to meet Capital Costs it will reduce the Councils need to borrow and make a saving against the revenue budget.

We have also received an additional Capital allocation of £3.6 million that we were not anticipating.

The use of these funds to meet Capital expenditure enables the Council to reduce its budget requirement for 2022/23, the budget is funded by the Welsh Government settlement and Council Tax so with a lower budget requirement we are able to reduce the level of Council Tax we needed to raise through the 3.9% increase.

Our aim is to deliver value for money for our residents and all times keep Council Tax as low as possible. Especially in these times where we see the cost of living increasing significantly. But we also have to ensure that the frontline services we

provide are available to meet the ongoing needs of our residents. This is always a difficult balance to achieve.

It is therefore proposed that the additional funds provided by Welsh Government, Capital (£3.6m) and Revenue (£2.3m), together with the projected underspend on MRP for 2021/22 (£1.5m) as highlighted in the Quarter 3 Budget monitoring report as presented to cabinet on the 22nd February 2022, be used to fund existing Capital schemes reducing the need to borrow for that purpose. and reducing the revenue required to fund that borrowing by £404K

The reduced borrowing releases Minimum Revenue Provision and External Interest budgets by £407K, and this saving can be used to reduce the Council Tax increase from 3.9% to 3.39% and still maintain a balanced budget.

Proposed amendment – to replace Recommendation 2 as follows:

2.1 Council Approves the Revenue Budget for 2022-23 with the inclusion of a 3.39% increase in Council Tax in 2022-23 at a net cost of £404K with the Section 151 officer instructed to publish a revised Finance Resource Model (if required) as soon as possible.

2.2 The cost of recommendation 2.1 is financed by a reduction in the Minimum Revenue Budget/External Interest Budget of £404K.”

“We propose amending the proposals for Council Tax down to 0.1%.

We propose doing this by releasing the budget management reserve to fund the difference between 0.1% and 3.9%.

We will replenish the budget management reserve with the forecast underspend in 2021/22.

We also call for a cross party taskforce to be established with immediate effect to address the budget gap and cost pressures and provide an update to the MTFS as soon as possible.”

**2.1 To approve the Revenue Budget for 2022-23 with the inclusion of a 3.39% increase in Council Tax in 2022-23 at a net cost of £404K with the Section 151 officer instructed to publish a revised Finance Resource Model (if required) as soon as possible.**

**2.2 The cost of recommendation 2.1 is financed by a reduction in the Minimum Revenue Budget/External Interest Budget of £404K.**

#### **Recommendation 1**

By 35 votes to 30

**RESOLVED that the MTFS for 2022-2027 as set out in Appendix A is agreed in principle.**

**Fees and Charges Register in Appendices D and E.**

#### **Recommendation 4**

By 36 votes to 27 with 1 abstention



**RESOLVED Capital Strategy and Capital Programme for 2022-23 shown in Appendix F.**

**Recommendations 5 – 8**

By 51 votes to 9 with 3 abstentions

**RESOLVED to approve the Minimum Revenue Provision Statement as set out in Appendix F.**

**RESOLVED to approve the Treasury Management Strategy and the Annual Investment Strategy in Appendix F.**

**RESOLVED to approve the authorised borrowing limit for 2022-23 as required under section 3(1) of the Local Government Act 2003 at £539 million as set out in section 3.71 of this report.**

**RESOLVED to approve Prudential Indicators for 2022-23 as set out in section 3.67 to 3.71 of the report and Appendix F.**

<b>4.</b>	<b>2022 ANNUAL REVIEW OF VISION 2025 OUR CORPORATE IMPROVEMENT PAN, INCLUDING OUR STRATEGIC EQUALITY OBJECTIVES 2020-2024</b>
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Council considered the annual update of Vision 2025: Our Corporate Improvement Plan (CIP). A number of amendments to the plan for the 2022-2023 financial year were proposed following a light review of the current CIP objectives and performance measures during quarter 3 of 2021-2022. In response to a member's question about climate change, officers confirmed that climate change would be embedded in all of the Council's objectives.

Council unanimously

**RESOLVED to approve the proposed amendments to Vision 2025: Our CIP (as outlined in Appendix A) for publication in the CIP Update 2022, with implementation from April 2022.**

**County Councillor R G Thomas (Chair)**

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

**COFNODION CYFARFOD Y CYNGOR SIR A OHIRIWDYD, A GYNHALIWDYD AR 24  
CHWFROR 2022, AC A WNAETH AIL-YMGYNNULL AR 3 MAWRTH 2022 DRWY  
MICROSOFT TEAMS**

YN BRESENNOL

Y Cynghorydd Sir R G Thomas (Cadeirydd)

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

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwyr Sir M Barnes ac S Williams.

Atgoffwyd y cyfarfod, oherwydd bod y Cyngor yn dal i fod yn y cyfarfod a ddechreuodd ar 3 Mawrth 2022, bod Rheolau 4.37.1, 4.43, 4.49.2.1 a 4.49.2.2 y Cyfansoddiad yn parhau i fod wedi eu hatal.

<b>3.</b>	<b>STRATEGAETH ARIANNOL TYMOR CANOLIG 2022-2027 A CHYLLIDEB 2022-23 A RHAGLEN GYFALAF AR GYFER 2022-2027</b>
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Cynigiodd Daliwr y Portffolio Cyllid, y Cynghorydd Sir Aled Davies, ddiwygiad a eiliwyd gan y Cynghorydd Sir Phyl Davies:

“Ers i'r Cabinet gymeradwyo a chynnig y Gyllideb Refeniw a'r Strategaeth Gyfalaf i'r Cyngor, mae'r Cyngor wedi derbyn cyllid ychwanegol gan Lywodraeth Cymru. Rhaid defnyddio llawer o'r cyllid a dderbyniwyd i bwrpas penodol ond mae peth o'r dyraniad heb ei neilltuo a bydd yn gwella sefyllfa ariannol y Cyngor ar gyfer blwyddyn ariannol gyfredol 2021/22.

Cyllid untro'n unig yw hwn ac ni ellir ei ddefnyddio i gwrdd â chostau cylchol parhaus, ond drwy ei ddefnyddio i gwrdd â Chostau Cyfalaf ni fydd angen i'r Cyngor fenthyca gymaint, a gall arbed gyda'r gyllideb refeniw.

Rydym hefyd wedi derbyn dyraniad Cyfalaf ychwanegol o £3.6m nad oeddem yn ei ddisgwyl.

Drwy ddefnyddio'r cyllid i gwrdd â gwariant Cyfalaf, gall y Cyngor leihau'r gofynion ar ei gyllideb ar gyfer 2022/23. Mae'r gyllideb yn cael ei hariannu gan setliad Llywodraeth Cymru a Threth y Cyngor felly, gyda llai o ofynion ar y gyllideb, byddwn yn gallu lleihau faint o Dreth y Cyngor yr oedd angen ei godi drwy'r cynnydd o 3.9%.

Ein nod yw rhoi gwerth am arian i'n preswylwyr a chadw Treth y Cyngor mor isel â phosib bob amser. Yn enwedig yn ystod y cyfnod hwn o weld costau byw'n cynyddu'n sylweddol. Ond rhaid i ni hefyd sicrhau bod y gwasanaethau rheng flaen a ddarparwn ar gael i gwrdd ag anghenion parhaus ein preswylwyr. Mae wedi bod yn gydbwysedd anodd i'w daro erioed.

Cynigir felly bod y cyllid ychwanegol gan Lywodraeth Cymru, yn Gyfalaf (£3.6m) a Refeniw (£2.3m), ynghyd â'r tanwariant disgwylidig ar MRP ar gyfer 2021/22 (£1.5m) y cyfeiriwyd ato yn yr adroddiad monitro Cyllideb ar gyfer Chwarter 3 a gyflwynwyd i'r Cabinet ar 22 Chwefror 2022, yn cael ei ddefnyddio i ariannu'r cynlluniau Cyfalaf presennol fel bod angen benthycia llai i'r pwrpas hwnnw, fydd hefyd yn lleihau'r refeniw sydd ei angen i dalu am y benthyciad hwnnw o £404k.

Mae'r angen i fenthycia llai'n rhyddhau'r Gyllideb Isafswm Refeniw a'r Gyllideb Llog Allanol o £407k a gallwn yna ddefnyddio'r arbedion hyn i leihau'r cynnydd yn Nhreth y Cyngor o 3.9% i 3.39% a pharhau i ddarparu cyllideb gytbwys.

Diwygiad a gynigir – disodli Argymhelliad 2 fel a ganlyn:

2.1 “Bod y Cyngor yn cymeradwyo'r Gyllideb Refeniw ar gyfer 2022-23 gan gynnwys cynnydd o 3.39% yn Nhreth y Cyngor yn 2022-23 ar gost net o £404K a chyfarwyddo'r Swyddog Adran 151 i gyhoeddi Model Adnoddau Ariannol diwygiedig (lle bo angen) cyn gynted â phosib.

2.2 Mae cost argymhelliad 2.1 yn cael ei ariannu gan leihad yn y Gyllideb Isafswm Refeniw a'r Gyllideb Llog Allanol o £404K.”

Pleidleisiodd y Cyngor ar y diwygiad a'i basio o 36 pleidlais i 31, gydag un yn ymatal, a daeth yn gynnig parhaol.

Cynigiodd y Cynghorydd Sir David Thomas ddiwygiad a eiliwyd gan y Cynghorydd Sir Matthew Dorrance:

“Cynigiwn ddiwygio'r cynigion ar gyfer Treth y Cyngor i lawr i 0.1%.

Cynigiwn wneud hyn drwy ryddhau Cronfa Reoli'r Gyllideb i dalu am y gwahaniaeth rhwng 0.1% a 3.9%.

Byddwn yn ail-gyflenwi Cronfa Reoli'r Gyllideb gyda'r tanwariant disgwylidig yn 2021/22.

Galwn hefyd am sefydlu tasglu trawsbleidiol ar unwaith er mwyn rhoi sylw i'r bwlch yn y gyllideb a phwysau costau gan roi diweddariad i'r MTFS cyn gynted â phosib.” Rhoddwyd y diwygiad i'r bleidlais ac fe gollodd o 31 pleidlais i 36.

Yna pleidleisiodd y Cyngor ar y cynnig parhaol ac o 36 pleidlais i 30 **PENDERFYNWYD Cymeradwyo'r Gyllideb Refeniw ar gyfer 2022-23 gan gynnwys cynnydd o 3.39% yn Nhreth y Cyngor yn 2022-23 ar gost net o £404K a chyfarwyddo'r Swyddog Adran 151 i gyhoeddi Model Adnoddau Ariannol diwygiedig (lle bo angen) cyn gynted â phosib.**

**2.2 Mae cost argymhelliad 2.1 yn cael ei ariannu gan leihad yn y Gyllideb Isafswm Refeniw / Cyllideb Llog Allanol o £404K.**

**Argymhelliad 1**

O 35 pleidlais i 30

**PENDERFYNWYD bod yr MTFs ar gyfer 2022-2027, a gyflwynir yn Atodiad A, yn cael ei gytuno mewn egwyddor.**

**Argymhelliad 3**

O 36 pleidlais i 26 gydag 1 yn ymatal

**PENDERFYNWYD cymeradwyo'r Gofrestr Ffioedd a Thaliadau yn Atodiadau D ac E.**

**Argymhelliad 4**

O 36 pleidlais i 27 gydag 1 yn ymatal

**PENDERFYNWYD cymeradwyo'r Strategaeth Gyfalaf a'r Rhaglen Gyfalaf ar gyfer 2022-23 a gyflwynir yn Atodiad F.**

**Argymhellion 5-8**

O 51 pleidlais i 9 gyda 3 yn ymatal

**PENDERFYNWYD cymeradwyo Datganiad y Ddarpariaeth Isafswm Refeniw a gyflwynir yn Atodiad F.**

**PENDERFYNWYD cymeradwyo Strategaeth Rheoli'r Trysorlys a'r Strategaeth Buddsoddi Blynyddol yn Atodiad F.**

**PENDERFYNWYD cymeradwyo'r uchafswm benthycu awdurdodedig o £539m am 2022-23 fel sy'n ofynnol o dan adran 3(1) Deddf Llywodraeth Leol 2003 yn unol ag adran 3.71 yr adroddiad hwn.**

**PENDERFYNWYD cymeradwyo'r Dangosyddion Darbodus am 2022-23 a gyflwynir yn adran 3.67 i 3.71 yr adroddiad ac Atodiad F.**

<b>4.</b>	<b>ADOLYGIAD BLYNYDDOL 2022 O WELEDIGAETH 2025 - EIN CYNLLUN GWELLA CORFFORAETHOL – GAN GYNNWYS EIN HAMCANION CYDRADDOLDEB STRATEGOL 2020-2024</b>
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Ystyriodd y Cyngor y diweddariad blynyddol o Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol (CIP). Cynigiwyd nifer o ddiwygiadau i'r Cynllun ar gyfer blwyddyn ariannol 2022-2023 yn dilyn yr adolygiad ysgafn o amcanion a mesurau perfformiad presennol y CIP yn ystod Chwarter 3 2021-2022. Mewn ymateb i gwestiwn gan aelod am newid hinsawdd, dywedodd swyddogion y byddai newid hinsawdd yn cael ei wreiddiol yn holl amcanion y Cyngor.

Yn unfrydol

**PENDERFYNODD y Cyngor gymeradwyo'r diwygiadau a gynigiwyd i Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol (Atodiad A) ar gyfer eu cyhoeddi yn y Diweddariad CIP ar gyfer 2022, i'w gweithredu o fis Ebrill 2022 ymlaen.**

**Y Cynghorydd Sir R G Thomas (Cadeirydd)**

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT BY TEAMS ON  
THURSDAY, 3 MARCH 2022**

**PRESENT**

County Councillor R G Thomas (Chair)

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

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors M Barnes, T J Van-Rees and S L Williams.

<b>2.</b>	<b>MINUTES</b>
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The Chair was authorised to sign the minutes of the last meeting held on 9<sup>th</sup> December 2021 as a correct record.

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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County Councillors R Powell, D Price, L Corfield, Stephen Hayes, G Jones, A Davies, J Wilkinson, MJ Jones, A Jones, W Powell, E Roderick, P Lewis, R Harris, D Thomas, D Evans, K Curry, R Williams, K Silk, E Vaughan, E Jones, K Laurie-Parry, D Davies, G Pugh, J Morris, K Lewis, J Berriman, D Jones-Poston, D Rowlands, J Jones, B Davies, G Thomas and L George declared personal and prejudicial interests in item 15 Notice of Motion on Responsible Afforestation.

County Councillor A Jenner declared an interest in item 16 Notice of Motion on Fuel Poverty.

County Councillors A Jenner, C Mills, D Price, G Ratcliffe, I McIntosh, S Davies, J Jones, G Pugh, P Davies, A Jones, K Roberts-Jones, R Harris and J Pugh declared interests in item 17 Notice of Motion on the Armed Forces Act.

County Councillors B Baynham and D Price declared interests in item 18 Notice of Motion on school transformation.

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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The Chair advised that he would circulate details of his engagements by email. He noted that this would be his last meeting in the Chair.

<b>5. LEADER'S ANNOUNCEMENTS</b>
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The Leader thanked the Highways staff who had responded to storms Eunice and Franklin and worked through the night to protect properties and clear roads. She also thanked everyone involved in securing the Mid Wales Growth Deal which would bring £110 million investment into the region. She advised that the Mid Wales Corporate Joint Committee had been established. She reported that the Leaders of Welsh local authorities had been briefed by Welsh Government the previous day on the situation in Ukraine and what could be done to help. Welsh Government had asked that local groups be discouraged from collecting physical goods in favour of cash donations. Local authorities had been asked to set up a dedicated webpage for cash donations. Leaders had also been asked to make arrangements to receive Ukrainian refugees and preparatory work was underway. The Welsh local authority pension funds were liaising on disinvesting from Russian companies. She would be writing to the UK and Welsh Governments expressing the Council's concern at the unprovoked aggression and expressing solidarity with the people of Ukraine.

<b>6. CHIEF EXECUTIVE'S BRIEFING</b>
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The Chief Executive advised that she had been appointed the Chief Executive of the Mid Wales Corporate Joint Committee for its first year. This position would rotate annually between the Chief Executives of Ceredigion and Powys. Stephen Johnson had been appointed Chief Financial Officer and Clive Pinney Monitoring Officer. None of the posts were remunerated. She provided an update on the Covid pandemic noting that the number of cases were currently receding after reaching a high in mid January. Fortunately, for the majority the symptoms had been mild with few requiring hospital treatment. The pandemic continued to impact on services with increased demand in Adult Social Care and Children's Services. In Children's Services in particular the ability to respond was affected by sickness levels amongst staff and vacancies. The Director of Social Services had requested support from other services and partner organisations and a number of actions had been taken to stabilise the service. She advised that following the death of Aled Roberts, the Welsh Language Commissioner, on 13 February she had sent condolences to the Deputy Commissioner on behalf the Council. She advised that the Chair, Leader and she would arrange for a briefing to be held later in the month for Members and behalf of the Council's staff she wished all Members well for the future.

<b>7. COUNCIL TAX RESOLUTION FOR 2022/23</b>
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The budget for 2022/23 was agreed by Council earlier on 3 March 2022 and an increase of 3.39% in Council Tax for the financial year 2022-23 had been approved as part of the budget.

At a meeting of the Cabinet on the 23 November 2021, the Council calculated the following Tax Base amounts for the year 2022/23 in accordance with



Regulations made under Section 33 (5) of the Local Government Finance Act, 1992.

- (a) Being the amount calculated by the Council, in accordance with the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995, as amended, as its Council Tax Base for the year 2022/2023.
- (b) Part of the Council's area community of:

**Community of:**

<b>Community</b>	<b>2022-23</b>
Abbeycwmhir	127.81
Aberedw	141.00
Aberhafesp	228.65
Abermule with Llandyssil	742.58
Banwy	330.48
Bausley with Criggion	368.65
Beguildy	377.64
Berriew	754.78
Betws Cedewain	232.44
Brecon	3544.43
Bronllys	445.19
Builth Wells	1090.75
Cadfarch	456.08
Caersws	715.00
Carno	351.36
Carreghofa	318.17
Castle Caereinion	309.79
Churchstoke	886.49
Cilmery	238.23
Clyro	431.50
Cray	128.50
Crickhowell	1130.11
Cwmdu and District	566.21
Disserth & Trecoed	552.91
Duhonw	152.80
Dwyrhiw	284.20
Erwood	246.13
Felinfach	384.43
Forden	824.33
Gladestry	226.75
Glantwymyn	649.15
Glasbury	573.99
Glascwm	270.41
Glyn Tarrell	305.08

Guilsfield	866.40
Gwernyfed	484.76
Hay-on-Wye	913.67
Honddu Isaf	229.25
Kerry	1011.20
Knighton	1323.68
Llanafanfawr	237.44
Llanbadarn Fawr	348.76
Llanbadarn Fynydd	142.99
Llanbister	188.77
Llanbrynmair	492.56
Llanddew	123.41
Llanddewi Ystradenny	146.70
Llandinam	450.08
Llandrindod Wells	2469.68
Llandrinio & Arddleen	772.56
Llandysilio	556.11
Llanelwedd	191.17
Llanerfyl	216.54
LLanfair Caereinion	803.23
Llanfechain	275.91
Llanfihangel	278.91
Llanfihangel Rhydithon	124.92
Llanfrynach	326.97
Llanfyllin	722.90
Llangammarch	273.92
Llangattock	580.90
Llangedwyn	201.76
Llangorse	567.91
Llangunllo	202.46
Llangurig	391.82
Llangynidr	600.59
Llangyniew	303.48
Llangynog	193.37
Llanidloes	1218.94
Llanidloes Without	315.88
Llanigon	285.80
Llanrhaeadr Ym Mochnant	596.38
Llansantffraid	738.09
Llansilin	360.06
Llanwddyn	128.01
Llanwrthwl	107.02
Llanwrtyd Wells	410.02
Llanyre	584.49
Llywel	261.32
Machynlleth	890.08
Maescar	464.41

Manafon	184.08
Meifod	711.81
Merthyr Cynog	143.70
Mochdre with Penstrowed	261.42
Montgomery	725.29
Nantmel	349.85
New Radnor	235.14
Newtown & Llanllwchaiarn	4381.76
Old Radnor	408.81
Painscastle	294.11
Pen Y Bont Fawr	260.21
Penybont & Llandegley	211.25
Presteigne & Norton	1308.28
Rhayader	919.66
St Harmon	312.98
Talgarth	749.38
Talybont-on-Usk	392.52
Tawe Uchaf	573.21
Trallong	202.36
Trefeglwys	492.16
Treflys	231.24
Tregynon	393.52
Trewern	657.44
Vale of Grwyney	501.18
Welshpool	2740.79
Whitton	217.24
Yscir	260.72
Ystradfelte	252.42
Ystradgynlais	2938.36

**63,072.19**

being the amounts calculated by the Council in accordance with the Regulations, as the amounts of its Council Tax Base for the year 2022/2023 for dwellings in those parts of its area to which one or more special items relate. Appendix One confirmed the 2022/23 precept and band D charge for each Town and Community Council.

### **3.0 THE CALCULATION**

3.1. THAT the following amounts be now calculated by the Council for the year 2022/2023 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992:

- a) £ 491,656,053 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (2) (a) to (e)

of the Act

- b) £ 214,503,652 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (3) (a) to (c) of the Act
- c) £ 306,208,211 being the amount by which the aggregate at 2.1(a) above exceeds the aggregate at 2.1(b) above, calculated by the Council, in accordance with Section 32 (4) of the Act, as its budget requirement for the year
- d) £ 210,122,906 being the aggregate of the sums which the Council estimates will be payable for the year into its General Fund in respect of re-distributed Non Domestic Rates, Revenue Support Grant, special grant or additional Grant.
- e) £1,523.42 being the amount at 2.1(c) above less the amount at 2.1(d) above, all divided by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 33(1) of the Act, as the basic amount of its Council Tax for the year
- f) £4,513,031 being the aggregate amount of all special items referred to in Section 34 (1) of the Act
- g) £1,451,86 being the amount at 2.1(e) above less the result given by dividing the amount at 2.1(f) above by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no special item relates.
- h)

<u>COMMUNITY</u>	<u>COUNTY &amp; COMMUNITY COUNCIL TAX BAND D</u>
Brecon	£1,610.42
Bronllys	£1,485.55
Builth Wells	£1,549.04
Cilmery	£1,473.20
Cray	£1,507.11
Crickhowell	£1,500.09
Duhonw	£1,470.18
Erwood	£1,476.24
Felinfach	£1,483.08
Glyn Tarrell	£1,483.00
Gwernyfed	£1,479.09
Hay-on-Wye	£1,524.10
Honddu Isaf	£1,456.72
Llanafan Fawr	£1,470.81
Llanddew	£1,492.38
Cwmdu and District	£1,478.35
Llanfrynach	£1,485.50
Llangammarch	£1,494.94
Llangattock	£1,511.93
Llangorse	£1,487.08
Llangynidr	£1,493.49
Llanigon	£1,493.85
Llanwrthwl	£1,484.56
Llanwrtyd Wells	£1,499.48
Llywel	£1,490.13
Maescar	£1,484.16
Merthyr Cynog	£1,486.24
Talgarth	£1,534.60
Talybont-on-Usk	£1,495.53
Tawe Uchaf	£1,495.47
Trallong	£1,492.70
Treflys	£1,469.16
Vale of Grwyney	£1,471.81
Yscir	£1,478.86
Ystradfellte	£1,501.78
Ystradgynlais	£1,555.32

MONTGOMERYSHIRE

COMMUNITY

County & Community  
Council Tax Band D

Aberhafesp	£1,479.49
Banwy	£1,469.17
Bausley with Criggion	£1,476.86
Berriew	£1,469.08
Betws Cedewain	£1,481.85
Cadfarch	£1,470.94
Caersws	£1,506.53
Carno	£1,511.63
Carreghofa	£1,486.17
Castle Caereinion	£1,495.29
Churchstoke	£1,484.60
Dwyrhiw	£1,476.77
Fordeu	£1,496.53
Glantwymyn	£1,469.58
Guilsfield	£1,471.18
Kerry	£1,483.76
Llanbrynmair	£1,478.66
Llandinam	£1,512.67
Llandrinio and Arddleen	£1,476.74
Llandysilio	£1,482.56
Abermule with Llandyssil	£1,500.34
Llanerfyl	£1,473.10
LLanfair Caereinion	£1,506.64
Llanfechain	£1,469.98
Llanfihangel	£1,503.85
Llanfyllin	£1,501.66
Llangedwyn	£1,451.86
Llangurig	£1,473.00
Llangyniew	£1,484.81
Llangynog	£1,529.43
Llanidloes	£1,549.11
Llanidloes Without	£1,483.52
Llanrhaeadr ym Mochnant	£1,477.01
Llansantffraid	£1,478.28
Llansilin	£1,467.14
Llanwddyn	£1,522.17
Machynlleth	£1,696.45
Manafon	£1,474.68
Meifod	£1,474.87
Mochdre with Penstrowed	£1,483.99
Montgomery	£1,560.12
Newtown & Llanllwchaiarn	£1,630.40
Pen Y Bont Fawr	£1,501.82
Trefeglwys	£1,462.02
Tregynon	£1,489.98
Trewern	£1,486.08
Welshpool	£1,670.53

RADNORSHIRE

<u>COMMUNITY</u>	<u>COUNTY &amp; COMMUNITY COUNCIL TAX BAND D</u>
Abbeycwmhir	£1,480.75
Aberedw	£1,460.37
Beguildy	£1,476.60
Clyro	£1,462.70
Disserth & Trecoed	£1,465.84
Gladestry	£1,467.30
Glasbury	£1,472.77
Glascwm	£1,468.87
Knighton	£1,515.13
Llanbadarn Fawr	£1,469.01
Llanbadarn Fynydd	£1,482.80
Llanbister	£1,488.56
Llanddewi Ystradenny	£1,465.49
Llandrindod Wells	£1,535.15
Llanelwedd	£1,465.98
Llanfihangel Rhydithon	£1,489.88
Llangunllo	£1,471.62
Llanyre	£1,474.70
Nantmel	£1,475.49
New Radnor	£1,491.47
Old Radnor	£1,473.91
Paincastle	£1,459.68
Penybont & Llandegley	£1,484.78
Presteigne & Norton	£1,505.86
Rhayader	£1,499.63
St Harmon	£1,510.08
Whitton	£1,468.36

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

- (i) Part of the Council's area

**BRECKNOCKSHIRE**

**COUNTY &  
COMMUNITY  
COUNCIL TAX  
BANDS**

Tudalen 22

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Brecon	£1,073.61	£1,252.55	£1,431.48	£1,610.42	£1,968.29	£2,326.16	£2,684.03	£3,220.84	£3,757.65
Bronllys	£990.37	£1,155.43	£1,320.49	£1,485.55	£1,815.67	£2,145.79	£2,475.92	£2,971.10	£3,466.28
Builth Wells	£1,032.69	£1,204.81	£1,376.92	£1,549.04	£1,893.27	£2,237.50	£2,581.73	£3,098.08	£3,614.43
Cilmery	£982.13	£1,145.82	£1,309.51	£1,473.20	£1,800.58	£2,127.96	£2,455.33	£2,946.40	£3,437.47
Cray	£1,004.74	£1,172.20	£1,339.65	£1,507.11	£1,842.02	£2,176.94	£2,511.85	£3,014.22	£3,516.59
Crickhowell	£1,000.06	£1,166.74	£1,333.41	£1,500.09	£1,833.44	£2,166.80	£2,500.15	£3,000.18	£3,500.21
Duhonw	£980.12	£1,143.47	£1,306.83	£1,470.18	£1,796.89	£2,123.59	£2,450.30	£2,940.36	£3,430.42
Erwood	£984.16	£1,148.19	£1,312.21	£1,476.24	£1,804.29	£2,132.35	£2,460.40	£2,952.48	£3,444.56
Felinfach	£988.72	£1,153.51	£1,318.29	£1,483.08	£1,812.65	£2,142.23	£2,471.80	£2,966.16	£3,460.52
Glyn Tarrell	£988.67	£1,153.44	£1,318.22	£1,483.00	£1,812.56	£2,142.11	£2,471.67	£2,966.00	£3,460.33
Gwernyfed	£986.06	£1,150.40	£1,314.75	£1,479.09	£1,807.78	£2,136.46	£2,465.15	£2,958.18	£3,451.21
Hay-on-Wye	£1,016.07	£1,185.41	£1,354.76	£1,524.10	£1,862.79	£2,201.48	£2,540.17	£3,048.20	£3,556.23
Honddu Isaf	£971.15	£1,133.00	£1,294.86	£1,456.72	£1,780.44	£2,104.15	£2,427.87	£2,913.44	£3,399.01
Llanafanfawr	£980.54	£1,143.96	£1,307.39	£1,470.81	£1,797.66	£2,124.50	£2,451.35	£2,941.62	£3,431.89
Llanddew	£994.92	£1,160.74	£1,326.56	£1,492.38	£1,824.02	£2,155.66	£2,487.30	£2,984.76	£3,482.22
Cwmdu and District	£985.57	£1,149.83	£1,314.09	£1,478.35	£1,806.87	£2,135.39	£2,463.92	£2,956.70	£3,449.48
Llanfrynach	£990.33	£1,155.39	£1,320.44	£1,485.50	£1,815.61	£2,145.72	£2,475.83	£2,971.00	£3,466.17
Llangammarch	£996.63	£1,162.73	£1,328.84	£1,494.94	£1,827.15	£2,159.36	£2,491.57	£2,989.88	£3,488.19
Llangattock	£1,007.95	£1,175.95	£1,343.94	£1,511.93	£1,847.91	£2,183.90	£2,519.88	£3,023.86	£3,527.84
Llangorse	£991.39	£1,156.62	£1,321.85	£1,487.08	£1,817.54	£2,148.00	£2,478.47	£2,974.16	£3,469.85
Llangynidr	£995.66	£1,161.60	£1,327.55	£1,493.49	£1,825.38	£2,157.26	£2,489.15	£2,986.98	£3,484.81
Llanigon	£995.90	£1,161.88	£1,327.87	£1,493.85	£1,825.82	£2,157.78	£2,489.75	£2,987.70	£3,485.65
Llanwrthwl	£989.71	£1,154.66	£1,319.61	£1,484.56	£1,814.46	£2,144.36	£2,474.27	£2,969.12	£3,463.97
Llanwrtyd Wells	£999.65	£1,166.26	£1,332.87	£1,499.48	£1,832.70	£2,165.92	£2,499.13	£2,998.96	£3,498.79
Llywel	£993.42	£1,158.99	£1,324.56	£1,490.13	£1,821.27	£2,152.41	£2,483.55	£2,980.26	£3,476.97
Maescar	£989.44	£1,154.35	£1,319.25	£1,484.16	£1,813.97	£2,143.79	£2,473.60	£2,968.32	£3,463.04



Merthyr Cynog	£990.83	£1,155.96	£1,321.10	£1,486.24	£1,816.52	£2,146.79	£2,477.07	£2,972.48	£3,467.89
Talgarth	£1,023.07	£1,193.58	£1,364.09	£1,534.60	£1,875.62	£2,216.64	£2,557.67	£3,069.20	£3,580.73
Talybont-on-Usk	£997.02	£1,163.19	£1,329.36	£1,495.53	£1,827.87	£2,160.21	£2,492.55	£2,991.06	£3,489.57
Tawe Uchaf	£996.98	£1,163.14	£1,329.31	£1,495.47	£1,827.80	£2,160.12	£2,492.45	£2,990.94	£3,489.43
Trallong	£995.13	£1,160.99	£1,326.84	£1,492.70	£1,824.41	£2,156.12	£2,487.83	£2,985.40	£3,482.97
Treflys	£979.44	£1,142.68	£1,305.92	£1,469.16	£1,795.64	£2,122.12	£2,448.60	£2,938.32	£3,428.04
Vale of Grwyney	£981.21	£1,144.74	£1,308.28	£1,471.81	£1,798.88	£2,125.95	£2,453.02	£2,943.62	£3,434.22
Yscir	£985.91	£1,150.22	£1,314.54	£1,478.86	£1,807.50	£2,136.13	£2,464.77	£2,957.72	£3,450.67
Ystradfellte	£1,001.19	£1,168.05	£1,334.92	£1,501.78	£1,835.51	£2,169.24	£2,502.97	£3,003.56	£3,504.15
Ystradgynlais	£1,036.88	£1,209.69	£1,382.51	£1,555.32	£1,900.95	£2,246.57	£2,592.20	£3,110.64	£3,629.08

**MONTGOMERYSHIRE**

Tudalen 23

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

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Aberhafesp	£986.33	£1,150.71	£1,315.10	£1,479.49	£1,808.27	£2,137.04	£2,465.82	£2,958.98	£3,452.14
Banwy	£979.45	£1,142.69	£1,305.93	£1,469.17	£1,795.65	£2,122.13	£2,448.62	£2,938.34	£3,428.06
Bausley with Criggion	£984.57	£1,148.67	£1,312.76	£1,476.86	£1,805.05	£2,133.24	£2,461.43	£2,953.72	£3,446.01
Berriew	£979.39	£1,142.62	£1,305.85	£1,469.08	£1,795.54	£2,122.00	£2,448.47	£2,938.16	£3,427.85
Betws Cedewain	£987.90	£1,152.55	£1,317.20	£1,481.85	£1,811.15	£2,140.45	£2,469.75	£2,963.70	£3,457.65
Cadfarch	£980.63	£1,144.06	£1,307.50	£1,470.94	£1,797.82	£2,124.69	£2,451.57	£2,941.88	£3,432.19
Caersws	£1,004.35	£1,171.75	£1,339.14	£1,506.53	£1,841.31	£2,176.10	£2,510.88	£3,013.06	£3,515.24
Carno	£1,007.75	£1,175.71	£1,343.67	£1,511.63	£1,847.55	£2,183.47	£2,519.38	£3,023.26	£3,527.14
Carreghofa	£990.78	£1,155.91	£1,321.04	£1,486.17	£1,816.43	£2,146.69	£2,476.95	£2,972.34	£3,467.73
Castle Caereinion	£996.86	£1,163.00	£1,329.15	£1,495.29	£1,827.58	£2,159.86	£2,492.15	£2,990.58	£3,489.01
Churchstoke	£989.73	£1,154.69	£1,319.64	£1,484.60	£1,814.51	£2,144.42	£2,474.33	£2,969.20	£3,464.07
Dwyrhiw	£984.51	£1,148.60	£1,312.68	£1,476.77	£1,804.94	£2,133.11	£2,461.28	£2,953.54	£3,445.80

Tudalen 24

Forde	£997.69	£1,163.97	£1,330.25	£1,496.53	£1,829.09	£2,161.65	£2,494.22	£2,993.06	£3,491.90
Glantwymyn	£979.72	£1,143.01	£1,306.29	£1,469.58	£1,796.15	£2,122.73	£2,449.30	£2,939.16	£3,429.02
Guilsfield	£980.79	£1,144.25	£1,307.72	£1,471.18	£1,798.11	£2,125.04	£2,451.97	£2,942.36	£3,432.75
Kerry	£989.17	£1,154.04	£1,318.90	£1,483.76	£1,813.48	£2,143.21	£2,472.93	£2,967.52	£3,462.11
Llanbrynmair	£985.77	£1,150.07	£1,314.36	£1,478.66	£1,807.25	£2,135.84	£2,464.43	£2,957.32	£3,450.21
Llandinam	£1,008.45	£1,176.52	£1,344.60	£1,512.67	£1,848.82	£2,184.97	£2,521.12	£3,025.34	£3,529.56
Llandrinio and Arddleen	£984.49	£1,148.58	£1,312.66	£1,476.74	£1,804.90	£2,133.07	£2,461.23	£2,953.48	£3,445.73
Llandysilio	£988.37	£1,153.10	£1,317.83	£1,482.56	£1,812.02	£2,141.48	£2,470.93	£2,965.12	£3,459.31
Abermule									
Llandyssil	£1,000.23	£1,166.93	£1,333.64	£1,500.34	£1,833.75	£2,167.16	£2,500.57	£3,000.68	£3,500.79
Llanerfyl	£982.07	£1,145.74	£1,309.42	£1,473.10	£1,800.46	£2,127.81	£2,455.17	£2,946.20	£3,437.23
Llanfair Caereinion	£1,004.43	£1,171.83	£1,339.24	£1,506.64	£1,841.45	£2,176.26	£2,511.07	£3,013.28	£3,515.49
Llanfechain	£979.99	£1,143.32	£1,306.65	£1,469.98	£1,796.64	£2,123.30	£2,449.97	£2,939.96	£3,429.95
Llanfihangel	£1,002.57	£1,169.66	£1,336.76	£1,503.85	£1,838.04	£2,172.23	£2,506.42	£3,007.70	£3,508.98
Llanfyllin	£1,001.11	£1,167.96	£1,334.81	£1,501.66	£1,835.36	£2,169.06	£2,502.77	£3,003.32	£3,503.87
Llangedwyn	£967.91	£1,129.22	£1,290.54	£1,451.86	£1,774.50	£2,097.13	£2,419.77	£2,903.72	£3,387.67
Llangurig	£982.00	£1,145.67	£1,309.33	£1,473.00	£1,800.33	£2,127.67	£2,455.00	£2,946.00	£3,437.00
Llangyniew	£989.87	£1,154.85	£1,319.83	£1,484.81	£1,814.77	£2,144.73	£2,474.68	£2,969.62	£3,464.56
Llangynog	£1,019.62	£1,189.56	£1,359.49	£1,529.43	£1,869.30	£2,209.18	£2,549.05	£3,058.86	£3,568.67
Llanidloes	£1,032.74	£1,204.86	£1,376.99	£1,549.11	£1,893.36	£2,237.60	£2,581.85	£3,098.22	£3,614.59
Llanidloes Without	£989.01	£1,153.85	£1,318.68	£1,483.52	£1,813.19	£2,142.86	£2,472.53	£2,967.04	£3,461.55
Llanrhaeadr									
Mochnant	£984.67	£1,148.79	£1,312.90	£1,477.01	£1,805.23	£2,133.46	£2,461.68	£2,954.02	£3,446.36
Llansantffraid	£985.52	£1,149.77	£1,314.03	£1,478.28	£1,806.79	£2,135.29	£2,463.80	£2,956.56	£3,449.32
Llansilin	£978.09	£1,141.11	£1,304.12	£1,467.14	£1,793.17	£2,119.20	£2,445.23	£2,934.28	£3,423.33
Llanwddyn	£1,014.78	£1,183.91	£1,353.04	£1,522.17	£1,860.43	£2,198.69	£2,536.95	£3,044.34	£3,551.73
Machynlleth	£1,130.97	£1,319.46	£1,507.96	£1,696.45	£2,073.44	£2,450.43	£2,827.42	£3,392.90	£3,958.38
Manafon	£983.12	£1,146.97	£1,310.83	£1,474.68	£1,802.39	£2,130.09	£2,457.80	£2,949.36	£3,440.92
Meifod	£983.25	£1,147.12	£1,311.00	£1,474.87	£1,802.62	£2,130.37	£2,458.12	£2,949.74	£3,441.36
Mochdre									
Penstrowed	£989.33	£1,154.21	£1,319.10	£1,483.99	£1,813.77	£2,143.54	£2,473.32	£2,967.98	£3,462.64
Montgomery	£1,040.08	£1,213.43	£1,386.77	£1,560.12	£1,906.81	£2,253.51	£2,600.20	£3,120.24	£3,640.28
Newtown									
Llanllwchaiarn	£1,086.93	£1,268.09	£1,449.24	£1,630.40	£1,992.71	£2,355.02	£2,717.33	£3,260.80	£3,804.27

Pen Y Bont Fawr	£1,001.21	£1,168.08	£1,334.95	£1,501.82	£1,835.56	£2,169.30	£2,503.03	£3,003.64	£3,504.25
Trefeglwys	£974.68	£1,137.13	£1,299.57	£1,462.02	£1,786.91	£2,111.81	£2,436.70	£2,924.04	£3,411.38
Tregynon	£993.32	£1,158.87	£1,324.43	£1,489.98	£1,821.09	£2,152.19	£2,483.30	£2,979.96	£3,476.62
Trewern	£990.72	£1,155.84	£1,320.96	£1,486.08	£1,816.32	£2,146.56	£2,476.80	£2,972.16	£3,467.52
Welshpool	£1,113.69	£1,299.30	£1,484.92	£1,670.53	£2,041.76	£2,412.99	£2,784.22	£3,341.06	£3,897.90

**RADNORSHIRE****COUNTY & COMMUNITY  
COUNCIL TAX BANDS****COMMUNITY**

Tudalen 25

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Abbeycwmhir	£987.17	£1,151.69	£1,316.22	£1,480.75	£1,809.81	£2,138.86	£2,467.92	£2,961.50	£3,455.08
Aberedw	£973.58	£1,135.84	£1,298.11	£1,460.37	£1,784.90	£2,109.42	£2,433.95	£2,920.74	£3,407.53
Beguildy	£984.40	£1,148.47	£1,312.53	£1,476.60	£1,804.73	£2,132.87	£2,461.00	£2,953.20	£3,445.40
Clyro	£975.13	£1,137.66	£1,300.18	£1,462.70	£1,787.74	£2,112.79	£2,437.83	£2,925.40	£3,412.97
Disserth & Trecoed	£977.23	£1,140.10	£1,302.97	£1,465.84	£1,791.58	£2,117.32	£2,443.07	£2,931.68	£3,420.29
Gladestry	£978.20	£1,141.23	£1,304.27	£1,467.30	£1,793.37	£2,119.43	£2,445.50	£2,934.60	£3,423.70
Glasbury	£981.85	£1,145.49	£1,309.13	£1,472.77	£1,800.05	£2,127.33	£2,454.62	£2,945.54	£3,436.46
Glascwm	£979.25	£1,142.45	£1,305.66	£1,468.87	£1,795.29	£2,121.70	£2,448.12	£2,937.74	£3,427.36
Knighton	£1,010.09	£1,178.43	£1,346.78	£1,515.13	£1,851.83	£2,188.52	£2,525.22	£3,030.26	£3,535.30
Llanbadarn Fawr	£979.34	£1,142.56	£1,305.79	£1,469.01	£1,795.46	£2,121.90	£2,448.35	£2,938.02	£3,427.69
Llanbadarn Fynydd	£988.53	£1,153.29	£1,318.04	£1,482.80	£1,812.31	£2,141.82	£2,471.33	£2,965.60	£3,459.87
Llanbister	£992.37	£1,157.77	£1,323.16	£1,488.56	£1,819.35	£2,150.14	£2,480.93	£2,977.12	£3,473.31
Llanddewi									
Ystradenny	£976.99	£1,139.83	£1,302.66	£1,465.49	£1,791.15	£2,116.82	£2,442.48	£2,930.98	£3,419.48
Llandrindod Wells	£1,023.43	£1,194.01	£1,364.58	£1,535.15	£1,876.29	£2,217.44	£2,558.58	£3,070.30	£3,582.02
Llanelwedd	£977.32	£1,140.21	£1,303.09	£1,465.98	£1,791.75	£2,117.53	£2,443.30	£2,931.96	£3,420.62
Llanfihangel									
Rhydithon	£993.25	£1,158.80	£1,324.34	£1,489.88	£1,820.96	£2,152.05	£2,483.13	£2,979.76	£3,476.39
Llangunllo	£981.08	£1,144.59	£1,308.11	£1,471.62	£1,798.65	£2,125.67	£2,452.70	£2,943.24	£3,433.78
Llanyre	£983.13	£1,146.99	£1,310.84	£1,474.70	£1,802.41	£2,130.12	£2,457.83	£2,949.40	£3,440.97

Nantmel	£983.66	£1,147.60	£1,311.55	£1,475.49	£1,803.38	£2,131.26	£2,459.15	£2,950.98	£3,442.81
New Radnor	£994.31	£1,160.03	£1,325.75	£1,491.47	£1,822.91	£2,154.35	£2,485.78	£2,982.94	£3,480.10
Old Radnor	£982.61	£1,146.37	£1,310.14	£1,473.91	£1,801.45	£2,128.98	£2,456.52	£2,947.82	£3,439.12
Painscastle	£973.12	£1,135.31	£1,297.49	£1,459.68	£1,784.05	£2,108.43	£2,432.80	£2,919.36	£3,405.92
Penybont									
Llandegley	£989.85	£1,154.83	£1,319.80	£1,484.78	£1,814.73	£2,144.68	£2,474.63	£2,969.56	£3,464.49
Presteigne & Norton	£1,003.91	£1,171.22	£1,338.54	£1,505.86	£1,840.50	£2,175.13	£2,509.77	£3,011.72	£3,513.67
Rhayader	£999.75	£1,166.38	£1,333.00	£1,499.63	£1,832.88	£2,166.13	£2,499.38	£2,999.26	£3,499.14
St Harmon	£1,006.72	£1,174.51	£1,342.29	£1,510.08	£1,845.65	£2,181.23	£2,516.80	£3,020.16	£3,523.52
Whitton	£978.91	£1,142.06	£1,305.21	£1,468.36	£1,794.66	£2,120.96	£2,447.27	£2,936.72	£3,426.17

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

- 3.2 THAT it be noted for the year 2022/2023 the Police and Crime Commissioner for Dyfed-Powys Police has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act, 1992, for each of the categories of dwellings shown below:

***Valuation Bands***

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
£ 193.44	£ 225.68	£ 257.92	£ 290.16	£ 354.64	£ 419.12	£ 483.60	£ 580.32	£ 677.04

- 3.3 THAT, having calculated the aggregate in each case of the amounts at 3.1(i) and 3.2 above, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2022/2023 for each of the categories of dwellings shown below:

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

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Brecon	£1,267.05	£1,478.23	£1,689.40	£1,900.58	£2,322.93	£2,745.28	£3,167.63	£3,801.16	£4,434.69
Bronllys	£1,183.81	£1,381.11	£1,578.41	£1,775.71	£2,170.31	£2,564.91	£2,959.52	£3,551.42	£4,143.32
Builth Wells	£1,226.13	£1,430.49	£1,634.84	£1,839.20	£2,247.91	£2,656.62	£3,065.33	£3,678.40	£4,291.47
Cilmery	£1,175.57	£1,371.50	£1,567.43	£1,763.36	£2,155.22	£2,547.08	£2,938.93	£3,526.72	£4,114.51
Cray	£1,198.18	£1,397.88	£1,597.57	£1,797.27	£2,196.66	£2,596.06	£2,995.45	£3,594.54	£4,193.63
Crickhowell	£1,193.50	£1,392.42	£1,591.33	£1,790.25	£2,188.08	£2,585.92	£2,983.75	£3,580.50	£4,177.25
Duhonw	£1,173.56	£1,369.15	£1,564.75	£1,760.34	£2,151.53	£2,542.71	£2,933.90	£3,520.68	£4,107.46
Erwood	£1,177.60	£1,373.87	£1,570.13	£1,766.40	£2,158.93	£2,551.47	£2,944.00	£3,532.80	£4,121.60
Felinfach	£1,182.16	£1,379.19	£1,576.21	£1,773.24	£2,167.29	£2,561.35	£2,955.40	£3,546.48	£4,137.56
Glyn Tarrell	£1,182.11	£1,379.12	£1,576.14	£1,773.16	£2,167.20	£2,561.23	£2,955.27	£3,546.32	£4,137.37
Gwernyfed	£1,179.50	£1,376.08	£1,572.67	£1,769.25	£2,162.42	£2,555.58	£2,948.75	£3,538.50	£4,128.25
Hay-on-Wye	£1,209.51	£1,411.09	£1,612.68	£1,814.26	£2,217.43	£2,620.60	£3,023.77	£3,628.52	£4,233.27
Honddu Isaf	£1,164.59	£1,358.68	£1,552.78	£1,746.88	£2,135.08	£2,523.27	£2,911.47	£3,493.76	£4,076.05
Llanafanfawr	£1,173.98	£1,369.64	£1,565.31	£1,760.97	£2,152.30	£2,543.62	£2,934.95	£3,521.94	£4,108.93
Llanddew	£1,188.36	£1,386.42	£1,584.48	£1,782.54	£2,178.66	£2,574.78	£2,970.90	£3,565.08	£4,159.26
Cwmdu and District	£1,179.01	£1,375.51	£1,572.01	£1,768.51	£2,161.51	£2,554.51	£2,947.52	£3,537.02	£4,126.52
Llanfrynach	£1,183.77	£1,381.07	£1,578.36	£1,775.66	£2,170.25	£2,564.84	£2,959.43	£3,551.32	£4,143.21
Llangammarch	£1,190.07	£1,388.41	£1,586.76	£1,785.10	£2,181.79	£2,578.48	£2,975.17	£3,570.20	£4,165.23
Llangattock	£1,201.39	£1,401.63	£1,601.86	£1,802.09	£2,202.55	£2,603.02	£3,003.48	£3,604.18	£4,204.88
Llangorse	£1,184.83	£1,382.30	£1,579.77	£1,777.24	£2,172.18	£2,567.12	£2,962.07	£3,554.48	£4,146.89
Llangynidr	£1,189.10	£1,387.28	£1,585.47	£1,783.65	£2,180.02	£2,576.38	£2,972.75	£3,567.30	£4,161.85
Llanigon	£1,189.34	£1,387.56	£1,585.79	£1,784.01	£2,180.46	£2,576.90	£2,973.35	£3,568.02	£4,162.69
Llanwrthwl	£1,183.15	£1,380.34	£1,577.53	£1,774.72	£2,169.10	£2,563.48	£2,957.87	£3,549.44	£4,141.01
Llanwrtyd Wells	£1,193.09	£1,391.94	£1,590.79	£1,789.64	£2,187.34	£2,585.04	£2,982.73	£3,579.28	£4,175.83
Llywel	£1,186.86	£1,384.67	£1,582.48	£1,780.29	£2,175.91	£2,571.53	£2,967.15	£3,560.58	£4,154.01
Maescar	£1,182.88	£1,380.03	£1,577.17	£1,774.32	£2,168.61	£2,562.91	£2,957.20	£3,548.64	£4,140.08
Merthyr Cynog	£1,184.27	£1,381.64	£1,579.02	£1,776.40	£2,171.16	£2,565.91	£2,960.67	£3,552.80	£4,144.93
Talgarth	£1,216.51	£1,419.26	£1,622.01	£1,824.76	£2,230.26	£2,635.76	£3,041.27	£3,649.52	£4,257.77
Talybont-on-Usk	£1,190.46	£1,388.87	£1,587.28	£1,785.69	£2,182.51	£2,579.33	£2,976.15	£3,571.38	£4,166.61
Tawe Uchaf	£1,190.42	£1,388.82	£1,587.23	£1,785.63	£2,182.44	£2,579.24	£2,976.05	£3,571.26	£4,166.47
Trallong	£1,188.57	£1,386.67	£1,584.76	£1,782.86	£2,179.05	£2,575.24	£2,971.43	£3,565.72	£4,160.01
Treflys	£1,172.88	£1,368.36	£1,563.84	£1,759.32	£2,150.28	£2,541.24	£2,932.20	£3,518.64	£4,105.08
Vale of Grwvnev	£1,174.65	£1,370.42	£1,566.20	£1,761.97	£2,153.52	£2,545.07	£2,936.62	£3,523.94	£4,111.26

MONTGOMERYSHIRE/SIR DREFALDWYNCOMMUNITY/CYMUNED

Tudalen 29

	A	B	C	D	E	F	G	H	I
Aberhafesp	£1,179.77	£1,376.39	£1,573.02	£1,769.65	£2,162.91	£2,556.16	£2,949.42	£3,539.30	£4,129.18
Banwy	£1,172.89	£1,368.37	£1,563.85	£1,759.33	£2,150.29	£2,541.25	£2,932.22	£3,518.66	£4,105.10
Bausley with Criggion	£1,178.01	£1,374.35	£1,570.68	£1,767.02	£2,159.69	£2,552.36	£2,945.03	£3,534.04	£4,123.05
Berriew	£1,172.83	£1,368.30	£1,563.77	£1,759.24	£2,150.18	£2,541.12	£2,932.07	£3,518.48	£4,104.89
Betws Cedewain	£1,181.34	£1,378.23	£1,575.12	£1,772.01	£2,165.79	£2,559.57	£2,953.35	£3,544.02	£4,134.69
Cadfarach	£1,174.07	£1,369.74	£1,565.42	£1,761.10	£2,152.46	£2,543.81	£2,935.17	£3,522.20	£4,109.23
Caersws	£1,197.79	£1,397.43	£1,597.06	£1,796.69	£2,195.95	£2,595.22	£2,994.48	£3,593.38	£4,192.28
Carno	£1,201.19	£1,401.39	£1,601.59	£1,801.79	£2,202.19	£2,602.59	£3,002.98	£3,603.58	£4,204.18
Carreghofa	£1,184.22	£1,381.59	£1,578.96	£1,776.33	£2,171.07	£2,565.81	£2,960.55	£3,552.66	£4,144.77
Castle Caereinion	£1,190.30	£1,388.68	£1,587.07	£1,785.45	£2,182.22	£2,578.98	£2,975.75	£3,570.90	£4,166.05
Churchstoke	£1,183.17	£1,380.37	£1,577.56	£1,774.76	£2,169.15	£2,563.54	£2,957.93	£3,549.52	£4,141.11
Dwyrhiw	£1,177.95	£1,374.28	£1,570.60	£1,766.93	£2,159.58	£2,552.23	£2,944.88	£3,533.86	£4,122.84
Forden	£1,191.13	£1,389.65	£1,588.17	£1,786.69	£2,183.73	£2,580.77	£2,977.82	£3,573.38	£4,168.94
Glantwymyn	£1,173.16	£1,368.69	£1,564.21	£1,759.74	£2,150.79	£2,541.85	£2,932.90	£3,519.48	£4,106.06
Guilsfield	£1,174.23	£1,369.93	£1,565.64	£1,761.34	£2,152.75	£2,544.16	£2,935.57	£3,522.68	£4,109.79
Kerry	£1,182.61	£1,379.72	£1,576.82	£1,773.92	£2,168.12	£2,562.33	£2,956.53	£3,547.84	£4,139.15
Llanbrynmair	£1,179.21	£1,375.75	£1,572.28	£1,768.82	£2,161.89	£2,554.96	£2,948.03	£3,537.64	£4,127.25
Llandinam	£1,201.89	£1,402.20	£1,602.52	£1,802.83	£2,203.46	£2,604.09	£3,004.72	£3,605.66	£4,206.60
Llandrinio and Arddleen	£1,177.93	£1,374.26	£1,570.58	£1,766.90	£2,159.54	£2,552.19	£2,944.83	£3,533.80	£4,122.77
Llandysilio	£1,181.81	£1,378.78	£1,575.75	£1,772.72	£2,166.66	£2,560.60	£2,954.53	£3,545.44	£4,136.35
Abermule with Llandyssil	£1,193.67	£1,392.61	£1,591.56	£1,790.50	£2,188.39	£2,586.28	£2,984.17	£3,581.00	£4,177.83
Llanerfyl	£1,175.51	£1,371.42	£1,567.34	£1,763.26	£2,155.10	£2,546.93	£2,938.77	£3,526.52	£4,114.27
LLanfair Caereinion	£1,197.87	£1,397.51	£1,597.16	£1,796.80	£2,196.09	£2,595.38	£2,994.67	£3,593.60	£4,192.53

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Llanfechain	£1,173.43	£1,369.00	£1,564.57	£1,760.14	£2,151.28	£2,542.42	£2,933.57	£3,520.28	£4,106.99
Llanfihangel	£1,196.01	£1,395.34	£1,594.68	£1,794.01	£2,192.68	£2,591.35	£2,990.02	£3,588.02	£4,186.02
Llanfyllin	£1,194.55	£1,393.64	£1,592.73	£1,791.82	£2,190.00	£2,588.18	£2,986.37	£3,583.64	£4,180.91
Llangedwyn	£1,161.35	£1,354.90	£1,548.46	£1,742.02	£2,129.14	£2,516.25	£2,903.37	£3,484.04	£4,064.71
Llangurig	£1,175.44	£1,371.35	£1,567.25	£1,763.16	£2,154.97	£2,546.79	£2,938.60	£3,526.32	£4,114.04
Llangyniew	£1,183.31	£1,380.53	£1,577.75	£1,774.97	£2,169.41	£2,563.85	£2,958.28	£3,549.94	£4,141.60
Llangynog	£1,213.06	£1,415.24	£1,617.41	£1,819.59	£2,223.94	£2,628.30	£3,032.65	£3,639.18	£4,245.71
Llanidloes	£1,226.18	£1,430.54	£1,634.91	£1,839.27	£2,248.00	£2,656.72	£3,065.45	£3,678.54	£4,291.63
Llanidloes Without	£1,182.45	£1,379.53	£1,576.60	£1,773.68	£2,167.83	£2,561.98	£2,956.13	£3,547.36	£4,138.59
Llanrhaeadr ym Mochnant	£1,178.11	£1,374.47	£1,570.82	£1,767.17	£2,159.87	£2,552.58	£2,945.28	£3,534.34	£4,123.40
Llansantffraid	£1,178.96	£1,375.45	£1,571.95	£1,768.44	£2,161.43	£2,554.41	£2,947.40	£3,536.88	£4,126.36
Llansilin	£1,171.53	£1,366.79	£1,562.04	£1,757.30	£2,147.81	£2,538.32	£2,928.83	£3,514.60	£4,100.37
Llanwddyn	£1,208.22	£1,409.59	£1,610.96	£1,812.33	£2,215.07	£2,617.81	£3,020.55	£3,624.66	£4,228.77
Machynlleth	£1,324.41	£1,545.14	£1,765.88	£1,986.61	£2,428.08	£2,869.55	£3,311.02	£3,973.22	£4,635.42
Manafon	£1,176.56	£1,372.65	£1,568.75	£1,764.84	£2,157.03	£2,549.21	£2,941.40	£3,529.68	£4,117.96
Meifod	£1,176.69	£1,372.80	£1,568.92	£1,765.03	£2,157.26	£2,549.49	£2,941.72	£3,530.06	£4,118.40
Mochdre with Penstrowed	£1,182.77	£1,379.89	£1,577.02	£1,774.15	£2,168.41	£2,562.66	£2,956.92	£3,548.30	£4,139.68
Montgomery	£1,233.52	£1,439.11	£1,644.69	£1,850.28	£2,261.45	£2,672.63	£3,083.80	£3,700.56	£4,317.32
Newtown & Llanllwchaiarn	£1,280.37	£1,493.77	£1,707.16	£1,920.56	£2,347.35	£2,774.14	£3,200.93	£3,841.12	£4,481.31
Pen Y Bont Fawr	£1,194.65	£1,393.76	£1,592.87	£1,791.98	£2,190.20	£2,588.42	£2,986.63	£3,583.96	£4,181.29
Trefeglwys	£1,168.12	£1,362.81	£1,557.49	£1,752.18	£2,141.55	£2,530.93	£2,920.30	£3,504.36	£4,088.42
Tregynon	£1,186.76	£1,384.55	£1,582.35	£1,780.14	£2,175.73	£2,571.31	£2,966.90	£3,560.28	£4,153.66
Trewern	£1,184.16	£1,381.52	£1,578.88	£1,776.24	£2,170.96	£2,565.68	£2,960.40	£3,552.48	£4,144.56
Welshpool	£1,307.13	£1,524.98	£1,742.84	£1,960.69	£2,396.40	£2,832.11	£3,267.82	£3,921.38	£4,574.94

RADNORSHIRE/SIR FAESYFED



**COMMUNITY/CYMUNED**

	A	B	C	D	E	F	G	H	I
Abbeycwmhir	£1,180.61	£1,377.37	£1,574.14	£1,770.91	£2,164.45	£2,557.98	£2,951.52	£3,541.82	£4,132.12
Aberedw	£1,167.02	£1,361.52	£1,556.03	£1,750.53	£2,139.54	£2,528.54	£2,917.55	£3,501.06	£4,084.57
Beguildy	£1,177.84	£1,374.15	£1,570.45	£1,766.76	£2,159.37	£2,551.99	£2,944.60	£3,533.52	£4,122.44
Clyro	£1,168.57	£1,363.34	£1,558.10	£1,752.86	£2,142.38	£2,531.91	£2,921.43	£3,505.72	£4,090.01
Disserth & Trecoed	£1,170.67	£1,365.78	£1,560.89	£1,756.00	£2,146.22	£2,536.44	£2,926.67	£3,512.00	£4,097.33
Gladestry	£1,171.64	£1,366.91	£1,562.19	£1,757.46	£2,148.01	£2,538.55	£2,929.10	£3,514.92	£4,100.74
Glasbury	£1,175.29	£1,371.17	£1,567.05	£1,762.93	£2,154.69	£2,546.45	£2,938.22	£3,525.86	£4,113.50
Glascwm	£1,172.69	£1,368.13	£1,563.58	£1,759.03	£2,149.93	£2,540.82	£2,931.72	£3,518.06	£4,104.40
Knighton	£1,203.53	£1,404.11	£1,604.70	£1,805.29	£2,206.47	£2,607.64	£3,008.82	£3,610.58	£4,212.34
Llanbadarn Fawr	£1,172.78	£1,368.24	£1,563.71	£1,759.17	£2,150.10	£2,541.02	£2,931.95	£3,518.34	£4,104.73
Llanbadarn Fynydd	£1,181.97	£1,378.97	£1,575.96	£1,772.96	£2,166.95	£2,560.94	£2,954.93	£3,545.92	£4,136.91
Llanbister	£1,185.81	£1,383.45	£1,581.08	£1,778.72	£2,173.99	£2,569.26	£2,964.53	£3,557.44	£4,150.35
Llanddewi									
Ystradenny	£1,170.43	£1,365.51	£1,560.58	£1,755.65	£2,145.79	£2,535.94	£2,926.08	£3,511.30	£4,096.52
Llandrindod Wells	£1,216.87	£1,419.69	£1,622.50	£1,825.31	£2,230.93	£2,636.56	£3,042.18	£3,650.62	£4,259.06
Llanelwedd	£1,170.76	£1,365.89	£1,561.01	£1,756.14	£2,146.39	£2,536.65	£2,926.90	£3,512.28	£4,097.66
Llanfihangel									
Rhydithon	£1,186.69	£1,384.48	£1,582.26	£1,780.04	£2,175.60	£2,571.17	£2,966.73	£3,560.08	£4,153.43
Llangunllo	£1,174.52	£1,370.27	£1,566.03	£1,761.78	£2,153.29	£2,544.79	£2,936.30	£3,523.56	£4,110.82
Llanyre	£1,176.57	£1,372.67	£1,568.76	£1,764.86	£2,157.05	£2,549.24	£2,941.43	£3,529.72	£4,118.01
Nantmel	£1,177.10	£1,373.28	£1,569.47	£1,765.65	£2,158.02	£2,550.38	£2,942.75	£3,531.30	£4,119.85
New Radnor	£1,187.75	£1,385.71	£1,583.67	£1,781.63	£2,177.55	£2,573.47	£2,969.38	£3,563.26	£4,157.14
Old Radnor	£1,176.05	£1,372.05	£1,568.06	£1,764.07	£2,156.09	£2,548.10	£2,940.12	£3,528.14	£4,116.16
Paincastle	£1,166.56	£1,360.99	£1,555.41	£1,749.84	£2,138.69	£2,527.55	£2,916.40	£3,499.68	£4,082.96
Penybont									
Llandegley	£1,183.29	£1,380.51	£1,577.72	£1,774.94	£2,169.37	£2,563.80	£2,958.23	£3,549.88	£4,141.53
Presteigne & Norton	£1,197.35	£1,396.90	£1,596.46	£1,796.02	£2,195.14	£2,594.25	£2,993.37	£3,592.04	£4,190.71

Rhayader	£1,193.19	£1,392.06	£1,590.92	£1,789.79	£2,187.52	£2,585.25	£2,982.98	£3,579.58	£4,176.18
St Harmon	£1,200.16	£1,400.19	£1,600.21	£1,800.24	£2,200.29	£2,600.35	£3,000.40	£3,600.48	£4,200.56
Whitton	£1,172.35	£1,367.74	£1,563.13	£1,758.52	£2,149.30	£2,540.08	£2,930.87	£3,517.04	£4,103.21

It was moved by County Councillor Aled Davies and seconded by County Councillor Karl Davies and by 33 votes to 25 with 3 abstentions it was

**RESOLVED**

1. **THAT the amounts contained in paragraph 3.1 above be accepted by the Council for the year 2022/2023 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992**
2. **THAT, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the amounts contained in paragraph 3.3 as the amounts of Council Tax for the year 2022/2023 for each of the categories of dwellings shown.**

<b>8.</b>	<b>APPROVING A DELIVERY AGREEMENT FOR THE POWYS REPLACEMENT LOCAL DEVELOPMENT PLAN AND AGREEING ITS SUBMISSION TO WELSH GOVERNMENT</b>
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Council considered a Powys Replacement Local Development Plan (RLDP) Delivery Agreement as revised following public consultation for submission to Welsh Government. It was moved by County Councillor Beverley Baynham and seconded by County Councillor Karl Lewis and it was unanimously

**RESOLVED to approve the Powys RLDP Delivery Agreement and agree to its submission to the Welsh Government.**

<b>9.</b>	<b>PAY POLICY STATEMENT 2022/23</b>
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Council gave consent for the Professional Lead Employment Services, the Scrutiny Manager, the Cabinet Manager and the translator to remain in the meeting to assist in its running. All other officers left the meeting.

Council considered the Pay Policy Statement setting out the Council's arrangements for the pay and remuneration of its employees for financial year 2022-23. It was moved by County Councillor Aled Davies and seconded by County Councillor Maureen McKenzie and unanimously

**RESOLVED to approve the Pay Policy Statement for 2022/23.**

Officers returned to the meeting.

<b>10.</b>	<b>CONSTITUTION</b>
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Council considered the recommendations of the Democratic Services Committee on amendments to the Constitution. It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Jonathan Wilkinson and unanimously

**RESOLVED**

- 1. That the amendments to Sections 2, 3, 4, 5, 6, 7, 9, 13, 20 and 23 of the Constitution and the draft guide to the Constitution are approved.**
- 2. That the Monitoring Officer is authorised to make such other changes to the Constitution as may be required to reflect the changes set out above.**

<b>11. PETITIONS SCHEME</b>
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Council considered the recommendation of the Democratic Services Committee on the introduction of a pensions scheme as required by the Local Government and Elections (Wales) Act 2021. Members discussed whether the minimum age of 10 was appropriate and were advised that the Children's Commissioner had emailed to say that she did not feel that there should be any minimum age applied.

County Councillor J Williams left at 14.36.

It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Jackie Charlton and unanimously

**RESOLVED**

- 1. To approve a Petition Scheme as detailed in Appendix 2;**
- 2. That the Petition Scheme takes effect from 5 May 2022; and**
- 3. That the Democratic Services Committee undertakes a review of the scheme after 12 months of operation.**

<b>12. APPOINTMENT OF INDEPENDENT (LAY) MEMBERS ON THE GOVERNANCE AND AUDIT COMMITTEE</b>
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Council considered a report on the appointment of independent (lay) members to the Governance and Audit Committee. The Head of Legal and Democratic Services advised that one of the nominees had withdrawn. It was proposed by County Councillor Aled Davies and seconded by County Councillor Michael Williams that delegated authority be given to the Shortlisting and Appointments Panel to appoint a third Member and unanimously

**RESOLVED**

- 1. that Mr Gareth Hall and Mrs Lynne Hamilton be appointed as Independent (Lay) Members for a period of 5 years from 5 May 2022.**
- 2. That delegated authority is given to the Shortlisting and Appointments Panel to appoint a third member.**

County Councillor Jeremy Pugh left the meeting at 14.59.

<b>13. APPOINTMENTS TO THE STANDARDS COMMITTEE</b>
----------------------------------------------------

Council considered arrangements appoint an Independent Member of the Standards Committee. It was moved by County Councillor Michael Williams and seconded by County Councillor Rosemarie Harris and unanimously

**RESOLVED that the arrangements to make an appointment to the Standards Committee be approved as set out in Appendix 1 to the report.**

<b>14. APPOINTMENTS TO COMMITTEES</b>
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Council noted the appointments made by political groups since the last meeting and approved by the Monitoring Officer under delegated authority:

County Councillor Graham Breeze appointed to the Employment and Appeals Committee in place of County Councillor Phil Pritchard by the Independent group.

County Councillor Michael J Jones appointed to the Economy Residents and Communities Scrutiny Committee in place of County Councillor Phil Pritchard by the Independent group.

County Councillor Edwin Roderick appointed to the Health and Care Scrutiny Committee in place of County Councillor Phil Pritchard by the Independent group.

County Councillor David Evans appointed to the Licensing Committee in place of County Councillor Phil Pritchard by the Independent group.

<b>15. NOTICE OF MOTION - RESPONSIBLE AFFORESTATION - A NON-EXPLOITATIVE AND SUSTAINABLE APPROACH</b>
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The Vice-Chair County Councillor Gareth Ratcliffe took the Chair for this item.

The Monitoring Officer reminded Council that the Standards Committee had granted a dispensation for Members with an interest to speak but not to vote on this item. The following members declared an interest: County Councillors R Powell, D Price, L Corfield, Stephen Hayes, G Jones, A Davies, J Wilkinson, MJ Jones, A Jones, W Powell, E Roderick, P Lewis, R Harris, D Thomas, D Evans, K Curry, R Williams, K Silk, E Vaughan, E Jones, K Laurie-Parry, D Davies, G Pugh, J Morris, K Lewis, J Berriman, D Jones-Poston, D Rowlands, J Jones, B Davies, G Thomas and L George.

Council debated the motion moved by County Councillor Elwyn Vaughan and seconded by County Councillor Bryn Davies:

Council expresses its concern about the purchase of family farms in Powys and the wider region by multinational companies to plant trees for the purpose of

creating 'carbon credits' which are sold to polluting companies to meet their carbon offset targets.

While accepting that tree planting on a large scale is recognised as one means of combating climate change, Council regrets that carbon offsetting allows these high carbon-emitting companies to continue with their unsustainable conduct.

Furthermore, Council notes that multinational companies have already claimed over £1.3m from Welsh Government funding via the Glastir Woodland Creation fund, which means that Welsh taxpayers are subsidising the carbon offsetting programmes of companies from outside Wales.

Council supports the principle of responsible afforestation but believes this must be done in consultation with local communities, and should not have a detrimental impact on local employment, culture and community viability.

Council calls on the Welsh Government to

- Ensure that multinational companies who purchase farms to plant trees for the purpose of creating 'carbon credits' which are sold to polluting companies to meet their carbon offset targets are not subsidised by Welsh taxpayers.
- Introduce planning development legislation to enable local planning authorities such as Powys to control afforestation projects, and to set a limit on the proportion of land on any farm that can be used for afforestation without the need for planning consent.
- Deliver its afforestation plans by developing a publicly owned arms-length company to manage Wales' forestry and help reach the Welsh Government's carbon reduction targets.

Council recognises the opinion of environmental campaigners that tree planting is not a silver bullet to averting climate change and agrees that only rapid reduction of burning fossil fuels can halt the ongoing and alarming rise in global temperatures.

In moving the motion County Councillor Elwyn Vaughan advised that he was not against the planting of trees but was opposed to greenwashing by large corporations and the loss of farmland to monoculture. The seconder of the motion, County Councillor Bryn Davies, noted that payments designed to support local food production and rural businesses were being taken by multinational companies from abroad exploiting land in Powys. A number of speakers expressed concern that bullet points two and three would be too burdensome. The proposer and seconder indicated that they were prepared to withdraw bullet point three but not bullet point two. Council voted on the amended motion and by 22 votes to 2 with 1 amendment it was

**RESOLVED that Council expresses its concern about the purchase of family farms in Powys and the wider region by multinational companies to plant trees for the purpose of creating 'carbon credits' which are sold to polluting companies to meet their carbon offset targets.**

**While accepting that tree planting on a large scale is recognised as one means of combating climate change,**

**Council regrets that carbon offsetting allows these high carbon-emitting companies to continue with their unsustainable conduct.**

**Furthermore, Council notes that multinational companies have already claimed over £1.3m from Welsh Government funding via the Glastir Woodland Creation fund, which means that Welsh taxpayers are subsidising the carbon offsetting programmes of companies from outside Wales.**

**Council supports the principle of responsible afforestation but believes this must be done in consultation with local communities, and should not have a detrimental impact on local employment, culture and community viability.**

**Council calls on the Welsh Government to**

- Ensure that multinational companies who purchase farms to plant trees for the purpose of creating ‘carbon credits’ which are sold to polluting companies to meet their carbon offset targets are not subsidised by Welsh taxpayers.**
- Introduce planning development legislation to enable local planning authorities such as Powys to control afforestation projects, and to set a limit on the proportion of land on any farm that can be used for afforestation without the need for planning consent.**

**Council recognises the opinion of environmental campaigners that tree planting is not a silver bullet to averting climate change and agrees that only rapid reduction of burning fossil fuels can halt the ongoing and alarming rise in global temperatures.**

County Councillors A Jenner, G, Breeze, L Fitzpatrick, and B Davies left at 15.45.

County Councillor L Skilton left at 15.58.

County Councillor G Thomas took the Chair again.

<b>16. NOTICE OF MOTION - FUEL POVERTY</b>
--------------------------------------------

Council debated the following motion proposed by County Councillor Matthew Dorrance and seconded by County Councillor Sandra Davies:

This Council notes that its own Well-being Assessment of 2017 records that approximately 9,500 households in Powys (17%) are in fuel poverty.

This Council notes research by the Resolution Foundation think-tank which reveals the number of UK households suffering from ‘fuel stress’ – those spending at least 10% of their family budgets on energy bills – is set to treble to 6.3m when the new energy price cap comes in on 1 April 2022.

This Council agrees with the well-respected '*Money Saving Expert*' Martin Lewis that '*it is not an exaggeration to say there are people in the country who will be choosing between heating and eating come April.*'

This Council notes and welcomes the Welsh Government's Winter Fuel Support Scheme which provided eligible households with a one-off £200 payment towards paying winter fuel bills.

This Council calls on the UK Government and our local Members of Parliament to end the dither and delay on tackling the cost-of-living crisis facing Powys families and take immediate and substantive action to support households who are struggling with the recent sharp increases in household energy costs and the increases to come in the weeks and months ahead.

This Council resolves to call on the UK Government to take immediate action to support families in Powys by at least: removing VAT on energy bills for at least one year; increasing the Warm Home Discount from £140 to £400 per year and expanding the number of eligible households to 9.3 million; and introducing a year-long increase to corporation tax for North Sea oil and gas producers in order to secure a £1.2 billion windfall from their increased price rise profits to help mitigate household energy bills.

In moving the motion County Councillor Matthew Dorrance noted the pressure that families in Powys were under because of the cost of living crisis and that many of the levers for dealing with it lay with the UK Government. County Councillor Sandra Davies noted that the least wealthy were hit hardest by VAT on household energy bills. By 26 votes to 21 with 5 abstentions it was

## **RESOLVED**

**That this Council notes that its own Well-being Assessment of 2017 records that approximately 9,500 households in Powys (17%) are in fuel poverty.**

**This Council notes research by the Resolution Foundation think-tank which reveals the number of UK households suffering from 'fuel stress' – those spending at least 10% of their family budgets on energy bills – is set to treble to 6.3m when the new energy price cap comes in on 1 April 2022.**

**That this Council agrees with the well-respected '*Money Saving Expert*' Martin Lewis that '*it is not an exaggeration to say there are people in the country who will be choosing between heating and eating come April.*'**

**That this Council notes and welcomes the Welsh Government's Winter Fuel Support Scheme which provided eligible households with a one-off £200 payment towards paying winter fuel bills.**

**That this Council calls on the UK Government and our local Members of Parliament to end the dither and delay on tackling the cost-of-living crisis facing Powys families and take immediate and substantive action to support households who are struggling with the recent sharp increases in household**



**energy costs and the increases to come in the weeks and months ahead.**

**That this Council resolves to call on the UK Government to take immediate action to support families in Powys by at least: removing VAT on energy bills for at least one year; increasing the Warm Home Discount from £140 to £400 per year and expanding the number of eligible households to 9.3 million; and introducing a year-long increase to corporation tax for North Sea oil and gas producers in order to secure a £1.2 billion windfall from their increased price rise profits to help mitigate household energy bills.**

<b>17. NOTICE OF MOTION - ARMED FORCES ACT 2021</b>
-----------------------------------------------------

County Councillors A Jenner, C Mills, D Price, G Ratcliffe, I McIntosh, S Davies, J Jones, G Pugh, P Davies, A Jones, K Roberts-Jones, R Harris and J Pugh declared an interest in this item.

Council debated the following notice of motion moved by County Councillor Matthew Dorrance and seconded by County Councillor David Meredith:

This Council:

- Stands firmly behind our UK Armed Forces and fully supports the aims of the Armed Forces Covenant.
- Welcomes the new Armed Forces Act but sees the legislation as a missed opportunity to improve the lives of veterans in Powys.
- Notes with disappointment that the Act, which makes Powys County Council and local public bodies legally bound to have “due regard” to the Covenant when providing support to Forces communities, exempts central government from any such duty, creating a two-tier Covenant for veterans.
- Notes with further disappointment that Conservative MPs voted down Labour-led proposals, backed by the Royal British Legion and ex-Service chiefs, to enshrine the Covenant fully into law and improve Armed Forces accommodation, employment support and pensions and to end the scandal of visa fees for Commonwealth and Gurkha personnel.
- Resolves to continue campaigning with Forces charities to get the UK Government to strengthen the Covenant and improve vital services to veterans.

The proposer of the motion, County Councillor Matthew Dorrance, noted that the Act placed responsibilities on local authorities but not on government. He welcomed the prominence given to the Armed Forces Covenant given by the Leader taking the role of Armed Forces Champion. He noted that since the motion had been submitted Commonwealth and Gurkha personnel no longer had to pay for visa fees but that their dependents still did. The seconder of the motion, County Councillor David Meredith spoke about the great benefits that the Gurkhas and the Nepalis community had brought to Brecon. Other members spoke in support of the motion. It was noted that Fay Jones MP for Brecon and Radnorshire had been instrumental in the establishment of a Veterans’

Commissioner for Wales with Colonel James Phillips appointed to that role on 1<sup>st</sup> March.

**RESOLVED**

That this Council:

- **Stands firmly behind our UK Armed Forces and fully supports the aims of the Armed Forces Covenant.**
- **Welcomes the new Armed Forces Act but sees the legislation as a missed opportunity to improve the lives of veterans in Powys.**
- **Notes with disappointment that the Act, which makes Powys County Council and local public bodies legally bound to have “due regard” to the Covenant when providing support to Forces communities, exempts central government from any such duty, creating a two-tier Covenant for veterans.**
- **Notes with further disappointment that Conservative MPs voted down Labour-led proposals, backed by the Royal British Legion and ex-Service chiefs, to enshrine the Covenant fully into law and improve Armed Forces accommodation, employment support and pensions and to end the scandal of visa fees for Commonwealth and Gurkha personnel.**
- **Resolves to continue campaigning with Forces charities to get the UK Government to strengthen the Covenant and improve vital services to veterans.**

<b>18. NOTICE OF MOTION - SCHOOL TRANSFORMATION</b>
-----------------------------------------------------

County Councillors B Baynham and D Price declared an interest in this item.

Council debated the following motion proposed by County Councillor James Gibson-Watt and seconded by County Councillor Jake Berriman:

Council notes

1. The focus of Estyn on concerns about the performance of the authority in delivering for Powys Secondary Schools in its 2019 report
2. The consultation and briefing sessions that were undertaken prior to Feb 2020 to establish the current schools transformation programme
3. The presentation by the Headteacher from Dolgellau as part of the transformation consultation conference on the benefits of cluster schools in rural areas
4. The major changes to the way schools have worked during the Covid pandemic
5. The recent comments at a Members' Briefing on Schools Transformation by a Powys Secondary Head of an all-through school reflecting that whilst an all through school was working he wished he could have extended the benefits by including all primary schools in the cluster

6. That the Council is about to embark on developing a new Local Development Plan as the current one has failed to bring forward the number of properties in urban areas that it was expected to

#### Council Believes

1. Successful transformation programmes are ones that take stock of their direction if there are major societal or business changes which may change the model of proposed service delivery
2. That the Covid pandemic represents such a fundamental change whose impact is only now starting to become clear in the Powys housing market with a resultant demographic impact.
3. That the close working developed within school clusters over the past 24 months means that large parts of the basis for change that underpins the current transformation programme, particularly in relation to delivery of the new curriculum, may have been superseded by changes to ways of working on the ground.
4. That the cluster school model as outlined at the transformation conference, which received cross party support as the basis for change, has not been properly tested as a way forward in any of the current transformation proposals, leaving the Council vulnerable to Judicial Review in respect of the Welsh Government's Rural Schools policy within the Schools Organisation Code.
5. That in the absence of this information Cabinet may have made decisions which with additional briefings they would wish to reconsider.

#### Council therefore requests Cabinet to

1. Implement a 1 year delay to the implementation of all current closure proposals that have been approved by Cabinet over the past 18 months.
2. To request the transformation team to undertake a comprehensive review of the assumptions underpinning the programme in respect of changes made to ways of working within clusters during the Covid Pandemic.
3. To request the transformation team to undertake a comprehensive review of the cluster school model that was proposed at the transformation conference, which will assist in the development of secondary and post-19 provision, but which has not been considered in any of the subsequent proposals.
4. That both reports are published before the end of the summer academic term and are made available for discussion by full council and scrutiny before existing decisions are either reconfirmed or abandoned during the autumn term 2022 for implementation at the end of the academic year.

The mover of the motion, County Councillor James Gibson-Watt, argued that the cluster school model was the one which should be pursued and that it had been shown to work well during the pandemic. County Councillor Jake Berriman who seconded the motion expressed disappointment that the schools transformation programme concentrated on individual primary schools rather than secondary catchments. He called for a pause to the closure of schools recently served with closure notices.

County Councillor G Ratcliffe left at 16.52.

The Portfolio Holder for Education and Property reminded Council that the Estyn report had noted that strong progress was being made in implementing their

previous recommendations and which had endorsed the schools transformation programme. Members asked about the new curriculum and whether or not it could be delivered in small schools. The Director of Education advised that the workload for schools in delivering the new curriculum should not be underestimated. She was concerned that delay to the schools transformation programme would halt the good progress that was being made and which was recognised by Estyn.

The vote on the motion was tied on 24 votes for and against with 1 abstention and was lost on the Chair's casting vote.

<b>19. URGENT NOTICE OF MOTION</b>
------------------------------------

The Chair agreed that the following urgent notice of motion moved by County Councillor John Morris and seconded by County Councillor Elwyn Vaughan could be considered.

1. That Powys County Council condemns the actions of Russia in invading Ukraine and does everything it can to support Ukraine and its people.
2. The Council requests the Powys Pensions and Investment Committee and the Wales Pension Partnership to consider disinvestment any exposure or investment in Russian companies.
3. That all efforts are made to investigate and cease any purchase of goods and services to the council linked to Russian companies as soon as possible and that everything is done to support Ukraine and its people.

- 1. That Powys County Council condemns the actions of President Putin and the Russian armed forces in invading Ukraine and does everything it can to support Ukraine and its people.**
- 2. The Council requests the Powys Pensions and Investment Committee and the Wales Pension Partnership to consider disinvestment any exposure or investment in Russian companies.**
- 3. That all efforts are made to investigate and cease any purchase of goods and services to the council linked to Russian companies as soon as possible and that everything is done to support Ukraine and its people.**

The Chair agreed to send a letter of best wishes to County Councillor Martin Weale. The Chair was thanked for the way in which he had chaired the Council.

**County Councillor R G Thomas (Chair)**

**COFNODION CYFARFOD Y CYNGOR SIR A GYNHALIWDY DRWY MICROSOFT  
TEAMS AR DDYDD IAU, 3 MAWRTH 2022**

**YN BRESENNOL**

Y Cynghorydd Sir R G Thomas (Cadeirydd)

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

**1. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am absenoldeb gan y Cynghorwyr Sir M Barnes, T J Van-Rees ac S L Williams.

**2. COFNODION**

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfod diwethaf a gynhaliwyd ar 9 Rhagfyr 2021 fel cofnod cywir.

**3. DATGAN BUDD**

Fe wnaeth y Cynghorwyr Sir R Powell, D Price, L Corfield, Stephen Hayes, G Jones, A Davies, J Wilkinson, MJ Jones, A Jones, W Powell, E Roderick, P Lewis, R Harris, D Thomas, D Evans, K Curry, R Williams, K Silk, E Vaughan, E Jones, K Laurie-Parry, D Davies, G Pugh, J Morris, K Lewis, J Berriman, D Jones-Poston, D Rowlands, J Jones, B Davies, G Thomas ac L George ddatgan budd personol a rhagfarnus yn eitem 15 Rhybudd o Gynnig ar Goedwigo Cyfrifol.

Fe wnaeth y Cynghorydd Sir A Jenner ddatgan budd yn eitem 16 Rhybudd o Gynnig ar Dlodi Tanwydd.

Fe wnaeth y Cynghorwyr Sir A Jenner, C Mills, D Price, G Ratcliffe, I McIntosh, S Davies, J Jones, G Pugh, P Davies, A Jones, K Roberts-Jones, R Harris a J Pugh ddatgan budd yn eitem 17 Rhybudd o Gynnig ar Ddeddf y Lluoedd Arfog.

Fe wnaeth y Cynghorwyr Sir B Baynham a D Price ddatgan budd yn eitem 18 Rhybudd o Gynnig ar Drawsnewid Ysgolion.

**4. CYHOEDDIADAU'R CADEIRYDD**

Dywedodd y Cadeirydd y byddai'n cylchredeg manylion ei ymgysylltiadau drwy e-bost. Dywedodd mai hwn fyddai ei gyfarfod olaf fel Cadeirydd.

## 5. CYHOEDDIADAU'R ARWEINYDD

Diolchodd yr Arweinydd i'r staff Priffyrdd oedd wedi ymateb i stormydd Eunice a Franklin a gweithio drwy'r nos i ddiogelu eiddo pobl a chlirio ffyrdd. Diolchodd hefyd i bawb a fu'n rhan o sicrhau Bargen Dwf Canolbarth Cymru a fyddai'n dod â buddsoddiad o £110m i'r rhanbarth. Dywedodd fod Cyd-bwyllgor Corfforaethol Canolbarth Cymru wedi cael ei sefydlu. Dywedodd fod Arweinwyr awdurdodau lleol Cymru wedi cael eu briffio gan Lywodraeth Cymru'r diwrnod cynt ar y sefyllfa yn Wcráin a beth oedd modd ei wneud i helpu. Roedd Llywodraeth Cymru wedi gofyn am beidio ag annog grwpiau lleol i gasglu nwyddau ac yn hytrach bod angen rhoddion ariannol. Gofynnwyd i awdurdodau lleol greu tudalen benodedig ar y we i dderbyn rhoddion ariannol. Gofynnwyd i arweinwyr hefyd wneud trefniadau i dderbyn ffoaduriaid o Wcráin ac roedd y paratodau eisoes ar y gweill. Roedd cronfeydd pensiwn awdurdodau lleol Cymru wrthi'n trafod dadfuddsoddi gyda chwmnïau o Rwsia. Byddai'n ysgrifennu at Lywodraeth Cymru a Llywodraeth y DU i leisio pryder y Cyngor am ymosodiadau treisgar diachos Rwsia ac yn datgan ein cydsafiad â phobl Wcráin.

## 6. BRIFF Y PRIF WEITHREDWR

Dywedodd y Prif Weithredwr ei bod wedi cael ei phenodi'n Brif Weithredwr ar Gyd-Bwyllgor Corfforaethol Canolbarth Cymru am ei flwyddyn gyntaf. Byddai'r rôl yn cylchdroi'n flynyddol rhwng Prif Weithredwyr Ceredigion a Phowys. Roedd Stephen Johnson wedi'i benodi'n Brif Swyddog Ariannol a Clive Pinney'n Swyddog Monitro. Nid oedd tâl am wneud yr un o'r swyddi hyn. Rhoddodd ddiweddariad ar bandemig Covid gan nodi bod nifer yr achosion yn gostwng ar hyn o bryd ar ôl dringo ganol mis Ionawr. Yn ffodus roedd y rhan fwyaf o'r symptomau'n ysgafn a dim ond ychydig oedd angen triniaeth yn yr ysbyty. Roedd y pandemig wedi parhau i effeithio ar wasanaethau, gyda mwy o alw am Wasanaethau Plant a Gofal Cymdeithasol i Oedolion. Yn enwedig gyda'r Gwasanaethau Plant, roedd lefelau salwch ymhlith staff, a swyddi gwag, wedi effeithio ar eu hymateb. Roedd y Cyfarwyddwr Gwasanaethau Cymdeithasol wedi gofyn am gymorth gwasanaethau eraill a sefydliadau partner a gwnaed nifer o bethau i sefydlogi'r gwasanaeth. Yn dilyn marwolaeth Aled Roberts, Comisiynydd y Gymraeg, ar 13 Chwefror, dywedodd ei bod wedi anfon llythyr o gydymdeimlad i'r Dirprwy Gomisiynydd ar ran y Cyngor. Dywedodd y byddai hi, y Cadeirydd a'r Arweinydd yn trefnu i gynnal cyfarfod briffio ar gyfer Aelodau nes ymlaen yn y mis, ac ar ran staff y Cyngor dymunodd yn dda i'r holl Aelodau am y dyfodol.

## 7. PENDERFYNIAD TRETH Y CYNGOR AR GYFER 2022/23

Roedd cyllideb 2022/23 wedi'i chytuno gan y Cyngor yn flaenorol ar 3 Mawrth 2022 a chynnydd o 3.39% yn Nhreth y Cyngor am y flwyddyn ariannol 2022/23 wedi'i gymeradwyo fel rhan o'r gyllideb.

Mewn cyfarfod o'r Cabinet ar 23 Tachwedd 2021, roedd y Cyngor wedi cyfrifo'r symiau Treth Sylfaenol canlynol ar gyfer blwyddyn 2022/23 yn unol â'r Rheoliadau a wnaed o dan Adran 33 (5) Deddf Gyllid Llywodraeth Leol 1992.

- (a) Sef y swm a gyfrifwyd gan y Cyngor, yn unol â Rheoliadau (diwygiedig) Awdurdodau Lleol (Cyfrifo Treth y Cyngor) 1995, fel Treth y Cyngor am y flwyddyn 2022/2023.
- (b) Rhan o ardal gymuned y Cyngor ar gyfer:

**Cymuned:**

<b>Cymuned</b>	<b>2022-23</b>
Abaty Cwm Hir	127.81
Aberedw	141.00
Aberhafesb	228.65
Aber-miwl gyda Llandysul	742.58
Banw	330.48
Bausley gyda Chrugion	368.65
Bugeildy	377.64
Aberriw	754.78
Betws Cedewain	232.44
Aberhonddu	3544.43
Bronllys	445.19
Llanfair-ym-Muallt	1090.75
Cadfarch	456.08
Caersws	715.00
Carno	351.36
Carreghofa	318.17
Castell Caereinion	309.79
Yr Ystog	886.49
Cilmeri	238.23
Cleirwy	431.50
Crai	128.50
Crughywel	1130.11
Cwmdu a'r Fro	566.21
Diserth a Threcoed	552.91
Duhonw	152.80
Dwyriw	284.20
Erwyd	246.13
Felinfach	384.43
Ffordun	824.33
Llanfair Llythynwg	226.75
Glantwymyn	649.15
Y Clas-ar-Wy	573.99
Glascwm	270.41
Glyn Tarell	305.08
Cegidfa	866.40
Gwernyfed	484.76
Y Gelli Gandryll	913.67
Honddu Isaf	229.25
Ceri	1011.20
Trefyclo	1323.68
Llanafan-fawr	237.44

Llanbadarn Fawr	348.76
Llanbadarn Fynydd	142.99
Llanbister	188.77
Llanbrynmair	492.56
Llanddew	123.41
Llanddewi Ystradenni	146.70
Llandinam	450.08
Llandrindod	2469.68
Llandrinio ac Arddlîn	772.56
Llandysilio	556.11
Llanelwedd	191.17
Llanerfyl	216.54
Llanfair Caereinion	803.23
Llanfechain	275.91
Llanfihangel	278.91
Llanfihangel Rhydieithon	124.92
Llanfrynach	326.97
Llanfyllin	722.90
Llangamarch	273.92
Llangatwg	580.90
Llangedwyn	201.76
Llangors	567.91
Llangynllo	202.46
Llangurig	391.82
Llangynidr	600.59
Llangynyw	303.48
Llangynog	193.37
Llanidloes	1218.94
Llanidloes Allanol	315.88
Llanigon	285.80
Llanrhaeadr-ym-Mochnant	596.38
Llansanffraid	738.09
Llansilin	360.06
Llanwddyn	128.01
Llanwrthwl	107.02
Llanwrtyd	410.02
Llanllŷr	584.49
Llywel	261.32
Machynlleth	890.08
Maescar	464.41
Manafon	184.08
Meifod	711.81
Merthyr Cynog	143.70
Mochdre gyda Phenstrywaid	261.42
Trefaldwyn	725.29
Nantmel	349.85
Maesyfed	235.14
Y Drenewydd a Llanllwchaearn	4381.76
Penraig	408.81
Castell Paun	294.11
Penybontfawr	260.21
Penybont a Llandeglau	211.25
Llanandras a Norton	1308.28
Rhaeadr	919.66
Llanarmon	312.98



Talgarth	749.38
Talybont-ar-Wysg	392.52
Tawe Uchaf	573.21
Trallong	202.36
Trefeglwys	492.16
Treflys	231.24
Tregynon	393.52
Trewern	657.44
Bro Grwyne	501.18
Y Trallwng	2740.79
Llanddewi-yn-Hwytyn	217.24
Ysgir	260.72
Ystradfellte	252.42
Ystradgynlais	2938.36

**63,072.19**

sef y symiau a gyfrifwyd gan y Cyngor, yn unol â'r Rheoliadau, fel Treth y Cyngor am y flwyddyn 2022/2023 ar gyfer tai annedd yn y rhannau hynny o'i ardal y mae un neu fwy o eitemau arbennig yn berthnasol iddynt. Roedd Atodiad Un yn cadarnhau praesept a thaliadau Band D 2022/23 ar gyfer pob Cyngor Tref a Chymuned.

### 3.0 Y CYFRIFO

3.1. SEF, bod y symiau canlynol yn awr yn cael eu cyfrifo gan y Cyngor am y flwyddyn 2022/2023 yn unol ag Adrannau 32 – 36 Deddf Gyllid Llywodraeth Leol 1992:

- |    |               |                                                                                                                                                                                                                           |
|----|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a) | £ 491,656,053 | sef cyfanswm y symiau y mae'r Cyngor yn amcangyfrif am yr eitemau a nodir yn Adran 32 (2) (a) – (e) y Ddeddf                                                                                                              |
| b) | £ 214,503,652 | sef cyfanswm y symiau y mae'r Cyngor yn amcangyfrif am yr eitemau a nodir yn Adran 32 (3) (a) – (c) y Ddeddf                                                                                                              |
| c) | £ 306,208,211 | sef y swm y mae'r cyfanswm yn 2.1(a) uchod yn fwy na'r cyfanswm yn 2.1(b) uchod, a gyfrifwyd gan y Cyngor yn unol ag Adran 32(4) y Ddeddf fel y gyllideb sydd ei angen arno am y flwyddyn                                 |
| d) | £ 210,122,906 | sef cyfanswm y symiau y mae'r Cyngor yn amcangyfrif fydd yn daladwy am y flwyddyn i'w Gronfa Gyffredinol o ran Ardrethi Annomestig wedi eu hailddosbarthu, Grant Cymorth Refeniw, grantiau arbennig neu Grant ychwanegol. |
| e) | £1,523.42     | sef y swm yn 2.1(c) uchod llai'r swm yn 2.1(d) uchod, i gyd wedi eu rhannu â'r                                                                                                                                            |

swm yn 1.3(a) uchod, a gyfrifwyd gan y Cyngor yn unol ag Adran 33(1) y Ddeddf fel swm Treth y Cyngor am y flwyddyn

f) £4,513,031

sef cyfanswm yr holl eitemau arbennig y cyfeiriwyd atynt yn Adran 34(1) y Ddeddf

g) £1,451,86

sef y swm yn 2.1(e) uchod llai'r swm a gyfrifwyd drwy rannu'r swm yn 2.1(f)) uchod â'r swm yn 1.3(a) uchod, a gyfrifwyd gan y Cyngor yn unol ag Adran 34(2) y Ddeddf fel swm Treth y Cyngor am y flwyddyn ar gyfer y tai annedd yn y rhannau hynny o'i ardal nad oes unrhyw eitem arbennig yn berthnasol iddynt.

## SIR FRYCHEINIOG

### SIR A CHYNGHORAU CYMUNED – BAND TRETH D

#### CYMUNED

Aberhonddu	£1,610.42
Bronllys	£1,485.55
Llanfair-ym-Muallt	£1,549.04
Cilmeri	£1,473.20
Crai	£1,507.11
Crughywel	£1,500.09
Duhonw	£1,470.18
Erwyd	£1,476.24
Felinfach	£1,483.08
Glyn Tarell	£1,483.00
Gwernyfed	£1,479.09
Y Gelli Gandryll	£1,524.10
Honddu Isaf	£1,456.72
Llanafan-fawr	£1,470.81
Llanddew	£1,492.38
Cwmdu a'r Fro	£1,478.35
Llanfrynach	£1,485.50
Llangamarch	£1,494.94
Llangatwg	£1,511.93
Llangors	£1,487.08
Llangynidr	£1,493.49
Llanigon	£1,493.85
Llanwrthwl	£1,484.56
Llanwrtyd	£1,499.48
Llywel	£1,490.13

Maescar	£1,484.16
Merthyr Cynog	£1,486.24
Talgarth	£1,534.60
Talybont ar Wysg	£1,495.53
Tawe Uchaf	£1,495.47
Trallong	£1,492.70
Treflys	£1,469.16
Bro Grwyne	£1,471.81
Ysgir	£1,478.86
Ystradfellte	£1,501.78
Ystradgynlais	£1,555.32

## SIR DREFALDWYN

### SIR A CHYNGHORAU CYMUNED – BAND TRETH D

#### CYMUNED

Aberhafesb	£1,479.49
Banw	£1,469.17
Bausley gyda Chrugion	£1,476.86
Aberriw	£1,469.08
Betws Cedewain	£1,481.85
Cadfarch	£1,470.94
Caersws	£1,506.53
Carno	£1,511.63
Carreghwfa	£1,486.17
Castell Caereinion	£1,495.29
Yr Ystog	£1,484.60
Dwyriv	£1,476.77
Ffordun	£1,496.53
Glantwymyn	£1,469.58
Cegidfa	£1,471.18
Ceri	£1,483.76
Llanbryn-mair	£1,478.66
Llandinam	£1,512.67
Llandrinio ac Arddlŷn	£1,476.74
Llandysilio	£1,482.56
Abermiwl gyda Llandysul	£1,500.34
Llanerfyl	£1,473.10
Llanfair Caereinion	£1,506.64
Llanfechain	£1,469.98
Llanfihangel	£1,503.85
Llanfyllin	£1,501.66
Llangedwyn	£1,451.86

Llangurig	£1,473.00
Llangynyw	£1,484.81
Llangynog	£1,529.43
Llanidloes	£1,549.11
Llanidloes Allanol	£1,483.52
Llanrhaeadr-ym-Mochnant	£1,477.01
Llansantffraid	£1,478.28
Llansilin	£1,467.14
Llanwddyn	£1,522.17
Machynlleth	£1,696.45
Manafon	£1,474.68
Meifod	£1,474.87
Mochdre gyda Phenstrywaid	£1,483.99
Trefaldwyn	£1,560.12
Y Drenewydd a Llanllwchaearn	£1,630.40
Penybontfawr	£1,501.82
Trefeglwys	£1,462.02
Tregynon	£1,489.98
Trewern	£1,486.08
Y Trallwng	£1,670.53

SIR FAESYFEDSIR A CHYNGHORAU  
CYMUNED – BAND  
TRETH DCYMUNED

Abaty Cwm Hir	£1,480.75
Aberedw	£1,460.37
Bugeildy	£1,476.60
Cleirwy	£1,462.70
Diserth a Threcoed	£1,465.84
Llanfair Llythynwg	£1,467.30
Y Clas-ar-Wy	£1,472.77
Glascwm	£1,468.87
Trefyclo	£1,515.13
Llanbadarn Fawr	£1,469.01
Llanbadarn Fynydd	£1,482.80
Llanbister	£1,488.56
Llanddewi Ystradenni	£1,465.49
Llandrindod	£1,535.15
Llanelwedd	£1,465.98
Llanfihangel Rhydieithon	£1,489.88
Llangynllo	£1,471.62
Llanllŷr	£1,474.70
Nantmel	£1,475.49
Maesyfed	£1,491.47
Pencraig	£1,473.91
Castell Paun	£1,459.68
Penybont a Llandegla	£1,484.78

Llanandras a Norton	£1,505.86
Rhaeadr	£1,499.63
Llanarmon	£1,510.08
Llanddewi-yn-Hwytyn	£1,468.36

sef y symiau a gyfrifwyd drwy adio i'r swm yn 3.1(g), uchod, symiau'r eitem neu eitemau arbennig sy'n berthnasol i'r tai annedd yn y rhannau hynny o ardal y Cyngor y cyfeirir atynt uchod ac wedi eu rhannu, ym mhob achos, gan y swm yn 2.2 uchod, a gyfrifwyd gan y Cyngor yn unol ag Adran 34 (3) y Ddeddf fel symiau Treth y Cyngor am y flwyddyn ar gyfer tai annedd yn y rhannau hynny o'i ardal y mae un neu fwy o eitemau arbennig yn berthnasol iddynt.

- (i) Rhan o ardal y Cyngor

SIR FRYCHEINIOGBANDIAU TRETH  
SIROL A  
CHYNGHORAU  
CYMUNED

	A	B	C	D	E	F	G	H	I
Tudalen 52									
Aberhonddu	£1,073.61	£1,252.55	£1,431.48	£1,610.42	£1,968.29	£2,326.16	£2,684.03	£3,220.84	£3,757.65
Bronllys	£990.37	£1,155.43	£1,320.49	£1,485.55	£1,815.67	£2,145.79	£2,475.92	£2,971.10	£3,466.28
Llanfair-ym-Muallt	£1,032.69	£1,204.81	£1,376.92	£1,549.04	£1,893.27	£2,237.50	£2,581.73	£3,098.08	£3,614.43
Cilmeri	£982.13	£1,145.82	£1,309.51	£1,473.20	£1,800.58	£2,127.96	£2,455.33	£2,946.40	£3,437.47
Crai	£1,004.74	£1,172.20	£1,339.65	£1,507.11	£1,842.02	£2,176.94	£2,511.85	£3,014.22	£3,516.59
Crughywel	£1,000.06	£1,166.74	£1,333.41	£1,500.09	£1,833.44	£2,166.80	£2,500.15	£3,000.18	£3,500.21
Duhonw	£980.12	£1,143.47	£1,306.83	£1,470.18	£1,796.89	£2,123.59	£2,450.30	£2,940.36	£3,430.42
Erwwyd	£984.16	£1,148.19	£1,312.21	£1,476.24	£1,804.29	£2,132.35	£2,460.40	£2,952.48	£3,444.56
Felinfach	£988.72	£1,153.51	£1,318.29	£1,483.08	£1,812.65	£2,142.23	£2,471.80	£2,966.16	£3,460.52
Glyn Tarell	£988.67	£1,153.44	£1,318.22	£1,483.00	£1,812.56	£2,142.11	£2,471.67	£2,966.00	£3,460.33
Gwernyfed	£986.06	£1,150.40	£1,314.75	£1,479.09	£1,807.78	£2,136.46	£2,465.15	£2,958.18	£3,451.21
Y Gelli Gandryll	£1,016.07	£1,185.41	£1,354.76	£1,524.10	£1,862.79	£2,201.48	£2,540.17	£3,048.20	£3,556.23
Honddu Isaf	£971.15	£1,133.00	£1,294.86	£1,456.72	£1,780.44	£2,104.15	£2,427.87	£2,913.44	£3,399.01
Llanafan-fawr	£980.54	£1,143.96	£1,307.39	£1,470.81	£1,797.66	£2,124.50	£2,451.35	£2,941.62	£3,431.89
Llanddew	£994.92	£1,160.74	£1,326.56	£1,492.38	£1,824.02	£2,155.66	£2,487.30	£2,984.76	£3,482.22
Cwmdu a'r Fro	£985.57	£1,149.83	£1,314.09	£1,478.35	£1,806.87	£2,135.39	£2,463.92	£2,956.70	£3,449.48
Llanfrynach	£990.33	£1,155.39	£1,320.44	£1,485.50	£1,815.61	£2,145.72	£2,475.83	£2,971.00	£3,466.17
Llangamarch	£996.63	£1,162.73	£1,328.84	£1,494.94	£1,827.15	£2,159.36	£2,491.57	£2,989.88	£3,488.19
Llangatwg	£1,007.95	£1,175.95	£1,343.94	£1,511.93	£1,847.91	£2,183.90	£2,519.88	£3,023.86	£3,527.84
Llangors	£991.39	£1,156.62	£1,321.85	£1,487.08	£1,817.54	£2,148.00	£2,478.47	£2,974.16	£3,469.85
Llangynidr	£995.66	£1,161.60	£1,327.55	£1,493.49	£1,825.38	£2,157.26	£2,489.15	£2,986.98	£3,484.81
Llanigon	£995.90	£1,161.88	£1,327.87	£1,493.85	£1,825.82	£2,157.78	£2,489.75	£2,987.70	£3,485.65
Llanwrthwl	£989.71	£1,154.66	£1,319.61	£1,484.56	£1,814.46	£2,144.36	£2,474.27	£2,969.12	£3,463.97
Llanwrtyd	£999.65	£1,166.26	£1,332.87	£1,499.48	£1,832.70	£2,165.92	£2,499.13	£2,998.96	£3,498.79
Llywel	£993.42	£1,158.99	£1,324.56	£1,490.13	£1,821.27	£2,152.41	£2,483.55	£2,980.26	£3,476.97

Maescar	£989.44	£1,154.35	£1,319.25	£1,484.16	£1,813.97	£2,143.79	£2,473.60	£2,968.32	£3,463.04
Merthyr Cynog	£990.83	£1,155.96	£1,321.10	£1,486.24	£1,816.52	£2,146.79	£2,477.07	£2,972.48	£3,467.89
Talgarth	£1,023.07	£1,193.58	£1,364.09	£1,534.60	£1,875.62	£2,216.64	£2,557.67	£3,069.20	£3,580.73
Talybont-ar-Wysg	£997.02	£1,163.19	£1,329.36	£1,495.53	£1,827.87	£2,160.21	£2,492.55	£2,991.06	£3,489.57
Tawe Uchaf	£996.98	£1,163.14	£1,329.31	£1,495.47	£1,827.80	£2,160.12	£2,492.45	£2,990.94	£3,489.43
Trallong	£995.13	£1,160.99	£1,326.84	£1,492.70	£1,824.41	£2,156.12	£2,487.83	£2,985.40	£3,482.97
Treflys	£979.44	£1,142.68	£1,305.92	£1,469.16	£1,795.64	£2,122.12	£2,448.60	£2,938.32	£3,428.04
Bro Grwyne	£981.21	£1,144.74	£1,308.28	£1,471.81	£1,798.88	£2,125.95	£2,453.02	£2,943.62	£3,434.22
Ysgir	£985.91	£1,150.22	£1,314.54	£1,478.86	£1,807.50	£2,136.13	£2,464.77	£2,957.72	£3,450.67
Ystradfellte	£1,001.19	£1,168.05	£1,334.92	£1,501.78	£1,835.51	£2,169.24	£2,502.97	£3,003.56	£3,504.15
Ystradgynlais	£1,036.88	£1,209.69	£1,382.51	£1,555.32	£1,900.95	£2,246.57	£2,592.20	£3,110.64	£3,629.08

SIR DREFALDWYN

**BANDIAU TRETH**  
**SIROL A**  
**CHYNGHORAU**  
**CYMUNED**

CYMUNED

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Aberhafesb	£986.33	£1,150.71	£1,315.10	£1,479.49	£1,808.27	£2,137.04	£2,465.82	£2,958.98	£3,452.14
Banw	£979.45	£1,142.69	£1,305.93	£1,469.17	£1,795.65	£2,122.13	£2,448.62	£2,938.34	£3,428.06
Bausley gyda Chrugion	£984.57	£1,148.67	£1,312.76	£1,476.86	£1,805.05	£2,133.24	£2,461.43	£2,953.72	£3,446.01
Aberriw	£979.39	£1,142.62	£1,305.85	£1,469.08	£1,795.54	£2,122.00	£2,448.47	£2,938.16	£3,427.85
Betws Cedewain	£987.90	£1,152.55	£1,317.20	£1,481.85	£1,811.15	£2,140.45	£2,469.75	£2,963.70	£3,457.65
Cadfarch	£980.63	£1,144.06	£1,307.50	£1,470.94	£1,797.82	£2,124.69	£2,451.57	£2,941.88	£3,432.19
Caersws	£1,004.35	£1,171.75	£1,339.14	£1,506.53	£1,841.31	£2,176.10	£2,510.88	£3,013.06	£3,515.24
Carno	£1,007.75	£1,175.71	£1,343.67	£1,511.63	£1,847.55	£2,183.47	£2,519.38	£3,023.26	£3,527.14
Carreghwfa	£990.78	£1,155.91	£1,321.04	£1,486.17	£1,816.43	£2,146.69	£2,476.95	£2,972.34	£3,467.73
Castell Caereinion	£996.86	£1,163.00	£1,329.15	£1,495.29	£1,827.58	£2,159.86	£2,492.15	£2,990.58	£3,489.01

Tudalen 54	Yr Ystog	£989.73	£1,154.69	£1,319.64	£1,484.60	£1,814.51	£2,144.42	£2,474.33	£2,969.20	£3,464.07	
	Dwyriv	£984.51	£1,148.60	£1,312.68	£1,476.77	£1,804.94	£2,133.11	£2,461.28	£2,953.54	£3,445.80	
	Ffordun	£997.69	£1,163.97	£1,330.25	£1,496.53	£1,829.09	£2,161.65	£2,494.22	£2,993.06	£3,491.90	
	Glantwymyn	£979.72	£1,143.01	£1,306.29	£1,469.58	£1,796.15	£2,122.73	£2,449.30	£2,939.16	£3,429.02	
	Cegidfa	£980.79	£1,144.25	£1,307.72	£1,471.18	£1,798.11	£2,125.04	£2,451.97	£2,942.36	£3,432.75	
	Ceri	£989.17	£1,154.04	£1,318.90	£1,483.76	£1,813.48	£2,143.21	£2,472.93	£2,967.52	£3,462.11	
	Llanbrynmair	£985.77	£1,150.07	£1,314.36	£1,478.66	£1,807.25	£2,135.84	£2,464.43	£2,957.32	£3,450.21	
	Llandinam	£1,008.45	£1,176.52	£1,344.60	£1,512.67	£1,848.82	£2,184.97	£2,521.12	£3,025.34	£3,529.56	
	Llandrinio ac Arddlŷn	£984.49	£1,148.58	£1,312.66	£1,476.74	£1,804.90	£2,133.07	£2,461.23	£2,953.48	£3,445.73	
	Llandysilio	£988.37	£1,153.10	£1,317.83	£1,482.56	£1,812.02	£2,141.48	£2,470.93	£2,965.12	£3,459.31	
	Abermiwl										
	gyda										
	Llandysul	£1,000.23	£1,166.93	£1,333.64	£1,500.34	£1,833.75	£2,167.16	£2,500.57	£3,000.68	£3,500.79	
	Llanerfyl	£982.07	£1,145.74	£1,309.42	£1,473.10	£1,800.46	£2,127.81	£2,455.17	£2,946.20	£3,437.23	
	Llanfair Caereinion	£1,004.43	£1,171.83	£1,339.24	£1,506.64	£1,841.45	£2,176.26	£2,511.07	£3,013.28	£3,515.49	
	Llanfechain	£979.99	£1,143.32	£1,306.65	£1,469.98	£1,796.64	£2,123.30	£2,449.97	£2,939.96	£3,429.95	
	Llanfihangel	£1,002.57	£1,169.66	£1,336.76	£1,503.85	£1,838.04	£2,172.23	£2,506.42	£3,007.70	£3,508.98	
	Llanfyllin	£1,001.11	£1,167.96	£1,334.81	£1,501.66	£1,835.36	£2,169.06	£2,502.77	£3,003.32	£3,503.87	
	Llangedwyn	£967.91	£1,129.22	£1,290.54	£1,451.86	£1,774.50	£2,097.13	£2,419.77	£2,903.72	£3,387.67	
	Llangurig	£982.00	£1,145.67	£1,309.33	£1,473.00	£1,800.33	£2,127.67	£2,455.00	£2,946.00	£3,437.00	
	Llangynyw	£989.87	£1,154.85	£1,319.83	£1,484.81	£1,814.77	£2,144.73	£2,474.68	£2,969.62	£3,464.56	
	Llangynog	£1,019.62	£1,189.56	£1,359.49	£1,529.43	£1,869.30	£2,209.18	£2,549.05	£3,058.86	£3,568.67	
	Llanidloes	£1,032.74	£1,204.86	£1,376.99	£1,549.11	£1,893.36	£2,237.60	£2,581.85	£3,098.22	£3,614.59	
	Llanidloes Allanol	£989.01	£1,153.85	£1,318.68	£1,483.52	£1,813.19	£2,142.86	£2,472.53	£2,967.04	£3,461.55	
	Llanrhaeadr-ym-										
	Mochnant	£984.67	£1,148.79	£1,312.90	£1,477.01	£1,805.23	£2,133.46	£2,461.68	£2,954.02	£3,446.36	
	Llansantffraid	£985.52	£1,149.77	£1,314.03	£1,478.28	£1,806.79	£2,135.29	£2,463.80	£2,956.56	£3,449.32	
	Llansilin	£978.09	£1,141.11	£1,304.12	£1,467.14	£1,793.17	£2,119.20	£2,445.23	£2,934.28	£3,423.33	
	Llanwddyn	£1,014.78	£1,183.91	£1,353.04	£1,522.17	£1,860.43	£2,198.69	£2,536.95	£3,044.34	£3,551.73	
	Machynlleth	£1,130.97	£1,319.46	£1,507.96	£1,696.45	£2,073.44	£2,450.43	£2,827.42	£3,392.90	£3,958.38	
Manafon	£983.12	£1,146.97	£1,310.83	£1,474.68	£1,802.39	£2,130.09	£2,457.80	£2,949.36	£3,440.92		
Meifod	£983.25	£1,147.12	£1,311.00	£1,474.87	£1,802.62	£2,130.37	£2,458.12	£2,949.74	£3,441.36		
Mochdre											
gyda											
Phenstrywaid	£989.33	£1,154.21	£1,319.10	£1,483.99	£1,813.77	£2,143.54	£2,473.32	£2,967.98	£3,462.64		
Trefaldwyn	£1,040.08	£1,213.43	£1,386.77	£1,560.12	£1,906.81	£2,253.51	£2,600.20	£3,120.24	£3,640.28		



Y Drenewydd	a									
Llanllwchaearn		£1,086.93	£1,268.09	£1,449.24	£1,630.40	£1,992.71	£2,355.02	£2,717.33	£3,260.80	£3,804.27
Penybontfawr		£1,001.21	£1,168.08	£1,334.95	£1,501.82	£1,835.56	£2,169.30	£2,503.03	£3,003.64	£3,504.25
Trefeglwys		£974.68	£1,137.13	£1,299.57	£1,462.02	£1,786.91	£2,111.81	£2,436.70	£2,924.04	£3,411.38
Tregynon		£993.32	£1,158.87	£1,324.43	£1,489.98	£1,821.09	£2,152.19	£2,483.30	£2,979.96	£3,476.62
Trewern		£990.72	£1,155.84	£1,320.96	£1,486.08	£1,816.32	£2,146.56	£2,476.80	£2,972.16	£3,467.52
Y Trallwng		£1,113.69	£1,299.30	£1,484.92	£1,670.53	£2,041.76	£2,412.99	£2,784.22	£3,341.06	£3,897.90

**SIR FAESYFED****BANDIAU TRETH SIROL A CHYNGHORAU CYMUNED****CYMUNED**

Tudalen 55

	A	B	C	D	E	F	G	H	I
Abaty Cwm Hir	£987.17	£1,151.69	£1,316.22	£1,480.75	£1,809.81	£2,138.86	£2,467.92	£2,961.50	£3,455.08
Aberedw	£973.58	£1,135.84	£1,298.11	£1,460.37	£1,784.90	£2,109.42	£2,433.95	£2,920.74	£3,407.53
Bugeildy	£984.40	£1,148.47	£1,312.53	£1,476.60	£1,804.73	£2,132.87	£2,461.00	£2,953.20	£3,445.40
Cleirwy	£975.13	£1,137.66	£1,300.18	£1,462.70	£1,787.74	£2,112.79	£2,437.83	£2,925.40	£3,412.97
Diserth a Threcoed	£977.23	£1,140.10	£1,302.97	£1,465.84	£1,791.58	£2,117.32	£2,443.07	£2,931.68	£3,420.29
Llanfair Llythynwg	£978.20	£1,141.23	£1,304.27	£1,467.30	£1,793.37	£2,119.43	£2,445.50	£2,934.60	£3,423.70
Y Clas-ar-Wy	£981.85	£1,145.49	£1,309.13	£1,472.77	£1,800.05	£2,127.33	£2,454.62	£2,945.54	£3,436.46
Glascwm	£979.25	£1,142.45	£1,305.66	£1,468.87	£1,795.29	£2,121.70	£2,448.12	£2,937.74	£3,427.36
Trefyclo	£1,010.09	£1,178.43	£1,346.78	£1,515.13	£1,851.83	£2,188.52	£2,525.22	£3,030.26	£3,535.30
Llanbadarn Fawr	£979.34	£1,142.56	£1,305.79	£1,469.01	£1,795.46	£2,121.90	£2,448.35	£2,938.02	£3,427.69
Llanbadarn Fynydd	£988.53	£1,153.29	£1,318.04	£1,482.80	£1,812.31	£2,141.82	£2,471.33	£2,965.60	£3,459.87
Llanbister	£992.37	£1,157.77	£1,323.16	£1,488.56	£1,819.35	£2,150.14	£2,480.93	£2,977.12	£3,473.31
Llanddewi Ystradenni	£976.99	£1,139.83	£1,302.66	£1,465.49	£1,791.15	£2,116.82	£2,442.48	£2,930.98	£3,419.48
Llandrindod	£1,023.43	£1,194.01	£1,364.58	£1,535.15	£1,876.29	£2,217.44	£2,558.58	£3,070.30	£3,582.02
Llanelwedd	£977.32	£1,140.21	£1,303.09	£1,465.98	£1,791.75	£2,117.53	£2,443.30	£2,931.96	£3,420.62
Llanfihangel									
Rhydieithon	£993.25	£1,158.80	£1,324.34	£1,489.88	£1,820.96	£2,152.05	£2,483.13	£2,979.76	£3,476.39

Llangynllo	£981.08	£1,144.59	£1,308.11	£1,471.62	£1,798.65	£2,125.67	£2,452.70	£2,943.24	£3,433.78
Llanllŷr	£983.13	£1,146.99	£1,310.84	£1,474.70	£1,802.41	£2,130.12	£2,457.83	£2,949.40	£3,440.97
Nantmel	£983.66	£1,147.60	£1,311.55	£1,475.49	£1,803.38	£2,131.26	£2,459.15	£2,950.98	£3,442.81
Maesyfed	£994.31	£1,160.03	£1,325.75	£1,491.47	£1,822.91	£2,154.35	£2,485.78	£2,982.94	£3,480.10
Pencraig	£982.61	£1,146.37	£1,310.14	£1,473.91	£1,801.45	£2,128.98	£2,456.52	£2,947.82	£3,439.12
Castell Paun	£973.12	£1,135.31	£1,297.49	£1,459.68	£1,784.05	£2,108.43	£2,432.80	£2,919.36	£3,405.92
Penybont									
Llandeglau	£989.85	£1,154.83	£1,319.80	£1,484.78	£1,814.73	£2,144.68	£2,474.63	£2,969.56	£3,464.49
Llanandras a Norton	£1,003.91	£1,171.22	£1,338.54	£1,505.86	£1,840.50	£2,175.13	£2,509.77	£3,011.72	£3,513.67
Rhaeadr	£999.75	£1,166.38	£1,333.00	£1,499.63	£1,832.88	£2,166.13	£2,499.38	£2,999.26	£3,499.14
Llanarmon	£1,006.72	£1,174.51	£1,342.29	£1,510.08	£1,845.65	£2,181.23	£2,516.80	£3,020.16	£3,523.52
Llanddewi-yn-Hwytyn	£978.91	£1,142.06	£1,305.21	£1,468.36	£1,794.66	£2,120.96	£2,447.27	£2,936.72	£3,426.17

sef y symiau a gyfrifwyd drwy luosi'r symiau yn 3(h) uchod â'r nifer sydd, yn y gyfran a nodir yn Adran 5(1) y Ddeddf, yn berthnasol i dai annedd a restrir mewn Band Prisio penodol, wedi eu rhannu â'r nifer o fewn y gyfran honno sy'n berthnasol i dai annedd a restrir ym Mand Prisio D, a gyfrifwyd gan y Cyngor yn unol ag Adran 36(1) y Ddeddf fel y symiau i'w hystyried am y flwyddyn sy'n berthnasol i'r categorïau o dai annedd a restrir mewn gwahanol Fandiau Prisio.

- 3.2 Y DYLLID nodi am y flwyddyn 2022/2023 bod Comisiynydd Heddlu a Throseddau Heddlu Dyfed-Powys wedi datgan y symiau canlynol mewn praeseptau a gyflwynir i'r Cyngor, yn unol ag Adran 40 Deddf Gyllid Llywodraeth Leol 1991, ar gyfer pob un o'r categorïau o dai annedd a ddangosir isod:

***Bandiau Prisio***

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
£ 193.44	£ 225.68	£ 257.92	£ 290.16	£ 354.64	£ 419.12	£ 483.60	£ 580.32	£ 677.04

- 3.3 BOD y Cyngor, ym mhob achos, ar ôl cyfrifo cyfanswm y symiau yn 3.1(i) a 3.2 uchod, ac yn unol ag Adran 30(2) Deddf Gyllid Llywodraeth Leol 1992, drwy hyn yn pennu'r symiau canlynol fel symiau Treth y Cyngor am y flwyddyn 2022/2023 ar gyfer pob un o'r categorïau o dai annedd a ddangosir isod:

SIR FRYCHEINIOGCYMUNED

	A	B	C	D	E	F	G	H	I
Aberhonddu	£1,267.05	£1,478.23	£1,689.40	£1,900.58	£2,322.93	£2,745.28	£3,167.63	£3,801.16	£4,434.69
Bronllys	£1,183.81	£1,381.11	£1,578.41	£1,775.71	£2,170.31	£2,564.91	£2,959.52	£3,551.42	£4,143.32
Llanfair-ym-Muallt	£1,226.13	£1,430.49	£1,634.84	£1,839.20	£2,247.91	£2,656.62	£3,065.33	£3,678.40	£4,291.47
Cilmeri	£1,175.57	£1,371.50	£1,567.43	£1,763.36	£2,155.22	£2,547.08	£2,938.93	£3,526.72	£4,114.51
Crai	£1,198.18	£1,397.88	£1,597.57	£1,797.27	£2,196.66	£2,596.06	£2,995.45	£3,594.54	£4,193.63
Tudalen 58 Crughywel	£1,193.50	£1,392.42	£1,591.33	£1,790.25	£2,188.08	£2,585.92	£2,983.75	£3,580.50	£4,177.25
Duhonw	£1,173.56	£1,369.15	£1,564.75	£1,760.34	£2,151.53	£2,542.71	£2,933.90	£3,520.68	£4,107.46
Erwyd	£1,177.60	£1,373.87	£1,570.13	£1,766.40	£2,158.93	£2,551.47	£2,944.00	£3,532.80	£4,121.60
Felinfach	£1,182.16	£1,379.19	£1,576.21	£1,773.24	£2,167.29	£2,561.35	£2,955.40	£3,546.48	£4,137.56
Glyn Tarell	£1,182.11	£1,379.12	£1,576.14	£1,773.16	£2,167.20	£2,561.23	£2,955.27	£3,546.32	£4,137.37
Gwernyfed	£1,179.50	£1,376.08	£1,572.67	£1,769.25	£2,162.42	£2,555.58	£2,948.75	£3,538.50	£4,128.25
Y Gelli Gandryll	£1,209.51	£1,411.09	£1,612.68	£1,814.26	£2,217.43	£2,620.60	£3,023.77	£3,628.52	£4,233.27
Honddu Isaf	£1,164.59	£1,358.68	£1,552.78	£1,746.88	£2,135.08	£2,523.27	£2,911.47	£3,493.76	£4,076.05
Llanafan-fawr	£1,173.98	£1,369.64	£1,565.31	£1,760.97	£2,152.30	£2,543.62	£2,934.95	£3,521.94	£4,108.93
Llanddew	£1,188.36	£1,386.42	£1,584.48	£1,782.54	£2,178.66	£2,574.78	£2,970.90	£3,565.08	£4,159.26
Cwmdu a'r Fro	£1,179.01	£1,375.51	£1,572.01	£1,768.51	£2,161.51	£2,554.51	£2,947.52	£3,537.02	£4,126.52
Llanfrynach	£1,183.77	£1,381.07	£1,578.36	£1,775.66	£2,170.25	£2,564.84	£2,959.43	£3,551.32	£4,143.21
Llangamarch	£1,190.07	£1,388.41	£1,586.76	£1,785.10	£2,181.79	£2,578.48	£2,975.17	£3,570.20	£4,165.23
Llangatwg	£1,201.39	£1,401.63	£1,601.86	£1,802.09	£2,202.55	£2,603.02	£3,003.48	£3,604.18	£4,204.88
Llangors	£1,184.83	£1,382.30	£1,579.77	£1,777.24	£2,172.18	£2,567.12	£2,962.07	£3,554.48	£4,146.89
Llangynidr	£1,189.10	£1,387.28	£1,585.47	£1,783.65	£2,180.02	£2,576.38	£2,972.75	£3,567.30	£4,161.85
Llanigon	£1,189.34	£1,387.56	£1,585.79	£1,784.01	£2,180.46	£2,576.90	£2,973.35	£3,568.02	£4,162.69
Llanwrthwl	£1,183.15	£1,380.34	£1,577.53	£1,774.72	£2,169.10	£2,563.48	£2,957.87	£3,549.44	£4,141.01
Llanwrtyd	£1,193.09	£1,391.94	£1,590.79	£1,789.64	£2,187.34	£2,585.04	£2,982.73	£3,579.28	£4,175.83
Llywel	£1,186.86	£1,384.67	£1,582.48	£1,780.29	£2,175.91	£2,571.53	£2,967.15	£3,560.58	£4,154.01
Maescar	£1,182.88	£1,380.03	£1,577.17	£1,774.32	£2,168.61	£2,562.91	£2,957.20	£3,548.64	£4,140.08
Merthyr Cynog	£1,184.27	£1,381.64	£1,579.02	£1,776.40	£2,171.16	£2,565.91	£2,960.67	£3,552.80	£4,144.93
Talgarth	£1,216.51	£1,419.26	£1,622.01	£1,824.76	£2,230.26	£2,635.76	£3,041.27	£3,649.52	£4,257.77
Talybont-ar-Wyseg	£1,190.46	£1,388.87	£1,587.28	£1,785.69	£2,182.51	£2,579.33	£2,976.15	£3,571.38	£4,166.61
Tawe Uchaf	£1,190.42	£1,388.82	£1,587.23	£1,785.63	£2,182.44	£2,579.24	£2,976.05	£3,571.26	£4,166.47
Trallong	£1,188.57	£1,386.67	£1,584.76	£1,782.86	£2,179.05	£2,575.24	£2,971.43	£3,565.72	£4,160.01
Treflys	£1,172.88	£1,368.36	£1,563.84	£1,759.32	£2,150.28	£2,541.24	£2,932.20	£3,518.64	£4,105.08
Bro Grwvne	£1,174.65	£1,370.42	£1,566.20	£1,761.97	£2,153.52	£2,545.07	£2,936.62	£3,523.94	£4,111.26

SIR DREFALDWYNCYMUNED

Tudalen 59

	A	B	C	D	E	F	G	H	I
Aberhafesb	£1,179.77	£1,376.39	£1,573.02	£1,769.65	£2,162.91	£2,556.16	£2,949.42	£3,539.30	£4,129.18
Banw	£1,172.89	£1,368.37	£1,563.85	£1,759.33	£2,150.29	£2,541.25	£2,932.22	£3,518.66	£4,105.10
Bausley gyda Chrugion	£1,178.01	£1,374.35	£1,570.68	£1,767.02	£2,159.69	£2,552.36	£2,945.03	£3,534.04	£4,123.05
Aberriw	£1,172.83	£1,368.30	£1,563.77	£1,759.24	£2,150.18	£2,541.12	£2,932.07	£3,518.48	£4,104.89
Betws Cedewain	£1,181.34	£1,378.23	£1,575.12	£1,772.01	£2,165.79	£2,559.57	£2,953.35	£3,544.02	£4,134.69
Cadfarch	£1,174.07	£1,369.74	£1,565.42	£1,761.10	£2,152.46	£2,543.81	£2,935.17	£3,522.20	£4,109.23
Caersws	£1,197.79	£1,397.43	£1,597.06	£1,796.69	£2,195.95	£2,595.22	£2,994.48	£3,593.38	£4,192.28
Carno	£1,201.19	£1,401.39	£1,601.59	£1,801.79	£2,202.19	£2,602.59	£3,002.98	£3,603.58	£4,204.18
Carreghwfa	£1,184.22	£1,381.59	£1,578.96	£1,776.33	£2,171.07	£2,565.81	£2,960.55	£3,552.66	£4,144.77
Castell Caereinion	£1,190.30	£1,388.68	£1,587.07	£1,785.45	£2,182.22	£2,578.98	£2,975.75	£3,570.90	£4,166.05
Yr Ystog	£1,183.17	£1,380.37	£1,577.56	£1,774.76	£2,169.15	£2,563.54	£2,957.93	£3,549.52	£4,141.11
Dwyriw	£1,177.95	£1,374.28	£1,570.60	£1,766.93	£2,159.58	£2,552.23	£2,944.88	£3,533.86	£4,122.84
Ffordun	£1,191.13	£1,389.65	£1,588.17	£1,786.69	£2,183.73	£2,580.77	£2,977.82	£3,573.38	£4,168.94
Glantwymyn	£1,173.16	£1,368.69	£1,564.21	£1,759.74	£2,150.79	£2,541.85	£2,932.90	£3,519.48	£4,106.06
Cegidfa	£1,174.23	£1,369.93	£1,565.64	£1,761.34	£2,152.75	£2,544.16	£2,935.57	£3,522.68	£4,109.79
Ceri	£1,182.61	£1,379.72	£1,576.82	£1,773.92	£2,168.12	£2,562.33	£2,956.53	£3,547.84	£4,139.15
Llanbrynmair	£1,179.21	£1,375.75	£1,572.28	£1,768.82	£2,161.89	£2,554.96	£2,948.03	£3,537.64	£4,127.25
Llandinam	£1,201.89	£1,402.20	£1,602.52	£1,802.83	£2,203.46	£2,604.09	£3,004.72	£3,605.66	£4,206.60
Llandrinio ac Arddlŷn	£1,177.93	£1,374.26	£1,570.58	£1,766.90	£2,159.54	£2,552.19	£2,944.83	£3,533.80	£4,122.77
Llandysilio	£1,181.81	£1,378.78	£1,575.75	£1,772.72	£2,166.66	£2,560.60	£2,954.53	£3,545.44	£4,136.35
Abermiwl gyda Llandysul	£1,193.67	£1,392.61	£1,591.56	£1,790.50	£2,188.39	£2,586.28	£2,984.17	£3,581.00	£4,177.83
Llanerfyl	£1,175.51	£1,371.42	£1,567.34	£1,763.26	£2,155.10	£2,546.93	£2,938.77	£3,526.52	£4,114.27
Llanfair Caereinion	£1,197.87	£1,397.51	£1,597.16	£1,796.80	£2,196.09	£2,595.38	£2,994.67	£3,593.60	£4,192.53

Tudalen 60	Llanfechain	£1,173.43	£1,369.00	£1,564.57	£1,760.14	£2,151.28	£2,542.42	£2,933.57	£3,520.28	£4,106.99	
	Llanfihangel	£1,196.01	£1,395.34	£1,594.68	£1,794.01	£2,192.68	£2,591.35	£2,990.02	£3,588.02	£4,186.02	
	Llanfyllin	£1,194.55	£1,393.64	£1,592.73	£1,791.82	£2,190.00	£2,588.18	£2,986.37	£3,583.64	£4,180.91	
	Llangedwyn	£1,161.35	£1,354.90	£1,548.46	£1,742.02	£2,129.14	£2,516.25	£2,903.37	£3,484.04	£4,064.71	
	Llangurig	£1,175.44	£1,371.35	£1,567.25	£1,763.16	£2,154.97	£2,546.79	£2,938.60	£3,526.32	£4,114.04	
	Llangynyw	£1,183.31	£1,380.53	£1,577.75	£1,774.97	£2,169.41	£2,563.85	£2,958.28	£3,549.94	£4,141.60	
	Llangynog	£1,213.06	£1,415.24	£1,617.41	£1,819.59	£2,223.94	£2,628.30	£3,032.65	£3,639.18	£4,245.71	
	Llanidloes	£1,226.18	£1,430.54	£1,634.91	£1,839.27	£2,248.00	£2,656.72	£3,065.45	£3,678.54	£4,291.63	
	Llanidloes Allanol	£1,182.45	£1,379.53	£1,576.60	£1,773.68	£2,167.83	£2,561.98	£2,956.13	£3,547.36	£4,138.59	
	Llanrhaeadr-ym-Mochnant	£1,178.11	£1,374.47	£1,570.82	£1,767.17	£2,159.87	£2,552.58	£2,945.28	£3,534.34	£4,123.40	
	Llansantffraid	£1,178.96	£1,375.45	£1,571.95	£1,768.44	£2,161.43	£2,554.41	£2,947.40	£3,536.88	£4,126.36	
	Llansilin	£1,171.53	£1,366.79	£1,562.04	£1,757.30	£2,147.81	£2,538.32	£2,928.83	£3,514.60	£4,100.37	
	Llanwddyn	£1,208.22	£1,409.59	£1,610.96	£1,812.33	£2,215.07	£2,617.81	£3,020.55	£3,624.66	£4,228.77	
	Machynlleth	£1,324.41	£1,545.14	£1,765.88	£1,986.61	£2,428.08	£2,869.55	£3,311.02	£3,973.22	£4,635.42	
	Manafon	£1,176.56	£1,372.65	£1,568.75	£1,764.84	£2,157.03	£2,549.21	£2,941.40	£3,529.68	£4,117.96	
	Meifod	£1,176.69	£1,372.80	£1,568.92	£1,765.03	£2,157.26	£2,549.49	£2,941.72	£3,530.06	£4,118.40	
	Mochdre gyda Phenstrywaid	£1,182.77	£1,379.89	£1,577.02	£1,774.15	£2,168.41	£2,562.66	£2,956.92	£3,548.30	£4,139.68	
	Trefaldwyn	£1,233.52	£1,439.11	£1,644.69	£1,850.28	£2,261.45	£2,672.63	£3,083.80	£3,700.56	£4,317.32	
	Y Drenewydd	a									
	Llanllwchaearn	£1,280.37	£1,493.77	£1,707.16	£1,920.56	£2,347.35	£2,774.14	£3,200.93	£3,841.12	£4,481.31	
Penybontfawr	£1,194.65	£1,393.76	£1,592.87	£1,791.98	£2,190.20	£2,588.42	£2,986.63	£3,583.96	£4,181.29		
Trefeglwys	£1,168.12	£1,362.81	£1,557.49	£1,752.18	£2,141.55	£2,530.93	£2,920.30	£3,504.36	£4,088.42		
Tregynon	£1,186.76	£1,384.55	£1,582.35	£1,780.14	£2,175.73	£2,571.31	£2,966.90	£3,560.28	£4,153.66		
Trewern	£1,184.16	£1,381.52	£1,578.88	£1,776.24	£2,170.96	£2,565.68	£2,960.40	£3,552.48	£4,144.56		
Y Trallwng	£1,307.13	£1,524.98	£1,742.84	£1,960.69	£2,396.40	£2,832.11	£3,267.82	£3,921.38	£4,574.94		

SIR FAESYFEDCYMUNED

	A	B	C	D	E	F	G	H	I
Abaty Cwm Hir	£1,180.61	£1,377.37	£1,574.14	£1,770.91	£2,164.45	£2,557.98	£2,951.52	£3,541.82	£4,132.12
Aberedw	£1,167.02	£1,361.52	£1,556.03	£1,750.53	£2,139.54	£2,528.54	£2,917.55	£3,501.06	£4,084.57
Bugeildy	£1,177.84	£1,374.15	£1,570.45	£1,766.76	£2,159.37	£2,551.99	£2,944.60	£3,533.52	£4,122.44
Cleirwy	£1,168.57	£1,363.34	£1,558.10	£1,752.86	£2,142.38	£2,531.91	£2,921.43	£3,505.72	£4,090.01
Diserth a Threcoed	£1,170.67	£1,365.78	£1,560.89	£1,756.00	£2,146.22	£2,536.44	£2,926.67	£3,512.00	£4,097.33
Llanfair Llythynwg	£1,171.64	£1,366.91	£1,562.19	£1,757.46	£2,148.01	£2,538.55	£2,929.10	£3,514.92	£4,100.74
Y Clas-ar-Wy	£1,175.29	£1,371.17	£1,567.05	£1,762.93	£2,154.69	£2,546.45	£2,938.22	£3,525.86	£4,113.50
Glascwm	£1,172.69	£1,368.13	£1,563.58	£1,759.03	£2,149.93	£2,540.82	£2,931.72	£3,518.06	£4,104.40
Trefyclo	£1,203.53	£1,404.11	£1,604.70	£1,805.29	£2,206.47	£2,607.64	£3,008.82	£3,610.58	£4,212.34
Llanbadarn Fawr	£1,172.78	£1,368.24	£1,563.71	£1,759.17	£2,150.10	£2,541.02	£2,931.95	£3,518.34	£4,104.73
Llanbadarn Fynydd	£1,181.97	£1,378.97	£1,575.96	£1,772.96	£2,166.95	£2,560.94	£2,954.93	£3,545.92	£4,136.91
Llanbister	£1,185.81	£1,383.45	£1,581.08	£1,778.72	£2,173.99	£2,569.26	£2,964.53	£3,557.44	£4,150.35
Llanddewi Ystradenni	£1,170.43	£1,365.51	£1,560.58	£1,755.65	£2,145.79	£2,535.94	£2,926.08	£3,511.30	£4,096.52
Llandrindod	£1,216.87	£1,419.69	£1,622.50	£1,825.31	£2,230.93	£2,636.56	£3,042.18	£3,650.62	£4,259.06
Llanelwedd	£1,170.76	£1,365.89	£1,561.01	£1,756.14	£2,146.39	£2,536.65	£2,926.90	£3,512.28	£4,097.66
Llanfihangel									
Rhydieithon	£1,186.69	£1,384.48	£1,582.26	£1,780.04	£2,175.60	£2,571.17	£2,966.73	£3,560.08	£4,153.43
Llangynllo	£1,174.52	£1,370.27	£1,566.03	£1,761.78	£2,153.29	£2,544.79	£2,936.30	£3,523.56	£4,110.82
Llanllŷr	£1,176.57	£1,372.67	£1,568.76	£1,764.86	£2,157.05	£2,549.24	£2,941.43	£3,529.72	£4,118.01
Nantmel	£1,177.10	£1,373.28	£1,569.47	£1,765.65	£2,158.02	£2,550.38	£2,942.75	£3,531.30	£4,119.85
Maesyfed	£1,187.75	£1,385.71	£1,583.67	£1,781.63	£2,177.55	£2,573.47	£2,969.38	£3,563.26	£4,157.14
Penraig	£1,176.05	£1,372.05	£1,568.06	£1,764.07	£2,156.09	£2,548.10	£2,940.12	£3,528.14	£4,116.16
Castell Paun	£1,166.56	£1,360.99	£1,555.41	£1,749.84	£2,138.69	£2,527.55	£2,916.40	£3,499.68	£4,082.96
Penybont	a								
Llandegla	£1,183.29	£1,380.51	£1,577.72	£1,774.94	£2,169.37	£2,563.80	£2,958.23	£3,549.88	£4,141.53

Tudalen 61

Llanandras a Norton	£1,197.35	£1,396.90	£1,596.46	£1,796.02	£2,195.14	£2,594.25	£2,993.37	£3,592.04	£4,190.71
Rhaeadr	£1,193.19	£1,392.06	£1,590.92	£1,789.79	£2,187.52	£2,585.25	£2,982.98	£3,579.58	£4,176.18
Llanarmon	£1,200.16	£1,400.19	£1,600.21	£1,800.24	£2,200.29	£2,600.35	£3,000.40	£3,600.48	£4,200.56
Llanddewi-yn-Hwytyn	£1,172.35	£1,367.74	£1,563.13	£1,758.52	£2,149.30	£2,540.08	£2,930.87	£3,517.04	£4,103.21



Cynigiwyd gan y Cynghorydd Sir Aled Davies ac eiliwyd gan y Cynghorydd Sir Karl Davies ac o 33 pleidlais i 25 gyda 3 yn ymatal

**PENDERFYNWYD**

1. **BOD y symiau ym mharagraff 3.1 uchod yn cael eu derbyn gan y Cyngor am y flwyddyn 2022/2023 yn unol ag Adrannau 32 – 36 Deddf Gyllid Llywodraeth Leol 1992**
2. **BOD y Cyngor, yn unol ag Adran 30(2) Deddf Gyllid Llywodraeth Leol 1992, drwy hyn yn pennu'r symiau ym mharagraff 3.3 fel symiau Treth y Cyngor am y flwyddyn 2022/2023 ar gyfer pob un o'r categorïau o dai annedd a ddangosir.**

<b>8.</b>	<b>CYMERADWYO CYTUNDEB CYFLAWNI AR GYFER CYNLLUN DATBLYGU LLEOL DIWYGIEDIG POWYS A CHYTUNO I'W GYFLWYNO I LYWODRAETH CYMRU</b>
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Bu'r Cyngor yn ystyried Cytundeb Cyflawni ar gyfer Cynllun Datblygu Lleol Diwygiedig (RLDP) Powys fel y'i diwygiwyd yn dilyn ymgynghori'n gyhoeddus, ar gyfer ei gyflwyno i Lywodraeth Cymru. Cynigiwyd gan y Cynghorydd Sir Beverley Baynham ac eiliwyd gan y Cynghorydd Sir Karl Lewis ac, yn unfrydol,

**PENDERFYNWYD cymeradwyo'r Cytundeb Cyflawni ar gyfer RLDP Powys a chytuno i'w gyflwyno i Lywodraeth Cymru.**

<b>9.</b>	<b>DATGANIAD POLISI CYFLOGAU 2022/23</b>
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Rhoddodd y Cyngor ganiatâd i'r Swyddog Arweiniol Gwasanaethau Cyflogaeth, y Rheolwr Craffu, y Rheolwr Cabinet, a'r cyfieithydd, i aros yn y cyfarfod i gynorthwyo ei gynnal. Gadawodd bob swyddog arall y cyfarfod.

Bu'r Cyngor yn ystyried y Datganiad Polisi Cyflogau'n disgrifio trefniadau'r Cyngor ar gyfer cyflogau a thâl ei staff am y flwyddyn ariannol 2022/23. Cynigiwyd gan y Cynghorydd Sir Aled Davies ac eiliwyd gan y Cynghorydd Sir Maureen McKenzie ac, yn unfrydol,

**PENDERFYNWYD cymeradwyo'r Datganiad Polisi Cyflogau ar gyfer 2022/23.**

Daeth y swyddogion yn ôl i'r cyfarfod.

<b>10.</b>	<b>Y CYFANSODDIAD</b>
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Bu'r Cyngor yn ystyried argymhellion y Pwyllgor Gwasanaethau Democraidd ar ddiwygiadau i'r Cyfansoddiad. Cynigiwyd gan y Cynghorydd Sir Elwyn Vaughan ac eiliwyd gan y Cynghorydd Sir Jonathan Wilkinson ac, yn unfrydol,

**PENDERFYNWYD**

- 1. Cymeradwyo'r diwygiadau i Adrannau 2, 3, 4, 5, 6, 7, 9, 13, 20 a 23 yn y Cyfansoddiad a'r canllaw drafft i'r Cyfansoddiad.**
- 2. Awdurdodi'r Swyddog Monitro i wneud unrhyw newidiadau eraill i'r Cyfansoddiad ag y bo angen i adlewyrchu'r newidiadau a ddisgrifir uchod.**

<b>11. CYNLLUN DEISEBAU</b>
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Bu'r Cyngor yn ystyried argymhelliad y Pwyllgor Gwasanaethau Democrataidd ar gyflwyno cynllun pensiynau fel sy'n ofynnol o dan Ddeddf Llywodraeth Leol ac Etholiadau (Cymru) 2021. Bu'r aelodau'n trafod a oedd yr isafswm oed o 10 yn briodol a chawsant eu cynghori bod y Comisiynydd Plant wedi e-bostio i ddweud nad oedd yn teimlo y dylai fod unrhyw isafswm oed.

Gadawodd y Cynghorydd Sir J Williams am 14.36pm.

Cynigiwyd gan y Cynghorydd Sir Elwyn Vaughan ac eiliwyd gan y Cynghorydd Sir Jackie Charlton ac, yn unfrydol,

**PENDERFYNWYD**

- 1. Cymeradwyo Cynllun Deisebau fel sy'n cael ei gyflwyno yn Atodiad 2;**
- 2. Y byddai'r Cynllun Deisebau'n dod i rym o'r 5 Mai 2022; a**
- 3. Y byddai'r Pwyllgor Gwasanaethau Democrataidd yn adolygu'r cynllun ar ôl iddo fod yn weithredol am 12 mis.**

<b>12. PENODI AELODAU (LLEYG) ANNIBYNNOL AR Y PWYLLGOR LLYWODRAETHU AC ARCHWILIO</b>
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Bu'r Cyngor yn ystyried adroddiad ar benodi aelodau (lleyg) annibynnol ar y Pwyllgor Llywodraethu ac Archwilio. Dywedodd Bennaeth y Gwasanaethau Cyfreithiol a Democrataidd fod un o'r enwebeion wedi tynnu'n ôl. Cynigiwyd gan y Cynghorydd Sir Aled Davies ac eiliwyd gan y Cynghorydd Sir Michael Williams y dylid rhoi awdurdod dirprwyedig i'r Panel Tynnu Rhestr Fer a Phenodiadau i benodi trydydd Aelod ac, yn unfrydol,

**PENDERFYNWYD**

- 1. Penodi Mr Gareth Hall a Mrs Lynne Hamilton yn Aelodau (Lleyg) Annibynnol am gyfnod o 5 mlynedd o'r 5 Mai 2022 ymlaen.**
- 2. Rhoi awdurdod dirprwyedig i'r Panel Tynnu Rhestr Fer a Phenodiadau i benodi trydydd aelod.**

Gadawodd y Cynghorydd Sir Jeremy Pugh y cyfarfod am 14.59pm.

**13. PENODIADAU I'R PWYLLGOR SAFONAU**

Bu'r Cyngor yn ystyried trefniadau i benodi Aelod Annibynnol o'r Pwyllgor Safonau. Cynigiwyd gan y Cynghorydd Sir Michael Williams ac eiliwyd gan y Cynghorydd Sir Rosemarie Harris ac, yn unfrydol,

**PENDERFYNWYD cymeradwyo'r trefniadau i wneud penodiad i'r Pwyllgor Safonau yn unol ag Atodiad 1 i'r adroddiad.**

**14. PENODIADAU I BWYLLGORAU**

Nododd y Cyngor y penodiadau a wnaed gan grwpiau gwleidyddol ers y cyfarfod diwethaf a gymeradwywyd gan y Swyddog Monitro o dan awdurdod dirprwyedig:

Penodwyd y Cynghorydd Sir Graham Breeze i'r Pwyllgor Cyflogaeth ac Apêl yn lle'r Cynghorydd Sir Phil Pritchard gan y Grŵp Annibynnol.

Penodwyd y Cynghorydd Sir Michael J Jones i Bwyllgor Craffu'r Economi, Preswylwyr a Chymunedau yn lle'r Cynghorydd Sir Phil Pritchard gan y Grŵp Annibynnol.

Penodwyd y Cynghorydd Sir Edwin Roderick i'r Pwyllgor Craffu Iechyd a Gofal yn lle'r Cynghorydd Sir Phil Pritchard gan y Grŵp Annibynnol.

Penodwyd y Cynghorydd Sir David Evans i'r Pwyllgor Trwyddedu yn lle'r Cynghorydd Sir Phil Pritchard gan y Grŵp Annibynnol.

**15. RHYBUDD O GYNNIG – COEDWIGO CYFRIFOL – DULL DI-GYMRYD-MANTAIS A CHYNALIADWY**

Cadeiriwyd yr eitem hon gan yr Is-gadeirydd y Cynghorydd Sir Gareth Ratcliffe.

Atgoffodd y Swyddog Monitro'r Cyngor fod y Pwyllgor Safonau wedi caniatáu goddefeb ar gyfer Aelodau gyda budd wedi'i ddatgan, i siarad ond nid pleidleisio ar yr eitem hon. Fe wnaeth yr aelodau canlynol ddatgan budd: Y Cynghorwyr Sir R Powell, D Price, L Corfield, Stephen Hayes, G Jones, A Davies, J Wilkinson, MJ Jones, A Jones, W Powell, E Roderick, P Lewis, R Harris, D Thomas, D Evans, K Curry, R Williams, K Silk, E Vaughan, E Jones, K Laurie-Parry, D Davies, G Pugh, J Morris, K Lewis, J Berriman, D Jones-Poston, D Rowlands, J Jones, B Davies, G Thomas ac L George.

Bu'r Cyngor yn trafod y cynnig a gynigiwyd gan y Cynghorydd Sir Elwyn Vaughan ac a eiliwyd gan y Cynghorydd Sir Bryn Davies:

Bod y Cyngor yn lleisio ei bryder bod cwmnïau aml-wladol yn prynu ffermydd teuluol ym Mhowys a'r ardal ehangach i'r pwrpas o greu 'credydau carbon' i'w gwerthu i gwmnïau sy'n llygru er mwyn gallu cyrraedd eu targedau gwrthbwysu carbon.

Er yn derbyn bod plannu coed ar raddfa fawr yn cael ei gydnabod fel un ffordd o wrthsefyll newid hinsawdd, mae'r Cyngor yn gresynu bod gwrthbwysu carbon yn caniatáu i'r cwmnïau hyn, sy'n gollwng lefelau uchel o garbon, barhau i ymddwyn mor anghynaliadwy.

Hefyd, noda'r Cyngor fod cwmnïau aml-wladol eisoes wedi hawlio dros £1.3m mewn cyllid gan Lywodraeth Cymru drwy gronfa Creu Coetir Glastir sy'n golygu bod trethdalwyr Cymru'n cyfrannu'n ariannol at raglenni gwrthbwysu carbon cwmnïau o'r tu allan i Gymru.

Mae'r Cyngor o blaid yr egwyddor o goedwigo cyfrifol ond yn credu bod yn rhaid i hyn ddigwydd drwy ymgynghori â chymunedau lleol ac na ddylai gael effaith andwyol ar gyflogaeth a diwylliant lleol a hyfywedd cymunedau lleol.

Mae'r Cyngor yn galw ar Lywodraeth Cymru:

- I sicrhau nad yw trethdalwyr Cymru'n cyfrannu'n ariannol i goffrau cwmnïau aml-wladol sy'n prynu ffermydd teuluol i blannu coed er mwyn creu 'credydu carbon' ar gyfer eu gwerthu i gwmnïau sy'n llygru er mwyn gallu cyrraedd eu targedau gwrthbwysu carbon.
- I gyflwyno deddfwriaeth cynllunio datblygu fel bod awdurdodau cynllunio lleol fel Powys yn gallu rheoli prosiectau coedwigo, a phenderfynu ar uchafswm y gyfran o dir ar unrhyw fferm y gellir ei ddefnyddio ar gyfer coedwigo heb fod angen caniatâd cynllunio.
- I ddarparu ei gynlluniau coedwigo drwy sefydlu cwmni hyd-braich cyhoeddus i reoli coedwigaeth Cymru a helpu i gyrraedd targedau lleihau carbon Llywodraeth Cymru.

Mae'r Cyngor yn cydnabod barn ymgyrchwyr amgylcheddol nad yw plannu coed yn ateb dros nos i newid hinsawdd ac yn cytuno mai dim ond drwy brysuro i leihau llosgi tanwyddau ffosil y gallwn atal y cynnydd parhaus a brawychus mewn tymheredd ar draws y byd.

Fel y cynigydd, dywedodd y Cynghorydd Sir Elwyn Vaughan nad oedd yn erbyn plannu coed ond yn gwrthwynebu 'gwyrdgalchu' gan gwmnïau corfforaethol mawr a cholli tir ffermio i fentrau 'un cnwd'. Dywedodd eilydd y cynnig, y Cynghorydd Sir Bryn Davies, fod taliadau oedd wedi eu bwriadu i gefnogi busnesau gwledig a chynhyrchu bwyd yn lleol yn cael eu cymryd gan gwmnïau aml-wladol o dramor er mwyn cymryd mantais ar dir ym Mhowys. Lleisiodd nifer o siaradwyr bryder y byddai pwyntiau bwled dau a thri'n rhy feichus. Dywedodd y cynigydd a'r eilydd eu bod yn barod i dynnu pwynt bwled tri'n ôl ond nid pwynt bwled dau. Pleidleisiodd y Cyngor ar y cynnig diwygiedig ac o 22 pleidlais i 2 gydag 1 yn ymatal

**PENDERFYNWYD** bod y Cyngor yn lleisio ei bryder bod cwmnïau aml-wladol yn prynu ffermydd teuluol ym Mhowys a'r ardal ehangach i blannu coed i'r pwrpas o greu 'credydu carbon' ar gyfer eu gwerthu i gwmnïau sy'n llygru er mwyn cyrraedd eu targedau gwrthbwysu carbon.

Er yn derbyn bod plannu coed ar raddfa fawr yn cael ei gydnabod fel un ffordd o wrthsefyll newid hinsawdd, mae'r Cyngor yn gresynu bod gwrthbwysu carbon yn caniatáu i'r

cwmnïau hyn, sy'n gollwng lefelau uchel o garbon, barhau i ymddwyn mor anghynaliadwy.

Hefyd, noda'r Cyngor fod cwmnïau amlwladol eisoes wedi hawlio dros £1.3m mewn cyllid gan Lywodraeth Cymru drwy gronfa Creu Coetir Glastir sy'n golygu bod trethdalwyr Cymru'n cyfrannu'n ariannol at raglenni gwrthbwysu carbon cwmnïau o'r tu allan i Gymru.

Mae'r Cyngor o blaid yr egwyddor o goedwigo cyfrifol ond yn credu bod yn rhaid i hyn ddigwydd drwy ymgynghori â chymunedau lleol ac na ddylai gael effaith andwyol ar gyflogaeth a diwylliant lleol a hyfywedd cymunedau lleol.

Mae'r Cyngor yn galw ar Lywodraeth Cymru:

- I sicrhau nad yw trethdalwyr Cymru'n cyfrannu'n ariannol i goffrau cwmnïau aml-wladol sy'n prynu ffermydd i blannu coed er mwyn creu 'credydau carbon' ar gyfer eu gwerthu i gwmnïau sy'n llygru er mwyn gallu cyrraedd eu targedau gwrthbwysu carbon.
- I gyflwyno deddfwriaeth cynllunio datblygu fel bod awdurdodau cynllunio lleol fel Powys yn gallu rheoli prosiectau coedwigo, a phenderfynu ar uchafswm y gyfran o dir ar unrhyw fferm y gellir ei ddefnyddio ar gyfer coedwigo heb fod angen caniatâd cynllunio.

Mae'r Cyngor yn cydnabod barn ymgyrchwyr amgylcheddol nad yw plannu coed yn ateb dros nos i newid hinsawdd ac yn cytuno mai dim ond drwy brysuru i leihau llosgi tanwyddau ffosil y gallwn atal y cynnydd parhaus a brawychus mewn tymheredd ar draws y byd.

Gadawodd y Cynghorwyr Sir A Jenner, G Breeze, L Fitzpatrick a B Davies am 15.45pm.

Gadawodd y Cynghorydd Sir L Skilton am 15.58pm.

Daeth y Cynghorydd Sir G Thomas yn ôl i'r Gadair.

## 16. RHYBUDD O GYNNIG – TLODI TANWYDD

Bu'r Cyngor yn ystyried y cynnig canlynol a gynigiwyd gan y Cynghorydd Sir Matthew Dorrance ac a eiliwyd gan y Cynghorydd Sir Sandra Davies:

Noda'r Cyngor hwn fod ei Aseiad Lles ei hun yn 2017 yn cofnodi bod tua 9,500 o aelwydydd ym Mhowys (17%) mewn tloidi tanwydd.

Noda'r Cyngor hwn yr ymchwil a wnaed gan y corff polisi *Resolution Foundation* sy'n darogan y bydd nifer yr aelwydydd yn y DU sy'n dioddef o 'straen tanwydd' – rhai sy'n gwario o leiaf 10% o gyllideb y teulu ar filiau ynni – yn treblu i 6.3m pan ddaw'r cap newydd ar brisiau ynni i rym ar 1 Ebrill 2022.

Mae'r Cyngor yn cytuno â'r arbenigwr ariannol Martin Lewis o *'Money Saving Expert'* nad yw'n ormod dweud y bydd rhai pobl yn y wlad yn gorfod dewis rhwng gwresogi a bwyta erbyn mis Ebrill.

Mae'r Cyngor hwn yn nodi a chroesawu Cynllun Cymorth Tanwydd Gaeaf Llywodraeth Cymru a wnaeth daliad untro'n unig o £200 i aelwydydd cymwys tuag at dalu biliau tanwydd dros y gaeaf.

Mae'r Cyngor hwn yn galw ar Lywodraeth y DU a'n Haelodau Seneddol lleol i roi'r gorau i'r oedi gyda mynd i'r afael â'r argyfwng costau byw sy'n wynebu teuluoedd Powys a gweithredu'n syth a sylweddol i gefnogi aelwydydd sy'n cael trafferth ymdopi â'r cynnydd siarp diweddar mewn costau ynni ynghyd â'r cynnydd sydd eto i ddod yn yr wythnosau a'r misoedd nesaf.

Mae'r Cyngor hwn yn galw ar Lywodraeth y DU i weithredu ar unwaith i gefnogi teuluoedd Powys drwy, o leiaf: gwneud i ffwrdd â TAW ar filiau ynni am flwyddyn o leiaf; cynyddu'r Disgownt Cartrefi Cynnes o £140 i £400 y flwyddyn ac ehangu nifer yr aelwydydd sy'n gymwys i'w dderbyn i 9.3 miliwn; a chyflwyno cynnydd am flwyddyn gyfan yn nhreth gorfforaethol cynhyrchwyr nwy ac olew Môr y Gogledd er mwyn sicrhau treth ffawd-elw o £1.2 biliwn ar eu helw o'r cynnydd mewn prisiau, er mwyn helpu i leihau biliau ynni.

Fel y cynigydd, roedd y Cynghorydd Sir Matthew Dorrance yn nodi'r pwysau yr oedd teuluoedd Powys o danynt oherwydd yr argyfwng costau byw ac mai Llywodraeth y DU oedd â'r rhan fwyaf o'r pŵer i ddelio â'r broblem. Dywedodd y Cynghorydd Sir Sandra Davies mai'r bobl leiaf cyfoethog oedd yn cael eu taro fwyaf gan y TAW ar filiau ynni. O 26 pleidlais i 21 gyda 5 yn ymatal

## **PENDERFYNWYD**

**Bod y Cyngor hwn yn nodi bod ei Asesiad Lles ei hun yn 2017 yn cofnodi bod tua 9,500 o aelwydydd ym Mhowys (17%) mewn tloedi tanwydd.**

**Bod y Cyngor hwn yn nodi'r ymchwil a wnaed gan y corff polisi Resolution Foundation sy'n darogan y bydd nifer yr aelwydydd yn y DU sy'n dioddef o 'straen tanwydd' – rhai sy'n gwario o leiaf 10% o gyllideb y teulu ar filiau ynni – yn treblu i 6.3m pan ddaw'r cap newydd ar brisiau ynni i rym ar 1 Ebrill 2022.**

**Bod y Cyngor hwn yn cytuno â'r arbenigwr ariannol Martin Lewis o *'Money Saving Expert'* nad yw'n ormod dweud y bydd rhai pobl yn y wlad yn gorfod dewis rhwng gwresogi a bwyta erbyn mis Ebrill.**

**Bod y Cyngor hwn yn nodi a chroesawu Cynllun Cymorth Tanwydd Gaeaf Llywodraeth Cymru a dalodd £200 i aelwydydd cymwys fel taliad untro'n unig tuag at dalu biliau tanwydd dros y gaeaf.**

**Bod y Cyngor hwn yn galw ar Lywodraeth y DU a'n Haelodau Seneddol lleol i roi'r gorau i'r oedi gyda mynd i'r afael â'r argyfwng costau byw sy'n wynebu teuluoedd Powys a gweithredu'n syth a sylweddol i gefnogi aelwydydd sy'n cael**

**trafferth ymdopi â'r cynnydd siarp diweddar mewn costau ynni ynghyd â'r cynnydd sydd eto i ddod yn yr wythnosau a'r misoedd nesaf.**

**Bod y Cyngor hwn yn galw ar Lywodraeth y DU i weithredu ar unwaith i gefnogi teuluoedd Powys drwy, o leiaf: gwneud i ffwrdd â TAW ar filiau ynni am flwyddyn o leiaf; cynyddu'r Disgownt Cartrefi Cynnes o £140 i £400 y flwyddyn ac ehangu nifer yr aelwydydd sy'n gymwys i'w dderbyn i 9.3 miliwn; a chyflwyno cynnydd blwyddyn am flwyddyn gyfan yn nhreth gorfforaethol cynhyrchwyr nwy ac olew Môr y Gogledd i sicrhau treth ffawd-elw o £1.2 biliwn ar eu helw o'r cynnydd mewn prisiau, er mwyn helpu i leihau biliau ynni.**

#### **17. RHYBUDD O GYNNIG – DEDDF LLUOEDD ARFOG 2021**

Fe wnaeth y Cyngorwyr A Jenner, C Mills, D Price, G Ratcliffe, I McIntosh, S Davies, J Jones, G Pugh, P Davies, A Jones, K Roberts-Jones, R Harris a J Pugh ddatgan budd yn yr eitem hon.

Bu'r Cyngor yn trafod y cynnig canlynol a gynigiwyd gan y Cyngorydd Sir Matthew Dorrance ac a eiliwyd gan y Cyngorydd Sir David Meredith:

Mae'r Cyngor hwn:

- Yn sefyll yn gadarn y tu ôl i Lluoedd Arfog y DU ac yn llwyr gefnogi amcanion Cyfamod y Lluoedd Arfog.
- Yn croesawu Deddf newydd y Lluoedd Arfog ond yn gweld y ddeddfwriaeth fel cyfle a gollwyd i wella bywydau cyn-filwyr ym Mhowys.
- Yn nodi gyda siom fod y Ddeddf, sy'n ei gwneud yn gyfreithiol ofynnol i Gyngor Sir Powys a chyrrff cyhoeddus lleol roi "sylw dyledus" i'r Cyfamod wrth roi cymorth i gymunedau'r Lluoedd Arfog, yn eithrio'r llywodraeth ganolog o'r ddyletswydd hon gan greu Cyfamod 'dwy haen' i gyn-filwyr.
- Yn nodi gyda siom bellach fod Aelodau Seneddol Ceidwadol wedi pleidleisio yn erbyn cynigion Llafur, oedd wedi eu cefnogi gan y Lleng Brydeinig Frenhinol a chyn-benaethiaid y Lluoedd, i wreiddio'r Cyfamod yn llawn mewn cyfraith gan wella llety, cymorth cyflogaeth a phensiynau i'r Lluoedd Arfog a rhoi diwedd ar sgandal y ffioedd fisa ar gyfer personél Gyrcas a'r Gymanwlad.
- Yn penderfynu parhau i ymgyrchu ag elusennau'r Lluoedd Arfog i gael Llywodraeth y DU i gryfhau'r Cyfamod a gwella gwasanaethau hanfodol i gyn-filwyr.

Dywedodd y cynigydd, y Cyngorydd Sir Matthew Dorrance, fod y Ddeddf yn rhoi cyfrifoldebau ar awdurdodau lleol ond nid ar lywodraeth. Roedd yn croesawu'r amlygrwydd yr oedd yr Arweinydd, yn ei rôl fel Pencampwr y Lluoedd Arfog, yn ei roi i Gyfamod y Lluoedd Arfog. Dywedodd, ers cyflwyno'r cynnig, nad oedd yn rhaid i bersonél Gyrcas a'r Gymanwlad dalu'r ffioedd fisa mwyach ond bod eu dibynyddion yn dal i orfod gwneud. Siaradodd eilydd y cynnig, y Cyngorydd Sir David Meredith, am y manteision aruthrol yr oedd y gymuned Nepali a'r Gyrcas wedi eu cyfrannu i Aberhonddu. Siaradodd aelodau eraill o blaid y cynnig. Nodwyd bod Fay Jones, AS dros Aberhonddu a Sir Faesyfed, wedi bod yn

flaenllaw gyda sefydlu Comisiynydd Cyn-filwyr ar gyfer Cymru, gyda'r Cynol James Phillips wedi'i benodi i'r rôl ar 1 Mawrth.

## **PENDERFYNWYD**

**Bod y Cyngor hwn:**

- Yn sefyll yn gadarn y tu ôl i Lluoedd Arfog y DU ac yn llwyr gefnogi amcanion Cyfamod y Lluoedd Arfog.
- Yn croesawu Deddf newydd y Lluoedd Arfog ond yn gweld y ddeddfwriaeth fel cyfle a gollwyd i wella bywydau cyn-filwyr ym Mhowys.
- Yn nodi gyda siom fod y Ddeddf, sy'n ei gwneud yn gyfreithiol ofynnol i Gyngor Sir Powys a chyrrff cyhoeddus lleol roi "sylw dyledus" i'r Cyfamod wrth roi cymorth i gymunedau'r Lluoedd Arfog, yn eithrio'r llywodraeth ganolog o'r ddyletsydd hon gan greu Cyfamod 'dwy haen' i gyn-filwyr.
- Yn nodi gyda siom bellach fod Aelodau Seneddol Ceidwadol wedi pleidleisio yn erbyn cynigion Llafur, oedd wedi eu cefnogi gan y Llenng Brydeinig Frenhinol a chyn-benaethiaid y Lluoedd, i wreiddio'r Cyfamod yn llawn mewn cyfraith gan wella llety, cymorth cyflogaeth a phensiynau i'r Lluoedd Arfog a rhoi diwedd ar sgandal y ffioedd fisa ar gyfer personél Gyrcas a'r Gymanwlad.
- Yn penderfynu parhau i ymgyrchu ag elusennau'r Lluoedd Arfog i gael llywodraeth y DU i gryfhau'r Cyfamod a gwella gwasanaethau hanfodol i gyn-filwyr.

## **18. RHYBUDD O GYNNIG – TRAWSNEWID YSGOLION**

Fe wnaeth y Cynghorwyr Sir B Baynham a D Price ddatgan budd yn yr eitem hon.

Bu'r Cyngor yn trafod y cynnig canlynol a gynigiwyd gan y Cynghorydd Sir James Gibson-Watt ac a eiliwyd gan y Cynghorydd Sir Jake Berriman:

Noda'r Cyngor:

1. Ffocws Estyn ar bryderon ynghylch perfformiad yr Awdurdod gyda darparu ar gyfer Ysgolion Uwchradd Powys yn ei adroddiad yn 2019.
2. Y sesiynau ymgynghori a briffio a gynhaliwyd cyn Chwefror 2020 i sefydlu'r rhaglen trawsnewid ysgolion bresennol.
3. Y cyflwyniad gan Bennaeth Ysgol Dolgellau fel rhan o'r gynhadledd ymgynghori ar drawsnewid ar fanteision ysgolion clwstwr mewn ardaloedd gwledig.
4. Y newidiadau mawr i'r ffordd y bu'n rhaid i ysgolion weithio yn ystod pandemig Covid.
5. Y sylwadau diweddar a wnaed mewn Cyfarfod Briffio Aelodau ar Drawsnewid Ysgolion gan Bennaeth Ysgol Uwchradd Pob Oed ym Mhowys a ddywedodd, er bod yr ysgol pob oed yn gweithio, ei bod yn drueni na allai fod wedi ehangu'r manteision drwy gynnwys holl ysgolion cynradd y clwstwr.



6. Bod y Cyngor ar fin cychwyn datblygu Cynllun Datblygu Lleol newydd oherwydd bod yr un presennol wedi methu â chyflwyno'r nifer ddisgwyliedig o eiddo mewn ardaloedd trefol.

Mae'r Cyngor o'r farn:

1. Mai rhaglenni trawsnewid llwyddiannus yw rhai sy'n pwysu a mesur eu cyfeiriad os oes unrhyw newidiadau cymdeithasol neu fusnes mawr a allai newid y dull arfaethedig o ddarparu gwasanaeth.
2. Bod pandemig Covid wedi cyflwyno newid mor sylfaenol a bod ei effaith ar y farchnad dai ym Mhowys ond yn dechrau dod yn amlwg, ynghyd â'r effaith ddemograffig yn sgîl hynny.
3. Bod y cydweithio agos rhwng clystyrau ysgolion dros y 24 mis diwethaf yn golygu bod rhannau helaeth o'r seiliau dros newid sy'n ategu'r rhaglen drawsnewid bresennol, yn enwedig yng nghyswllt darparu'r cwricwlwm newydd, efallai wedi cael eu disodli gan newidiadau i ffyrdd o weithio ar y ddaear.
4. Nad yw'r model ysgolion clwstrw a amlinellwyd yn y gynhadledd drawsnewid, a dderbyniodd gefnogaeth drawsbleidiol fel sail dros newid, wedi cael ei brofi'n iawn fel ffordd ymlaen mewn unrhyw un o'r cynigion trawsnewid presennol fel y gallai fod y Cyngor yn agored i Adolygiad Barnwrol o dan bolisi Ysgolion Gwledig Llywodraeth Cymru yn y Cod Trefniadaeth Ysgolion.
5. Y gallai'r Cabinet, yn niffyg y wybodaeth yma, fod wedi gwneud penderfyniadau y gallent o gael eu briffio ymhellach fod eisiau eu hailystyried.

Mae'r Cyngor felly'n gofyn i'r Cabinet

1. Gohirio, am flwyddyn, y broses o weithredu'r holl gynigion presennol i gau ysgolion a gymeradwywyd gan y Cabinet dros y 18 mis diwethaf.
2. Gofyn i'r tîm trawsnewid gynnal adolygiad cynhwysfawr o'r tybiaethau sy'n ategu'r rhaglen o ran newidiadau i ffyrdd o weithio mewn clystyrau yn ystod pandemig Covid-19.
3. Gofyn i'r tîm trawsnewid gynnal adolygiad cynhwysfawr o'r model ysgolion clwstrw a gynigiwyd yn y gynhadledd drawsnewid, fydd yn cynorthwyo i ddatblygu darpariaeth uwchradd ac ôl-19, ond sydd heb ei ystyried mewn unrhyw un o'r cynigion yn dilyn hynny.
4. Am i'r ddau adroddiad gael eu cyhoeddi cyn diwedd tymor yr haf i fod ar gael i'w trafod gan y Cyngor llawn i'w craffu cyn i unrhyw benderfyniadau a wnaed eisoes naill ai gael eu hail-gadarnhau neu eu rhoi heibio yn ystod tymor yr hydref 2022, i'w gweithredu ddiwedd y flwyddyn academaidd.

Roedd y cynigydd, y Cynghorydd Sir James Gibson-Watt, yn dadlau mai'r model ysgolion clwstrw oedd yr un a ddylai gael ei ddewis ac y dangoswyd iddo fod wedi gweithio'n dda yn ystod y pandemig. Lleisiodd y Cynghorydd Sir Jake Berriman, a eiliodd y cynnig, ei siom fod y rhaglen trawsnewid ysgolion yn canolbwyntio ar ysgolion cynradd unigol yn hytrach na dalgylchoedd uwchradd. Galwodd am ohirio cau'r ysgolion a dderbyniodd rybudd i gau'n ddiweddar.

Gadawodd y Cynghorydd Sir G Ratcliffe am 16.52pm.

Atgoffodd Daliwr y Portffolio Addysg ac Eiddo'r Cyngor fod adroddiad Estyn wedi nodi bod cynnydd cryf yn cael ei wneud gyda gweithredu eu hargymhellion blaenorol, ac a oedd yn cymeradwyo'r rhaglen trawsnewid ysgolion. Gofynnodd yr aelodau am y cwricwlwm newydd ac a oedd yn bosib ei ddarparu mewn

ysgolion bach. Dywedodd y Cyfarwyddwr Addysg na ddylid diystyru'r llwyth gwaith a fyddai gan ysgolion yn darparu'r cwricwlwm newydd. Roedd yn poeni y byddai gohirio'r rhaglen trawsnewid ysgolion yn atal y cynnydd da sy'n cael ei wneud ac a oedd wedi'i gydnabod gan Estyn.

Roedd y bleidlais ar y cynnig yn gyfartal gyda 24 dros ac yn erbyn ac 1 yn ymatal, ac fe'i collwyd ar bleidlais fwrw'r Cadeirydd.

## 19. RHYBUDD O GYNNIG BRYS

Cytunodd y Cadeirydd y gallai'r rhybudd o gynnig brys canlynol a gynigiwyd gan y Cynghorydd Sir John Morris, ac a eiliwyd gan y Cynghorydd Sir Elwyn Vaughan, gael ei ystyried.

1. Bod Cyngor Sir Powys yn condemnio gweithredoedd Rwsia'n ymosod ar Wcráin ac yn gwneud popeth yn ei allu i gefnogi Wcráin a'i phobl.
2. Bod y Cyngor yn gofyn i Bwyllgor Pensiynau a Buddsoddi Powys a Phartneriaeth Pensiwn Cymru ystyried dadfuddsoddi unrhyw gysylltiad ariannol neu fuddsoddiad mewn cwmnïau o Rwsia.
3. Bod pob ymdrech yn cael ei wneud cyn gynted â phosib i ymchwilio i, a pheidio â phrynu, unrhyw nwyddau a gwasanaethau i'r Cyngor sy'n gysylltiedig â chwmnïau o Rwsia a phopeth yn cael ei wneud i gefnogi Wcráin a'i phobl.

Dywedodd y Cynghorydd Sir Peter Lewis, Cadeirydd y Pwyllgor Pensiynau a Buddsoddi, fod Partneriaeth Pensiwn Cymru wedi cyfarfod y diwrnod cynt ac wedi cytuno i ddadfuddsoddi gydag unrhyw gwmnïau o Rwsia cyn gynted ag y bo'n ymarferol bosib. Cytunodd cynigydd ac eilydd y cynnig i roi'r geiriau "Arlywydd Putin a lluoedd arfog Rwsia" yn lle "Rwsia" ym mhwynt 1. Yn unfrydol,

### **PENDERFYNWYD**

1. **Bod Cyngor Sir Powys yn condemnio gweithredoedd yr Arlywydd Putin a lluoedd arfog Rwsia'n ymosod ar Wcráin ac yn gwneud popeth yn ei allu i gefnogi Wcráin a'i phobl.**
2. **Bod y Cyngor yn gofyn i Bwyllgor Pensiynau a Buddsoddi Powys a Phartneriaeth Pensiwn Cymru ystyried dadfuddsoddi unrhyw gysylltiad ariannol neu fuddsoddiad mewn cwmnïau o Rwsia.**
3. **Bod pob ymdrech yn cael ei wneud cyn gynted â phosib i ymchwilio i, a pheidio â phrynu, unrhyw nwyddau a gwasanaethau i'r Cyngor sy'n gysylltiedig â chwmnïau o Rwsia a phopeth yn cael ei wneud i gefnogi Wcráin a'i phobl.**

Cytunodd y Cadeirydd i anfon llythyr yn dymuno'n dda i'r Cynghorydd Sir Martin Weale. Diolchwyd i'r Cadeirydd am y ffordd iddo gadeirio'r Cyngor.

**Y Cynghorydd Sir R G Thomas (Cadeirydd)**

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNCIL CHAMBER COUNTY HALL, LLANDRINDOD WELLS AND BY ZOOM ON THURSDAY, 26 MAY 2022**

PRESENT

County Councillors B Baynham, D Bebb, M Beecham, S J Beecham, B Breeze, G Breeze, J Berriman, L Brighthouse, A Cartwright, J Charlton, R Church, T Colbert, S Cox, A W Davies, A Davies, B Davies, B Davies, S C Davies, M J Dorrance, D Edwards, J Ewing, L George, J Gibson-Watt, K Healy, H Hulme, P James, A Jenner, A Jones, E A Jones, E Jones, G D Jones, G E Jones, J R Jones, A Kennerley, C Kenyon-Wade, P Lewington, K Lewis, W Lloyd, I McIntosh, S McNicholas, DW Meredith, C Johnson-Wood, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, G Pugh, J Pugh, G W Ratcliffe, L Rijnenberg, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, RG Thomas, J Thorp, E Vaughan, C Walsh, J Wilkinson, A Williams, D H Williams, J M Williams and S L Williams

<b>1.</b>	<b>ELECTION OF CHAIR</b>
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The outgoing Chair, County Councillor Gwynfor Thomas, welcomed new and returning members following the elections. He expressed best wishes to the Caereinion High School community following a recent accident and his thanks to the services who had responded. He advised that he had made donations of £9,000 from the Chair's Fund to the DPJ Foundation, Welshpool foodbank, the Friends of the Robert Jones and Agnes Hunt Hospital Oswestry and YFCs in Powys.

Members paid tribute to Councillor Gwynfor Thomas for the way he had led the Council over the last 18 months.

Councillor Thomas presented Councillor Beverley Baynham with her past Chair's badge to mark her term as Chair.

County Councillor Gareth Ratcliffe was nominated by County Councillor Susan McNicholas and seconded by County Councillor William Powell. It was unanimously

**RESOLVED that County Councillor Gareth Ratcliffe be elected Chair for the ensuing year.**

Councillor Ratcliffe presented Councillor Thomas with his past Chair's badge to mark his term as Chair. Councillor Ratcliffe welcomed new members to the Council and thanked members who had not returned for their service to their communities. He advised that his priorities for the year would be mental health as the country came out of the pandemic, making a difference for those living with dementia and partnership with the third sector and health.

<b>2.</b>	<b>ELECTION OF VICE-CHAIR</b>
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County Councillor Beverley Baynham was nominated by County Councillor Ange Williams and seconded by County Councillor Pete Roberts and it was unanimously

**RESOLVED that County Councillor Beverley Baynham be elected Vice-Chair for the ensuing year.**

<b>3. ELECTION OF ASSISTANT VICE-CHAIR</b>
--------------------------------------------

County Councillor Jonathan Wilkinson was nominated by County Councillor Aled Davies and seconded by County Councillor Gwynfor Thomas and it was unanimously

**RESOLVED to elect County Councillor Jonathan Wilkinson as Assistant Vice-Chair for the ensuing year.**

<b>4. APOLOGIES</b>
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Apologies for absence were received from County Councillor Ian Harrison. County Councillors Jake Berriman, Anita Cartwright, Bryn Davies, Gary Mitchell and Michael Williams were attending remotely.

<b>5. DECLARATIONS OF INTEREST</b>
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The Monitoring Officer advised that all members had a personal but non-prejudicial interest in item 10 Members' Salaries, Allowances and Expenses but that there was an exemption in the Members' Code of Conduct which allowed Members to speak and vote on this item.

<b>6. RETURNING OFFICER'S REPORT - ELECTION OF COUNTY COUNCILLORS</b>
-----------------------------------------------------------------------

Council received the report of the Returning Officer setting out details of the Councillors elected on 5<sup>th</sup> May 2022. The Chief Executive congratulated everyone elected and thanked the Elections team and everyone who had assisted in the running of the elections.

**RESOLVED that the details of Councillors elected on 5<sup>th</sup> May 2022 be noted.**

<b>7. ELECTION OF LEADER</b>
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County Councillor James Gibson-Watt was nominated by County Councillor Matthew Dorrance and seconded by County Councillor Gareth Morgan. By 56 votes to 1 with 8 abstentions it was

**RESOLVED that County Councillor James Gibson-Watt be elected as the Leader of Powys County Council.**

<b>8. LEADER'S ANNOUNCEMENTS</b>
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County Councillor Gibson-Watt thanked Members for placing their trust in him. He thanked the outgoing administration under Rosemarie Harris for their work undertaken during the difficult circumstances of the pandemic. He also thanked staff who had provided services throughout the pandemic. He referred to the Progressive Partnership Agreement which had been sent to all Members and which set out the direction of travel for the incoming administration. He advised that the Cabinet would work in a collaborative way, seeking to involve all members of Council. He invited group leaders to nominate a member to a working group to review and refresh the Corporate Plan.

Councillor Gibson-Watt advised that the members of his Cabinet would be:

County Councillor Matthew Dorrance, Deputy Leader and Cabinet Member for a Fairer Powys

County Councillor David Selby, Cabinet Member for a More Prosperous Powys

County Councillor David Thomas, Cabinet Member for Finance and Corporate Transformation

County Councillor Sian Cox, Cabinet Member for a Caring Powys

County Councillor Richard Church, Cabinet for a Safer Powys

County Councillor Pete Roberts, Cabinet Member for a Learning Powys

County Councillor Jackie Charlton, Cabinet Member for a Greener Powys  
County Councillor Sandra Davies and County Councillor Susan McNicholas, Cabinet Member for Future Generations (Shared post)

County Councillor Jake Berriman, Cabinet Member for a Connected Powys.

County Councillor Aled Davies, the Leader of the Conservative group, congratulated Councillor Gibson-Watt on his election as Leader and said that he would look to provide positive opposition. He paid tribute to Rosemarie Harris and the colleagues he had served with on the outgoing Cabinet.

County Councillor Elwyn Vaughan, the Leader of the Plaid Cymru group congratulated Councillor Gibson-Watt. He said he would support the Cabinet in strengthening the Welsh language and would be reminding them of the commitments made on Council Tax.

<b>9. ALLOCATIONS, ELECTIONS AND APPOINTMENTS REQUIRED TO BE MADE AT THE ANNUAL MEETING OF THE COUNCIL</b>
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Council considered the report of the Head of Legal and Democratic Services on the allocations and appointments to be made to committees and outside bodies.

**Politically Balanced Appointments to Council Committees**

**Appointments to the Standards Committee**

It was proposed by County Councillor Aled Davies and seconded by County Councillor William Powell and

**RESOLVED**

- (i) To appoint County Councillor Matt Beecham Welsh Liberal Democrats, County Councillor Iain McIntosh Welsh Conservatives, County Councillor Liz Rijnenberg Welsh Labour.**
- (ii) To authorise the Monitoring Officer to make the fourth appointment in accordance with nominations received from the relevant Group Leader and to notify Council.**

**Appointment of Co-Opted Members to the Learning and Skills Scrutiny Committee**

It was proposed by County Councillor Ange Williams and seconded by County Councillor Aled Davies and

**RESOLVED**

- (i) To make appointments of Co-Opted Representatives to the Learning and Skills Scrutiny Committee for a period of four years to May 2026 as set out in paragraph 5.7 of the report.**
- (ii) To authorise the Monitoring Officer to make appointments in accordance with nominations received from the Roman Catholic Church diocese representative.**

**Appointment of Co-Opted Members to the Governance and Audit Committee.**

Council noted that following the appointment of Gareth Hall and Lynne Hamilton as Lay Members of the Governance and Audit Committee at the last meeting on 3<sup>rd</sup> March, Mr John Brautigam had been appointed for a final term as the third Lay Member.

**Politically Balanced Appointments to Council Committees**

It was proposed by County Councillor Sandra Davies and seconded by County Councillor Pete Roberts and

**RESOLVED to approve the allocation of seats on Council Committees to the different Political Groups in accordance with Page 3 of Appendix 3 of the report.**

It was proposed by County Councillor Michael Williams and seconded by County Councillor Edwin Roderick and

**RESOLVED to authorise the Monitoring Officer to make appointments in accordance with nominations received from the relevant Group Leaders and to notify Council.**

### **Appointment of Chairs of Scrutiny Committees**

It was proposed by County Councillor Huw Williams and seconded by County Councillor Gareth Jones

#### **RESOLVED**

- (i) to appoint County Councillor Angela Davies as Chair of the Economy, Residents and Communities Scrutiny Committee and County Councillor Amanda Jenner as Chair of the Health and Care Scrutiny Committee;**
- (ii) to authorise the Monitoring Officer to make appointments in accordance with nominations received from the relevant Group Leaders and to notify Council.**

### **Appointment of Chairs to the Democratic Services Committee**

It was proposed by County Councillor Karl Lewis and seconded by County Councillor Edwin Roderick and

**RESOLVED that County Councillor Elwyn Vaughan be appointed as Chair of the Democratic Services Committee.**

### **Politically Balanced Appointments to Relevant Outside Bodies**

#### **Brecon Beacons National Park Authority (BBNPA)**

It was proposed by County Councillor Karl Lewis and seconded by County Councillor Michael Williams and

#### **RESOLVED**

- (i) to make appointments to the Brecon Beacons National Park Authority in accordance with the nominations of the political groups as set out below:  
Welsh Liberal Democrats: County Councillors Gareth Ratcliffe and William Powell  
Independent Group: County Councillor Edwin Roderick  
Welsh Conservatives: County Councillor Iain McIntosh  
Welsh Labour: County Councillor Huw Williams**
- (ii) to authorise the Monitoring Officer to make appointments in accordance with nominations received from the relevant Group Leaders and to notify Council.**

#### **Mid and West Wales Fire and Rescue Authority (MWWFRA)**

Confirmation was awaited from the Clerk to the Authority as to the number and political make-up of the Council's nominees. It was proposed by County Councillor Karl Lewis and seconded by County Councillor Michael Williams and

**RESOLVED to authorise the Monitoring Officer to make appointments in accordance with nominations received from the relevant Group Leaders and to notify Council.**

**Dyfed Powys Police and Crime Panel**

It was moved by County Councillor Karl Lewis and seconded by County Councillor Pete Roberts and

**RESOLVED to appoint County Councillors Les George, Liz Rijnenberg and William Powell to the Dyfed Powys Police and Crime Panel.**

**Welsh Local Government Association (WLGA)**

County Councillors Jackie Charlton, Aled Davies, Matthew Dorrance and James Gibson-Watt were nominated. Following a ballot it was

**RESOLVED to appoint County Councillors Jackie Charlton, Matthew Dorrance and James Gibson-Watt to the Welsh Local Government Association Council.**

**Welsh Local Government Association Executive Board**

County Councillor James Gibson-Watt was nominated by County Councillor Michael Williams and seconded by County Councillor Little Brighthouse.

**RESOLVED that County Councillor James Gibson-Watt be appointed to the WLGA Executive Board.**

**Appointments to Other Outside Bodies and Council Working Groups**

It was moved by County Councillor David Selby and seconded by County Councillor Ange Williams and

**RESOLVED to make the following appointments**

<b>Outside Body/ Council Working Group</b>	<b>Nominee</b>
Powys Community Foundation Grants Panel	County Councillors: David Meredith Edwin Roderick Gary Mitchell Joy Jones Little Brighthouse Angela Davies
Powys Community Health Council	County Councillors: Heulwen Hulme Ange Williams
Brecon University Scholarship	County Councillors:



Fund	Sarah- Jane Beecham Chris Walsh
Llandrindod Wells and Area Twinning Association	County Councillor Josie Ewing
Local Development Working Group	County Councillors: Jeremy Pugh Edwin Roderick Gary Mitchell Karl Lewis Gareth E Jones Corrina Kenyon-Wade
Powys Standing Advisory Committee on Religious Education (SACRE)	County Councillors: Jackie Charlton Michael Williams Ange Williams
Tenants Scrutiny Panel	County Councillors: Huw Williams Michael Williams Adam Kennerley Ange Williams
Theatr Hafren Management Committee	County Councillors: Gareth D Jones Glyn Preston Gwynfor Thomas

### **Wye Navigation Advisory Committee**

It was moved by County Councillor James Gibson-Watt and seconded by County Councillor William Powell and

**RESOLVED to appoint County Councillor Tom Colbert to the Wye Navigation Advisory Committee.**

### **Welsh Books Council**

It was moved by County Councillor William Powell and seconded by County Councillor Karl Lewis and

**RESOLVED to appoint County Councillor Edwin Roderick to the Welsh Books Council.**

<b>10. MEMBERS SALARIES, ALLOWANCES AND EXPENSES</b>
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The Monitoring Officer reminded Members that they had a personal non prejudicial interest in this item but that there was a general exemption under the Code of Conduct.

Council noted the recommendations of the Independent Remuneration Panel for Wales (IRPW) in respect of the amounts to be paid as Basic Salary, Senior

Salary and Civic Salaries. Council was required to approve the number of Senior salary positions which are remunerated and to approve the publication of the Members Schedule of Remuneration 2022/23.

The recommendations in the report were proposed by County Councillor Sandra Davies and seconded by County Councillor Ange Williams and by 51 votes to 2 with 7 abstentions it was

**RESOLVED**

- (i) **To approve the recommendation for the allocation of up to 17 Senior Salaries as detailed in section 4 of the report.**
- (ii) **To approve the publication of the Members' Schedule of Remuneration based on the report.**

<b>11. WHITTON COMMUNITY COUNCIL</b>
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Council was advised that no candidates had come forward to stand for Whitton Community Council at the elections on 5<sup>th</sup> May 2022. Until an election was held on 23<sup>rd</sup> June 2022, it was proposed that the County Councillors for Llangunllo with Norton, Knighton with Beguildy, Old Radnor and Presteigne act as temporary members. It was moved by County Councillor William Powell and seconded by County Councillor Karl Lewis and

**RESOLVED to make the Whitton Community Council (Removal of Difficulty) Order 2022 as set out in Appendix A to the report.**

**County Councillor GW Ratcliffe  
(Chair)**

**COFNODION CYFARFOD Y CYNGOR SIR A GYNHALIWYD YN SIAMBR Y  
CYNGOR, NEUADD Y SIR, LLANDRINDOD A THRWY ZOOM  
DDYDD IAU, 26 MAI 2022**

YN BRESENNOL

Y Cyngorwyr Sir B Baynham, D Bebb, M Beecham, S J Beecham, B Breeze, G Breeze, J Berriman, L Brighouse, A Cartwright, J Charlton, R Church, T Colbert, S Cox, A W Davies, A Davies, B Davies, B Davies, S C Davies, M J Dorrance, D Edwards, J Ewing, L George, J Gibson-Watt, K Healy, H Hulme, P James, A Jenner, A Jones, E A Jones, E Jones, G D Jones, G E Jones, J R Jones, A Kennerley, C Kenyon-Wade, P Lewington, K Lewis, W Lloyd, I McIntosh, S McNicholas, DW Meredith, C Johnson-Wood, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, G Pugh, J Pugh, G W Ratcliffe, L Rijnenberg, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, RG Thomas, J Thorp, E Vaughan, C Walsh, J Wilkinson, A Williams, D H Williams, J M Williams a S L Williams

<b>1. ETHOL CADEIRYDD</b>
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Croesawodd y Cadeirydd sy'n ymadael, y Cynghorydd Sir Gwynfor Thomas, yr aelodau newydd a'r rhai a oedd yn dychwelyd yn dilyn yr etholiadau. Mynegodd ei ddymuniadau gorau i gymuned Ysgol Uwchradd Caereinion yn dilyn damwain ddiweddar yno a'i ddiolch i'r gwasanaethau a ymatebodd. Dywedodd ei fod wedi rhoi rhoddion o £9,000 o Gronfa'r Cadeirydd i Sefydliad DPJ, banc bwyd y Trallwng, Cyfeillion Ysbyty Robert Jones ac Agnes Hunt Croesoswallt a CFfl ym Mhowys.

Cynigiodd yr aelodau deyrnged i'r Cynghorydd Gwynfor Thomas am y ffordd yr oedd wedi arwain y Cyngor dros y 18 mis diwethaf.

Cyflwynodd y Cynghorydd Thomas ei bathodyn cyn-Gadeirydd i'r Cynghorydd Beverley Baynham i nodi ei thymor fel Cadeirydd.

Enwebwyd y Cynghorydd Sir Gareth Ratcliffe gan y Cynghorydd Sir Susan McNicholas ac eiliwyd hynny gan y Cynghorydd Sir William Powell. Yn unfrydol

**PENDERFYNWYD ethol y Cynghorydd Sir Gareth Ratcliffe yn Gadeirydd am y flwyddyn i ddod.**

Cyflwynodd y Cynghorydd Ratcliffe ei fathodyn cyn-Gadeirydd i'r Cynghorydd Thomas i nodi ei dymor fel Cadeirydd. Croesawodd y Cynghorydd Ratcliffe aelodau newydd i'r Cyngor a diolchodd i'r aelodau nad oeddent wedi dychwelyd am eu gwasanaeth i'w cymunedau. Dywedodd mai ei flaenoriaethau am y flwyddyn fyddai iechyd meddwl wrth i'r wlad ddod allan o'r pandemig, gwneud gwahaniaeth i'r rhai sy'n byw gyda dementia a phartneriaeth gyda'r trydydd sector ac iechyd.

**2. ETHOL IS-GADEIRYDD**

Enwebwyd y Cynghorydd Sir Beverley Baynham gan y Cynghorydd Sir Ange Williams ac eiliwyd hynny gan y Cynghorydd Sir Pete Roberts ac yn unfrydol

**PENDERFYNWYD ethol y Cynghorydd Sir Beverley Baynham yn Is-Gadeirydd am y flwyddyn i ddod.**

**3. ETHOL IS-GADEIRYDD CYNORTHWYOL**

Enwebwyd y Cynghorydd Sir Jonathan Wilkinson gan y Cynghorydd Sir Aled Davies ac eiliwyd hynny gan y Cynghorydd Sir Gwynfor Thomas ac yn unfrydol

**PENDERFYNWYD ethol y Cynghorydd Sir Jonathan Wilkinson yn Is-Gadeirydd Cynorthwyol am y flwyddyn i ddod.**

**4. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorydd Sir Ian Harrison. Roedd y Cynghorwyr Sir Jake Berriman, Anita Cartwright, Bryn Davies, Gary Mitchell a Michael Williams yn mynychu o bell.

**5. DATGANIADAU O FUDDIANT**

Dywedodd y Swyddog Monitro fod gan bob aelod fuddiant personol ond nad oedd yn rhagfarnu, yn eitem 10, Cyflogau, Lwfansau a Threuliau Aelodau ond bod eithriad yng Nghod Ymddygiad yr Aelodau a oedd yn caniatáu i'r Aelodau siarad a phleidleisio ar yr eitem hon.

**6. ADRODDIAD Y SWYDDOG CANLYNIADAU - ETHOL CYNGHORWYR SIR**

Derbyniodd y Cyngor adroddiad y Swyddog Canlyniadau yn nodi manylion y Cynghorwyr a etholwyd ar 5 Mai 2022. Llongyfarchodd y Prif Weithredwr bawb a etholwyd a diolchodd i'r tîm Etholiadau ac i bawb a oedd wedi cynorthwyo i gynnal yr etholiadau.

**PENDERFYNWYD nodi manylion y Cynghorwyr a etholwyd ar 5 Mai 2022.**

**7. ETHOL ARWEINYDD**

Enwebwyd y Cynghorydd Sir James Gibson-Watt gan y Cynghorydd Sir Matthew Dorrance ac eiliwyd hynny gan y Cynghorydd Sir Gareth Morgan. O 56 pleidlais i 1 gydag 8 yn ymatal

**PENDERFYNWYD ethol y Cynghorydd Sir James Gibson-Watt yn Arweinydd Cyngor Sir Powys.**

**8. CYHOEDDIADAU'R ARWEINYDD**

Diolchodd y Cynghorydd Sir Gibson-Watt i'r Aelodau am ymddiried ynndo. Diolchodd i'r weinyddiaeth a oedd yn ymadael o dan Rosemarie Harris am eu gwaith a gyflawnwyd yn ystod amgylchiadau anodd y pandemig. Diolchodd hefyd i staff a oedd wedi darparu gwasanaethau trwy gydol y pandemig. Cyfeiriodd at y Cytundeb Partneriaeth Blaengar a anfonwyd at yr Aelodau i gyd ac a oedd yn nodi'r cyfeiriad y byddai'r weinyddiaeth newydd yn ei ddilyn. Dywedodd y byddai'r Cabinet yn gweithio mewn modd cydweithredol, gan geisio cynnwys holl aelodau'r Cyngor. Gwahoddodd arweinwyr y grwpiau i enwebu aelod i weithgor i adolygu ac adnewyddu'r Cynllun Corfforaethol.

Dyweddodd y Cynghorydd Gibson-Watt mai aelodau ei Gabinet fyddai:

Y Cynghorydd Sir Matthew Dorrance, Dirprwy Arweinydd ac Aelod Cabinet dros Bowys Decach

Y Cynghorydd Sir David Selby, Aelod Cabinet dros Bowys Fwy Ffyniannus

Y Cynghorydd Sir David Thomas, Aelod Cabinet dros Gyllid a Thrawsnewid Corfforaethol

Y Cynghorydd Sir Sian Cox, Aelod Cabinet dros Bowys Ofalgar

Y Cynghorydd Sir Richard Church, Aelod Cabinet ar gyfer Powys Ddiogelach

Y Cynghorydd Sir Pete Roberts, Aelod Cabinet dros Bowys yn Dysgu

Y Cynghorydd Sir Jackie Charlton, Aelod Cabinet dros Bowys Wyrddach Y Cynghorydd Sir Sandra Davies a'r Cynghorydd Sir Susan McNicholas, Aelod Cabinet Cenedlaethau'r Dyfodol (Rhannu Swydd)

Y Cynghorydd Sir Jake Berriman, Aelod Cabinet dros Bowys Gysylltiedig.

Llongyfarchodd y Cynghorydd Sir Aled Davies, Arweinydd grŵp y Ceidwadwyr, y Cynghorydd Gibson-Watt ar gael ei ethol yn Arweinydd a dywedodd y byddai'n ceisio darparu gwrthwynebiad cadarnhaol. Talodd deyrnged i Rosemarie Harris a'r cydweithwyr yr oedd wedi gwasanaethu â nhw ar y Cabinet a oedd yn ymadael.

Llongyfarchodd y Cynghorydd Sir Elwyn Vaughan, Arweinydd grŵp Plaid Cymru y Cynghorydd Gibson-Watt. Dywedodd y byddai'n cefnogi'r Cabinet i gryfhau'r Gymraeg ac yn eu hatgoffa o'r ymrwymadau a wnaed ar Dreth y Cyngor.

**9. DYRANIADAU, ETHOLIADAU A PHENODIADAU Y MAE ANGEN EU GWNEUD YNG NGHYFARFOD BLYNYDDOL Y CYNGOR**

Rhoddodd y Cyngor ystyriaeth i adroddiad y Pennaeth Gwasanaethau Cyfreithiol a Democraataidd am y dyraniadau a'r penodiadau i'w gwneud i bwyllgorau a chyrrff allanol.

## **Penodiadau gyda Chydbwysedd Gwleidyddol i Bwyllgorau'r Cyngor**

### **Penodiadau i'r Pwyllgor Safonau**

Cynigiwyd gan y Cynghorydd Sir Aled Davies ac eiliwyd gan y Cynghorydd Sir William Powell a

#### **PHENDERFYNWYD**

- (i) Penodi'r Cynghorydd Sir Matt Beecham Democratiaid Rhyddfrydol Cymru, y Cynghorydd Sir Iain McIntosh Ceidwadwyr Cymreig, y Cynghorydd Sir Liz Rijnenberg Llafur Cymru.**
- (ii) Awdurdodi'r Swyddog Monitro i wneud y pedwerydd penodiad yn unol ag enwebiadau a dderbyniwyd gan yr Arweinydd Grŵp perthnasol a hysbysu'r Cyngor.**

### **Penodi Aelodau Cyfetholedig i Bwyllgor Craffu Dysgu a Sgiliau**

Cynigiwyd gan y Cynghorydd Sir Ange Williams ac eiliwyd gan y Cynghorydd Sir Aled Davies a

#### **PHENDERFYNWYD**

- (i) Penodi Cynrychiolwyr Cyfetholedig i'r Pwyllgor Craffu Dysgu a Sgiliau am gyfnod o bedair blynedd hyd at fis Mai 2026 fel y nodir ym mharagraff 5.7 yr adroddiad.**
- (ii) Awdurdodi'r Swyddog Monitro i wneud penodiadau yn unol ag enwebiadau a dderbyniwyd gan gynrychiolydd esgobaeth yr Eglwys Gatholig.**

### **Penodi Aelodau Cyfetholedig i'r Pwyllgor Llywodraethu ac Archwilio.**

Nododd y Cyngor ar ôl penodi Gareth Hall a Lynne Hamilton fel Aelodau Lleyg o'r Pwyllgor Llywodraethu ac Archwilio yn y cyfarfod diwethaf ar 3 Mawrth, fod Mr John Brautigam wedi'i benodi am dymor olaf fel y trydydd Aelod Lleyg.

## **Penodiadau gyda Chydbwysedd Gwleidyddol i Bwyllgorau'r Cyngor**

Cynigiwyd gan y Cynghorydd Sir Sandra Davies ac eiliwyd gan y Cynghorydd Sir Pete Roberts a

**PHENDERFYNWYD cymeradwyo dyrannu seddi ar Bwyllgorau'r Cyngor i'r gwahanol Grwpiau Gwleidyddol yn unol â Thudalen 3 o Atodiad 3 yr adroddiad.**

Cynigiwyd gan y Cynghorydd Sir Michael Williams ac eiliwyd gan y Cynghorydd Sir Edwin Roderick a

**PHENDERFYNWYD awdurdodi'r Swyddog Monitro i wneud penodiadau yn unol ag enwebiadau a dderbyniwyd gan yr Arweinyddion Grŵp perthnasol a hysbysu'r Cyngor.**

### **Penodi Cadeiryddion Pwyllgorau Craffu**

Cynigiwyd gan y Cynghorydd Sir Huw Williams ac eiliwyd gan y Cynghorydd Sir Gareth Jones

#### **PENDERFYNWYD**

- (i) penodi'r Cynghorydd Sir Angela Davies yn Gadeirydd Pwyllgor Craffu'r Economi, Preswylwyr a Chymunedau a'r Cynghorydd Sir Amanda Jenner yn Gadeirydd y Pwyllgor Craffu Iechyd a Gofal;
- (ii) awdurdodi'r Swyddog Monitro i wneud penodiadau yn unol ag enwebiadau a dderbyniwyd gan yr Arweinyddion Grŵp perthnasol a hysbysu'r Cyngor.

### **Penodi Cadeiryddion i'r Pwyllgor Gwasanaethau Democrataidd**

Cynigiwyd gan y Cynghorydd Sir Karl Lewis ac eiliwyd gan y Cynghorydd Sir Edwin Roderick a

**PHENDERFYNWYD penodi'r Cynghorydd Sir Elwyn Vaughan yn Gadeirydd y Pwyllgor Gwasanaethau Democrataidd.**

### **Penodiadau gyda Chydbwysedd Gwleidyddol i Gyrff Allanol Perthnasol**

#### **Awdurdod Parc Cenedlaethol Bannau Brycheiniog (APCBB)**

Cynigiwyd gan y Cynghorydd Sir Karl Lewis ac eiliwyd gan y Cynghorydd Sir Michael Williams a

#### **PHENDERFYNWYD**

- (i) gwneud penodiadau i Awdurdod Parc Cenedlaethol Bannau Brycheiniog yn unol ag enwebiadau'r grwpiau gwleidyddol fel y nodir isod:  
Democratiaid Rhyddfrydol Cymru: Y Cynghorwyr Sir Gareth Ratcliffe a William Powell  
Grŵp Annibynnol: Cynghorydd Sir Edwin Roderick  
Ceidwadwyr Cymreig: Cynghorydd Sir Iain McIntosh  
Llafur Cymru: Cynghorydd Sir Huw Williams
- (ii) awdurdodi'r Swyddog Monitro i wneud penodiadau yn unol ag enwebiadau a dderbyniwyd gan Arweinyddion y Grwpiau perthnasol a hysbysu'r Cyngor.

### **Awdurdod Tân ac Achub Canolbarth a Gorllewin Cymru (MWWFRA)**

Disgwylir cadarnhad gan Glerc yr Awdurdod ynghylch nifer a chyfansoddiad gwleidyddol enwebeion y Cyngor. Cynigiwyd gan y Cynghorydd Sir Karl Lewis ac eiliwyd gan y Cynghorydd Sir Michael Williams a

**PHENDERFYNWYD** awdurdodi'r Swyddog Monitro i wneud penodiadau yn unol ag enwebiadau a dderbyniwyd gan Arweinyddion y Grwpiau perthnasol a hysbysu'r Cyngor.

### **Heddlu Dyfed Powys a'r Panel Troseddau**

Cynigiwyd gan y Cynghorydd Sir Karl Lewis ac eiliwyd gan y Cynghorydd Sir Pete Roberts a

**PHENDERFYNWYD** penodi'r Cynghorwyr Sir Les George, Liz Rijnenberg a William Powell i Banel Heddlu a Throseddu Dyfed Powys.

### **Cymdeithas Llywodraeth Leol Cymru (CLILC)**

Enwebwyd y Cynghorwyr Sir Jackie Charlton, Aled Davies, Matthew Dorrance a James Gibson-Watt. Yn dilyn pleidlais

**PENDERFYNWYD** penodi'r Cynghorwyr Sir Jackie Charlton, Matthew Dorrance a James Gibson-Watt i Gyngor Cymdeithas Llywodraeth Leol Cymru.

### **Bwrdd Gweithredol Cymdeithas Llywodraeth Leol Cymru**

Enwebwyd y Cynghorydd Sir James Gibson-Watt gan y Cynghorydd Sir Michael Williams ac eiliwyd gan y Cynghorydd Sir Little Brighouse.

**PENDERFYNWYD** penodi'r Cynghorydd Sir James Gibson-Watt i Fwrdd Gweithredol CLILC.

### **Penodiadau i Gyrrff Allanol Eraill a Gweithgorau'r Cyngor**

Cynigiwyd gan y Cynghorydd Sir David Selby ac eiliwyd gan y Cynghorydd Sir Ange Williams a

**PHENDERFYNWYD** gwneud y penodiadau canlynol

<b>Corff Allanol/ Gweithgor y Cyngor</b>	<b>Enwebai</b>
Panel Grantiau Sefydliad Cymunedol Powys	Y Cynghorwyr Sir: David Meredith Edwin Roderick Gary Mitchell Joy Jones Little Brighouse Angela Davies
Cyngor Iechyd Cymuned Powys	Y Cynghorwyr Sir: Heulwen Hulme Ange Williams
Cronfa Ysgoloriaethau Prifysgol	Y Cynghorwyr Sir:



Aberhonddu	Sarah-Jane Beecham Chris Walsh
Cymdeithas Gefeillio Llandrindod a'r Fro	Y Cynghorydd Sir Josie Ewing
Gweithgor Datblygu Lleol	Y Cynghorwyr Sir: Jeremy Pugh Edwin Roderick Gary Mitchell Karl Lewis Gareth E Jones Corrina Kenyon-Wade
Pwyllgor Ymgynghorol Sefydlog Powys ar Addysg Grefyddol (CYSAG)	Y Cynghorwyr Sir: Jackie Charlton Michael Williams Ange Williams
Panel Craffu'r Tenantiaid	Y Cynghorwyr Sir: Huw Williams Michael Williams Adam Kennerley Ange Williams
Pwyllgor Rheoli Theatr Hafren	Y Cynghorwyr Sir: Gareth D Jones Glyn Preston Gwynfor Thomas

### **Pwyllgor Ymgynghorol Mordwyo Gwy**

Cynigiwyd gan y Cynghorydd Sir James Gibson-Watt ac eiliwyd gan y Cynghorydd Sir William Powell a

**PHENDERFYNWYD penodi'r Cynghorydd Sir Tom Colbert i Bwyllgor Ymgynghorol Mordwyo Gwy.**

### **Cyngor Llyfrau Cymru**

Cynigiwyd gan y Cynghorydd Sir William Powell ac eiliwyd gan y Cynghorydd Sir Karl Lewis a

**PHENDERFYNWYD penodi'r Cynghorydd Sir Edwin Roderick i Gyngor Llyfrau Cymru.**

## **10. CYFLOGAU, LWFANSAU A THREULIAU'R AELODAU**

Atgoffodd y Swyddog Monitro yr Aelodau fod ganddynt fuddiant personol nad oedd yn rhagfarnu yn yr eitem hon ond bod eithriad cyffredinol o dan y Cod Ymddygiad.

Nododd y Cyngor argymhellion Panel Annibynnol Cymru ar Gydabyddiaeth Ariannol (IRPW) o ran y symiau i'w talu fel Cyflog Sylfaenol, Cyflog Uwch a

Chyflogau Dinesig. Roedd yn ofynnol i'r Cyngor gymeradwyo nifer y swyddi ar Gyflogau Uwch sy'n cael eu talu a chymeradwyo cyhoeddi Rhestr Cydnabyddiaeth Ariannol yr Aelodau 2022/23.

Cynigiwyd yr argymhellion yn yr adroddiad gan y Cynghorydd Sir Sandra Davies ac eiliwyd gan y Cynghorydd Sir Ange Williams ac o 51 pleidlais i 2 gyda 7 yn ymatal

**PENDERFYNWYD**

- (i) **Cymeradwyo'r argymhelliad i ddyrannu hyd at 17 o Gyflogau Uwch fel y manylir arnynt yn adran 4 yr adroddiad.**
- (ii) **Cymeradwyo cyhoeddi Rhestr Tâl Aelodau yn seiliedig ar yr adroddiad.**

<b>11. CYNGOR CYMUNED LLANDDEWI-YN-HWYTYN</b>
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Hysbyswyd y Cyngor nad oedd unrhyw ymgeiswyr wedi dod ymlaen i sefyll ar gyfer Cyngor Cymuned Llanddewi-yn-Hwytyn yn yr etholiadau ar 5 Mai 2022. Hyd nes y cynhelir etholiad ar 23 Mehefin 2022, cynigiwyd bod y Cynghorwyr Sir drosLangynllo gyda Norton, Tref-y-clawdd a Bugeildy, Pencraig a Llanandras yn gweithredu fel aelodau dros dro. Cynigiwyd gan y Cynghorydd Sir William Powell ac eiliwyd gan y Cynghorydd Sir Karl Lewis a

**PHENDERFYNWYD gwneud Gorchymyn Cyngor Cymuned Llanddewi-yn-Hwytyn (Dileu Anhawster) 2022 fel y nodir yn Atodiad A i'r adroddiad.**

**Y Cynghorydd Sir GW Ratcliffe  
(Cadeirydd)**

## CYNGOR SIR POWYS COUNTY COUNCIL.

## COUNTY COUNCIL

22<sup>nd</sup> July 2022

**REPORT AUTHOR:** County Councillor James Gibson-Watt, Leader and Portfolio Holder for an Open and Transparent Powys

**REPORT TITLE:** Annual Self-Assessment Report

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**REPORT FOR:** Decision

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## 1. Annual Self-Assessment

- 1.1. This sets out the first Annual Self-Assessment. The report fully incorporates the annual monitoring of the Council's performance against its Corporate Improvement Plan and Strategic Equality Objectives. Furthermore, it provides a holistic view of the organisation working towards delivering its well-being objectives.
- 1.2. It is important to note that this report is a significant element in Powys County Council's fulfilment of the requirements of Part 6 of the Local Government and Elections (Wales) Act 2021. The report must be understood as existing in conjunction with the Authority's Annual Governance Statement, the execution of which sets out the required assessment of the organisation's governance processes against the CIPFA principles of good governance.

## 2. Background

2.1 The LGE (Wales) Act 2021 passed into law in April of this reporting year (2021-22) and places an obligation on local authorities in Wales to keep under review the extent to which it is fulfilling the 'performance requirements', meaning that:

- it is exercising its functions effectively
- it is using its resources economically, efficiently and effectively
- the extent to which its governance is effective for securing the above

2.2 The Act requires the council to develop and publish a self-assessment report once in every financial period. The report should be made available as soon as reasonably practicable after the financial year to which it relates but it is left to the authority to decide how best that can be achieved.

2.3 In addition, Section 90 of the Act outlines the Welsh Government expectation that local authorities will, at least once in every financial period, consult with:

- a) local people
- b) other persons carrying on a business in the council's area
- c) the staff of the council

d) every trade union which is recognised (within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52)) by the council.

These consultations are to be used to elicit feedback on the extent to which the authority is fulfilling the performance requirements.

2.4 The statutory guidance provided by Welsh Government defines self-assessment as ‘a way of critically, and honestly, reviewing the current position to make decisions on how to secure improvement for the future. Self-assessment is more than stating what arrangements are in place; it is about considering how effective these arrangements are and how they can be improved.’ (pp. 15-16)

2.5 Existing reporting channels that contain evidence that is aligned with the Self-Assessment Report include, but are not limited to:

- CIP/SEP Annual Performance Report (now superseded by the Self-Assessment Report)
- Annual Governance Statement
- Partnership reporting
- Regulatory and Audit Reports
- Self-assessments (Quarterly Performance Reports, Integrated Business Plans, Service Improvement Board Reports, Transformation Board Reports)
- Scrutiny Evaluations
- Staff engagements
- Other consultation and engagement forums
- Compliments and complaints
- Comparative performance information.

Welsh Government guidance for the fulfilment of the requirements of the Self-Assessment Report presupposes that all previous reporting responsibilities are already being fulfilled and that the conclusions contained therein are available to support the drafting of the Self-Assessment Report.

2.6 The Self-Assessment Report therefore presents those conclusions supported by the Council’s Performance Self-Assessment 2021-22 and provides an overview of the Authority’s end of year analysis of its progress against the key performance objectives (i.e. our Corporate Plan priorities and Strategic Equality Plan priorities). This reporting also fulfils the Authority’s obligations under the Wellbeing of Future Generations Act., the Equality Act 2010 and the Wales Measure 2011 (which includes the Socio-Economic Duty), thereby negating the requirement to publish the Powys County Council Annual Performance Report.

2.7 In addition to presenting the Council’s annual performance against what may be summarised as its Wellbeing of Future Generations Act objectives, the Local Government and Elections (Wales) Act 2021 requires that the Authority reports its conclusions regarding the validity and effectiveness of its governance processes during the previous financial year. This material is covered by the Annual Governance Statement (AGS) and it was initially hoped that the AGS might be integrated and the material brought under the aegis of the Self-Assessment Report. Welsh Government has,

however, indicated that it wishes the Self-Assessment Report to be a short document (ideally under fifty pages) and this would not allow sufficient space to adequately address the concerns of both documents. The AGS will therefore remain a stand-alone document and is sign-posted by the Self-Assessment Report as providing the underlying evidence that supports the judgements included regarding our governance processes. Workshops surrounding the AGS are due to take place in July, ahead of publication in September alongside the Statement of Accounts.

2.8 Where possible, any duplication that has previously existed between the Annual Performance Reports and the Annual Governance Statement has been removed to improve ease of use.

2.9 From an early stage of development, the Authority's Scrutiny functions have been involved in the production of the Self-Assessment Report and have provided significant contribution. Sessions were facilitated for the Committees in Spring 2022 to allow a self-assessment of both the scrutiny function itself, and how the committee members feel the organisation is delivering against its well-being objectives. This information has been used alongside the information provided by Officers to form a significant proportion of the evidence base on which the report rests.

2.10 The criteria against which the Council's performance is assessed are as follows:

a) The well-being objectives as set out in the Corporate Improvement Plan:

- We will develop a vibrant economy (including equality objectives 1 and 2)
- We will lead the way in providing effective, integrated health and care in a rural environment (including equality objectives 3 and 4)
- We will strengthen learning and skills (including equality objective 5)
- We will support our residents and communities (including equality objective 6)

b) The Strategic Equality Objectives:

- Equality Objective 1) By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment.
- Equality Objective 2) By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap.
- Equality Objective 3) By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations
- Equality Objective 4) By 2024, we help people to get the support they need to prevent homelessness
- Equality Objective 5) By 2024, we will improve opportunities and outcomes for children living in poverty.
- Equality Objective 6) By 2024, we will improve opportunities for our residents and communities to become more digitally inclusive. This will enable them to easily access the services they need and participate fully in everyday life.

c) The CIPFA Principles as used to assess good governance practices in the AGS:

- **Principle A:** Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law
- **Principle B:** Ensuring openness and comprehensive stakeholder engagement
- **Principle C:** Defining outcomes in terms of sustainable, economic, social, and environmental benefits
- **Principle D:** Determining the interventions necessary to optimise the achievement of the intended outcomes
- **Principle E:** Developing the organisation's capacity, including the capability of its leadership and the individuals within it
- **Principle F:** Managing risks and performance through robust internal control and strong public financial management
- **Principle G:** Implementing good practices in transparency, reporting, and audit to deliver effective accountability

2.11 The Self-Assessment Report must be published 'as soon as reasonably practicable' following the end of the financial year to which it refers. Material that has previously been sited within other reports, however, is subject to the following deadlines for publication:

- Strategic Equality Monitoring must be published by 31<sup>st</sup> March following end of financial year but it is considered good practice to publish by July.
- The AGS (which although not now sited within the Self-Assessment Report is closely enough aligned to require a co-ordinated timeline) is generally published by July following the end of the year to which it refers.

### **3 Advice**

3.1 That the Cabinet satisfies itself that the above criteria have been fulfilled by the Self-Assessment Report and associated appendices.

3.2 That the Cabinet approves the Self-Assessment Report for publication.

### **4 Resource Implications**

4.1 The self-assessment report has been undertaken within existing resources, based upon the Council's current Integrated Business Plans and the Corporate Improvement Plan.

Any actions identified for delivery are to be considered by the organisation, and to be embedded within Service's Integrated Business Plans as part of the Council's strategic planning cycle.

Additional resource is not being sought to implement these recommendations; it is anticipated that these recommendations will be considered utilising existing resources within the Council.

4.2 The Head of Finance (Section 151 Officer) notes the resource implications above.

## **5 Legal implications**

5.1 Legal: the recommendations can be accepted from a legal point of view

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

## **6 Data Protection**

6.1 Not applicable

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

7.1 Not applicable.

## **8 Impact Assessment**

8.1 An Impact Assessment (IA) is not required for this report as the report does not include any formal proposals or policy changes.

8.2 All actions within the report will be taken forward by responsible officers as part of the strategic planning process, which will have the relevant Impact Assessments as required as part of this process.

## **10. Recommendations**

10.1 That the Council considers the report presented and satisfies itself that the following criteria have been met:

- That the Self-Assessment Report fulfils the Authority's obligations under the Local Government and Elections (Wales) Act 2021.
- That the conclusions presented in the Self-Assessment Report are considered corporately to be a fair and accurate evaluation of the Authority's performance in 2021/22.
- That the self-assessment report offers an open, balanced, and realistic picture of the Council's achievements and challenges over the previous year.
- That the document is clear and provides the right level of information to make it meaningful and relevant to all audiences.

Contact Officer: James Langridge-Thomas, Strategic Planning, Policy and  
Performance Manager

Tel: 01597 826 7601

Email: james.langridge@powys.gov.uk

Head of Service:

Emma Palmer, Director of Resources

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





# Annual Self-Assessment Report

## April 2021 to March 2022



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## Executive Summary

This report presents the results of the first Powys County Council (PCC) corporate self-assessment in fulfilment of its obligations under Part 6 of the Local Government and Elections (Wales) Act 2021. The Council is now obliged to publish an annual report that examines not only how we perform in several areas but also how we review our processes to ensure that they are working (and in particular how we respond to audits and regulatory reports). The period covered by this report is April 2021 – March 2022.

This report collates the results gathered from a variety of assessment processes and represents the Council's performance as an organisation against its [Well-being Objectives](#) as required by the Well-being of Future Generations Act (Wales) 2015 and its Strategic Equality Plan Objectives as required by the Equality Act 2010. It also evidences the Council's level of assurance that robust [governance](#) processes are in place. This report does not aim to provide insight into the performance of individual services (although the opinions expressed here have commonly been informed by the assessment of service-level evidence) but rather to indicate how the organisation is delivering at a strategic level.

In consideration of the [performance evidenced by the Council against its Well-being Objectives](#) during 2021/22, the Cabinet considered that the degrees of ambition (as defined by the [Well-being of Future Generations Journey Tracker](#)) that had been displayed were as follows:

Well-being Objective	Where we think we are	What does this mean?
Objective 1: We will develop a vibrant economy	Being more adventurous	Stepping out of a business as usual mindset and acting to change how things are currently done.
Objective 2: We will lead the way in providing effective, integrated health and care in a rural environment	Being more adventurous	Stepping out of a business as usual mindset and acting to change how things are currently done.
Objective 3: We will strengthen learning and skills	Owning our ambition and being more adventurous	Initiatives developing and more people becoming involved. Taking well-managed risks and collaborating beyond traditional partners/ stepping out of a business as usual mindset and acting to change how things are currently done.
Objective 4: We will support our residents and communities	Making simple changes	Steps that are quick and easy to implement. Methods have been tested by others and have a low risk of failure.

While wider national and global issues have had a significant impact on the Council's ability to complete some of its planned improvement work, significant evidence exists to conclude that the Council has been able to effectively maintain its public-facing services over the past year while continuing to work towards attainment of its Well-being Objectives. The additional and cumulative pressures and challenges of 2021 have exacerbated existing challenges, especially with regards to staffing recruitment and retention.

Conclusions surrounding the effectiveness of our Governance will be made within the Annual Governance Statement, which is due to be published in September alongside the Statement of Accounts.

## 1. Introduction

This report represents Powys County Council's fulfilment of its responsibility to undertake an annual corporate self-assessment, a requirement which has been placed on local authorities by Part 6 of the Local Government and Elections (Wales) Act 2021. This Act passed into law in April 2021 and requires local authorities in Wales to keep under review the extent to which they are fulfilling the 'performance requirements', meaning that Powys County Council is expected to use this opportunity to demonstrate:

- That it is exercising its functions effectively
- That it is using its resources economically, efficiently, and effectively and
- The extent to which its governance is effective for securing the above

Under the new legislation, the Council is expected to develop and publish a self-assessment report once in every financial period. The fiscal period covered by this report is 6 April 2021 to 5 April 2022.

Guidance provided by Welsh Government defines self-assessment as 'a way of critically, and honestly, reviewing the current position to make decisions on how to secure improvement for the future'.<sup>1</sup> In line with the requirements of the Act, the focus of the self-assessment report is that of revealing what can be determined from existing evidence and feedback regarding the Council's performance and the identification of further actions to drive improvement.

In addition, this report fulfils the Council's obligations with regards to providing an Annual Performance Report and Strategic Equality Plan as set out in the Well-being of Future Generations Act (Wales) 2015 and Local Government Measure 2009.

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<sup>1</sup> Statutory guidance on Part 6, Chapter 1, of the Local Government and Elections (Wales) Act 2021, pp. 15-16.

## 1.1 Context

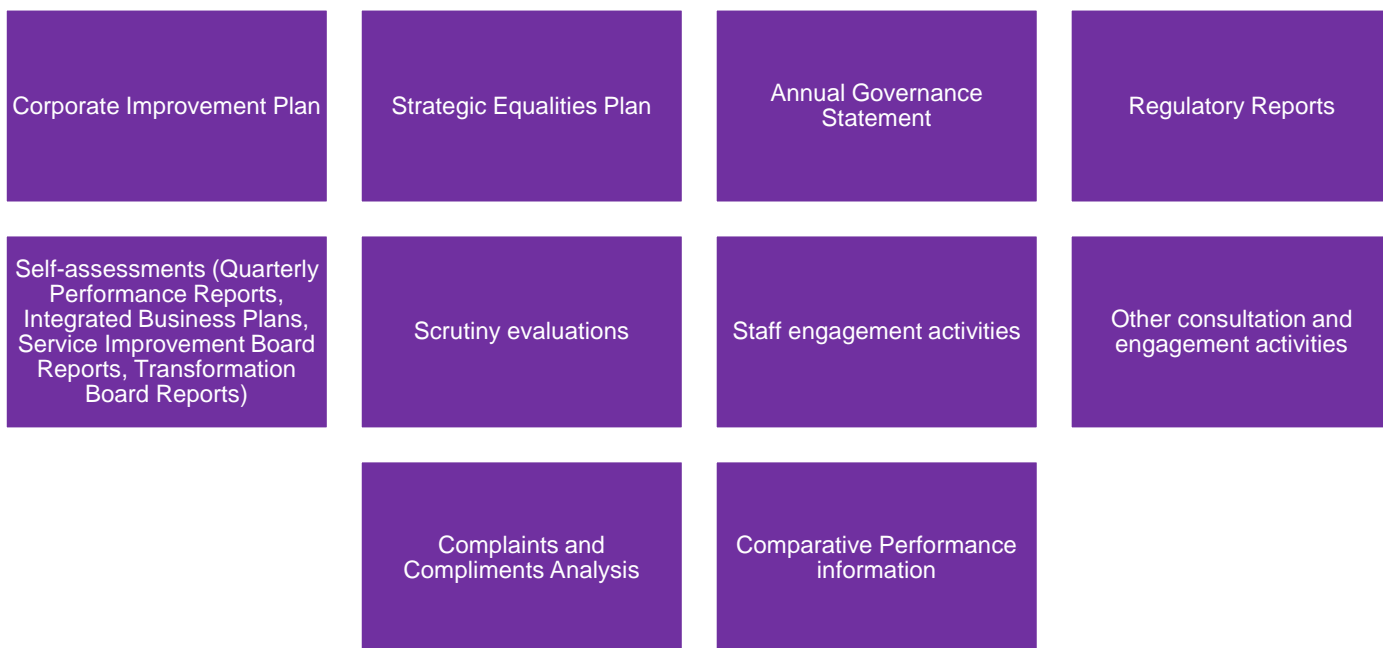
In order to assess the Council's performance over the past year in a transparent and fair way, it is necessary to consider the social, financial and environmental factors that have influenced the Organisation's focus and ability to effect improvement. 2021/22 has unsurprisingly posed a complex range of pressures and demands on the Council which include:

- The loss of EU funding which will have an impact on a number of areas of activity.
- A widespread impact on performance and resources which has been felt as a result of disease outbreaks; not only the COVID-19 pandemic but also e-coli, norovirus and avian influenza.
- The situation in Ukraine has started to impact both the Council itself and businesses within Powys, and efforts to understand the impact of rising costs on services, suppliers and contractors are ongoing. The effects on Pension Fund performance and funding position, and the Council's commitment to disinvest from Russia will also have an impact.
- The recruitment and retainment of staff is challenging across all services, although this has often manifested in a service-specific way. Ongoing challenges include:
  - Difficulty in recruiting Welsh speaking staff which creates pressure in particular for teams providing translation services and customer services.
  - Ageing workforce in some operational teams, when combined with strenuous manual work, leading to a high sickness rate and difficulty in maintaining full staffing levels.
  - Loss of experienced staff through retirement or change of employment leading to relatively inexperienced teams in some specialist areas.
  - Losing specialist staff to more highly paid positions with other organisations, exacerbated by the move towards online working.
  - National shortage of social workers.
  - National shortage of care workers.
  - National shortage of HGV drivers.
  - Skills shortage for Technical Engineers.
- High levels of staff sickness for some services, due to COVID-19 itself and increasingly as a result of workforce fatigue and stress.
- An increased number of extreme weather events, in particular Storms Dudley, Eunice, and Franklin, have required increased resource to support flooding prevention, public safety, and recovery.

- Increases in inflation may threaten the Council's ability to develop new programmes of work without the identification of additional sources of funding.

## 1.2 Annual Reports Aligned with this Self-Assessment

Pre-existing reporting channels that contain evidence that is aligned with the self-assessment report include, but are not limited to the:





## 2. Processes and Approach

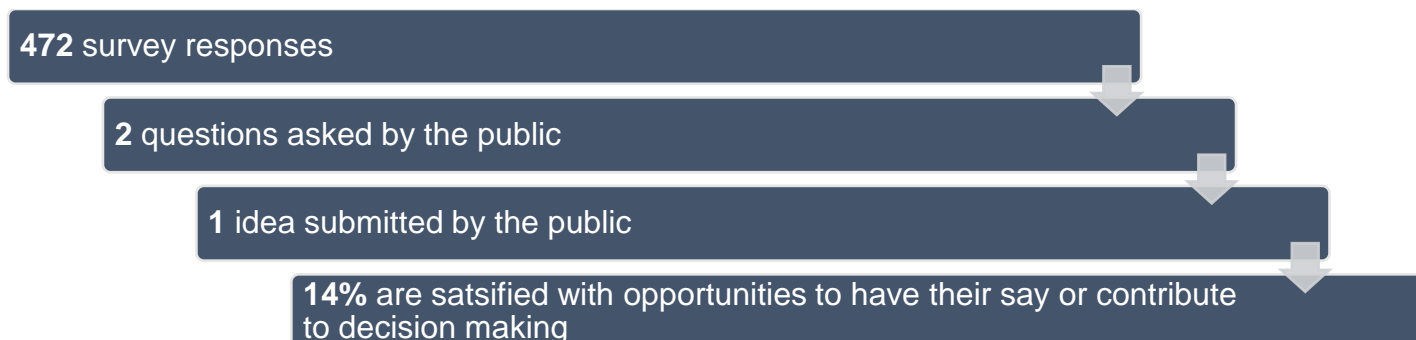
### 2.1 How do PCC Carry out Self-Assessment?

The processes that Powys County Council uses to monitor and evaluate its performance against its objectives are set out in the [Performance Management and Quality Assurance Framework](#). These processes follow a cycle of 'Plan, Do, Review' and seek to provide a rigorous framework within which staff are enabled to monitor performance, ensure compliance, assess effectiveness against objectives and produce valuable localised intelligence that will support future strategic planning.

### 2.2 Consultation and Engagement

The Council does not currently have an overarching policy that sets out the types of issues on which it will consult with its stakeholders. Decisions concerning engagement are often driven by a statutory requirement; for example, for the Powys school's transformation the public participation strategy is required to go out for public consultation in compliance with the Local Government and Elections (Wales) Act. Smaller engagement projects are frequently driven by the desire to inform the improvement of services, in which case the decision to engage will usually be taken by the relevant Head of Service. The Council has a [Consultation and Engagement Framework](#) that provides guidance for services that are planning to engage with the people of Powys. A summary of the consultation and engagement activities undertaken by the Council during 2021/22 may be viewed below. For full details of all consultation and engagement activities undertaken by PCC during 2021/22, please see [Appendix 3: Consultation and Engagement Activity 2021/22](#).

The Cabinet has approved plans for a Performance Feedback Ongoing Engagement Project (04/01/22 onwards) to gather views from the local community. These will be reported on quarterly and included as part of the council's future performance self-assessment work. Figures up to 31/03/22 show that there have been:



### 3. What We Know About Our Performance Against the Well-being Goals

Our Well-being objectives evidence the extent to which the work of the Council contributes to the national well-being goals, as set out by the Well-being of Future Generations Act.

How Our Well-being Objectives Contribute to the Seven Well-being Goals

Our Well-being Objectives	A prosperous Wales	A resilient Wales	A healthier Wales	A more equal Wales	A Wales of cohesive communities	A Wales of vibrant culture and thriving Welsh language	A globally responsible Wales
We will develop a vibrant <b>ECONOMY</b> (including Equality Objectives 1 and 2)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
We will lead the way in providing effective, integrated <b>HEALTH AND CARE</b> in a rural environment (including Equality Objectives 3 and 4)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
We will strengthen <b>LEARNING AND SKILLS</b> including Equality Objective 5)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
We will support our <b>RESIDENTS AND COMMUNITIES</b> (including Equality Objective 6)	Yes	Yes	Yes	Yes	Yes	Yes	Yes



Figure 1 How our Well-Being Objectives Contribute to the Seven Well-Being Goals

Assessing the Organisation’s performance against its Well-being objectives provides a focused view of some of the Council’s work. In addition to the opinions presented in this report, further insight into the evidence base that is drawn upon here is available via the following documents:

- The Council’s [Corporate Improvement Plan](#) (CIP) sets out the objectives and measures that underpin the Well-being Goals and support the assessments discussed in this section.
- A summary of quarterly reporting of performance against objectives and measures over 2021/22 may be viewed [here](#).
- A summary of 2021/22 delivery against Corporate Improvement Plan objectives and measures may be viewed at [Appendix 1](#).
- A SWOT (Strengths/Weaknesses/Opportunities/Threats) report assessing the information provided by Services during the self-evaluation process may be viewed at [Appendix 2](#).
- An evaluation of the projects included under the Transformation Programme is set out in [Vision 2025 End of Administration Programme Report](#)

### 3.0.1 Method and limitations

The Cabinet, the Executive Management Team and the Senior Leadership team jointly attended a workshop to facilitate their assessment of the Council's performance during 2021/22 against its Well-being Goals and to formulate judgements regarding the level of ambition evident in attainment over the past year. The discussion was supported by a [SWOT](#) report developed from information provided by the Services during the self-evaluation process (and in turn informed by a summary of performance against the CIP metrics which may be viewed in [Appendix 1](#)). The group provided a rating for each Well-being Goal in line with the Well-being of Future Generations Journey Tracker (below) and these ratings and the key points raised in the discussion are provided below.

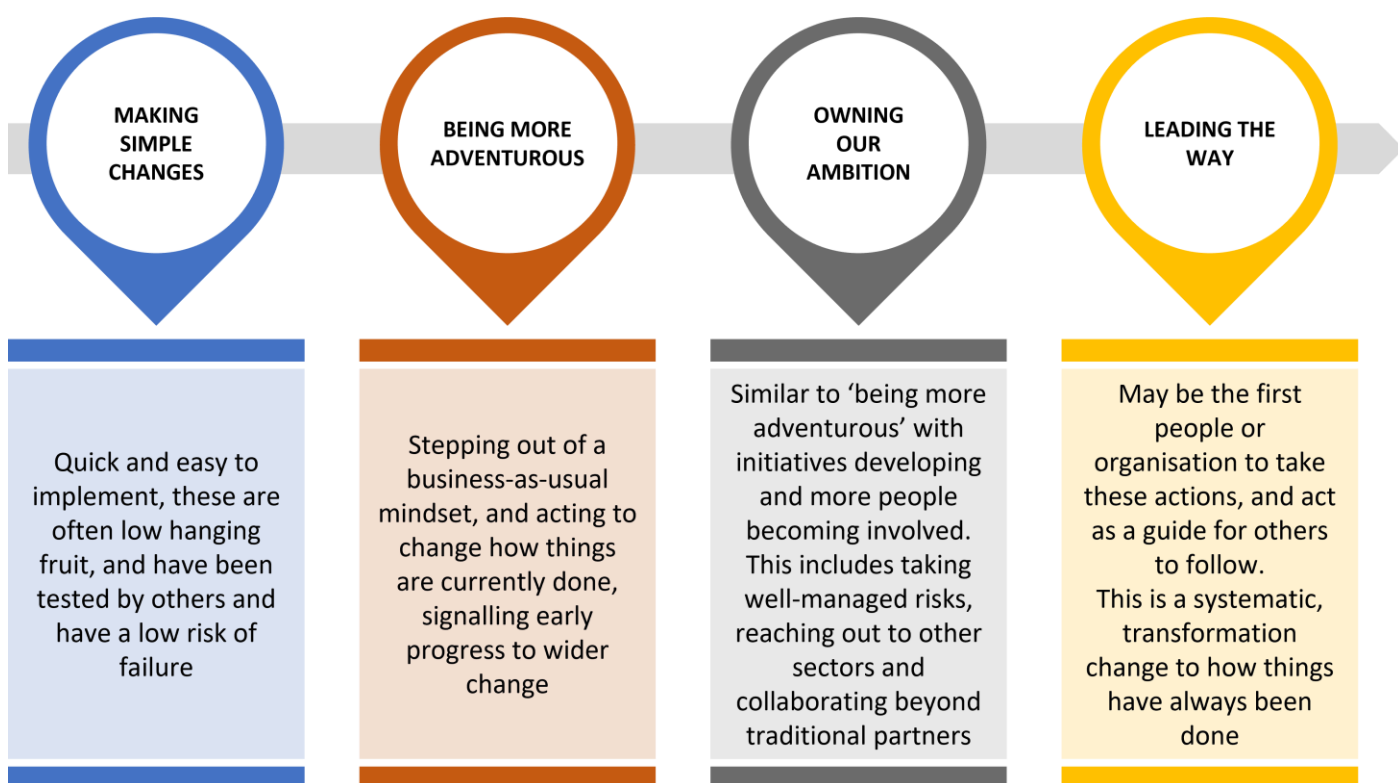


Figure 2 Well-Being of Future Generations Journey Tracker

A number of important issues were raised by the Group regarding the limitations of the process and validity of the judgements that could be made, and these may be summarised as follows:

- a. National, and even global issues are having a significant impact on the performance of the Council and for many of the challenges being encountered, a wider governmental discussion is needed to address the obstacles to improvement.

- b. The Cabinet is newly formed following Council elections in May 2022, and its members do not necessarily have an historical perspective of the Council's services and the landscape in which they have performed previously, making it difficult to form an accurate judgement where the previous drivers for specific change are not fully understood with regard to either the problem or scale of the challenge presented at that time. Similarly, where Members have previously acted in opposition, they may not have had access to all the information that would have been available to the Cabinet at that time and in which context past decisions were made.
- c. It is acknowledged by the present Cabinet that the previous administration made decisions five years ago in the context of a considerable financial deficit and a number of failing services.
- d. That the performance evidence currently available for consideration contains gaps and variation in quality that presents additional obstacles to forming robust conclusions regarding corporate performance or level of ambition.
- e. The services have been operating in an environment of significant pressures and disruption for the past two years. Resources have, in the majority of cases, been focussed on continuing to provide people-facing services and attempting to maintain business as usual where possible. Much of the planned review, restructure and improvement work has been delayed or cancelled and although the pandemic has receded in the public discourse, recovery is still ongoing for many services. In this climate, the Group felt that it was difficult to ascertain what might be due to disruption and what might be the result of underperformance or lack of ambition.
- f. That discussion with Heads of Service indicated that there was often a keen appetite for innovation and change but also significant challenges with regard to finding the necessary budget to fulfil those aspirations.
- g. For every goal the Cabinet returned a variety of opinion regarding level of ambition and the following narrative aims to reflect the range of discussion as well as the level eventually agreed as most indicative of consensus.

These points notwithstanding, the following judgements were considered by the Cabinet to represent a fair and accurate view of what might currently be deduced regarding the Council's performance during 2021/22.

### 3.1 We will develop a vibrant economy

#### Key Findings

The Cabinet considers the Council's performance against this goal to indicate it having been **'More Adventurous'** in its approach.

- a. Powys has previously not been eligible for some areas of EU funding; current successful bids for several funding opportunities including the Mid Wales Growth Deal and the Levelling Up Fund represent a significant achievement for the Council and a sound basis for future development. Although the benefits have not yet been realised, it was acknowledged that a great deal of groundwork had already been done over the past year that would yield many benefits following development and that this indicated a forward-looking and constructive approach.
- b. COVID-19 has skewed the economic picture for the County, making overall assessment of the level of performance difficult.
- c. We have helped the economy by providing support to business to grow. 1173 local suppliers have engaged with the PCC procurement process, and we have spent 37% of the total council spend with Powys based suppliers. There has also been support for businesses through the administration of business grants, rates relief and supplier relief, which has been positively received, and via our Economic Development Team, who have provided 126 local businesses with advice and assistance. However, whilst this is a large reach with supporting the economy in Powys, there is a need for increased engagement with the business community to further develop opportunities within this area as there are still numerous businesses which would further benefit from this support.
- d. We have continued to support people in access to employment, with 53 apprentices within PCC. 105 individuals have been supported through the Communities for Work Plus Programme, with 84 having progressed to employment because of taking part in employability activities. This support has enabled those who are economically inactive to enter the job market. However, there is a need to expand the reach of this scheme, as there are approximately 3700 unemployed people within Powys and a new permanent position has been appointed to support this.

- e. We continue to promote Powys as a place to visit through tools such as Mid Wales My Way and social media. However, the STEAM (Scarborough Tourism Economic Activity Monitor) annual survey indicates that there were 4.17m visitor days to Powys for tourism purposes during 2021/22 which falls below the target figure of 4.5m. This was likely affected by lockdowns and other pandemic disruption, alongside the increased appetite for international travel following the easing of COVID-19 restrictions. These visitor days support the economy of Powys by creating footfall in communities and the generation of income to many local businesses. This tourism offer will look to be further strengthened by the work proposed as part of the Mid Wales Growth Deal.
  
- f. Progress has been maintained towards the new housing development programme, with the completion of two schemes (the first new Council homes built in Powys for 30 years). Further site development and planning is continuing. The Council is now aiming to build on average fifty new homes every year. In 2021-2022, Housing Services completed the construction of 39 new social rented homes and enabled housing associations to build a further 91 affordable homes. This equates to 23 additional affordable housing units per 10,000 households. However, rising property and land values, alongside increased material costs, are making the development of affordable homes increasingly difficult without additional grant from the Welsh Government and/or property sales at market values to generate cross subsidy opportunities. This is against a context of requiring increased affordable housing to support the wider needs of the communities of Powys, which will be a fundamental aspect of the upcoming revision of the Local Development Plan.

#### Assurance provided by regulatory and audit reports

In common with much of the work undertaken by the Council, sustaining and developing the local economy rests to a significant degree on its ability to maintain effective and innovative digital provision. While not a formal audit report, a recent ICT Risk Review Assessment carried out by SWAP Internal Audit Services, looked at PCC's wider technology risk and found that:

Powys County Council ICT Department continues to address a period of significant challenge with diligence, imagination, and hard work. Much has been completed in difficult circumstances, with the pandemic and its impact on facilities, resources, systems, staff, and funding. Historic leadership arrangements in ICT have been in place for some time, this is now being consolidated, with a focus on improving the current model and developing capability and capacity. Staff are continuing to apply further enhancements considering the ever-evolving cyber threat landscape and the

technological advances being made by industry to address these. Consequently, the risks and issues are understood, and planned for.

### Key Consultations and Engagement Activities for this Objective

Consultation	Period
A four-week engagement exercise to seek the views of businesses, residents, and visitors on the future of Powys town centres	22/06/21 to 19/07/21
Active Travel – Commonplace mapping	16/08/21 to 08/11/21
Pre-application consultation for the proposed development of 32 energy efficient one-bedroomed flats, for council rent, on the site of the former Robert Owen House in Newtown.	26/07/21 to 20/08/21
Homes in Powys Common Allocation Scheme.	13/09/21 to 06/12/21
How has COVID-19 affected Powys?	08/10/21 to 11/11/21
Budget Survey	29/11/21 to 19/12/21
Powys Local Development Plan (2011-2026) Review Report.	06/01/22 to 01/02/22
Replacement Local Development Plan (2022-2037) Delivery Agreement	06/01/22 to 01/02/22
Engagement exercise for Transport Levelling up bid	24/03/22 to 14/04/22

For full details of the above, and all consultation and engagement activities undertaken by PCC during 2021/22, please see [Consultation and Engagement Activity 2021/22](#).

## 3.2 We will lead the way in providing effective, integrated health and care in a rural environment

### Key Findings

The Cabinet considers the Council's performance against this goal to indicate having been **'being more adventurous'**.

- a. Health and Care Services have needed to prioritise resources into maintaining business as usual during the pandemic and more recently in the post-pandemic to deal with the increased need to support people.
- b. A great deal of innovation was evident pre-COVID-19 with numerous trials planned and/or implemented to drive change and increase integration. Progress has, in many areas, been hampered or halted by pandemic pressures but it is recognised that a great deal has been achieved despite disruption.
- c. Children's Services have faced increased demand to their Front Door, which creates a pipeline of additional demand for their whole Service. Whilst there has been an increased demand for children's social care, the Service has continued to maximise opportunities for prevention, with an increased number of referrals to our Early Help Service. Of the young people supported by this Service during 2021-22, 93% reported achieving their goals.
- d. The Intervention and Prevention Services continue to further support young people to remain with families, 93% of children who the Intervention and Prevention Service work with around family breakdowns remain with their families safely.
- e. Whilst the number of Children Looked After is on a downward trend, there is also a challenging backdrop against supporting those who are looked after. For example, there has been a reduction in the number of Foster Carers (which can be attributed to several factors such as age, COVID-19 etc.), and an increased demand for more specialist placements, leading to a competitive commissioning landscape in helping bring children [Closer to Home](#). As a result, there has been an increase in the number of placement changes, including usage of residential provision, as a young person enters interim placements until a long-term placement is found that meets their needs. However, there is significant support to these young people to minimise placement breakdown, with 83% of those supported by Intervention and Prevention able to remain within their placement



safely.

- f. Staff have shown both resilience and a willingness to adapt to the swiftly changing landscape of provision over the past 2 years and have maintained as much face-to-face contact as possible. This is against the context of a national recruitment crisis for social workers, and despite several recruitment campaigns, there are still 38 social worker vacancies within Children's Services. However, work is being done to "grow our own social workers", which currently has 7 people undertaking this qualification. Whilst this does not resolve the recruitment issue in its entirety, it is a positive step in developing the existing workforce. Despite these pressures, the service has still been able to maintain high levels of performance, such as 88% of child looked after visits within statutory timescales.
- g. Adult Services staff have also identified a high post-COVID-19 demand for services following the lows experienced early in the pandemic. Potential underlying causes include:
  - o Relatives have been providing support within the home while furloughed or working from home and their situation has now changed.
  - o Reluctance to allow carers into the home during the pandemic has now reduced.
  - o People have not had access to care and support through social clubs and clinics leading to a deterioration in health and increase in frailty. This means that increased numbers of cases are presenting with significantly more complex and higher needs.
- h. Where possible, we continue to maximise opportunities for prevention, such as increasing the uptake of Technology Enabled Care (695 clients), the Home First project, signposting to Community Connectors and the promotion of tools such as Ask Sara. Whilst a high number of people have taken up these services, it is important to further analyse what impact this support has had upon their long-term outcomes and to extend their reach to maximise uptake. It is also important to consider that some preventative areas such as Clinics, Day Services and activities have not yet returned following the pandemic.
- i. This preventative work has helped support an increase in the average age of admission to residential care, meaning that more residents are being supported in the community for longer. This is also endorsed by increased Extra Care developments supporting people to remain within their communities, with building work in development for facilities in Welshpool and Ystradgynlais.

- j. People have also been supported to remain at home via the Fit for Life programme, where 187 properties in the past year have benefitted from the work carried out including improving access to homes and estates (which has included gardens and patios), improved security lighting of communal areas in line with RNIB (Royal National Institute of Blind People) and dementia partnership recommendations. Alongside this, there have been 75 disability adaptations undertaken to houses, within an average of 134 days. Whilst this represents a positive step in improving the living conditions of the people of Powys, this may be an area which requires further consideration as part of the longer-term housing needs of Powys.
- k. The organisation continues to operate in a challenging commissioning landscape, reflective of the national landscape, and struggle to find care home beds when looking to arrange timely patient flow; this is especially pertinent for those individuals that have high level or complex needs. The provider market has experienced difficulty in recruiting and retaining an adequate workforce and at least one care home in Powys has closed. Some care home providers with vacancies are unable to fill those places because of insufficient staffing levels to provide safe care. Adult Services moved Council staff into care homes when staffing fell below acceptable levels. Nationally there is a shortage of care workers, particularly within domiciliary care, where there is an increased demand and reduced availability to support people within their communities. Whilst there were a number of people who used direct payments to ensure their care and support needs are met previously, this has potentially increased (to amongst the highest in Wales) as people are seeking non-traditional, creative means to meeting their needs.
- l. Wales Community Care Information System (WCCIS) has been identified as a threat to performance across all Health and Care areas due to its performance issues, which is impacting worker morale and requiring additional administrative support to ensure the accuracy of information.
- m. Whilst there has been an increased amount of preventative work with positive outcomes, it is vital to consider that the longer-term detriments of COVID-19 still largely remain unseen, and are somewhat unknown, despite the increased demand and complexity starting to provide a challenge to this area.
- n. Although the Housing Service has managed the substantial increase in homeless households needing temporary accommodation (pending them finding a permanent home),

the 'Everyone In' policy introduced across Wales as part of the national response to the COVID-19 pandemic has created challenges in managing homelessness, with high demand for temporary accommodation high. The increase in demand started in 2020-2021 and has continued through 2021-2022. Currently there are between 300 and 400 live homeless cases at any one time (413 at the end of Q4) and the majority of people who are homeless (and in temporary accommodation) require one bedroom accommodation; across Powys only 6% of all housing (regardless of tenure) is one bedroom.

#### Assurance provided by regulatory and audit reports

There was an [inspection](#) of Youth Justice Services in March 2022, which considers the service to be “overhauled” and now rated as ‘Good’.

Key Consultations and Engagement Activities for this Objective:

Consultation	Period
Living in Powys – Informing our well-being plan	08/06/21 to 31/07/21
Health and Care in Powys: Informing our Population Needs Assessment.	01/09/21 to 28/10/21
How has COVID-19 affected Powys?	08/10/21 to 11/11/21
Well-being Assessment Report – Consultation.	16/11/21 to 17/12/21

For full details of the above, and all consultation and engagement activities undertaken by PCC during 2021/22, please see [Consultation and Engagement Activity 2021/22](#).

### 3.3 We will strengthen learning and skills

#### Key Findings

The Cabinet considers the Council's approach to attaining this goal to have reflected elements of both '**Owning our ambitions**' and '**being more Adventurous**', based on the complexities presented within this objective.

- a. It was identified that there had been a significant level of trialling of new approaches taking place, despite the pandemic, which indicated a willingness to change within services. This must now be sustained and built upon as COVID-19 disruption recedes.
- b. Post 16 education needs to be addressed with a focus on developing stronger partnership relationships with tertiary providers.
- c. National Key Performance Indicators do not provide adequate insight into pupil attainment or quality of provision.
- d. A key achievement has been the continued progress that has been made in addressing the 5 recommendations made by the Estyn report of September 2019. These were wide ranging in scope and much work has been achieved with regards to transformation, service performance and service delivery in schools to drive improvement across learner entitlement and outcomes for the children and young people in the County. All statutory and non-statutory services to the public and schools have been maintained throughout the pandemic and the transformation of education in Powys has continued with the establishment of 2 new all-age schools in the County and the closure of 7 primary schools. Following the dissolution of the Education through Regional Working (ERW) consortia, Powys and Ceredigion have formed a partnership to facilitate collaborative working on school improvement priorities which is underpinned by a Memorandum of Understanding that has been in place since September 2021.
- e. Key findings from the 2021/22 Headteacher Perception survey show that 89% of respondents felt that children and young people achieve well in Powys, 93% of respondents felt that schools in Powys provide a good education for children and young people and 89%

of respondents felt that Powys County Council has strong leadership in education matters.

- f. Schools are working well with Council officers to bring in-year budgets into balance and halt the growth of cumulative deficits. At the time of the Estyn inspection in July 2019, those schools on warning notices were projecting a cumulative deficit of £8 million. Prior to any action being taken the total projected deficit for all schools for 31<sup>st</sup> March 2022 was formerly £11.7 million. Following collaborative work with the schools and additional grant monies received during Spring 2021 (some of which were utilised against core costs), the budgets submitted in May 2021 indicate that the planned cumulative outturn at the 31<sup>st</sup> March 2022, for those schools on warning notice, is now projected to be a £3.5m deficit. The same budgets now show the total projected position for all schools as of 31 March 2022 to be a surplus of £1.4 million.
- g. Welsh language provision in Powys schools has continued to be a priority and 11.5% of year 11 pupils were studying Welsh (first language) last year. During the same period, 21% of pupils were educated through the medium of Welsh in Year 1 (which was a 1% decrease against the previous year's figure) and the Trochi Welsh-language immersion programme has been introduced to support learners new to the Welsh language who wish to be educated through the medium of Welsh. The recruitment of Welsh-speaking staff remains a significant challenge for both the Schools Service and individual schools, locally and nationally with the recruitment of more secondary specialists and also of specialist staff to tackle curriculum reform.
- h. The Council has continued to develop a joined-up system that will support children and young people with Special Educational Needs/Additional Learning Needs (SEN/ALN). The development of a proposal for the future of the specialist centres is on track and forms a key priority in the transformation programme for 2022-2023. In the past year, a satellite of one of our special schools has been developed and 14 teachers are currently working towards a post-graduate diploma in an area of SEN/ALN.
- i. The Council has supported Powys schools in improving pupil attendance rates and Powys learners who use the home to school transport service have been issued with a new QR coded bus pass which is scanned each time the pupil uses the service. This facility has helped us to understand pupil movement and track potential COVID-19 exposure during the pandemic and in the future will allow us to build a clearer picture of the service to support improvement. The system has been a huge a success across the County and has been

shortlisted for a Local Government Chronicle (LGC) Innovation award.

- j. As part of its work to improve skills and employability in the County, 11 apprentices were employed as part of a new programme to improve routes to employability with the Council that commenced this year. Over the last year only 1.2% of 16 year olds in Powys were not in education, employment or training during 2021/22 exceeding the target level of below 2%.
- k. The Council remains committed to improving opportunities and outcomes for children living in poverty and coordinated a Child Poverty in Powys consultation in August 2021 to further inform its work.
- l. The percentage of pupils who are eligible for Free School Meals (FSM) has increased significantly from 12.1% in January 2020 to 17.5% in March 2022 and during 2021/22 3098 pupils qualified for FSM in the County. The PCC Catering Service provided 908,829 school meals during 2021 which included 78,354 Free School Meals. Many of our pupils who are eligible for Free School Meals made progress in line with their expected outcomes, but some pupils were impacted by remote learning and became disengaged from learning during this period. Our schools have put in place support for these eFSM pupils but although they are now engaged in learning, they have not yet returned to their pre-pandemic levels.
- m. 5 schools in Powys participated in the School Holiday Enrichment Programme (SHEP) during summer 2021. Early expressions of interest have been collated for SHEP 2022 and 11 schools have voiced a wish to participate. Holiday Activities were supported through over 1,000 pupil sessions across all the SHEP sites over 39 events. Sport Powys together with Freedom Leisure provided 157 hours of free sports and physical activity sessions across the county and the officers providing the service delivered to just under 800 children. Attendance was significantly lower than hoped for last year; activities were cancelled during 2020 because of COVID-19 and revival of the programme during 2021 proved challenging amidst continuing disruption.
- n. 5 schools took part in activities funded by the Winter of Well-being Music Grant to offer opportunities for those learners who may not usually have access to music tuition.

- o. During the pandemic the Council offered support for digitally excluded learners through the provision of Wi-Fi connectivity via 4G MiFi boxes and the emergency issue of laptops to allow all pupils the opportunity to continue their education from home.
- p. The Council has supported period dignity and all schools have received regular supplies of feminine hygiene products to ensure that learners have access to free products. The scheme has been very successful with 812 requests received within the first 2 days alone during the autumn term.
- q. During 2021/22 the Income and Awards service have ensured that a greater number of eligible families were made aware of and took up the offer of Free School Meals. Over that period, take up has increased from 2,771 to 3,098. The Money Advice Team has continued to offer support to families across Powys to maximise benefit take-up and provide budgeting and debt advice. A joint mailing exercise was undertaken in November 2021, during which 2,761 households in Powys received a letter to promote the work of the NEST energy efficiency scheme. During 2021/22, the money advice team received 155 new family referrals and the benefits gain from their efforts amounted to £447,954.15. In 2021/22, 2,044 Pupil Development Grant payments were made to families, representing a total of £267,045 distributed.

#### Assurance provided by regulatory and audit reports

The Powys County Council School Service has performed well during 2021-22. A key achievement has been the continued progress that has been made in addressing the five recommendations made by the Estyn report of September 2019. These were wide ranging in scope and much work has been achieved with regards to transformation, service performance and service delivery in schools to drive improvement across learner entitlement and outcomes for the children and young people in the County. In their 2021 *Report following monitoring Local Council causing significant concern*, following the most recent core inspection, it was found that **‘overall, leaders have worked well with stakeholders and partners to make strong progress against all recommendations. Powys County Council is judged to have made sufficient progress in relation to the recommendations following the most recent core inspection. As a result, Her Majesty’s Chief Inspector is removing the Council from the category of local authorities causing significant concern’**. Estyn, 2021

## Key Consultations and Engagement Activities for this Objective

Consultation	Period
Proposal to change the language category of Ysgol Dyffryn Trannon	25/02/21 to 15/04/21
Proposal to close Mount Street Infants School, Mount Street Junior School, and Cradoc C.P. School and to establish a new English-medium primary school for pupils aged 4-11 on the current sites of Mount Street Infants School, Mount Street Junior School, and Cradoc C.P. School	25/02/21 to 12/05/21
Proposal to close Castle Caereinion C. in W. School from 31 <sup>st</sup> August 2022, with pupils to attend their nearest alternative schools	14/04/21 to 02/06/21
Proposal to close Churchstoke C.P. School from the 31 <sup>st</sup> August 2022, with pupils to attend their nearest alternative schools	14/04/21 to 02/06/21
Proposal to close Llanfihangel Rhydithon C.P. School from the 31 <sup>st</sup> August 2022, with pupils to attend their nearest alternative schools	14/04/21 to 02/06/21
Proposal to close Llanbedr C. in W. School from 31 <sup>st</sup> August 2022, with pupils to attend their nearest alternative schools	21/04/21 to 23/06/21
Governor Questionnaire 2021	21/06/21 to 19/07/21
Pre-application consultation for the proposed development of a new £22m school for Ysgol Cedewain in Newtown	26/07/21 to 20/08/21
Child Poverty Survey	12/08/21 to 30/08/21
Draft Welsh in Education Strategic Plan (WESP) for 2022-2032.	24/09/21 to 19/11/21
School Funding Formula Review	05/10/21 to 22/10/21
Future plans for Ysgol Calon Cymru	30/11/21 to 26/01/22
School's admissions arrangements and catchment maps	01/02/22 to 14/03/22

For full details of the above and all consultation and engagement activities undertaken by PCC during 2021/22, please see [Consultation and Engagement Activity 2021/22](#).



### 3.4 We will support our residents and communities

#### Key Findings

The Cabinet considers the Council's performance against this goal to indicate it was **'making simple changes'**.

- a. Despite disruptions to services, Powys County Council has continued to support and deliver a range of opportunities for culture and leisure throughout Powys. It is notable that all 13 of the Powys Leisure/Sports Centres sites opened on Day 1 post-lockdown and that Q3 active participation figures showed an increase of 7% over 2019 Q3 figures. Swim school figures are now at 5,001 students per week which is a 15% increase over the numbers recorded pre-COVID-19.
- b. The Archives public search room remained open as advertised through the year with the number of documents produced remaining comparable with previous years (around 2,000), and enquiries by email to the research services remaining at around 1,500. Visitor surveys show that use of the Powys Archive Service is split roughly 50/50 between visitors and residents.
- c. Libraries, in common with all front-facing facilities, have been affected by a drop in visitor figures. The service has been inventive in reaching new and existing audiences and book loans have continued through the order and collect service. In Powys, the service has recorded a 77% increase in digital downloads since 2020, placing it just outside the top quartile for digital issues. Powys is 1 of 7 services across Wales to have seen an increase in library membership during 2020-21. In the last Welsh Public Library Standards return the service reports that it meets 10 of the 12 core entitlements in full, 1 in part and did not meet 1 (lending books and library strategy). The Standards are a guide to performance and not a legislative requirement. The council meets its statutory obligations under the Public Libraries and Museums Act 1964. The library service has also provided digital help sessions for members of the public to support people in accessing and using library apps (such as BorrowBox and Libby) as well as teaching participants how to use their tablets, phones, laptops and computers.
- d. Staff have continued to work in the Powys museums throughout the pandemic, even when the facilities have been closed to the public, with looking after the collections remaining a

key priority. During 2021/22 6 temporary exhibitions have been organised across the museums. Sales made during a temporary exhibition held at Y Gaer generated around £20k in commission for the Museum.

- e. The Creative Industries and Arts Sector responded swiftly to expressed customer and community needs, in particular, around mental health and well-being support by providing online programmes, events and resources in a variety of forms. Participation figures have been lower than hoped at Powys County Council grant funded arts and cultural events.
- f. As part of its efforts to safeguard and enhance the natural environment for residents and communities, the Council convened a Climate Action Project Board to support the delivery of its Red Kite Climate Vision & Strategy and deliver its vision that by 2030 Powys County Council will be carbon neutral and climate resilient. The Powys Nature Recovery Action plan policy has also been developed to further progress action within this area.
- g. In 2021/22, 66% of waste in Powys was reused, recycled or composted, slightly exceeding the Welsh Government target of 64%. The average number of working days taken to clear fly-tipping incidents was 2.6 during 2021/22 and this represents a significant reduction from the 2020/21 average of 6.3 days.
- h. The Council's Environmental Protection performance has been good, and recent targets have generally been met or exceeded, with only industrial authorised processes inspections and sampling of commercial private water supplies falling below. COVID-19 significantly impacted the way in which these services could be delivered e.g. carrying out site visits, sampling etc.
- i. The Council has taken strategic leadership/involvement in seeking to address the river SAC (Special Area of Conservation) phosphate pollution issue. Phosphate pollution in river SAC catchments has both short-term implications and impacts (e.g., planning decisions, reduced fee income to the Council) and long-term impacts (e.g., potential risk to Replacement LDP preparation, community needs may not be met, council tax implications).
- j. We continue to improve the quality of the environment that our housing tenants live in and the services they receive through the delivery of the Love Where You Live tenancy sustainability strategy. In 2021-2022, 89% of tenants were satisfied with the major programmes of repair and improvement, 87% of tenants believed that the Council provides

homes that are safe & secure and 78% considered their rent to be good value for money. Compliance with the Welsh Housing Quality Standard has been maintained. Our greenspace improvement strategy for Housing Services owned sites has been progressed with greenspaces having been surveyed in all major towns and raised bed kits installed at Housing Services sites across the county, in response to feedback from residents. Estate management has been hampered as a result of COVID-19 disruption to normal interaction, which has reduced opportunities for the Housing Officers to visit sites and residents.

- k. The Survey of Tenants and Residents (STAR) has recently been completed (quotas were set on area, housing type and number of occupants, with no more than one person being interviewed in each household in order to reflect the overall tenant profile) with an overall sample size of 704 interviews being achieved. There has been a notable improvement in overall satisfaction with services provided by Housing Services since the 2019 survey, with the proportion who are either very or fairly satisfied increasing from 65% to 71% in 2021 (19% were dissatisfied). Performance is slightly under the 2021/22 target of 75% tenant satisfaction and has fallen from the 84% satisfaction rate achieved in 2019/20 (the STAR survey is completed every two years).
  
- l. Improved opportunities for our residents and communities to become more digitally inclusive have been achieved over the past year, in part driven by adaptations developed during the pandemic. The schools Hwb Programme has provided an environment that delivers blended learning (classroom and home based together) through digital technology to 100% of our schools and with all Wave 4 deliverables met. All Powys teachers (1,113) received a laptop to assist with classroom and online learning and laptops were provided to all year 12 learners. Wi-Fi connectivity was provided via 600 4G MiFi boxes and the emergency issue of 800 Chromebooks so learners could continue their education from home. In Powys, 86 of 91 (94.5%) schools have now achieved the 1 device:2 pupils' ratio.

#### Key Consultations and Engagement Activities for this Objective

Consultation	Period
Digital Services for Archives, Museums and Libraries	01/03/21 to 11/04/21
Staff Well-being Survey 2021	01/06/21 to 30/06/21
Internal Communications Survey	05/07/21 to 31/07/21
Climate Strategy Consultation	15/12/21 to 09/01/22

For full details of the above and all consultation and engagement activities undertaken by PCC during 2021/22, please see [Consultation and Engagement Activity 2021/22](#).

#### 4. What we know about our progress on Strategic Equalities Planning (SEP)

In setting its SEP objectives, the Council has developed overarching objectives that are based on the needs and issues that people with protected characteristics face, and this is described in further detail in [Vision 2025](#). Where a specific protected characteristic is likely to experience particular disadvantage, this has been discussed in the CIP section ‘Why is this objective important and how will it support people with protected characteristics?’.<sup>2</sup> 2021/22 performance against the Equalities Objectives may be viewed at [Appendix 1](#) and [Appendix 2](#).

Characteristic	Supporting Objective					
	1	2	3	4	5	6
Sex			✓			✓
Age		✓	✓	✓	✓	✓
Disability	✓	✓			✓	✓
Race						✓
Gender Reassignment						✓
Religion/Belief						✓
Sexual Orientation						✓
Pregnancy/ Maternity						✓
Marriage/Civil Partnership						✓

##### 4.1 How do we identify and collect relevant information

- Information is collected during the PCC recruitment process via an Equality Monitoring form.
- Equalities data is collected by services alongside other data during resident and service user surveys and other forms of engagement. This information is retained by the services to support decision-making and assist in service delivery.
- An equalities staff network continues to meet to help explore and better understand the issues and opportunities involved.

<sup>2</sup> These objectives were based on the evidence available at that time.

- For some service users, a different approach is required and a key objective towards the end of 2021 was the sourcing of additional venues from which to conduct drop-in sessions for people needing housing related support. Drop-in availability allows for the quick resolution of queries for those clients who may not need longer term support, but for whom, if this service is not available, issues may compound and necessitate longer-term support.
- Some equalities data is collected through the [Staff Engagement and Well-being Survey](#).
- The Powys Older People's Forum Report was completed in March 2022. Supported by a Welsh Government grant, the report was commissioned to identify ways in which the Council can potentially improve engagement with its older residents through the further development of its Older People's Forum.
- A key opportunity identified by Adult Services during the last 12 months was the engagement of a number of residents (who are living with physical disability and/or sensory loss), in the co-production of a citizens' charter.
- In response to recommendations made by Audit Wales, residents are now able to use the Council's website to suggest topics for scrutiny to consider and to comment on items due to be considered during Scrutiny meetings.

#### 4.2 How does the Council use this information in meeting the three aims of the general duty?

- During 2021/22, the Council rolled out the implementation of New Ways of Working. It is anticipated that this process will be concluded for most service areas by the end of 2022. At the end of the year, 576 members of staff were deployed in flexible working arrangements and/or working from home on a regular basis which was above target. Staff are encouraged to work in a flexible way to enable them to balance work against their other priorities, whilst also ensuring the needs of the Council are met. The flexible nature of many of our roles are promoted widely and part time working is promoted and supported wherever possible.
- Closer links have been made with the Department of work and Pensions and several visits have taken place and more are planned over the coming months.

#### 4.3 How effective are the Council's arrangements for identifying and collecting relevant information?

- While continuous improvements are being made regarding the ways in which the Council engages with the people of Powys, it is acknowledged that the identification and collection of information in support of the Council's Strategic Equalities Planning requires further development to reflect the importance that the organisation places on ensuring a fairer and

more equitable future for the people of Powys. A new Cabinet portfolio has recently been created with responsibility for 'a Fairer Powys' to provide increased focus on equality, diversity, and inclusion.

#### 4.4 What do our arrangements tell us regarding the equality of access to employment, training and pay?

- The Gender Pay Gap (GPG) analysis for 2021 has evidenced a further improvement in the closing of the GPG for directly employed staff. From 2020 to 2021, the mean GPG reduced from 7.55% to 7.28%, with the median GPG falling from 7.62% to 4.14%. More detailed analysis, however, shows that when IR35 workers (who are more likely to be male) are included within the figures, the number of higher pay rates earned by this group increase the average hourly rate overall and the mean GPG increases from 7.55% to 8.18%.
- Equality Data for the period 2019 to 2021 has been verified and is currently being analysed to identify trends.

## 5. How good is our Self-Assessment Process?

- Powys County Council currently has robust processes in place that support self-assessment (these include quarterly performance review meetings, bi-annual Executive Management Team (EMT)/Cabinet Panels and Service Improvement Boards etc.) and there may therefore be no necessity to introduce additional structures at this time. It is, however, recognised that there is a need to strengthen how services use evidence and extract learning to inform improvement action. In addition, work is needed to improve the connection between the deeper understanding of measurement definition within services and the use of those same measurements in reporting for external distributions.
- While the organisational arrangements for monitoring and reporting performance against the well-being objectives are sound, an intensified programme of support and development may be required to fully embed evaluative process and capability at service level. For some services this will represent a significant resource challenge, and they may not presently be in a position to find the necessary capacity, especially while the disruption and uncertainty of COVID-19 continues.
- Performance measures are in place and the mechanisms for collecting, recording, and reporting data are adhered to but the quality of evidence provided is often of insufficient quality or focus as to allow a clear understanding of performance against the well-being objectives to emerge.
- Increased efforts to establish baseline trends are needed, along with a clear, evidence-based rationale for action.
- Services are currently working to introduce outcome-based measures.
- Actions formed in response to audit report findings are included in workplans to ensure action and monitoring.
- Cabinet and Scrutiny are engaged in the performance management process through opportunities to contribute towards the quarterly reporting process
- There is a positive relationship between the organisation and corporate performance colleagues, which has developed considerably over time to maximise the engagement with the strategic planning and performance process.



- The Council uses a range of metrics, measures and indicators to monitor its performance, and these include a mixture of Public Accountability Measures (PAMs) and more localised measures developed by individual services to reflect their attainment against current objectives in alignment with the Council’s Corporate Improvement Plan (CIP). Service-level objectives are set out in their Integrated Business Plan (IBP) and this forms the link between the strategy set out within the CIP and the actions required to implement that plan at Service-level. While most of the necessary elements are present to allow us to evaluate our performance against the well-being goals, some obstacles remain that prevent the emergence of a clear picture of all areas of attainment. Barriers that have been identified as impeding effective and holistic evaluation include:
  - Currently, for historical reasons, measures exist at the more granular performance level but are not in place for the overall attainment at well-being objective level
  - The existing measures are, in a number of cases, not fully achieving their purpose; the reasons behind this are complex and varied but can be largely summarised as follows:
    - Some of the measures, as they are currently reported, are not formally clearly defined (although there is often a clearly understood definition and value to the evidence at an operational level). This leads to a gap in meaning between that perceived by the service itself and that discernible once the measure is removed from its context and reported to a wider audience.
    - This may create the potential for negative or misleading interpretation. For example, in instances where client numbers are demonstrated to be falling (thereby achieving the target) without the commensurate assurance that the figures do not disguise a failure to identify potential cases in the population (i.e., that the measure does not provide a ‘perverse incentive’).
    - Some measures are not true measures, with confusion sometimes evident between measures, actions and targets.
    - Attainment of objective is often evidenced by the listing of actions without the presentation of a clear rationale to explain how the two relate.
    - Insufficient consideration is currently given to the establishment of appropriate degrees of contribution/attribution.
- Currently some of the measures in use by the Council refer to large-scale and complex issues over which it cannot hope to have a direct influence. Consideration may be required in the future to clarify how the Council approaches accountability in order to provide a clear

delineation between the population-level trends that we are attempting to influence (but cannot be expected to have total control over) and the measures that evidence our own performance (and for which we are answerable).

- It is not expected that immediate alterations can be made by services where problematic measures do not provide clear evidence and a programme of development will be required to strengthen capability and introduce change over time. The challenges inherent in improvement of this type are further exacerbated currently by the disruption and workload pressures created by the coronavirus pandemic. In order to provide an improved quality of evidence and a clearer picture of performance against objective, measures and significant data are presented below enriched with supporting context of improvement work provided by links to relevant processes, documentation and evaluative material.
- However, the above have been considered as lessons learned based on the previous strategic planning and performance cycle and are being used to inform the newly elected corporate plan, which is being developed ahead of March 2023.

## 6. How are we working more sustainably?

The Well-being of Future Generations (Wales) Act 2015 places a duty on local councils to consider how they can work more sustainably across 7 core areas of change. The table below outlines what we have been working on during 2020-21 to ensure our processes, the way we plan and the way we support front line services is done in a way that considers the long term, prevention, integration, collaboration, and involvement.

Area of change	How are we using the five ways of working to change how we think, plan and act?
Risk	<ul style="list-style-type: none"> <li>• The Council's risk management arrangements have continued to be significantly improved during 2021-22 in response to a follow up internal audit report of risk management in March 2020.</li> <li>• The Council's risk management system holds all risk registers, and this is where all strategic, service and transformation programme risks are registered, mitigating actions identified and risks monitored.</li> <li>• Consideration of risk is an integral part of quarterly performance reviews held with Portfolio Holders, Directors and Heads of Service.</li> <li>• The Audit Committee also has a key role in monitoring and challenging the Council's risk register. More information about the Governance and Audit Committee, including strategic risk reports and copies of minutes of previous meetings, is available by visiting: <a href="https://powys.moderngov.co.uk/mgCommitteeDetails.aspx?ID=135">https://powys.moderngov.co.uk/mgCommitteeDetails.aspx?ID=135</a></li> </ul>
Performance Management	<ul style="list-style-type: none"> <li>• The method of reporting through an AIA (Achievements, Issues, Actions) approach is now well embedded across the organisation and provides a clear and succinct way of communicating key information to strategic decision makers.</li> <li>• At the beginning of the year the council revised its Performance Measurement Framework to remove duplication in reporting and to ensure its measures / data sets are clearly aligned to the 'Golden Thread' of plans.</li> <li>• We recognise that further work is needed to develop more outcome focused indicators and to ensure that services can effectively demonstrate the impact on residents. This is further explored within the self-assessment document.</li> <li>• A new emphasis is being placed on self-assessment and arrangements have also been put in place to strengthen the role of scrutiny in the quarterly performance management cycle.</li> </ul>

- The virtual training video on Strategic Planning and Performance Management continues to be available, which aims to support officers with improving the quality of planning and reporting. This is being rolled out as part of a Managers Induction course.
- During 2021-22 data analytics and insight has strengthened and been integral to our response and recovery to the pandemic. We have developed numerous automated reports to provide insight on vulnerable people and those shielding and supported an integrated approach to ensure we assist those most at need. We have produced reports for our local Track, Trace and Protect so that they can effectively target their approach. We produced the Well-being Assessment and Population Needs Assessment, analysing the needs of the local community through the prism of well-being.
- We have continued to develop a Corporate Scorecard which integrates workforce, compliance, finance, and audit. This supports the Senior Leadership Team and Executive Management Team with their work and provides a health check of the organisation.
- All Members produced an Annual Report on their activities, and these are all published on the Council's public website at <https://powys.moderngov.co.uk/ecCatDisplay.aspx?sch=doc&cat=13340>
- A copy of our Performance Management and Quality Assurance Framework is available via our website by visiting: <https://en.powys.gov.uk/article/7911/Performance-Management-and-Quality-Assurance>

#### Corporate Planning

- During 2021-22, the Council revoked its Business Continuity Plan to respond to the extraordinary challenges presented by coronavirus (COVID-19), which meant that a range of services that were either adapted, suspended or, in some instances, established for the first time began to return to business as usual. This was largely across the whole organisation, followed by Social Services later, which remained within this state due to the pressures presented.
- During 2021-22 the Council's 5 stage corporate planning cycle was used as the framework for COVID-19 Recovery Planning and Budget Recovery Planning. As part of the process all services continued to refine and strengthen their Integrated Business Plans, including improving the long-term consideration of actions.

- The Council continues to embed a new Transformation Approach which draws on a range of key disciplines and methodologies, such as a customer centric approach to service re-design and agile project management. It focusses on having multidisciplinary teams to plan and deliver projects and development is based on continual customer feedback.
- During 2021-22, we successfully digitised the Impact Assessment form. This provides services with a more efficient and user-friendly method, enhanced robustness and introduction of an automated flow process to support governance. The central repository of impact assessments, for Members and staff to access, aids in developing proposals and sharing information, evidence, and good practice. The new system allows the Council to interrogate the data from multiple impact assessments, to look at the cumulative impact of decisions on particular geographic areas or groups within the community, as well as identifying changes that can be made to the proposal to improve the impact of an element of the assessment. Further developments are planned to support enhancing understanding surrounding impact.

More information about our plans (for Powys County Council) is available on our website by visiting:

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

#### Financial Planning

- 2021-22 has seen a much higher level of engagement in the development of the budget and the Medium-Term Financial Strategy (MTFS) with staff, Members, stakeholders, and the public.
- Use of the budget simulator, numerous Member engagement sessions, staff engagement events, meetings with stakeholders and scrutiny of the Draft 2021-22 budget and the 2020-25 MTFS have all helped to bring greater openness and transparency to the financial planning process.
- The Council's Capital Strategy has been amalgamated with the Treasury Management Strategy and is now integral to the Integrated Business Planning process. The strategy facilitates a seamless interface between business planning within the Council and the management of assets and capital resources. The introduction of a new governance framework for the inclusion of projects in the capital programme supported by CIPFA training for key staff

	<p>in business case development has helped to improve the quality of business cases and decision making around capital investment.</p> <ul style="list-style-type: none"> <li>• Integrated Business Planning has been adopted since April 2019 with the aim of moving the Council away from traditional budget planning to one that focuses on how best to use our resources to make the biggest impact on the outcomes the Council is seeking to achieve, informed where available by comparative performance and unit cost data and feedback from regulators and customers.</li> <li>• There is further work to do to move properly away from incremental budgeting and to Outcome Based Budgeting (OBB) and this work is planned through the period until 2025. A number of pilot projects will commence in 2021-22 and be expanded across all services over the following 3 years. More information about the Council’s Budget and Accounts is available at: <a href="https://en.powys.gov.uk/article/7469/Council-Accounts">https://en.powys.gov.uk/article/7469/Council-Accounts</a></li> </ul>
<p>Workforce Planning</p>	<p>Workforce futures is one of the Council’s key Transformation projects which focusses on:</p> <ul style="list-style-type: none"> <li>• Developing organisational agility</li> <li>• Developing our approach to leadership and management</li> <li>• Culture and engagement</li> <li>• Developing our capability and capacity</li> <li>• Improving and transforming the council</li> <li>• Developing further our health and well-being offer</li> </ul> <p>Further information can be found in the <a href="#">Transformation End of Administration report</a>.</p>
<p>Assets</p>	<ul style="list-style-type: none"> <li>• The Strategic Property Team on behalf of Powys County Council continue to explore partnership working with both public and 3<sup>rd</sup> sector organisations. The shared use of buildings is a key strategy, ensuring public services are maintained and accessible to all.</li> <li>• We continue to make available accommodation to partner organisations including national government agencies.</li> <li>• The organisation is still implementing New Ways of Working which will impact on how buildings are used in the future. We will continue to develop modern workplaces which align with smart working practices.</li> </ul>

	<ul style="list-style-type: none"> <li>• The schools' modernisation programme continues to be developed with new build schools becoming more community focused. This change in emphasis will enhance the way our school buildings are used both now and in the future; becoming more sustainable and reducing our carbon footprint.</li> </ul>
Procurement	<ul style="list-style-type: none"> <li>• We have modified our procurement process so that from the outset we consider how any procurement would support and / or could have an impact on the 7 well-being goals. This ensures that at the point of drafting specifications, terms and conditions and invitations to tender we can build specific requirements into our contracts to support these goals or mitigate any negative impacts.</li> <li>• We have updated our <a href="#">Procurement strategy</a> to be more inclusive and assist smaller businesses and local suppliers to bid for contracts, as well as using procurement models such as the dynamic procurement system (DPS) for smaller repetitive procurements.</li> <li>• We keep our procurement processes (e.g., terms and conditions and prequalification processes) under continual review to ensure that we are fully compliant with new legislation and policy requirements, such as the Modern Slavery Act and the Code of Practice for Ethical Employment in the Supply Chain.</li> <li>• The 5 ways of working also underpin our approach to procurement and commissioning, with each procurement requiring the completion of an integrated impact assessment which includes an evaluation of the extent to which the procurement is considering the sustainable development principle.</li> <li>• Under the Powys Pound initiative, we are helping local businesses to improve their tendering skills. We are also speeding up our payment processes and using payment cards where possible so that local companies are paid faster and without delay to boost their business. Project Bank Accounts are used on all major capital projects to increase the speed of payment to subcontractors and suppliers. Annualised events are also undertaken to show and discuss our forward programme and up and coming procurement packages with suppliers and to encourage more localised bidding and engagement. We are utilising the TOMS and social value for all relevant (over £2 million) contracts, and these have been mapped against the Well-being of Future Generations goals and require tenderers to submit and to be evaluated on their social value content in any contract. The portal will also monitor progress against all</li> </ul>

the tender submissions to show that each measure has been achieved successfully.

- The Council is also working collaboratively with Centre for Local Economic Strategies (CLES) Ceredigion Council, Powys Teaching Health Board, Hywel Dda Health Board, Mid Wales Fire Service, and the University sector on a Foundation Economy Project to benefit Community Wealth in our region. The Board has identified the following workstream and further work on spend and data is ongoing for each of them. These are: Opportunities for Start-ups; Food; Construction and Housing Retrofit; and Development of Generative Services. Our 21<sup>st</sup> Century Schools Programme is being designed as an ultra-low carbon impact schools using Passivhaus construction methods.
- Education is also working with Constructing Excellence Wales to pilot the Future Generations Directory Toolkit for the proposed Bro Hyddgen Community Campus through the design and build programme, which maps the design and build stages to each of the goals of the Well-being of Future Generations (Wales) Act.
- The Affordable Housing Development programme in the Council, which is modest compared to other local authorities, has built in low energy / low carbon / Passivhaus options into the build programme which will remove fuel poverty for families and residents of the homes impacting on Well-being / Education and skills, etc.
- For more information about procurement and contracts, including opportunities to tender, please visit:

<https://en.powys.gov.uk/article/4894/Procurement-and-Contracts>



## 7. What we Know About our Governance Performance

A full outline and assessment of the governance processes that have been in place in Powys County Council for the year ending 31<sup>st</sup> March 2022 may be viewed in the [Annual Governance Statement](#) (AGS). BRAG (Blue, Red, Amber, Green) ratings for the below actions have been considered using the method defined within the Performance Management and Quality Assurance Framework (PMQAF).

### 7.1 Our performance against the 2020/21 AGS action plan

Development Action	Lead/Deadline	BRAG
Review the Membership and Terms of Reference of the Governance and Audit Committee to meet the requirements of the Local Government and Elections (Wales) Act 2021	Head of Legal and Democratic Services (Monitoring Officer) December 2021	Blue
Review the effectiveness of the Governance and Audit Committee and undertake some refresh training for members as to the role of the Committee	Head of Finance (S151 Officer) / Scrutiny Manager 30 <sup>th</sup> May 2021	Green
Raise the profile and awareness of the new Anti-Fraud policies and develop the reporting of fraud activity and performance	Head of Finance (S151 Officer) 31 <sup>st</sup> December 2021	Green
Implementation of new consultation software Engagement HQ in partnership with Powys Teaching Health Board (PTHB) and Powys Association of Voluntary Organisations (PAVO)	Communications and Welsh Language Manager	Blue
Publication of a Public Participation Strategy	Communications and Welsh Language Manager April 2022	Red
Working with partners to update the Well-being Assessment and Population Assessment	Head of Transformation and Communications	Blue
New Vision 2025 communications campaign in accordance with the Welsh Audit Office recommendations	Head of Transformation and Communications	Blue

Implementation of the Socio-Economic Duty through effective Impact Assessment process and on-going training	Head of Transformation and Communications	Green
Transition the Service Improvement Boards to form part of the quarterly review meetings held as part of the Performance Management and Quality Assurance Framework	Corporate Directors December 2021	Amber
Continuation of the Integrated Business Planning Transformation Project and deliver Outcomes Based Budgeting pilots	Head of Finance (S151 Officer)	Green
Implementation of Part 6 of the new Local Government and Elections Wales Act	Head of Transformation and Communications	Green
Service Performance Panels to be undertaken to assess each service's performance and review Integrated Business Plans	Chief Executive	Blue
The number of staff attaining digital core skills (bronze level) will reach 100%	Head of Economy & Digital Services March 2023	Red
The percentage of our leaders who are digitally capable and reach the Gold Standard will increase to 100%	Head of Economy & Digital Services March 2022	Red
Develop Outcomes Based Budgeting pilots across service areas to feed into the budget /IBP process for 2022/23	Head of Finance (S151 Officer)	Amber
Restart the Finance Transformation Programme delivering the identified objectives of the business case and improved financial acumen council wide	Income and Awards Senior Manager / Deputy Head of Finance	Green
Develop and implement the main drivers within the Capital and Treasury Management Strategy including the Schools' financial strategy and updating the Medium Revenue Provision policy	Capital & Financial Planning Accountant	Blue

Identify level of compliance with Financial Management Code and additional activities required to ensure adequate standard can be achieved when this becomes mandatory in 2021/22.	Financial Planning and Policy Accountant	Blue
Continue to embed a risk managed approach to decision making and good governance of the Council, to ensure everyone manages and understands risks which could prevent us from achieving our objectives.	Deputy Head of Finance / Strategic Equalities and Risk Officer	Green
Develop a Regulatory Tracker to keep a central record of the regulatory recommendations the Council receives and an overview of progress against them.	Head of Transformation and Communications	Blue
Continue to strengthen the performance of scrutiny in particular the scrutiny of performance and risk	Head of Legal and Democratic Services (Monitoring Officer) March 2022	Green
Review the effectiveness of Internal Audit with a greater focus on improvement across the organisation	Head of Finance (S151 Officer) March 2022	Green

## 7.2 Key performance insights from the AGS

- The local elections in May 2022 brought a new Administration that shifted the Council from a predominantly independent Administration to that of a Liberal Democratic/Labour Cabinet. It is acknowledged that with such a large number of newly elected Members, much work will be required to ensure that the training and development support provided for Members allows them to quickly understand their new roles and ensure smooth continuity of governance processes.
- The Council has opted to move to an Outcome Based Budgeting approach, focused on the medium to long-term and aligned to service and workforce planning. By better aligning revenue and capital, it will ensure that our limited resources are prioritised to achieve maximum effectiveness and secure outcomes that matter to our residents.

- In response to recommendations from Audit Wales, the Council has undertaken significant improvement work to strengthen its Scrutiny arrangements; and self-evaluation exercises undertaken in April indicated that many actions are already embedding with positive results.
- The initial Financial Management (FM) Code Assessment undertaken in 2021/22 indicated that of the 63 activities that underpin the 7 standards, 39 are rated green (62%) and 24 rated amber (38%), there were no red rated activities.
- Powys County Council follows a system of corporate governance that is consistent with the 7 principles of the Chartered Institute of Public Finance and Accountancy (CIPFA) and Society of Local Council Chief Executives (SOLACE) Framework Delivering Good Governance in Local Government (2016 Edition). This statement is structured around the 7 core principles and provides an overview of how the Council has discharged its responsibilities during 2021/22 and sets out recommendations of suitable areas for development.

### 7.3 Action Plan

The below action plans have been identified. These have been prioritised using the below matrix:



Figure 3 Action Plan Matrix

#### 7.3.1. Self-Assessment Priority Actions Summary for 2022/23

Issue requiring further action	Responsible Officer	Priority
Further develop the prominence of equalities, and the Strategic Equality Plan, across the organisation	Chief Executive	P3
Work between Finance and Service areas to improve further understanding of outcome-based budgeting and look to implement further	Head of Finance (S151 Officer)	P3

Review performance measures used as part of the Corporate Improvement Plan to ensure there is a robustness as outlined in this report	Head of Transformation and Communications	P3
Integration of the Annual Council Reporting Framework (Director of Social Services Annual Report) within annual self-assessment report	Chief Executive	P4
Promote the role of the Performance Management and Quality Assurance Framework within the organisation to embed golden thread and understanding of self-assessment	Head of Transformation and Communications	P4
Work with recognised Trade Union representatives to engage further in understanding their views as part of the strategic planning and performance process	Head of Workforce and Organisational Development	P4

Further additional actions in areas which require improvement surrounding delivery against the existing Corporate Improvement Plan (CIP) and Strategic Equality Plan (SEP) are considered and managed via the quarterly performance management cycle and reported accordingly.

There are also wider actions surrounding how the organisation works to ensure the people of Powys achieve their well-being goals, as identified above and within the Public Service Board Well-being Assessment and Regional Partnership Board Population Needs Assessment. These are being used as key evidence bases to support the development of the new Corporate Plan, which will be based upon the areas identified as part of the [Progressive Partnership for Powys](#) and the wider Well-being Plan currently being developed by Powys Public Service Board.

## 8. Certification of the Annual Self-Assessment Report 2021-2022

Signed on behalf of Powys County Council:

Chief Executive		Leader of the Council	
Date		Date	

Well-being Objective 1

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



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

**Overall assessment of performance:**

Of the 23 objectives in place to support this well-being objective during 2021-22, 15 were reported **green**, 5 were reported **blue** and 3 were **amber**.

Our Objectives for 2022-23	2021-22	Linked Equality Objective
We will actively compete for any grant funding opportunities, and subject to such funding, deliver transport infrastructure projects, develop active travel, support suitable transport options, and improve road safety.	Green	
We will support businesses with recovery and the growth of new and established businesses.	Amber	
We will support the delivery of improved digital connectivity and encourage businesses and communities to take advantage of technology.	Green	
We will look for opportunities to secure external grant funding to support economic development and regeneration initiatives.	Green	
We will help support people into work and better paid employment opportunities.	Green	
By 2025, we will ensure our policies and processes make it easier for local private and third sector companies to become suppliers to the Council.	Green	
By 2022, we will develop business units at the Abermule business park for local businesses to establish and expand (subject to design measures).	Green	
During 2021-24, we will ensure all interview panels have a member who is safer recruitment trained	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the gender pay gap

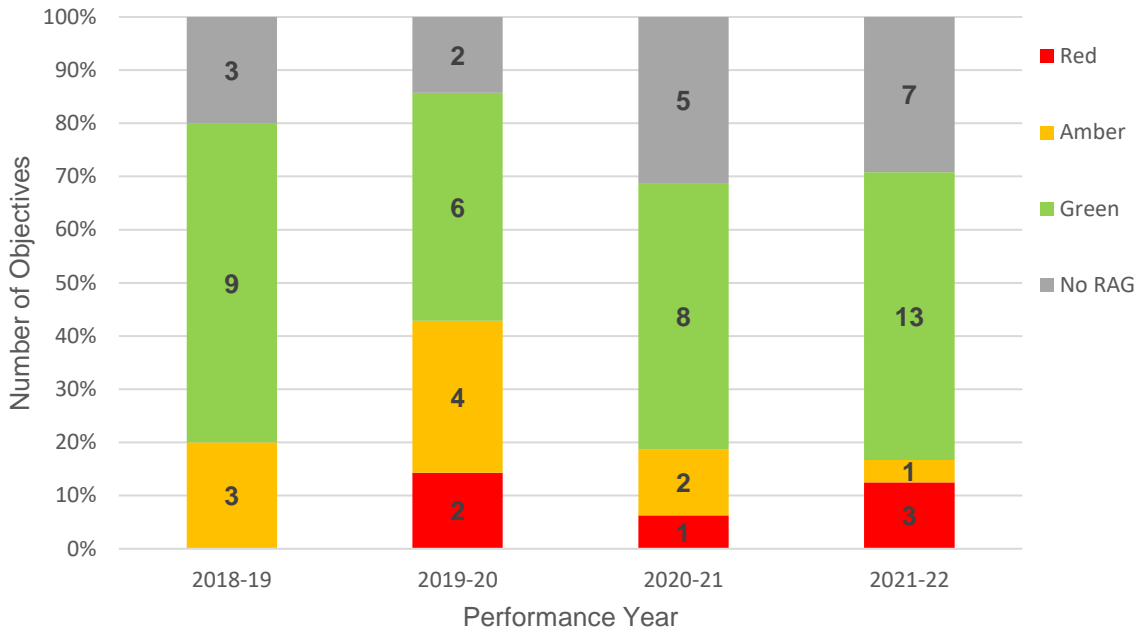
During 2021-24, we will continue to review the gender pay gap and action plan	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the gender pay gap
During 2021-24, we will collect and identify differences in pay and their causes between employees who have a protected characteristic and those who do not	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the gender pay gap
By March 2024, we will maintain and develop a range of workplace flexibilities for all staff and ensure our Senior Leadership Team role model flexible working	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the gender pay gap
By March 2024, we will promote and advertise jobs to encourage all applicants, whether part-time, job share or full time	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the gender pay gap
By March 2022, we will explore commissioning options to ensure that people have optimum opportunity to gain employment	Blue	Equality Objective 1: By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment
By March 2023, we will use strengths-based approaches to ensure that supported employment converts to independent employment where possible	Blue	Equality Objective 1: By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment
By March 2022, we will promote Leadership and Development Training for all staff	Blue	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the gender pay gap
By December 2021, we will establish an Equality Workforce forum	Blue	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the gender pay gap
By March 2022, we will create a work, leisure and learning partnership (including citizens and carers) to lead to the development of employment opportunities	Amber	Equality Objective 1: By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment



By March 2022, a procurement strategy will be put in place for the next 4 years, to deliver the Council Vision and objectives and embrace the requirements of the Well Being of Future Generations (Wales) Act 2015	Blue	
We will support the development and promotion of Powys as a tourism destination	Green	
We will secure, implement, and claim grant revenue and capital funding for flood alleviation schemes	Green	
We will work with Ceredigion County Council, the Welsh Government Energy Service, and regional stakeholders to develop a delivery plan for implementing the Mid Wales Energy Strategy	Green	
TRANSFORMATION PROJECT: Mid Wales Growth Deal - We will work in partnership with Ceredigion County Council, the private sector, Welsh Government, UK Government and other partners to develop a Mid Wales Growth Deal to help drive transformational economic growth in the region over the next decade	Green	
TRANSFORMATION PROJECT: Affordable Housing - We will ensure there is an increased range of affordable housing, so people have a greater variety of where to live and stay in their communities	Amber	

27 measures used to monitor success 13 were **green** and 1 was **amber** and 3 were **red** (no RAG status was available for 7 of the measures).

## The Economy: Year-on-Year Performance



Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
By March 2025 we will have increased in real terms the total amount spent with Powys based suppliers year on year from 2021 by 0.5% each year (this was 38% at the end of 2019-20).	2% increase (from 27% to 29%, equating to £59 million)	1% increase (from 29% to 30%, equating to £62 million)	39%	This measure is not available for calculation until the final close down and all journals are completed on the Finance system.	N/A	
By March 2025, we will have increased the number of local suppliers engaged in the Council's procurement process (from 526 in 2019-20).	New Measure for 2019-20	526 local suppliers engaged	634 local suppliers engaged	1173 suppliers engaged	↑	
By 2022, we will have developed nine business units at the Abermule Business Park (subject to design measures).	New Measure for 2020-21	New Measure for 2020-21	Contract awarded; contractors on site	Units currently under construction and on target for completion early July 2022.	N/A	
Number of Adults with a disability being supported to undertake employment.	New Measure for 2020-21	New Measure for 2020-21	Data not available	We have recruited into the support employment post within the Council in order to support further exploration of supported employment commissioning.	N/A	Equality Objective 1: By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment
By the end of 2025, we will have built 250 new council-owned homes (dependant on availability of Welsh Government grant funding).	174 sites allocated	Work commenced 36 units	118 properties under construction	39 units completed with 79 under construction	→	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that

						provide suitable and sustainable accommodation for future generations
Each year we will continue to reduce the gender pay gap.	New Measure for 2020-21	New Measure for 2020-21	The improvement from 2019 to 2020, from 8.1% to 7.55% mean and 8.3% to 7.62% median, represents a closure of the gap by 8.48% mean and 8.19% median	7.28% mean for directly employed staff (8.18% when including IR35 contractors) / 4.14% median	↑	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
We will seek views and feedback from the Equality Workforce Forum on relevant equality and diversity issues, annually.	New Measure for 2020-21	New Measure for 2020-21	Although COVID-19 impacted on planned progress, an Equalities Group was formed in November 2020 and met 4 times.	We have sought views from staff through the staff engagement and well-being survey, which should support the review of the focus of the forum	N/A	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
Number of communities and industrial estates supported to gain access to good quality, reliable, broadband.	4 communities supported	3 communities supported	12 communities supported	24 communities supported	↑	
Number of people progressing to employment as a result of taking part in employability activities.	34 people	131 people	168 people	86 people	↑	
Number of funding applications submitted to support Powys communities and the local economy.	New Measure for 2020-21	New Measure for 2020-21	20 applications	17 applications	↓	

Number of businesses assisted by the Council's Economic Development Team or referrals to partner organisations.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	126 businesses	N/A	
We will monitor the number of Community Benefits and social value targets set and included in contracts worth more than £2 million (this will be reliant on the number of capital projects and other procurement being taken forward in any one year).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	£343,200 (no baseline established)	N/A	
By March 2022, a procurement strategy will be drafted, together with an action plan and indicators to measure progress against the strategy.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	Procurement Strategy has been approved and an action plan with measures in draft.	N/A	
Mid Wales Growth Deal: By March 2022, we will have developed a Portfolio Business Case for regional submission to secure Final Deal Agreement.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	In January 2022, in a virtual meeting with both Leaders and Ministers, the Final Deal Agreement for the Mid Wales Growth Deal was officially signed.	N/A	
Mid Wales Growth Deal: From March 2021, we will develop a series of initial Programme / Project Business Cases (This will	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	Project detail is being developed at pace with project proposers to begin submitting their	N/A	

be implemented as a rolling programme over the next 15 years and dates will be added when the Council is in position to do so).				Strategic Outline Business Cases to Growing Mid Wales Board for review over the summer.		
Mid Wales Growth Deal: Following Final Deal Agreement in March 2022, we will start to deliver interventions, as identified. (This will be implemented as a rolling programme over the next 15 years and dates will be added when the Council is in position to do so.).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	Following Final Deal Agreement in March 2022, we will start to deliver interventions, as identified. (This will be implemented as a rolling programme over the next 15 years and dates will be added when the Council is in position to do so.).	N/A	
The number of additional affordable housing units delivered per 10,000 households will be 29 in 2021-22, 23 in 2022-23, 46 in 2023-24, and 36 in 2024-25 (at the end of 2019-20 this was 12.4).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	23 housing units	N/A	
Total number of visitor days to Powys for tourism purposes (as measured by STEAM annual survey).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	4.17M	N/A	
Secure £1 million in grant funding for transport infrastructure Capital projects, of which 95% will be spent annually.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	LTF - £1.4m; RRF - £0.425m; ULEV - £1.2m; RS - £20k; AT - £1.3m	N/A	

Secure £500,000 in grant funding for flood alleviation Capital projects, of which 95% will be spent annually.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	FAS - £500k; NFM - £217k; SS - £138k; PS - £107K	N/A	
Having introduced the Introduction to Leadership and M(ILM) development programmes from ILM2 to ILM7 in 2020-2021, we are aiming to encourage 40 learners to start the programmes in 2021-2022.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	30 learners	N/A	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
Monitor recruitment panels and ensure that at least one member of the panel has received safer recruitment training.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	This is ongoing. All paperwork is submitted to the Contracts team, and they check the form is signed.	N/A	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
An increasing number of staff being deployed in flexible working arrangements and / or working from home on a regular basis.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	576 flexible workers	N/A	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
An increasing number of visible adverts and promotions of the availability of flexible working in the Council. (Baseline to be established in 2021-2022.)	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	This is a key part of the recruitment review. Attendance at Careers Events and Job Centres is now being stepped up to make PCC more visible as an employer.	N/A	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap

## Well-being Objective 2

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



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

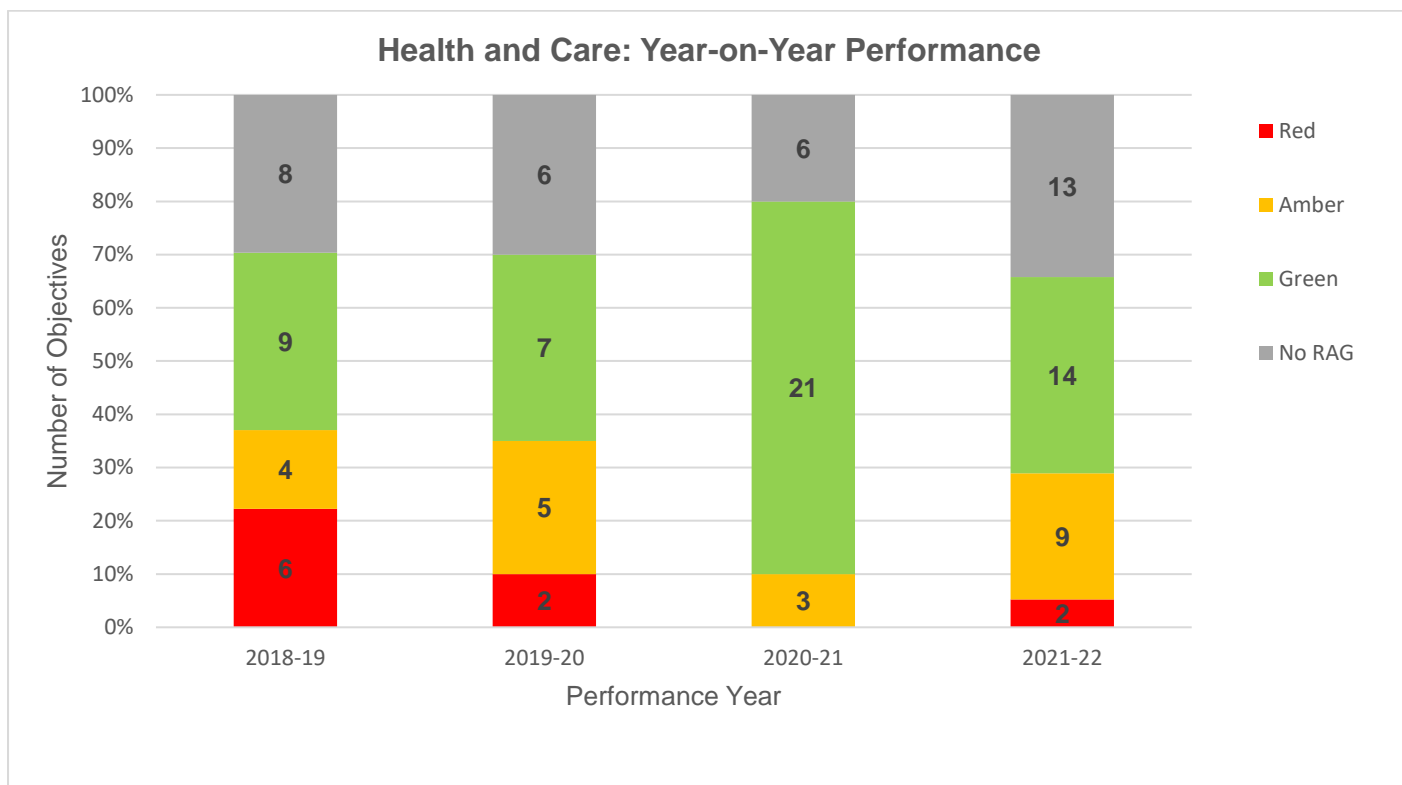
Of the 16 objectives in place to support this well-being objective during 2021-22, 11 were reported **green**, 0 were reported **blue**, 7 were **amber**, and 1 was reported **red**.

Our Objectives for 2022-23	2021-22	Linked Equality Objective
Improve services to help people whose well-being and tenancy sustainability is at risk as a consequence of hoarding behaviours.	Green	Equality Objective 4: By 2024, we help people to get the support they need to prevent homelessness
Promote access to a range of Early Help services, which families can access preventing the need for statutory intervention.	Green	
Focus on early intervention and prevention ensuring access to the right support at the right time to keep families together where possible and children safe; intervening at the earliest opportunity to ensure that children and young people do not suffer harm.	Green	
'Work with' children, young people and their families rather than 'do to', to co-produce plans which will bring about the changes children need as quickly as possible.	Green	
Provide and commission a flexible and affordable mix of high-quality placements for children who are looked after to meet the diverse range of their needs and circumstances, keeping children as close to home as possible.	Red	
Achieve the best possible outcomes for those children in our care by providing good corporate parenting, specialist support and clearly planned journeys through care into adulthood.	Green	
Ensure that the service has a skilled, supported, workforce equipped to provide a high-quality service to children, young people, and their families, which is compliant with the legislative framework and in line with best practice.	Amber	
Front Door - Adult Social Care operate an effective front door which provides information, advice, and signposting, which enables residents to make informed choices in relation to their care and well-being. A service which focuses on resolution at the earliest opportunity for the resident.	Green	
Hospital - To work with NHS Partners to have in place a set of arrangements that allow for the speedy transfer of people home from hospital, to achieve the best possible outcomes for those people.	Amber	



Community - There is timely, targeted and effective use of reablement, rehabilitation and support that has a focus on enabling independence and self-management and avoiding the over-prescription of care.	Amber	
Long-Term Care - People with long-term care needs have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances) and delivers the desired outcome. Plans are regularly reviewed based on outcomes achieved.	Amber	
Workforce - The workforce is fully trained and supported to work with people needing social care which fits with the ethos and principles of the organisation.	Amber	
Expand and improve the effectiveness of locality-based support to help prevent homelessness and social isolation.	Green	Equality Objective 4: By 2024, we help people to get the support they need to prevent homelessness
Develop housing options for people with special accommodation needs (including young people, those with learning disabilities, people experiencing domestic or sexual abuse and people with disabilities and sensory impairment).	Green	Equality Objective 4: By 2024, we help people to get the support they need to prevent homelessness
Between 2021 and 2024, the 'Fit for Life' programme will improve access arrangements to 500 homes.	Green	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
Between 2021 and 2024, the Disabled Facilities Grants programme will improve the quality of homes for 40 households each year.	Green	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
TRANSFORMATION PROJECT: We will ensure there is an increased range of affordable housing, so people have greater variety of where to live and stay in their communities.	Amber	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
TRANSFORMATION PROJECT: Extra Care: We will work with partner housing associations to secure the development of extra care housing schemes across the county.	Green	
TRANSFORMATION PROJECT: North Powys Well-being Programme - Aim to transform Health and Well-being services through a new integrated model of Care and Well-being along with further progressing the development of a Rural Regional Centre and Community Well-being Hub.	Amber	

38 measures used to monitor success; 14 were **green** and 9 were **amber** and 2 were **red** (no RAG status was available for 13 of the measures).



Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
The number of qualified social worker vacancies will be lower than the 2020-21 Q4 figure of 32.	36 vacancies	32 vacancies	32 vacancies	38 vacancies	↓	
70% of children, young people and their families report that they achieve their family goal through accessing Early Help.	New measure for 2020-21	New measure for 2020-21	94%	93%	→	
75% of audits will demonstrate that the child's voice is evidenced in the child's plan.	New measure for 2020-21	New measure for 2020-21	82.5%	71%	↓	

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
85% of children who the Intervention and Prevention Service work with around placement stability will remain in placement.	New measure for 2020-21	New measure for 2020-21	96%	83%	↓	
90% of statutory visits for Children Looked After will be carried out on time.	91%	92%	93%	88%	↓	
Feedback using the Distance Travel Tool from 75% of young people demonstrates satisfaction with the service for children and young people.	New measure for 2020-21	New measure for 2020-21	83%	88%	↑	
The number of Children Looked After who have had 3 or more placement moves during the year	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	16%	N/A	
The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over.	Data not available	Data not available	Data not available	Delayed transfers of care data is no longer published due to the impacts of COVID-19.	N/A	
The number of persons (per 1,000 population) aged 75 and over who experience a delay in returning to their own home or social care setting following hospital treatment.	Data not available	Data not available	Data not available	Delayed transfers of care data is no longer published due to the impacts of COVID-19.	N/A	
The number of unique adult clients supported in their own home	563 adults supported	708 unique adults supported	COVID-19 affected the prescribing of	695 unique adults supported	N/A	Equality Objective 6: By 2024, we will improve

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
through assistive technology will be higher.			technology, however a further 575 adults were supported			opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life
We will establish the percentage of new contacts who are referred to or receive information and advice.	New measure for 2020-21	New measure for 2020-21	28% of new contacts	26% of new contacts	→	
The number of adults receiving direct payments.	New measure for 2020-21	New measure for 2020-21	499 recipients	499 recipients	→	
Number of staff supported by the Local Council to commence a vocational health and social care qualification in Adult Services.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	44 staff	N/A	
New extra care facilities are open and utilised by mid-2023, with 66 additional apartments in use.	New measure for 2020-21	New measure for 2020-21	The new extra care facilities are not yet complete.	Building work has commenced in Ystradgynlais and Welshpool.	N/A	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations
Reduction in admissions into residential care.	New measure for 2020-21	New measure for 2020-21	166 admissions	173 admissions	→	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
						homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
Delayed admissions into residential care (increasing average age on admission).	New measure for 2020-21	New measure for 2020-21	Average age = 85	Average age = 86.2	↑	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
Percentage of adult safeguarding enquiries completed within statutory timescales.	95%	96%	95%	94%	→	
85% of children who the Intervention and Prevention Service work with around family breakdowns will remain with their families safely.	New measure for 2020-21	New measure for 2020-21	96%	93%	→	
Percentage of Children Looked After placed out of County with Independent Fostering Agencies or residential placements will be lower than the 2020-21 Q4 figure of 48.	78 children	51 children	48 children	60% (57 children)	↓	

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
There will be an increased number of generic Powys foster carers	New measure for 2020-21	New measure for 2020-21	81 foster carers	70 foster carers	↓	
75% of young people who used the Intervention and Prevention services demonstrate positive progression.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	88%	N/A	
Increase the proportion of 16+ young people in accommodation in county.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	49%	N/A	
Percentage of Powys child care providers offered business support by Children's Commissioning Childcare Business Support Team.	New measure for 2020-21	New measure for 2020-21	100%	100%	→	
Grow our own: increase in the number of staff undertaking the social worker qualification (Open University Year 1 and Year 2, and the MA route).	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	7 workers	N/A	
Audit: Increase the proportion of audits that are graded 'good'.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	60% (Baseline TBD)	N/A	
We will increase the proportion of young people using the Child Exploitation Service that are stepped out because of improved outcomes.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	No information provided	N/A	

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
Improved accessibility to services and community infrastructure that meet the needs of the population.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	No information provided	N/A	
Improved integration of services, partnership working, and confidence in leadership.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	No information provided	N/A	
Increased focus on prevention and health promotion.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	No information provided	N/A	
Increased emotional and behavioural support for families, children, and young people to build resilience and support transition into adulthood.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	No information provided	N/A	
Strengthen people's ability to manage their own health and well-being and make healthier choices.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	No information provided	N/A	
Increased independence and participation within communities.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	No information provided	N/A	
Improve the opportunity for people to access education, training, and learning opportunities.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	No information provided	N/A	
Total number of people who received Housing Related Support in the quarter. (This will be Housing Support Grant and	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	4292 people	N/A	Equality Objective 4: We will help people to get the support they need to prevent homelessness

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
Homelessness Prevention Grant funded activity).						
Total number of service users no longer requiring support and / or who have moved on from their current support services.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	409 people	N/A	Equality Objective 4: We will help people to get the support they need to prevent homelessness
Quarterly reports on the causes and incidence of homelessness, and the impact of work to prevent people becoming homeless.	New measure for 2020-21	New measure for 2020-21	Interventions put in place during the past year have reduced the impact of the barriers identified	There has been a significant increase in homeless presentations with 413 live homeless cases at the end of the Q4.	N/A	Equality Objective 4: We will help people to get the support they need to prevent homelessness
By March 2022, 168 homes will benefit from the Fit for Life programme, followed by 168 by March 2023, and 164 by March 2024.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	187 homes	N/A	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations
We will deliver aids, adaptations and disabled facility grant funded works within 130 calendar days.	New measure for 2020-21	New measure for 2020-21	134 days	134 days	→	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation



Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
						for future generations

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

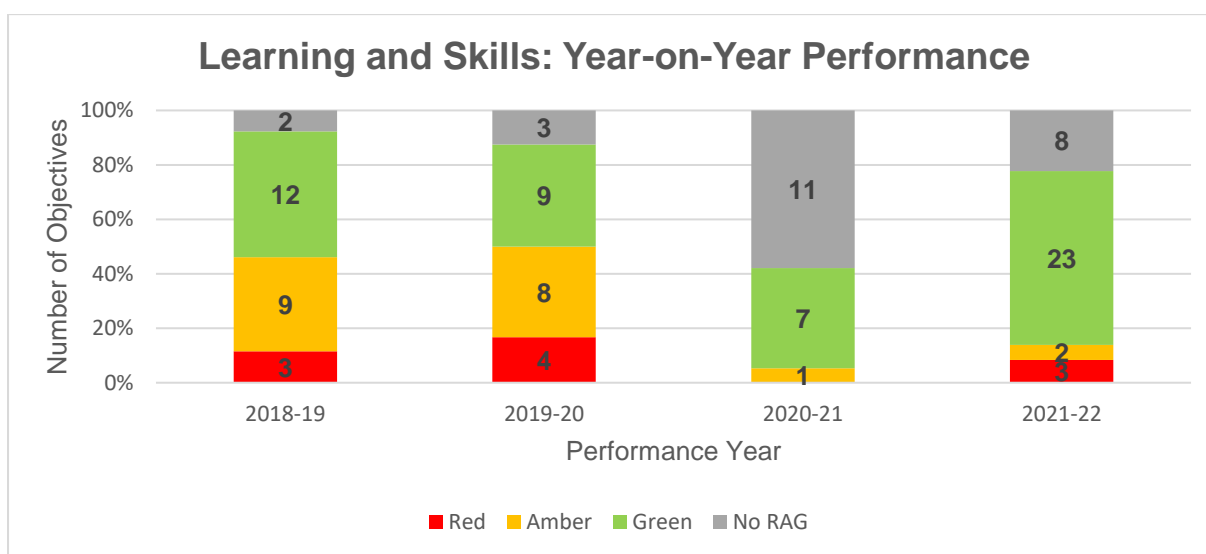


- We will improve opportunities and outcomes for children living in poverty (Equality objective 5)
- Of the 10 objectives in place to support this well-being objective during 2021-22, 6 were reported **green**, 0 were reported **blue**, 0 were **amber**, 0 were reported **red** and 4 were not given a BRAG rating.

Our Objectives for 2022-23	2021-22	Linked Equality Objective
We will improve pupil outcomes in secondary schools particularly Capped 9 scores and 5A*-A GCSEs.	For the 2019-20 and 2020-21 academic year, Welsh Government removed examinations for GCSE and A Levels.	
We will support all schools to improve pupil attendance rates.	Attendance data suspended due to the impact of COVID-19	
We will implement a joined-up system for supporting children and young people with Special Educational Needs (SEN) / Additional Learning Needs (ALN) to improve their experiences and outcomes by 2024.	Green	
We will support all schools to improve routes to employability and further education.	Funding has been allocated to all Secondary and Special schools on a per pupil basis and guidance shared with schools.	
We will improve routes to employability into the Council through an apprenticeship scheme, promoted to schools and people who want to return to employment across the County. As part of this we will strengthen work based learning across the Council and provide opportunities for work experience and employment / development in apprenticeship roles.	Green	
We will ensure that secondary school aged young people have access to high-quality counselling services to support their emotional health and well-being	Green	
During 2021 to 2024, we will support effective use of the Pupil Development Grant (PDG) to improve literacy and numeracy skills.	Nearly all schools have evaluated the use of the PDG funding for 2020-21. Many eFSM pupils made progress in line with their expected outcomes.	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty
During 2021 to 2024, we will support school to ensure all children in Powys are able to attend school without the	Green	Equality Objective 5: By 2024, we will improve opportunities

Our Objectives for 2022-23	2021-22	Linked Equality Objective
associated financial costs. Our actions (outlined in the CIP) will lead to equality of opportunity for all.		and outcomes for children living in poverty
During 2021 to 2024, we will provide families with support and advice to help them reduce costs of living.	Green	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty
TRANSFORMATION PROJECT: Transforming Education - We will improve learner entitlement and experience and implement our Strategy for Transforming Education in Powys.	Green	

Of the 38 measures used to monitor success; 23 were **green** and 2 were **amber** and 3 were **red** (no RAG status was available for 8 of the measures).



Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator will be 75% by July 2023.	New Measure for 2020-21	New Measure for 2020-21	No Data Available	No Data Available	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 2 will be 75% by July 2023.	New Measure for 2020-21	New Measure for 2020-21	No Data Available	No Data Available	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 3 will be 78% by July 2023.	New Measure for 2020-21	New Measure for 2020-21	No Data Available	No Data Available	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
The average Capped 9-point score of pupils in receipt of Free School Meals will be 340 points by July 2023.	New Measure for 2020-21	New Measure for 2020-21	No Data Available	No Data Available	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
By March 2024, the Council will employ a further 27 apprentices as part of a new programme due to commence during 2021-22.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	11 apprentices	N/A	
By March 2025, the percentage of Year 11 leavers who are NOT in education, employment or training will be maintained below 2%.	1.7%	1%	No Data Available	1.2%	N/A	
By March 2022, all young people are able to access a counselling service within 4 weeks of making contact.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	100%	N/A	
Increase head teacher satisfaction with the quality of guidance and support provided to schools by 2023 - 2024.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	1% increase	N/A	
By July 2025, all Powys schools will have maintained a transition rate of above 70% between upper sixth and	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	No Data Available	N/A	

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
University, where the university course is completed in full.						
By March 2025, we will establish 8 new all-age schools in the county.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	2 schools	N/A	
By March 2025, we will reduce the number of primary schools in the county by 20 schools.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	7 schools	N/A	
By March 2022, all learners in Powys sixth forms will be offered a laptop to ensure they are digitally equipped to carry out their studies. (100% of incoming year 12 learners will be able to apply for a laptop. Uptake of the offer will be measured).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	100%	N/A	
Year on year, the number of learners continuing from year 11 into a Powys sixth form will increase by 2% (the baseline is 44% average retention).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	41.5%	N/A	
By May 2021, we will develop and publish a new approach to sixth form provision in Powys.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	In May 2021 Cabinet passed the new Post 16 provision.	N/A	
By May 2021, we will engage with representatives from all Powys sixth forms about our plans to transform post-16	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	Post 16 learners were consulted on the transformation plans.	N/A	

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
education in Powys.						
By March 2025, 6 schools will have moved along the language continuum.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	3 schools	N/A	
By March 2025, we will have established 2 new Welsh Medium provisions.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	0	N/A	
By May 2021, the newly developed Early Intervention model will be well established across Powys and draft proposals will have been developed for the future of the four pre-school centres.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	The Early Years assessment model is proving successful, and enabling smooth transition from flying start to 3+, and 3+ to school.	N/A	
By July 2021, nurture programmes will have been piloted and evaluated in at least one geographical area.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	3 areas piloted	N/A	
By May 2021, will have clear plans and feasibility studies to improve Pupil Referral Unit (PRU) accommodation.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	A new demountable has been built and installed at PRU south in Brecon.	N/A	
By September 2021, we will have developed a satellite of one of the special schools.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	1 school	N/A	
By March 2023, we will have developed firm proposals for the future of the specialist centres.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	This measure is on track and is a key priority in the transformation programme for 2022-2023.	N/A	

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
By May 2021, we will have reviewed the current training offer and planned the training offer for 2021-2022 (academic year).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	Training offer reviewed and planned	N/A	
By August 2022, 14 teachers in Powys should have completed a post-graduate diploma in an area of SEN/ALN.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	14 teachers participating	N/A	
By July 2022, schools will have begun converting all current Individual Educational Plans (IEPs) into Individual Development Plans (IDPs) using the electronic IDP system, and the Council will have begun converting all statements of Special Educational Need into IDPs using the electronic IDP system.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	The inclusion team communicate regularly with schools and settings, produce clear guidance and pathways, and provide support and advice through purposeful weekly bulletins, meetings and valuable online resources.	N/A	
By March 2025, we will have increased the number of new school builds in 'condition A/B' in Powys by 8 schools.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	0 schools	N/A	
By March 2025, we will have sought Welsh Government approval of another 4 Full Business Cases for new school builds.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	1 approval	N/A	
Between 2021 and 2025, an increased number of children that are entitled to	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	3098 qualifiers	N/A	Equality Objective 5: By 2024, we will improve

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
Free School Meals will take up the service.						opportunities and outcomes for children living in poverty.
Increased number of pupils using the School Holiday Enrichment Programme (SHEP) over the summer holidays which benefits their health & well-being.	New measure for 2020-21	New measure for 2020-21	Due to COVID-19, the SHEP programme for 2020 was cancelled, and data is not available.	5 schools participated	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
Between 2021 and 2025, we will report on the value of Pupil Development Grant Access grants provided.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	£267,045	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
Between 2021 and 2025, we will identify the number of families that receive financial (debt / budgeting / benefits) advice from the Council.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	155 families	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
By July 2023, 70% of secondary schools will have an average capped 9-point score above 385 (this was 27% in July 2019) and 40% will have an average score above 400 (this was 9% in 2019).	265	238	No Data Available	No Data Available	N/A	
Through increased challenge and support from the Council, nine secondary schools will have above 20% of pupils with 5A*-A GCSEs (this was 4 schools in 2019), eight	New measure for 2020/21	New measure for 2020/21	No Data Available	No Data Available	N/A	



Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
secondary schools above 22% pupils with 5A* - A GCSEs (this was one in 2019) and two secondary schools above 25% by July 2024.						
Improve attendance rates in secondary schools from 94% (2018-19) to 95%^ and in primary schools from 95.1% (2018-19) to 95.5% by July 2023	95.1% primary/94.5% secondary	95.8% primary/94% secondary	No Data Available	No Data Available	N/A	
The number of pupils educated through the medium of Welsh in Year 1 will increase by 1% year on year.	New measure for 2020/21	New measure for 2020/21	22%	21%	→	
In 2021-22, a baseline will be established so that we can work to decrease reports of service dissatisfaction from the public.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	Decreased	N/A	

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

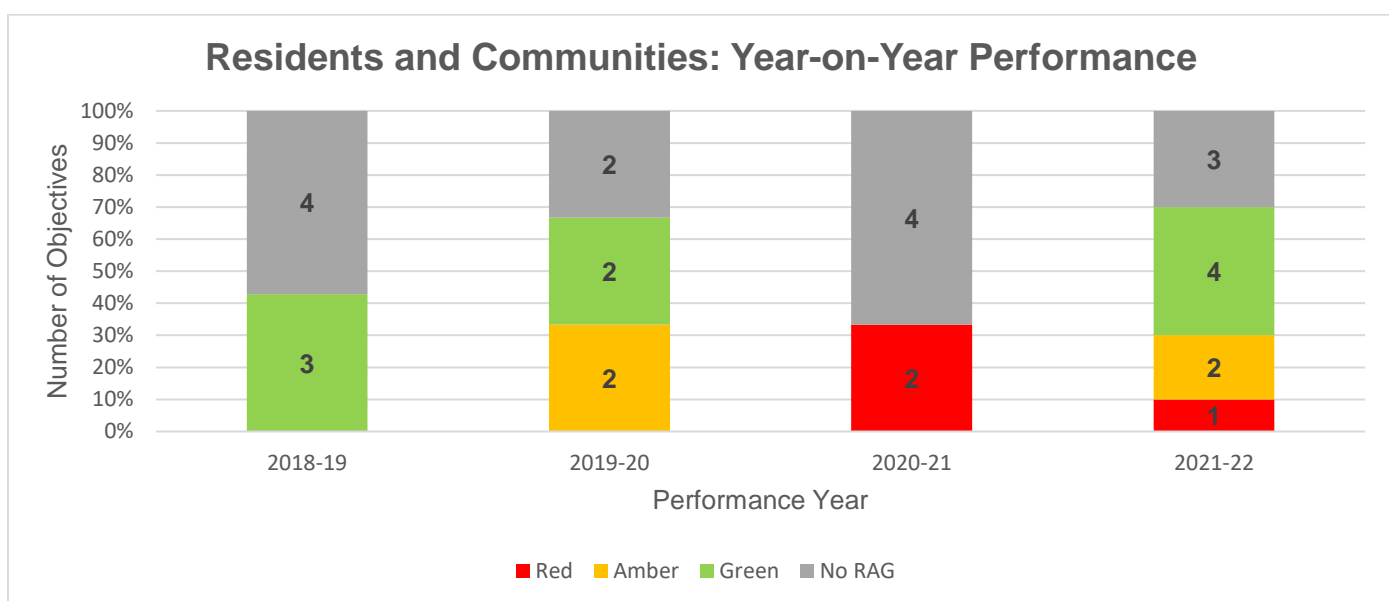
- We will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life (Equality Objective 6)

Of the 8 objectives in place to support this well-being objective during 2021-22, 5 were reported **green**, 2 were reported **blue**, 0 were **amber** and 1 was reported **red**.

Our Objectives for 2022-23	2021-22	Linked Equality Objective
Through the Hwb programme enable safe smart technology in schools and give pupils equitable access, through improved network infrastructure.	Blue	Equality Objective 6: By 2024, we will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life
By 2024, we will understand how to inspire and encourage our local digital economy to use the transformative power of technology and encourage engineers and developers to build the next wave of inclusive technology for people with disabilities, by research to understand the gap in provision.	Green	Equality Objective 6: By 2024, we will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life
By March 2025, we will continue to improve the quality of the environment that our housing tenants live in and the services they receive through the delivery of the 'Love Where You Live' tenancy sustainability strategy.	Green	
We will work with partners and organisations to support and deliver a range of opportunities for culture and leisure throughout Powys, with a focus on the health and well-being agenda.	Red	
We will implement steps to actively maintain and enhance biodiversity when delivering our services, to comply with our duties under Section 6 of the Environment (Wales) Act 2016.	Green	
Meet Welsh Government recycling rates and contribute Towards Zero Waste outcomes; sustainable and prosperous society.	Green	
We will aim to become a zero carbon Council by 2030.	Green	

Our Objectives for 2022-23	2021-22	Linked Equality Objective
By March 2022, we will implement integrated telephony and web channels to improve accessibility and user experience when contacting the Council.	Blue	Equality Objective 6: By 2024, we will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life

Of the 10 measures used to monitor success; 4 were **green** and 2 were **amber** and 1 was **red** (no RAG status was available for 3 of the measures).



Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
Waste reused, recycled, or composted, meeting the Welsh Government Statutory Target.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	66.3%	N/A	
In the 2021-2022 STAR survey, overall tenant satisfaction with the housing services provided by the Council will exceed 75%, and in the 2023-24 survey the tenant	N/A	84%	The next STAR survey is due in 2021-22.	71%	↓	

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
satisfaction will increase to 81%.						
At least 2% more people are physically active throughout Powys per year as a result of participating in the range of schemes on offer.	New measure for 2020-21	New measure for 2020-21	No Data Available	No Data Available	N/A	
Attendance at Powys County Council grant funded arts and cultural events.	New measure for 2020-21	New measure for 2020-21	No Data Available	No Data Available	N/A	
Attendance and participation (physical and virtual) for libraries, museums and archives.	New measure for 2020-21	New measure for 2020-21	117,204 visits	92,000 visits	↓	
Participation in Powys County Council grant funded arts and cultural events.	New measure for 2020-21	New measure for 2020-21	No Data Available	No Data Available	N/A	
By March 2022, all schools will have an environment to deliver blended learning (classroom and home based together) through digital technology.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	100%	N/A	
By March 2022, we will prepare a greenspace improvement strategy for Housing Services owned sites.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	Strategy progressed	N/A	
During 2021-2022, we will consult with all Council services to review and collate the actions being taken to maintain or enhance biodiversity.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	During 2021-2022, we will consult with all Council services to review and collate the actions being taken to	N/A	

Our success measures and targets for 2022-23	2018-19 Performance	2019-20 Performance	2020-21 Performance	2021-22 Performance	Trend	Linked Equality Objective
				maintain or enhance biodiversity.		
Percentage change in the Council's carbon emissions against baseline.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	2021 - 22 baseline currently being prepared, this will be reported to Welsh Government annually from June 2022	N/A	

Public Accountability Measures (PAMs) – Our Performance

Ref	Public Accountability Measure Description	2018-19	2019-20	2020-21	2021-22	Trend
PAM/001	Number of working days lost to sickness absence per employee	9.1 days (FTE)	9.3 days (FTE)	9.9 days (FTE)	10.1 days (FTE)	↓
PAM/044	Number of apprentices on formal recognised apprenticeship schemes per 1,000 employees	New measure for 2020-21	New measure for 2020-21	Not Available	53	N/A
PAM/032	Capped 9 score	363.6	Not Available	Not Available	Not Available	N/A
PAM/007	Percentage of pupil attendance in primary schools	95.1%	Not Available	Not Available	Not Available	N/A
PAM/008	Percentage of pupil attendance in secondary schools	94.5%	Not Available	Not Available	Not Available	N/A
PAM/046	Percentage of Year 11 leavers not in Education, Training or Employment (NEET)	1.7%	Not Available	Not Available	1.2%	N/A
PAM/033	Percentage of pupils assessed in Welsh at the end of the Foundation Phase	Not Available	Not Available	Not Available	Not Available	N/A
PAM/034	Percentage of year 11 pupils studying Welsh (first language)	Not Available	Not Available	Not Available	11.5%	N/A
PAM/010	Percentage of streets that are clean	92.3%	97.6%	Not Available	Not Available	N/A
PAM/035	Average number of working days taken to clear fly-tipping incidents	5.1 days	7.2 days	6.3 days	2.6 days	↑
PAM/012	Percentage of households successfully prevented from becoming homeless	70.9%	Not Available	Not Available	39.5%	N/A
PAM/013	Percentage of empty private	1.6 properties	0.8 properties	0.6 properties	0.86 properties	↑

Ref	Public Accountability Measure Description	2018-19	2019-20	2020-21	2021-22	Trend
	properties brought back into use					
PAM/045	Number of new homes created as a result of bringing empty properties back into use	New measure for 2020-21	New measure for 2020-21	0 homes	Not Available	N/A
PAM/015	Average number of calendar days taken to deliver a Disabled Facilities Grant	142.3 days	125 days	168 days	150 days	↑
PAM/036	Number of additional affordable housing units delivered per 10,000 households	Not Available	Not Available	Not Available	23 housing units	N/A
PAM/037	Landlord Services: Average number of days to complete repairs	8.8 days	9 days	7 days	8.7 days	↓
PAM/038	Landlord Services: Percentage of homes that meet the Welsh Housing Quality Standard (WHQS)	Not Available	Not Available	Not Available	100%	N/A
PAM/039	Landlord Services: Percentage of rent lost due to properties being empty	3.8%	3.9%	3.1%	3.4%	↓
PAM/040	Percentage of Quality Indicators (with targets) achieved by the library service	Not Available	Not Available	Not Available	Not Available	N/A
PAM/041	Percentage of NERS clients who completed the exercise programme	Not Available	Not Available	Not Available	Not Available	N/A
PAM/042	Percentage of NERS clients whose health had improved on completion of the exercise programme	Not Available	Not Available	Not Available	Not Available	N/A

Ref	Public Accountability Measure Description	2018-19	2019-20	2020-21	2021-22	Trend
PAM/018	Percentage of all planning applications determined in time	90.7%	Not Available	Not Available	84.4%	N/A
PAM/019	Percentage of planning appeals dismissed	72.2%	Not Available	Not Available	100%	N/A
PAM/020	Percentage of A roads in poor condition	3.9%	3.9%	3.4%	3%	↑
PAM/021	Percentage of B roads in poor condition	5.3%	5.1%	4.5%	4.1%	↑
PAM/022	Percentage of C roads in poor condition	21.6%	22%	19.6%	17.9%	↑
PAM/023	Percentage of food establishments that meet food hygiene standards	95.3%	96.81%	97.13%	97.87%	→
PAM/025	Rate of people kept in hospital while waiting for social care per 1,000 population aged 75	Not Available	Not Available	Not Available	Not Available	N/A
PAM/028	Percentage of child assessments completed in time	Not Available	Not Available	Not Available	63%	N/A
PAM/029	Percentage of children in care who had to move 3 or more times	Not Available	Not Available	Not Available	16%	N/A
PAM/030	Percentage of waste reused, recycled or composted	Not Available	Not Available	Not Available	66.3%	N/A
PAM/043	Kilograms of residual household waste generated per person	Not Available	Not Available	Not Available	Not Available	N/A



## Appendix 2: Self-Assessment SWOT Report

The Council's [Corporate Improvement Plan \(CIP\)](#) sets out the objectives and measures that underpin the Well-being Goals and these form the basis for this assessment of performance. Items shown in bold reflect performance against measures included in the CIP.

The Vision [2025 End of Administration Programme Report](#) provides an evaluation of progress made by the projects included under the Transformation Programme.

A summary of 2021/22 delivery against CIP objectives and measures may be viewed [here](#) and evidence directly related to these measures is shown in bold within the text below.

This information has been derived from a range of information including self-assessment workbooks, quarterly performance information, regulatory reports and discussions with Service areas.

The information provided is to be considered as a source for Cabinet Members, Executive Management Team and Senior Leadership Team to make a judgement against performance in delivery against organisational delivery against well-being goals, as required as part of the Well-being of Future Generations Act (Wales) 2015 and Local Government and Elections Act (Wales) 2021.

This information has been considered using the below method:





Objective	Strengths	Weaknesses	Opportunities	Threats
<b>Provide support for businesses to grow</b>	<p>During the past year, 126 businesses have been assisted by the Council's Economic Development Team or referred to partner organisations.</p> <p>During 2021/22, 206 business inquiries were received.</p> <p>By March 2025 we will have increased in real terms the total amount spent with Powys based suppliers year on year from 2021 by 0.5% each year (this was 38% at the end of 2019-20).<sup>3</sup></p> <p>The Council has been responsible for delivering much of the support introduced by Welsh Government through the administration of Business Grants, Rate Relief, Care worker payments and Supplier Relief within the County.</p> <p>During 2021/22, 1173 local suppliers have been engaged in the council's procurement process. Engagement in the previous period was 634 indicating an increase of 85% this year.</p>	<p>As a result of the suspension of Level 2 Food Hygiene Training and paid for food hygiene advice work carried out by Environmental Health, Powys Food Businesses are experiencing difficulties in accessing 'face to face' training with a qualified EHO. This means that businesses are unable to retain their compliance which impacts their Food Hygiene Rating Scores.</p>	<p>In 2021, a new PCC procurement strategy has been drafted and will be followed up with an action plan (currently in draft) and associated indicators to measure progress against the strategy.</p> <p>Increased engagement with Powys businesses has been identified as an area for improvement.</p> <p>Nine business units are currently under construction at Abermule, and the work is on target for completion by early July 2022.</p>	<p>Additional COVID-19 workload has come at the expense of the planned review of trading standards which must now be rescheduled.</p> <p>Brexit remains a challenge with regards to legislative changes and the Council's understanding of the impact that these changes may have on local businesses.</p>

<sup>3</sup> This measure is not available for calculation until the final close down and all journals are completed on the Finance system.

Objective	Strengths	Weaknesses	Opportunities	Threats
	£343,200 of Community Benefits and social value targets were set and included in contracts worth more than £2 million. <sup>4</sup> (No baseline established)			
<b>Promote Powys as a place to live, visit and do business</b>		The STEAM annual survey indicates that there were 4.17m visitor days to Powys for tourism purposes during 2021/22 which falls below the target figure of 4.5m but this was obviously somewhat affected by lockdowns and other pandemic disruption.		
<b>Transformation Project -Mid Wales Growth Deal</b>	In January 2022, in a virtual meeting with both Leaders and Ministers, the Final Deal Agreement for the Mid Wales Growth Deal was officially signed.		Project detail is being developed at pace with project proposers to begin submitting their Strategic Outline Business Cases to Growing Mid Wales Board for review over the summer.	
<b>Objective: We will ensure there is an increased range of affordable housing, so people have greater variety of where to live and stay in their communities. * This project also contributes to our Equality Objective 3</b>  <b>See: Transformation Project -</b>	<i>'Overall, Housing Services has performed well, dealing with the challenges prompted by the COVID-19 pandemic (with particular regard to maintaining income recovery in respect of municipal housing, delivery of aids and adaptations to improve quality of life for people with disabilities, improvement programmes to Council-owned</i>	Progress has been maintained towards the new housing development programme, with the completion of two schemes (the first new Council homes built in Powys for thirty years). Further site development and planning is continuing.  The Council is now aiming to build on average fifty new homes every year. In 2021-2022, Housing	The Housing Service has completed a full-service redesign, 'Moving on Up'.  <a href="#">Homes in Powys Common Allocation Scheme</a> (Consultation held Sept – Dec 2021)  Heart of Wales Property Services transitioning from joint venture with	Rising property and land values are making the development of affordable homes increasingly difficult without additional grant from the Welsh Government and/or property sales at market values to generate cross subsidy opportunities.  During the next 12 months, there is a risk that the planning application

<sup>4</sup> This is reliant on the number of capital projects and other procurement being taken forward in any one year.

Objective	Strengths	Weaknesses	Opportunities	Threats
<p><b>Affordable Housing [Link to report]</b></p>	<p><i>homes, progress on new development schemes and accommodating homeless households to avoid street-homelessness). This has taken place at the same time as full-service re-design (Moving on Up) and preparing for and working on Bringing It back Home.</i> HCD Self-Assessment</p> <p>The Council directly provides homes for just under 10% of all households in Powys. There are around 4,300 households in Powys registered with <a href="#">Homes in Powys</a> for affordable, secure housing and this represents 6.6% of all households in Powys. All social housing in Powys (Council and housing associations - 16% of all homes in the County) is allocated by Housing Services.</p> <p>Income recovery from rented Council-owned homes has been maintained at a high level.</p> <p>During 2021/22 Finance Received the following awards on behalf of Powys Council: The Innovation Award Constructing Excellence Wales (October 2021) Home Grown Homes</p>	<p>Services completed the construction of 39 new social rented homes and enabled housing associations to build a further 91 affordable homes. The HCD Service considers 2021/22 performance against this measure to have been 6/10</p> <p>In 2021/22, PCC delivered 23 additional affordable housing units per 10,000 households (the target for this period was 29).</p> <p>The PPPP Service considers 2021/22 performance against their objective of delivering an efficient and effective Development Management function to have been 6/10.</p>	<p>Kier to PCC July 2022</p> <p>During the next 5 years, collaborative preparatory work will be carried out on the Replacement Local Development Plan for Powys (excl. Brecon Beacons National Park), and the commencement of a first Strategic Development Plan for Mid Wales.</p> <p><a href="#">Powys Local Development Plan (2011-2026) Review Report</a> and the <a href="#">Powys Replacement Local Development Plan 2022-2037 Delivery Agreement Consultation Draft</a> completed public consultation in February 2022.</p>	<p>fee income target may not be met, as evidenced by reduction over 2021/22 when compared to previous years.</p> <p>A Planning consultation conducted in 2021 highlighted areas for development that included what some planning agents referred to as an 'email culture' that obstructed the formation of closing working relationships with staff. They expressed a desire for more business to be conducted via telephone.</p> <p>These issues are largely attributable to a recent high turnover of staff experienced by the Planning Service which has resulted in the loss of established relationships between staff and planning agents. The turnover of staff has also temporarily resulted in a team that has relatively limited experience within their roles which therefore lower levels of confidence when speaking directly with far more experienced agents. It is anticipated that these issues will be resolved as the</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>The Value award Constructing Excellence in Wales Award (October 2021) Home Grown Homes The Public Leadership Award for Social Value for Future Generations awards (WLGA/Social Value) Highly commended for the Value award for Constructing Excellence National (January 2022)</p> <p>During 2021/22 the total 'live' planning application numbers (all types) has been volatile, increasing from 757 (Apr 21) to 919 (Aug 21) before falling again to 700 (Mar 22).</p> <p>84.4% of all planning applications were determined in time.</p> <p>The PPPP Service considers 2021/22 performance against their objective of delivering an efficient and effective Planning Policy function to have been 8/10.</p>			existing team gains experience and assurance
<b>Improve our infrastructure to support regeneration and attract investment</b>	<p>The Council secured in excess of £1 million<sup>5</sup> in grant funding for transport infrastructure Capital projects. LTF - £1.4m RRF - £0.425m ULEV - £1.2m; RS - £20k AT - £1.3m</p>		<p>Powys has successfully secured significant external grant funding of £29m from the <a href="#">Levelling Up Fund/Community Renewal Fund</a> and £110m under the <a href="#">Mid Wales Growth Deal</a> and this is</p>	

<sup>5</sup> Exact figures will not be available until final accounts are confirmed.

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>Grant funding secured for flood alleviation Capital projects:</p> <p>FAS - £500k NFM - £217k SS - £138k PS - £107K</p>		<p>expected to provide significant benefits for the area that include attracting additional investment from other sources, restoration of environmental assets, development of skills and increased business opportunities, improved quality of life for residents, post-COVID-19 regeneration and decarbonisation initiatives</p>	
<p><b>Improve skills and support people to get good quality jobs</b></p>	<p>105 individuals have been supported through the Communities for Work Plus Programme with 84 having progressed to employment as a result of taking part in employability activities.</p> <p>53 apprentices (per 1,000 employees) are currently taking part in formal recognised apprenticeship schemes</p>	<p>In the last financial period, 17 funding applications were submitted to support Powys communities and the local economy (a decrease of 3 when compared to the previous period).</p>	<p>The success of the Communities for Work Programme will be further developed through the creation of a dedicated position within the Regeneration Service restructure.</p>	
<p><b>Equalities Objective 1: We will enable people with a disability to have improved opportunities for valued occupation including paid employment</b></p>	<p>Number of Adults with a disability being supported to undertake employment - Information recording mechanisms are being developed and will be used to baseline appropriate targets when available</p>		<p>We have recruited into the support employment post within the Council in order to support further exploration of supported employment commissioning.</p>	
<p><b>Equalities Objective 2: We</b></p>	<p>The Gender Pay Gap (GPG) analysis</p>	<p>30 learners have started the leadership</p>	<p>An Equality Forum has been</p>	

Objective	Strengths	Weaknesses	Opportunities	Threats
<p><b>will ensure equality of opportunity for all our staff and take action to close the pay gap</b></p>	<p>for 2021 has evidenced a further improvement in the closing of the GPG for directly employed staff. From 2020 to 2021, the mean GPG reduced from 7.55% to 7.28%, with the median GPG falling from 7.62% to 4.14%.</p> <p>More detailed analysis, however, shows that when IR35 workers (who are more likely to be male) are included within the figures, the number of higher pay rates earned by this group increase the average hourly rate overall and the mean GPG actually increases from 7.55% to 8.18%.</p> <p>Equality Data for the period 2019 to 2021 has been verified and is currently being analysed to identify trends.</p> <p>576 members of staff are currently deployed in flexible working arrangements and/or working from home on a regular basis.</p>	<p>and management development programmes (ILM2 to ILM7) in 2021-2022 and this falls 25% below the projected number.</p>	<p>established to disseminate information, obtain feedback and facilitate engagement with staff. The aims of the group are under review, and it will be necessary to confirm that there is sufficient investment being made in the Council's equality plans to ensure that the activities undertaken are meaningful and have impact.</p> <p>Closer links have been forged with the Department of work and Pensions. A number of visits have taken place with more are planned over the coming months.</p> <p>Increasing the number of visible adverts and promotions of the availability of flexible working in the Council forms a key part of the recruitment review.</p> <p>Attendance at Careers Events and Job Centres is now being stepped up to make PCC more visible as an employer.</p>	



Objective	Strengths	Weaknesses	Opportunities	Threats
<b>Ensure that Powys children and young people are safe, healthy, resilient, learning, fulfilled and have their voices heard, valued and acted on</b>				
<b>Promote access to a range of Early Help services, which families can access, preventing the need for statutory intervention.</b>	<p>Children's Services were able to maintain face-to-face services over the past year.</p> <p>93% of children, young people and their families report that they achieve their family goal through accessing Early Help. This exceeds the target of 70% but is slightly down (1%) on last year's figure.</p> <p>Early Help Strategy and relaunch</p> <p>Feedback using the Distance Travel Tool from 75% young people demonstrates satisfaction with the service for children and young people.</p>			WCCIS continues to be considered a priority threat across social care work areas; it is considered to be unsafe, creating excess risk. It is often offline for extended periods and creates additional stress for the staff using it.
<b>Focus on early intervention and prevention ensuring access to the right support at the right time to keep families together, where possible and children safe; intervening at the earliest opportunity to ensure that children and young people do not suffer harm</b>	<p>93% of children who the Intervention and Prevention Service work with around family breakdowns remained with their families safely (a drop of 3% from last year but remaining above the target figure of 90%).</p> <p>The percentage of young people who used the Intervention and Prevention services</p>	63% of child assessments were completed in time.	<p>Piloting of a court team has enabled the Care and Support teams to have greater focus on the child protection plans.</p> <p>A pilot trial of multi-agency triage has been carried out.</p> <p>The Signs of Safety Framework has</p>	



Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>who demonstrate positive progression – this is a new measure for 2021/22 and the current percentage is 88% (target 75%).</p> <p>Percentage of young people using the Child Exploitation Service that are stepped out because of improved outcomes - No information provided</p> <p>During 2021/22, the number of Children Looked After in Powys has reduced.</p> <p>The number of children with a care plan has risen during the pandemic.</p>		<p>been implemented.</p> <p>Work has been undertaken to ensure that the system is swiftly responsive to the needs of children especially at step up/down points</p>	
<b>'Work with' children, young people and their families rather than 'do to', to co-produce plans which will bring about the change's children need as quickly as possible.</b>	<p>Feedback using the Distance Travel Tool indicated that 88% of young people were satisfied with the service for children and young people. This exceeds the target of 75% and represents an increase of 5% on last year's performance.</p> <p>A recent Youth Justice report judged the service to be 'outstanding'.</p> <p>During the past year, the Child Exploitation Team received a national award for their work.</p>	<p>88% of statutory visits for Children Looked After were carried out on time (target 90%). This is a decrease of 5% on the 2020/21 performance.</p> <p>71% of audits carried out during 2021/22 demonstrated that the child's voice was evidenced in the child's plan. This falls below the target figure of 75% and represents a 11.5% decrease in attainment from last year.</p>		
<b>Provide and commission a flexible</b>	During the year there were 40 step-	During 2021/22, 57 (60%) of Children	2021/22 has seen the	Powys has a continuing shortage

Objective	Strengths	Weaknesses	Opportunities	Threats
<b>and affordable mix of high-quality placements for children who are looked after to meet the diverse range of their needs and circumstances, keeping children as close to home as possible.</b>	downs as a result of the Closer to Home programme.	<p>Looked After were placed out of County with Independent Fostering Agencies or residential placements. This is an increase of 18.75% over the previous year.</p> <p>83% (target 85%) of children who the Intervention and Prevention Service worked with around placement stability remained in placement, a decrease of 13% when compared to last year's figure.</p>	<p>development in Powys of a new residential home for children with complex needs.</p> <p>Increase the proportion of 16+ young people in accommodation in county – this measure is new for 2021/22 and the current percentage is 49%.</p>	of fostering placements. In 2021/22 there were 70 generic Powys foster carers compared to 81 in the previous year.
<b>Achieve the best possible outcomes for those children in our care by providing good corporate parenting, specialist support and clearly planned journeys through care into adulthood.</b>		<p>88% of statutory visits for Children Looked After were carried out on time (target 90%). This is a decrease of 5% on 2020/21 performance.</p> <p>16% of Children Looked After had 3 or more placement moves during the year</p>		
<b>Ensure that the service has a skilled, supported workforce, equipped to provide a high-quality service to children, young people and their families, which is compliant with the legislative framework and in line with best practice</b>	<p>100% of Powys childcare providers were offered business support by the Children's Commissioning Childcare Business Support Team in 2021/22.</p> <p>Seven members of staff are undertaking the social worker qualification (Open University Year 1 and Year 2 and the MA route).</p>		<p>During 2021/22, 22 learning opportunities were created.</p>	<p>There is currently a <a href="#">national shortage</a> of qualified social workers.</p> <p>There are, at present, 38 qualified social worker vacancies in Powys, an increase of 6 vacancies since last year.</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	60% of audits were graded 'good' (Baseline TBD).			
<b>Ensure children and young people have access to a range of opportunities and services to support them to recover from the COVID-19 pandemic.</b>	<p>Children and young people in Powys report that they are able to access services which are beneficial and that they feel supported with their emotional well-being – no data provided</p> <p>Parents report that they and their families are able to access services which are beneficial and that their children feel supported with their emotional well-being / they feel able to support their children – no data provided</p>			

**Ensure that Powys adults are safe, resilient, fulfilled and have their voices heard, valued and acted on**

<b>Front Door – Adult Social Care operate an effective front door which provides information, advice and signposting which enables residents to make informed choices in relation to their care and well-being. A service which focuses on resolution</b>	Telephone demand via the ASSIST Front Door has risen steadily over the last year, almost doubling during this period to a monthly high of 605 new contacts during March 2022. <sup>6</sup> The average wait time for a call to be answered is falling	The Council's performance with regards to the percentage of adult safeguarding enquiries completed within statutory timescales has fallen over the year (from 100% in April 2021 to 85% in March 2022) with an overall average of 94%.	The Powys Older People's Forum Report was completed in March 2022. Supported by a Welsh Government grant, the report was commissioned to identify ways in which the Council	Adult Services staff have identified a high post-COVID-19 demand for services following the lows experienced early in the pandemic. Potential underlying causes include: <ul style="list-style-type: none"> <li>• Relatives have been providing support within</li> </ul>
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<sup>6</sup> This includes both new referrals made to Adult Services and those who are already known to the Service and who have an open referral. The overall number of calls received by ASSIST has largely remained stable at 1400 - 1500 per month over most of the year with an increase of around 20% over base during the summer months.

Objective	Strengths	Weaknesses	Opportunities	Threats
<p><b>at the earliest opportunity for the resident</b></p>	<p>after the challenging period experienced over last summer (response time was 56 seconds in March 2022 as compared to a high of 166 seconds in October 2021). Correspondingly, the percentage of calls answered has risen to 95% as of March 2022. In addition, between 200-300 new contacts are received monthly via web form.</p>	<p>Note: The number of referrals received that are progressed to an enquiry are generally low (the highest monthly figure this year was 56 enquiries during March) meaning that even a quite small reduction in the number of enquiries completed to timescale may have a disproportionately large impact on the percentage completed. In addition, many of the barriers to completion of enquiries are beyond the control of the Council but may have an impact when evidencing performance against this measure.</p> <p>26% of new contacts were referred or received information and advice. This was a decrease of 2% over the previous year.</p> <p>The number of referrals for information and advice passed to the Community Connectors service has been variable over the past year with no clear relationship evident between the number of calls received by ASSIST and the number of referrals made. The overall percentage of referrals made to the Community Connectors remains at around 6-8% of the</p>	<p>can potentially improve engagement with its older residents through the further development of its Older People's Forum.</p> <p>A key opportunity identified during the last 12 months is the engagement of a number of residents (who are living with physical disability and/or sensory loss), in the co-production of a citizens' charter.</p> <p>Adults Social Care teams have identified an increased sense of empowerment in people, potentially supported by the removal of some significant barriers to participation through online engagement during the pandemic.</p>	<p>the home while furloughed or working from home and their situation has now changed.</p> <ul style="list-style-type: none"> <li>• Reluctance to allow carers into the home during the pandemic has now reduced.</li> <li>• People have not had access to care and support through social clubs and clinics leading to a deterioration in health and increase in frailty. This means that increased numbers of cases are presenting with significantly more complex and higher needs.</li> </ul>

Objective	Strengths	Weaknesses	Opportunities	Threats
		calls from new contacts received by ASSIST.		
<b>Hospital - To work with NHS Partners to have in place a set of arrangements that allow for the speedy transfer of people home from hospital, to achieve the best possible outcomes for those people.</b>	<p>Delayed transfers of care data is no longer published due to the impacts of COVID-19</p> <p>The time taken from social work assessment to care start was reduced significantly (by up to half) between 2020 and 2022 through the introduction of a dynamic purchasing system by the ICF Enhanced Brokerage project.</p>	During the pandemic, delayed transfers of care (DTC) reporting requirements were suspended by Welsh Government.	Expectations around the provision of care are generally not managed in the same way as those around health care and NHS waiting lists, with relatively little coverage given by the media. There is an opportunity here for the dialogue to be addressed at the UK national level to increase understanding and raise the profile and challenges of care provision.	<p>Anecdotal, the pandemic has exposed frailties in the wider social system and as a result the number and complexity of complaints has risen for services attempting to bridge the gap.</p> <p>An increasing number of referred cases are presenting as more complex, in particular with regards to an increase in alcohol dependency in older people in Powys and a rise in domestic violence cases.</p> <p>All teams continue to struggle to find care home beds when looking to arrange timely patient flow; this is especially pertinent for those individuals that have high level or complex needs. The provider market has experienced difficulty in recruiting and retaining an adequate workforce, and at least one care home in Powys has closed. Some care home providers with vacancies, are unable to fill those places because of insufficient staffing levels to provide safe care.</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
				<p>Adult Services moved Council staff into care homes when staffing fell below acceptable levels</p> <p>Nationally, there is a shortage of care workers.</p> <p>Some of the factors affecting the NHS also have impact on the provision of care by the Council.</p>
<p><b>Community - There is timely, targeted, and effective use of reablement, rehabilitation and support that has a focus on enabling independence and self-management and avoiding the over-prescription of care.</b></p>	<p>During 2021/22, 695 adult clients were supported in their own home through assistive technology and during this period 139 new prescriptions were issued.</p> <p>2021/22 achievements identified by Adult Services staff include:</p> <ul style="list-style-type: none"> <li>• reduction in average care package</li> <li>• reduction in double handed care packages</li> <li>• reduction in hospital length of stay</li> </ul> <p>Contributory factors to these outcomes include more real-time quality assurance through screening calls and care practice forums, creating safe spaces to hold honest conversations regarding ways to</p>	<p>The number of independent living enquiries received through <a href="#">Ask Sara</a> has been significantly below that anticipated and has fallen sharply from September 2021 onwards. PCC is currently seeking funding in association with the provider to commission research into what Ask Sara users do following receipt of their report.</p> <p>In common with the UK national picture, provision of domiciliary care for individuals who wish to return to their own home continues to be a challenge.</p>		<p>Domiciliary Care Providers are also struggling to employ staff meaning that there is pressure from both increased demand and shortage of provision. At least one Domiciliary Care Provider has gone out of business and others are under pressure.</p> <p>Preventative services such as day centres, falls clinics and other daytime activities that usually help people to maintain their health and fitness have not been in full operation or have ceased to exist.</p> <p>The funding of social care, although still difficult is not currently presenting as much of an issue as it has been in the past. The Welsh Government recovery and hardship funds have</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>deliver proportionate responses to requests for care and support.</p> <p>The <a href="#">Early Help and Prevention @ Home</a> programme (previously known as Powys Home Support) was trialled in three localities using ICF funding. Following its success in supporting participatory residents to remain within their own homes for longer and reduce emergency callouts, the decision was made in 2021 to roll it out across all areas of Powys. In the programme's <a href="#">Three Year Review</a> it was reported that 53% of Home Support callouts avoided some kind of more intensive/specialist intervention. Of these:</p> <ul style="list-style-type: none"> <li>• 46% (89% in relation to a fall) meant there was no need to call ambulance services</li> <li>• 25% meant there was no need to call domiciliary care and support services</li> <li>• 9% meant there was no need to call qualified social worker (community based) support services avoided</li> <li>• 8% meant there was no need to</li> </ul>			<p>been helpful with Authorities able to draw down a significant amount of money to attempt to increase capacity within their reablement and domiciliary care teams. Around 24 posts were advertised but the first recruitment round received only three expressions of interest, meaning that the Service has the money to recruit staff but there is a limited available pool of potential employees to draw on.</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>call police and fire services avoided</p> <p>Home Support services currently support an average of 8.75% of the 65+ population. This equates to 267 for each locality with an increase to 344 in 2036 based on ONS population projections.</p>			
<p><b>Long Term Care - People with long-term care needs have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances) and delivers the desired outcome. Plans are regularly reviewed based on outcomes achieved.</b></p>	<p>The number of adults in receipt of direct payments has risen to 499 recipients meaning that more Powys resident are actively involved in the development of their own care provision. Throughout the year there has been a general trend of increase in the percentage of care packages provided via direct payments and as of March 2022, 22.5% of packages were funded in this way. It is not clear, however, if some individuals would prefer domiciliary care but have accepted the direct payment route in absence of an available domiciliary care package.</p> <p>The number of micro-enterprises operating in the County has risen over the year, (from 26 in April 2021 to 34 in March 2022) and this increase has continued into</p>	<p>Currently a 69% of direct payments are administered by a third- party provider employed by PCC. Virtual wallet is a tool that allows people to manage their Direct Payments and also facilitates the Council in the regular monitoring of spend while reducing the resources required to do so. Take up of the Virtual Wallet tool has been low (24% as of March 2022) and a project to provide support and training for people wishing to adopt the tool has been delayed as a result of pandemic pressure on Adult Social Care and the redeployment of staff.</p> <p>There remain challenges to be addressed in maintaining enough weekend provision through micro-enterprises and in finding sufficient cover for sickness and leave.</p>	<p>Increases in micro-enterprises support the local economy by creating small businesses and are offering care provision in settings where there may not previously have been commissioned services available.</p>	



Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>April of the new financial year with 40 businesses recorded. These enterprises were supporting 108 individuals as of February 2022 and this shows a rising trend going into the 2022/23 financial year with 131 receiving support as of April 2022.</p> <p>[IAS]</p>			
<p><b>Workforce – The workforce is fully trained and supported to work with people needing social care which fits with the ethos and principles of the organisation.</b></p>	<p>44 members of staff have been supported by the Local Council to commence a vocational health and social care qualification in Adult Services.</p>		<p>The need to implement voluntary redeployments of staff during the pandemic in order to maintain critical functions, while often uncomfortable in the short-term, has proved valuable through the development of new skills and wider connection with colleagues. There is anecdotal evidence that it has in some contexts created a new and more flexible culture that is of benefit to the Service and to individual members of staff.</p>	
<p><b>Transformation Project -Extra Care</b></p>	<p>The number of admissions into residential care increased during 2021/22 to 173 (from 166 in the previous financial year).</p>		<p>New extra care facilities to be open and utilised by mid- 2023 with 66 additional apartments in use - building work has commenced in</p>	

Objective	Strengths	Weaknesses	Opportunities	Threats
	The average age on admission to residential care has risen over the past 12 months to 86.2 (from 85 in the previous period) although it is possibly that the increase is a temporary distortion because of COVID-19. <sup>7</sup>		Ystradgynlais and Welshpool.	
<b>Transformation Project -North Powys Well-being Programme</b>	<p>Endorsement of the Programme Business Case by Welsh Government.</p> <p>Strategic Outline Case approved by both sovereign bodies and submitted to Welsh Government for approval.</p> <p>Ongoing engagement with a range of stakeholders including staff, site stakeholders, communities, third sector groups, schools and primary care cluster – evidenced via engagement report.</p> <p>Transformation process developed to support the service planning/design work required to deliver the OBC.</p> <p>Many of the short-term acceleration for change projects continue to deliver</p>	Progress against the project's aims is rag rated as amber.		

<sup>7</sup> Potentially reflecting families or individuals opting to delay admission to residential care as a result of high COVID-19 case numbers in residential settings during the pandemic.

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>as planned, with many delivering above expectation. Exit strategies and transition to business as usual has commenced. All acceleration for change project business cases developed and approved for 22/23.</p> <p>The programme's proposal for RIF funding 22/23 has been approved.</p> <p>Assurance framework finalised and governance arrangements reviewed, and amendment proposed to support next phase of programme.</p>			
<p><b>Equality Objective 3: We will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations</b></p>	<p>187 properties in the past year have benefitted from the work carried out under the Fit for Life programme. Measures undertaken have included improving access to homes and estates (which has included gardens and patios), improved security lighting of communal areas in line with RNIB (Royal National Institute of Blind People) and dementia partnership recommendations. PCC continue to be well on target to make improvements to 500 properties by 2024. The Housing Service considers</p>	<p>We will increase availability of affordable housing through new developments, turning empty properties into homes, and conversions and acquisitions to give more households the opportunity to have a secure, stable home in which to live - The Housing Service considers 2021/22 performance against this measure to have been 6/10</p> <p>We will deliver aids, adaptations and disabled facility grant funded works within 130 calendar days – the current average time is 134 days. The HCD Service considers 2021/22</p>		

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>2021/22 performance against this measure to have been 7/10</p> <p>During 2021/2022, the Council has delivered 148 adaptations in private sector dwellings as part of the Disabled Facilities Grants programme. These have included 75 Mandatory Disabled Facilities Grants and 73 Minor Adaptation Grants with 118 of the adaptations being carried out within our own housing stock. The HCD Service considers 2021/22 performance against this measure to have been 8/10</p>	<p>performance against this measure to have been 6/10</p>		
<p><b>Equality Objective 4: We will help people to get the support they need to prevent homelessness</b></p>	<p>Quarterly reports on the causes and incidence of homelessness, and the impact of work to prevent people becoming homeless - The Housing Service considers 2021/22 performance against this measure to have been 8/10</p> <p>409 people no longer require support and/or have moved on from their current support services.</p> <p>188 Homeless referrals were completed by the Cleaning Service over the last year, providing 188 families with the</p>	<p>4292 people received Housing Related Support in the quarter. (This will be Housing Support Grant and Homelessness Prevention Grant funded activity). - The Housing Service considers 2021/22 performance against this measure to have been 5/10</p>	<p>A key objective towards the end of 2021 was the sourcing of additional venues from which to conduct drop-in sessions for people needing housing related support. The availability of drop-in support had been severely curtailed for the past 2 years as a result of COVID-19. There is now a resumption of drop-in support across North, Mid and South Powys, and additional sessions are being added in line with levels of</p>	<p>Although the Housing Service has managed the substantial increase in homeless households needing temporary accommodation (pending them finding a permanent home), the 'Everyone In' policy introduced across Wales as part of the national response to the COVID-19 pandemic has created challenges in managing homelessness, with demand for temporary accommodation high. The increase in demand started in 2020-2021 and has continued through 2021-2022.</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	necessary furniture to allow them to live in their own home.		<p>demand. Drop-in availability allows for the quick resolution of queries for those clients who may not need longer term support, but for whom, if this service is not available, issues may compound and necessitate longer-term support.</p> <p>Discussions are underway to explore options for a dispersed accommodation grant from Welsh Government. Potential projects include a mother and baby unit specialising in working with cases of domestic abuse and a complex needs refuge to provide specialist support for mental health/substance misuse in the context of domestic abuse.</p> <p>A programme of support is in place for tenants whose well-being and tenancy sustainability is at risk because of hoarding behaviours. The Housing Department</p>	<p>Currently, there are between 300 and 400 live homeless cases at any one time (413 at the end of Q4) and the majority of people who are homeless (and in temporary accommodation) require one bedroom accommodation; across Powys only 6% of all housing (regardless of tenure) is one bedroom.</p> <p>There has been an increase in homelessness as a result of the loss of rented or tied accommodation with an increasing presenting of those presenting the result of rent arrears in the private rented sector.<sup>8</sup></p>

<sup>8</sup> 62 (19.5%) of were due to loss of rented or tied accommodation and 28 (3.3%) were due to Rent arrears on Private sector dwellings

Objective	Strengths	Weaknesses	Opportunities	Threats
			<p>provision is targeted at council tenants, but the Housing support Grant element is irrespective of the type of tenancy held or the rental provider. Actions are focussed on providing the therapeutic and practical support needed to make long-term changes that will reduce the threat of homelessness that can result from hoarding behaviours.</p>	



Objective	Strengths	Weaknesses	Opportunities	Threats
<p><b>Objective: We will improve pupil outcomes in secondary schools particularly Capped 9 scores and 5A*-A GCSEs.</b></p>	<p>Reporting has been suspended nationally during 2021-22 for the following measures shown in red:</p> <p>By July 2023, 70% of secondary schools will have an average capped 9-point score above 385 (this was 27% in July 2019) and 40% will have an average score above 400 (this was 9% in 2019).</p> <p>Through increased challenge and support from the Council, nine secondary schools will have above 20% of pupils with 5A*-A GCSEs (this was 4 schools in 2019), eight secondary schools above 22% pupils with 5A* - A GCSEs (this was one in 2019) and two secondary schools above 25% by July 2024.</p> <p>The Powys County Council School Service has performed well during 2021-22. A key achievement has been the continued progress that has been made in addressing the five recommendations made by the Estyn report of September 2019. These were wide ranging in scope and much work has been achieved with regards to transformation, service performance and service delivery in schools to drive improvement across learner entitlement and outcomes for the children and young</p>		<p>Following the dissolution of ERW, Powys and Ceredigion have formed a partnership to facilitate collaborative working on school improvement priorities which is underpinned by a <a href="#">Memorandum of Understanding</a> that has been in place since September 2021.</p> <p>Future planning for improvement of provision- <a href="#">Building Capacity for School Improvement and the Delivery of the National Mission for Education</a></p> <p>Opportunities for improvement of performance in response to the COVID-19 pandemic have been identified and escalated as appropriate</p>	

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>people in the County. In their 2021 <i>Report following monitoring Local Council causing significant concern</i> [Link], following the most recent core inspection, it was found that ‘overall, leaders have worked well with stakeholders and partners to make strong progress against all recommendations. Powys County Council is judged to have made sufficient progress in relation to the recommendations following the most recent core inspection. As a result, Her Majesty’s Chief Inspector is removing the Council from the category of local authorities causing significant concern’. Estyn, 2021</p> <p>All statutory and non-statutory services to the public and schools have been maintained throughout the pandemic.</p> <p>The 2021 -22 Headteacher Perception survey received 44 responses representing a 52% response rate; this was a decrease on the previous year’s response rate of 63%.</p> <p>Some key findings:</p> <p>89% of respondents felt that children and young people achieve well in Powys. Comparative figures for this question include 84% in 2020-21 and 13% in 2019-20.</p> <p>93% of respondents felt that schools in Powys provides a good education for children and young people, which is a</p>			



Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>5% increase from the 2019/20 survey figures</p> <p>89% of respondents* felt that Powys County Council has strong leadership in education matters. Whilst the figures remain the same as it was in 2019-20, the number of respondents who strongly agree has increased from 29% to 59%.</p> <p>The Education Service reports that 'Schools are working well with Council officers to bring in-year budgets into balance and halt the growth of cumulative deficits'<sup>9</sup></p> <p>At the time of the Estyn inspection in July 2019, those schools on warning notices were projecting a cumulative deficit of £8 million.</p> <p>Prior to any action being taken the total projected deficit for all schools for 31<sup>st</sup> March 2022 was £11.7 million.</p> <p>Following collaborative work with the schools and additional grant monies received during Spring 2021 (some of which were utilised against core costs), budgets submitted in May 2021 indicate that the planned cumulative outturn at the 31 March 2022, for those schools on warning notice, is projected to be a £3.5m deficit.</p> <p>The same budgets now show the total projected position for all schools as</p>			

<sup>9</sup> PCC, (2021), 'School Outturn Positions 31 March 2021 and Budget Plans 2021-22', p.5

Objective	Strengths	Weaknesses	Opportunities	Threats
	of 31 March 2022 to be a surplus of £1.4 million. <a href="#">School Outturn Positions 31 March 2021 and Budget Plans 2021-22</a>			
<b>Objective: We will support all schools to improve pupil attendance rates.</b>	<p>Attendance data has been suspended due to the impact of COVID-19</p> <p>Powys learners who use the home to school transport service have been issued with a new QR coded bus pass which is scanned each time the learner uses the service. This facility has helped us to understand pupil movement and track potential COVID-19 exposure during the pandemic and in the future will allow us to build a clearer picture of the service to support improvement. The system has been a huge success across the County and has been shortlisted for an <a href="#">LGC Innovation award</a>.</p> <p>The Council has provided increased support and training for school governors. Consultation with schools had highlighted this area of need so it was built into our work programme for 2021/22.</p> <p>100% of young people have been able to access a counselling service within 4 weeks of making contact.</p> <p>11.5% of year 11 pupils are studying Welsh (first language).</p>	<p>21% of pupils were educated through the medium of Welsh in Year 1. This did not achieve the hoped-for increase of 1% against the previous year (2020/21 rate was 22%).</p>	<p>The Trochi Welsh-language immersion programme has been introduced to support learners new to the Welsh language who wish to be educated through the medium of Welsh. See <a href="#">Pupils start new Welsh-medium immersion course</a></p>	<p>The recruitment of Welsh-speaking staff remains a significant challenge for both the Schools Service and individual schools, locally and nationally. The recruitment of more secondary specialists and of specialist staff to tackle curriculum reform is also an issue.</p>
<b>We will implement a</b>	The Education Service considers 2021/22	By July 2022, schools will have	During 2021/22, Digital Services	

Objective	Strengths	Weaknesses	Opportunities	Threats
<p><b>joined-up system for supporting children and young people with Special Educational Needs (SEN)/ Additional Learning Needs (ALN) to improve their experiences and outcomes by 2024.</b></p>	<p>performance against this objective to have been 8/10</p> <p>1 satellite of one of the special schools has been developed.</p> <p>14 teachers are currently participating in a post-graduate diploma in an area of SEN/ALN (due for completion by August 2022).</p>	<p>begun converting all current Individual Educational Plans (IEPs) into Individual Development Plans (IDPs) using the electronic IDP system, and the Council will have begun converting all statements of Special Educational Need into IDPs using the electronic IDP system. Support is being offered to schools and settings, but no information has been provided regarding current level of achievement.</p>	<p>enabled the delivery of integrated development plans for students with alternative learning needs. This work has been carried out in collaboration with colleagues from Education, Children's Services, and external partners to ensure a holistic approach to the development plans.</p> <p>Development of a firm proposal for the future of the specialist centres is on track and is a key priority in the transformation programme for 2022-2023.</p>	
<p><b>Transformation Project: Transforming Education (21st Century Schools)</b></p>	<p>The Education Service considers 2021/22 performance against this objective to have been 9/10 in respect of Wave 1 and 5/10 with regards to the full programme.</p> <p>2 new all-age schools have been established in the County.</p> <p>The number of primary schools in the county has been reduced by 7 schools.</p> <p>100% of learners in Powys sixth forms have been offered a laptop to ensure they are digitally equipped to carry out their studies.</p> <p>3 schools have moved along the language continuum.</p>	<p>41.5% of learners continued from year 11 into a Powys sixth form (failing to meet the target of a yearly 2% increase from the baseline of 44% average retention).</p> <p>No new Welsh Medium provisions have been established this year.</p> <p>There has been no increase in the number of new school builds in 'condition A/B' in Powys during 2021/22.</p>	<p>In May 2021 Cabinet passed the new Post 16 provision. Post 16 learners were consulted on the transformation plans.</p> <p>The Early Years assessment model is proving successful and enabling smooth transition from flying start to 3+, and 3+ to school.</p> <p>A new demountable has been built and installed at PRU south in Brecon in implementation of plans to improve Pupil Referral Unit (PRU) accommodation.</p>	

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>3 nurture programmes have been piloted and evaluated in at least one geographical area.</p> <p>Welsh Government has approved 1 Full Business Cases for new school builds this year.</p>		<p>Following <a href="#">public consultation</a> (Nov 2021), PCC has agreed its <a href="#">Welsh in Education Strategic Plan (WESP) for 2022-2032</a>, setting out the planned provision to increase the opportunities for children and young people in Powys to become fully bilingual.</p>	
<b>Improve the skills and employability of young people and adults</b>	<p>During 2021/22 the Council employed 11 apprentices (target 10) as part of a new programme to improve routes to employability with the Council that commenced this year.</p> <p>1.2% of 16 years-olds in Powys were NOT in education, employment or training during 2021/22 (exceeding the target level of below 2%).</p> <p>By July 2025, all Powys schools will have maintained a transition rate of above 70% between upper sixth and University, where the university course is completed in full - No Data Available</p>		<p>Funding has been allocated to all Secondary and Special schools on a per pupil basis and guidance shared with schools.</p>	
<b>Equality Objective 5: We will improve opportunities and outcomes for children living in poverty</b>	<p>PCC Catering Service provided 908,829 school meals during 2021 which included 78,354 Free School Meals.</p> <p>The following measures in red will be subject to change as a result of</p>	<p>Many eFSM (eligible for free school meals) pupils made progress in line with their expected outcomes. Some pupils were impacted by remote learning</p>	<p>The <a href="#">Child Poverty in Powys</a> consultation was completed in August 2021.</p> <p>Five schools in Powys participated in the School Holiday Enrichment</p>	<p>The percentage of pupils who are eligible for Free School Meals has increased significantly from 12.1% in January 2020 to 17.5% in March 2022. During 2021/22,</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>disruption in reporting during COVID-19 and the changing landscape of schools' meal provision:</p> <p>The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator will be 75% by July 2023.</p> <p>The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 2 will be 75% by July 2023.</p> <p>The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 3 will be 78% by July 2023.</p> <p>The average Capped 9-point score of pupils in receipt of Free School Meals will be 340 points by July 2023.</p> <p>During 2021/22, Income and Awards made 2,044 Pupil Development Grant payments to families, representing a total of £267,045 distributed. The Education Service considers its performance when monitoring the effective use of the PDG during 2021/22 to have been 9/10 (audit) and 6/10 (impact in schools).</p> <p>Five schools took part in activities funded by the Winter of Well-being Music Grant. The activities are run by schools, using the same format as that employed by the SHEP holiday events. The programme seeks to offer opportunities for those learners who may not</p>	<p>and became disengaged from learning during this period. Schools have put in place support for these eFSM pupils and although they are now engaged in learning, they have not yet returned to their pre-pandemic levels.</p>	<p>Programme (SHEP) programme during summer 2021. Early expressions of interest have been collated for SHEP 2022 and 11 schools have voiced a wish to participate.</p> <p>Holiday Activities were supported through over 1000 pupil sessions across all the SHEP sites over 39 events. Sport Powys together with Freedom Leisure provided 157 hours of free sports and physical activity sessions across the county and the officers providing the service delivered to just under 800 children. Attendance was significantly lower than hoped for last year; activities were cancelled during 2020 because of COVID-19 and revival of the programme during 2021 proved challenging amidst continuing disruption.</p> <p>Period Dignity: All schools have received regular supplies of feminine hygiene products to ensure that learners have access to free products. The scheme has been very successful with 812 requests received within the first two days alone during the autumn</p>	<p>3098 pupils qualified for FSM.</p> <p>Universal Primary Free School Meals is adding to workload and staffing issues in all areas have proved difficult and are still ongoing. There are difficulties with recruitment</p> <p>Staff absence due to COVID-19 are still ongoing and there are instances where the service is unable to provide meals to schools. The team do everything possible to avoid this.</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>usually have access to music tuition.</p> <p>The Education Service considers its performance in ensuring that children in Powys can attend school without the associated financial costs to have been 8/10.</p> <p>During the pandemic, the Council's performance against this measure has included offering support for digitally excluded learners through the provision of Wi-Fi connectivity via 4G MiFi boxes and the emergency issue of laptops to allow all pupils the opportunity to continue their education from home.</p> <p>During 2021/22, Income and Awards have ensured that a greater number of eligible families were made aware of and took up the offer of free school meals. During that period, take up has increased from 2,771 to 3,098.<sup>10</sup></p> <p>The Money Advice Team has continued to offer support to families across Powys to maximise benefit take-up and provide budgeting and debt advice. A joint mailing exercise was undertaken in November 2021, during which 2,761 households in Powys received a letter to promote the work of NEST. During 2021/22, the money advice team received 155 new family referrals. The Benefits</p>		<p>term. A budget was allocated to re-open the scheme in mid-March. The services will now be working together to evaluate if/how this could be offered in future financial years. Sustainable products have also been provided to the Youth Team to promote throughout the county.</p>	

<sup>10</sup> The increase demonstrated here is very likely to be largely a reflection of increased need in the population rather than improvement of performance.

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>gain amounted to £447,954.15.</p> <p>The Education Service considers its 2021/22 performance in having provided families with support and advice to help them reduce costs of living to have been 8/10.</p>			

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



Objective	Strengths	Weaknesses	Opportunities	Threats
<b>Strengthen our relationship with residents and communities</b>	<p>56 communities have been supported with COVID-19 recovery</p> <p>The HCD Service considers 2021/22 performance when working with partners and organisations to support and deliver a range of opportunities for culture and leisure throughout Powys with a focus on the health and well-being agenda to have been 8/10</p> <p>All 13 of the Powys Leisure/Sports Centres sites opened on Day 1 post lockdown and the Q3 active participation figures showed an increase of 7% over 2019 Q3 figures. Swim school figures are now at 5001 students per week which is a 15% increase over the numbers recorded pre-COVID-19.</p> <p>The Archives public search room remained open as advertised through the year with the number of documents produced remaining comparable with previous years (around 2000), and enquiries by email to the research services remaining at around 1,500. Visitor surveys show that use of the Powys Archive Service is split roughly 50/50</p>	<p>Figures are not currently available for the number of people who are physically active throughout Powys per year because of participating in the range of schemes on offer.</p> <p>Library usage was impacted by the closure of all public libraries in Wales with an average 80% decrease in physical book issues across all services in Wales.</p> <p>92,000 visits (physical and virtual) were made to libraries, museums, and archives in 2021/22 (for comparison, 117,204 visits were made in 2020/21). The HCD Service considers 2021/22 performance against this measure to have been 5/10.</p> <p>Participation figures have been lower than hoped<sup>11</sup> and the HCD Service considers 2021/22 performance against attendance at Powys County Council grant funded arts and cultural events and participation in Powys County Council grant funded arts and</p>	<p>Work has begun on the development of a 5-year Cultural Services strategy for delivery in 2022/23</p> <p>A Significant amount of external capital and revenue funding was secured this year.</p> <p>In 2021/22 the Archive Service concluded discussions (in a consortium arrangement with all other archive services in Wales) for three online commercial contracts to webmount parish registers – Ancestry.com, the Genealogist and FindMyPast. These contracts will generate income for the service (income total tbc)</p> <p>PCC Arts Service increased supportive communication directly provided to the sector, and established Powys Arts &amp; Culture Information &amp; Support e-Bulletin which has been issued to a mailing</p>	<p>The library materials budget decreased in 2020-21 and while it has retained its level over 2021/22, there has been a 33% decrease since 2017/18.</p>

<sup>11</sup> No figures are currently available.



Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>between visitors and residents.</p> <p>Information Management continues to store and receive records from PtHB generating substantial income for the service. Records are also stored for North and Mid Wales Trunk Road Agency. Income raised during 2021/22 for storage and records management on behalf of PtHB was £16,595 and £6,390 was received from North and Mid Wales Trunk Road Agency for storage of their records.</p> <p>Libraries, in common with all front-facing facilities, have been affected by a drop in visitor figures. The service has been inventive in reaching new and existing audiences and book loans have continued through the order and collect service. In Powys, the service has recorded a 77% increase in digital downloads since 2020, placing it just outside the top quartile for digital issues. Powys is one of seven services across Wales to have seen an increase in library membership during 2020-21.</p> <p>Although the libraries materials budget is one of the lowest in Wales per 1000 population, loans for adult and children are in the second quartile. Expenditure has been maximised and appropriate stock purchased for its customers. Welsh</p>	<p>cultural events to be 2/10.</p>	<p>list of approx. 290 names.</p>	

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>language resource expenditure has been maintained and the service works well with local partners to actively promote its Welsh collection and Welsh learning.</p> <p>In the last Welsh Public Library Standards return the service reports that it meets 10 of the 12 core entitlements in full, 1 in part and did not meet 1 (lending books and library strategy). The Standards are a guide to performance and not a legislative requirement. The council meets its statutory obligations under the Public Libraries and Museums Act 1964.</p> <p>Staff have continued to work in the museums throughout the pandemic, even when the facilities have been closed to the public, with looking after the collections remaining a key priority. Radnorshire Museum in particular, has been able to start auditing its stores and enter additional information about artefacts into the service database.</p> <p>The Creative Industries and Arts Sector responded swiftly to expressed customer and community needs, in particular around mental health &amp; well-being support by providing online programmes, events and resources in a variety of forms.</p>			

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>During 2021/22 six temporary exhibitions have been organised across the museums. Sales made during a temporary exhibition held at y Gaer generated around £20k in commission for the museum.</p> <p>By March 2022, all schools will have an environment to deliver blended learning (classroom and home based together) through digital technology.</p>			
<b>Safeguard and enhance the natural environment for residents and communities</b>	<p>In January 2021, the Council convened a Climate Action Project Board [Link to TOR] to support the delivery of the Climate Change Strategy [Link] and its vision that by 2030 Powys County Council will be carbon neutral and climate resilient.</p> <p>The greenspace improvement strategy for Housing Services owned sites has been progressed. Greenspaces have been surveyed in all major towns and raised bed kits installed at Housing Services sites across the county, in response to feedback from residents.</p> <p>In 2021/22, 66% of waste in Powys is forecast to be reused, recycled or composted, slightly exceeding the Welsh Government target of 64%.</p> <p>The average number of working days taken to</p>	<p>% Change in the Council's carbon emissions against baseline – the 2021 - 22 baseline is currently being prepared, and will be reported to Welsh Government annually from June 2022</p> <p>Estate management has been hampered because of COVID-19 disruption to normal interaction, which has reduced opportunities for the Housing Officers to visit sites and residents.</p> <p>The representative STAR Survey has recently been completed (quotas were set on area, housing type and number of occupants, with no more than one person being interviewed in each household to reflect the overall tenant profile. An overall</p>	<p><a href="#">Red Kite Climate Vision &amp; Strategy</a> - Climate change strategy adopted</p> <p><a href="#">Powys Nature Recovery Action plan</a> policy developed</p> <p>During 2021-2022, we will consult with all Council services to review and collate the actions being taken to maintain or enhance biodiversity.</p> <p>NWOW has the potential to reduce carbon and improve well-being.</p> <p>A restructure of the Emergency Planning and Community Safety teams has added resilience to the Council's response through the pooling of staffing resource and the creation of a Civil</p>	<p>The recycles market has been volatile meaning that the income derived has been variable. Phosphate pollution in river SAC catchments has both short-term implications and impacts (e.g., planning decisions, reduced fee income to the Council) and long-term impacts (e.g., potential risk to Replacement LDP preparation, community needs may not be met, Council Tax implications).</p> <p>A significant challenge that will continue into 22/23 is the recovery of the backlog of EH/TS work that has amassed over</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>clear fly-tipping incidents was 2.6 during 2021/22 and this represents a significant reduction from the 2021/21 average of 6.3 days.</p> <p>Compliance with the Welsh Housing Quality Standard has been maintained.</p> <p>By March 2025, we will continue to improve the quality of the environment that our housing tenants live in and the services they receive through the delivery of the Love Where You Live tenancy sustainability strategy - The HCD Service considers its 2021/22 performance against this measure to have been 7/10</p> <p>In 2021-2022, 89% of tenants were satisfied with the major programmes of repair and improvement, 87% of tenants believed that the Council provides homes that are safe &amp; secure and 78% considered their rent to be good value for money.</p> <p>The PPPP Service has taken strategic leadership/involvement in seeking to address the river SAC phosphate pollution issue.</p> <p>Performance across the objectives covered by the Council's Environmental Protection team has been good, with the Service rating its performance against all objectives as 8/10.</p>	<p>sample size of 704 interviews being achieved). There has been a notable improvement in overall satisfaction with services provided by Housing Services since the 2019 survey, with the proportion who are either very or fairly satisfied increasing from 65% to 71% in 2021 (19% were dissatisfied). Performance is slightly under the 2021/22 target of 75% tenant satisfaction and has fallen from the 84% satisfaction rate achieved in 2019/20 (the STAR survey is completed every two years).</p> <p>COVID-19 significantly impacted the way in which these services could be delivered e.g., carrying out site visits, sampling etc.</p> <p>Environmental Health and Trading Standards consider performance against the delivery of their functions to have been 3/10 over the past year because of staff being pulled away to address COVID-19 and other urgent disruptions to BAU. Although the teams have worked hard there is concern that statutory obligations may not be fulfilled.</p>	<p>Contingencies (CC) and a CS Lead Officer.</p> <p>During the next 12 months, EH will be able to continue to access the TTP fund to support their work with regards to protecting the vulnerable in settings such as care homes etc. Extension of this work beyond that period will require clarification regarding future funding.</p>	<p>the past two or more years because of other pressures. Many businesses have not been visited/inspected for several years and this situation will necessitate a long period of recovery to rectify.</p> <p>Recruitment is expected to present intensified challenge for Environmental Protection by autumn, with the retirement of a team member expected to worsen existing staffing gaps. There are currently 3 posts (one Senior EHO and 2 EHO posts) that remain vacant despite numerous attempts to recruit, and this equates to 25% of the potential team staffing. There is a potential for more staff losses as many other local authorities have received increases to base budgets in response to their COVID-19 work and are therefore recruiting additional officers at a higher grade than that offered by PCC.</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>Recent targets have generally been met or exceeded, with only industrial authorised processes inspections (figures provided are Q3 and potentially not indicative) and sampling of commercial private water supplies falling below.</p>			<p>Reduction of staff resources in Trading Standards to achieve savings has equated to a cut of 1.8 enforcement officers, 1 financial investigator and 0.4 FTE from admin support. This represents a reduction of 21% of team workforce and has added pressures to an already small team.</p>
<p><b>Equality objective 6: We will improve opportunities for our resident and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life</b></p>	<p>The library service has provided digital help sessions for members of the public to support people in accessing and using library apps (such as BorrowBox and Libby) as well as teaching participants how to use their tablets, phones, laptops, and computers.</p> <p>Assistance has included how to access information and enabling people to set up email accounts, print documents, access benefits, partake in online courses, design their family tree, learn a new language, and purchase appliances. Figures for these activities have not been recorded for 2021/22 but will be captured from 1 April 2022.</p> <p>The schools Hwb Programme has provided an environment that delivers blended learning (classroom and home</p>		<p>During 2020/21, Powys libraries have loaned out 71 internet-ready iPads. Currently, many of the devices are loaned for a 3-month period to clients referred by partner organisations (to-date PtHB and PAVO) and a poster/social media campaign and press release will seek to extend the reach of the service.</p>	

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>based together) through digital technology to 100% of our schools and with all Wave 4 deliverables met.</p> <ul style="list-style-type: none"> <li>• All Powys teachers (1113) received a laptop to assist with classroom and online learning</li> <li>• Laptops provided to year 12 learners</li> <li>• The provision of Wi-Fi connectivity via 600 4G MiFi boxes and the emergency issue of 800 Chromebooks so learners could continue their education from home</li> <li>• In Powys, 86 of 91 (94.5%) schools have now achieved the 1 device:2 pupils' ratio.</li> </ul>			

## MAKING IT HAPPEN

Objective	Strengths	Weaknesses	Opportunities	Threats
<p><b>Engage and communicate - Listen, share information, and build trust with our residents, communities, and staff</b></p>	<p>During 2021/22, 422 unique positive news stories were published across a spread of 40 media outlets.</p> <p>This year, 99.5% of media enquiries were responded to within deadline.</p> <p>During 2021/22, 36 engagement and consultation activities were undertaken to engage residents and staff.</p> <p>Increase in the percentage of staff able to provide a service in Welsh, to help facilitate providing the Active Offer (10.9% as at December 2020).</p> <p>Increase the number of staff undertaking Welsh language training courses, to develop their Welsh language skills for the workplace (the provisional figure for 2020-21 is 92 people having completed or enrolled on a course)</p>			
<p><b>Transformation Project -Workforce Futures</b></p>	<p>80% of staff are proud to work for Powys County Council (this was 77% in the last survey).</p> <p>80% of employees feel valued by the Council (a 1% reduction from previous responses) and 85% feel valued as a team member (representing a 1% increase).</p>		<p>NWOW presents an opportunity to re-shape the way the Council's staff work and to look at the organisation's values.</p>	<p>Many service areas across the council are experiencing challenges in recruitment. A key area has been Social Care but there are a number of other teams that are struggling to recruit and/or experiencing high turnover.</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>81% of staff report know why they do, what they do (previously 78%).</p> <p>The cumulative average sickness per full time equivalent employee was 10.1 days. *This does not include COVID-19 related sickness.</p> <p>Over the past 12 months there has been a significant increase in demand for H&amp;S guidance and support, including guidance on risk assessment and safe working in regard to COVID-19.</p> <p>The Employment Services team has continued to deliver BAU for 5800 staff, while in addition assisting with the recruitment of hundreds of additional staff, making over 600 additional establishment changes and calculation and recovery of £1.15m in CJRS Furlough payments which has contributed significantly to the Council budget.</p> <p>100% of schools have chosen to sign up to the HR enhanced SLA service (the highest level of service offered). Annual feedback is received from all schools on the performance against the measures in the SLA and last year a 95% response rate was achieved with the overwhelmingly positive feedback.</p>			<p>Widespread changes in working practices present the Council with both opportunity and challenge. While there is a potential to attract a wider geographical pool of staff working remotely, there is the simultaneous risk of existing staff opting to work for companies situated in other parts of Wales and the UK, without a need to relocate. Retention as well as recruitment is therefore more challenging.</p> <p>RISK: The WOD Service lead on a strategic risk relating to the Council's ability to recruit, retain and commission the workforce required in the short term from the labour market and in the longer term as a result of an expected long term decrease on the local working age population. The controls and actions in place mitigate this risk from 25 to 16, meaning that it remains red.</p> <p>Some of the additional demand for H&amp;S guidance and support over the past year has been in response to violence and</p>



Objective	Strengths	Weaknesses	Opportunities	Threats
				aggression from people towards council officers which has increased, in particular for social care staff.
<b>Change how we work – Make best use of what we have and working in new, innovative ways to deliver our priorities for the benefit of the County’s residents and communities</b>	<p>During the last financial year, 2203 of 2477 (89%) staff annual appraisals were completed across the Council which represents a considerable achievement during pandemic disruption.</p> <p>466 corporate complaints were received between April 21 and Mar 22.</p>	77.2% of staff have completed mandatory training in the past year (against a target of 80%).	<p>A new learning management system (LMS) is being developed in conjunction with the WLGA. The cost of the system will be shared with other Welsh LAs and it will provide opportunities to digitise aspects of workforce performance intelligence.</p> <p>The Council’s Business Analytics and Systems teams have worked with external partners including Digital Health Care Wales (DHCW) to look at integrated opportunities, for example Urinary Tract Infections insight, which led to the development of a preventative campaign. This integrated work has been recognised nationally through a LARIA award.</p>	
<b>Transformation Project --Digital Powys</b>	Overall, the Council’s provision of economic and digital support services has performed very well during 2021/22, especially in light of the additional pressures created by the pandemic.	The number of automated processes available to our customers has increased but is not on target. This is a result of	<u>When is my Bin Day</u> , a recently published article on the Centre for Digital Public Services’ website, highlights how digital solutions	

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>The number of residents with a My Powys Account increased from 28,000 to 50,898 during 2021/22 (the target for March 2023 is 50,000 meaning that the Council is performing well beyond expectation against this objective, potentially boosted by increased take up during COVID-19).</p> <p>On-line Customer provision has achieved high satisfaction rates and is currently 90.5% with an average of 85% throughout the year. It has been able to respond to COVID-19 pressures and additional requirements to support the economy and communities. Fifty-six processes have been redesigned and launched on the website enabling easier customer interaction and 24/7 accessibility and this has produced savings and increased customer satisfaction.</p> <p>During 2021/22, 24 Community Broadband Projects were established within Powys to install fibre and provide good quality, reliable broadband and the take-up rate for fibre to the cabinet (Open Reach telephone exchanges situated on streets and in villages) stood at 72.85% by March 2022. This means that PCC is performing well in advance of its targets but more importantly indicates that increasingly the businesses and residents of Powys can make full use of the benefits and</p>	<p>additional pressures impacting digital services that have required resource to be redirected. The increasing demand in services wishing to digitally transform is creating competing priorities and the rate of transformation is limited by resource.</p>	<p>are underpinning the improvement of services within Powys.</p>	<p>It is anticipated that reduced Welsh Government funding for broadband top-up schemes will impact on our capability to support an equal number of communities in the future.</p>

Objective	Strengths	Weaknesses	Opportunities	Threats
	<p>opportunities afforded by access to high-speed connectivity. For the Council itself, this means that more of our residents can make use of our digital services which improves accessibility, reduces our carbon footprint and helps to keep costs down.</p>			
<p><b>Strengthen leadership and governance – Our staff and members work together with our partners, using the right systems and information to make sure the Council is well-run</b></p>	<p>As the UK economy and services re-open, the Council, along with other employers, has been faced with a significant recruitment challenge. Services have been supported in the recruitment of staff and improvements (including increase of advertising reach and activity within Job Centres) have been made to recruitment processes and practices. An end-to-end review of the recruitment process has been commenced to identify further areas for improvement.</p> <p>Overall, the Council has performed well with regard to support of its workforce and ongoing organisational development during a period of intense demand and disruption.</p>		<p>A Leadership Behaviours Competency Framework has been developed, based on a compassionate and inclusive leadership style and Line Manager forums have been established to support staff, with regards to managing remotely and implementing the New Ways of Working protocols.</p>	

## Powys County Council Engagement Reporting 2021-22

(The below figures include both English and Welsh hub sites/engagement projects)

### EXTERNAL ENGAGEMENT

Quarter	External PCC Surveys	External Visitors	External Engaged Participants <sup>12</sup>	Have opportunities to have their say and participate in decision-making <sup>13</sup>	Speak positively about the Council <sup>14</sup>	New Membership of Powys People's Panel
1	9	5,896	1,031	N/A	N/A	500
2	8	5,510	864	N/A	N/A	680
3	7	12,894	1,959	N/A	N/A	1073
4	7	6,381	926	12%	14%	561
<b>TOTAL</b>	<b>31</b>	<b>30,681</b>	<b>4,780</b>	<b>12%</b>	<b>14%</b>	<b>2,814</b>

### INTERNAL ONLY ENGAGEMENT

Quarter	Internal PCC Surveys	Internal Visitors	Internal Engaged Participants
1	3	4,006	1,039
2	1	2,192	499
3	1	529	30
4	1	3,087	1,319
<b>TOTAL</b>	<b>6</b>	<b>9,814</b>	<b>2,887</b>

Breakdown of engagement projects by quarter:

#### QUARTER 1

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
External	Ysgol Dyffryn Trannon	25/02/21 to 15/04/21	The proposal to change the language category of Ysgol Dyffryn Trannon: - To make a regulated alteration to alter the medium of instruction at	<ul style="list-style-type: none"> <li>71 completed the consultation response form</li> </ul>	<a href="#">Consultation Report</a>  On the 14 September 2021, the Council's Cabinet considered the Objection Report and agreed to go ahead

<sup>12</sup> Number of people who have engaged (taken part) in external engagement and consultation activities

<sup>13</sup> % of people that are satisfied or very satisfied that they have opportunities to have their say and participate in the Council's decision-making processes

<sup>14</sup> % of people that speak positively about the Council (with or without being asked)

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			Ysgol Dyffryn Trannon to Welsh-medium - This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022	<ul style="list-style-type: none"> <li>9 written responses</li> </ul>	with the proposal to move Ysgol Dyffryn Trannon along the language continuum.  <a href="#">The decision letter outlining the Cabinet's decision is available online.</a>
External	Digital Services for Archives, Museums and Libraries	01/03/21 to 11/04/21	Libraries Service were seeking views on how they can develop digital resources so that they can deliver improved and more efficient services. This includes using technology to connect with communities, offering more services online and helping people to use those services with confidence.	234 responses	Report of findings compiled and sent to Catherine Richards and the external company running the project Ammba Digital.
External	Brecon Schools (Mount St Infants, Mount St Juniors, and Cradoc CP Schools)	25/02/21 to 12/05/21	<p>The Proposals are as follows:</p> <p><b>Phase 1</b></p> <ul style="list-style-type: none"> <li>To close Mount Street Infants School, Mount Street Junior School, and Cradoc C.P. School</li> <li>To establish a new English-medium primary school for pupils aged 4-11 on the current sites of Mount Street Infants School, Mount Street Junior School, and Cradoc C.P. School.</li> </ul> <p>The current target date is to close the three schools on the 31 August 2022, with the new school opening on the 1 September 2022.</p> <p><b>Phase 2</b></p> <ul style="list-style-type: none"> <li>To make a regulated alteration to transfer the new school to a new school building on a new site in Brecon.</li> </ul> <p>The current target date for this phase is September 2024 at the earliest.</p>	<ul style="list-style-type: none"> <li>229 completed the consultation response form</li> <li>53 written responses</li> <li>1,275 signature petitions</li> </ul>	<p><a href="#">Consultation Report</a></p> <p>On the 11 March 2022, the Council's Cabinet considered the Objection Report and agreed to go ahead with the proposing to close Mount Street Infant School, Mount Street Junior School and Cradoc C.P. School from the 31 August 2023 and establish a new primary school for pupils aged 4-11 on the three current sites from the 1 September 2023.</p> <p><a href="#">The decision letter outlining the Cabinet's decision is available online.</a></p>

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
External	Castle Caereinion C in W School	14/04/21 to 02/06/21	The proposal is to close Castle Caereinion C. in W. School from 31 August 2022, with pupils to attend their nearest alternative schools.	<ul style="list-style-type: none"> <li>68 completed the consultation response form</li> <li>25 written responses</li> <li>676 signature petition</li> </ul>	<p><a href="#">Consultation Report</a></p> <p>On 23 November 2021, the Council's Cabinet considered the Objection Report and agreed to go ahead with the proposal to close Castle Caereinion C. in W. School from 31st August 2022.</p> <p><a href="#">The decision letter outlining the Cabinet's decision is available online.</a></p>
External	Churchstoke	14/04/21 to 02/06/21	The proposal is to close Churchstoke C.P. School from the 31st August 2022, with pupils to attend their nearest alternative schools	<ul style="list-style-type: none"> <li>347 completed the consultation response form</li> <li>163 written responses</li> <li>1,744 signature petition</li> </ul>	<p><a href="#">Consultation Report</a></p> <p>The Council's Cabinet considered the Consultation Report on the 23 November and agreed to end the process to close Churchstoke C.P. School.</p> <p>However, concerns remain regarding the school which need to be addressed and Cabinet gave the go-ahead for the council to further consider options to address these concerns. A further report will be brought back to Cabinet in due course.</p>
External	Llanfihangel Rhydithon C.P. School	14/04/21 to 02/06/21	The proposal is to close Llanfihangel Rhydithon C.P. School from the 31 August 2022, with pupils to attend their nearest alternative schools.	<ul style="list-style-type: none"> <li>290 completed the consultation response form</li> <li>130 written responses</li> </ul>	<p><a href="#">Consultation Report</a></p> <p>On the 8 February 2022, the Council's Cabinet considered the Objection Report and agreed to go ahead with the proposal to close Llanfihangel Rhydithon C.P. School from 31 August 2022.</p> <p><a href="#">The decision letter outlining the Cabinet's</a></p>

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
					<a href="#">decision is available online.</a>
External	Llanbedr C in W School	21/04/21 to 23/06/21	The proposal is to close Llanbedr C. in W. School from 31 August 2022, with pupils to attend their nearest alternative schools .	<ul style="list-style-type: none"> <li>• 113 completed the consultation response form</li> <li>• 62 written responses</li> <li>• 2,119 signature petition</li> </ul>	<a href="#">Consultation Report</a> On 8 March 2022, the Council's Cabinet considered the Objection Report and agreed to go ahead with the proposal to close Llanbedr C. in W. School from 31 August 2022. <a href="#">The decision letter outlining the Cabinet's decision is available online.</a>
Internal	Staff Well-being Survey 2021	01/06/21 to 30/06/21	Following more than year of COVID-19 restrictions and changes to how we live and work, this survey provided an updated insight into staff well-being across the council. This survey has been conducted six-monthly since the COVID-19 pandemic hit and asks staff opinions on how they are finding work at the moment, whether they are working from home or on the front line.	821 responses	<a href="#">Key Findings Summary Report</a> The Senior Leadership Team used the feedback and ideas to ensure staff are supported across the whole Council and to help shape the new ways of working.
Internal	Member Survey 2021	07/06/21 to 01/07/21	Survey of members during COVID-19 to assess home working and welfare at the current time (June 2021).	35 out of 73 members responded	Report of findings sent to EMT July 2021 to inform Council recovery and make recommendations for action.
External	Living in Powys – Informing our well-being plan	08/06/21 to 31/07/21	<p>The Well-being of Future Generations (Wales) Act, which came into force in April 2016, is about improving the social, economic, environmental, and cultural well-being of Wales.</p> <p>The Act established Public Service Boards (PSB) for each local Council area, made up of the council, the</p>	475 responses	The PSB gathered data from a variety of sources, conducted a Living in Powys survey and used many other engagement sources to get a good understanding of people's well-being needs across the county.

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			<p>health board, the fire and rescue service and Natural Resources Wales. The PSB is responsible for developing a local Well-being Assessment and Well-being Plan for the area and updating that plan every five years. It details the actions that will be taken to address local issues and contribute to the national Well-being goals.</p> <p>The information from this survey, along with other sources of data, will be used to inform the next Well-being plan and ensure we understand the pressures that our communities are facing.</p>		All this information resulted in a detailed and comprehensive assessment of well-being in Powys which was published on the PCC Engagement Hub with an accompanying survey that ran from 16 November to 17 December 2021.
Internal	<b>Governor Questionnaire 2021</b>	21/06/21 to 19/07/21	School Governors and Clerks to the Governors were invited to complete an online survey, asking for their views on training, briefing sessions and the Governors' Bulletin.	<b>200 responses</b>	Report of findings compiled and sent to Beth Groves (Principal Officer – Governor Support)
External	<b>The future of our town centres</b>	22/06/21 to 19/07/21	A four-week engagement exercise to seek the views of businesses, residents, and visitors on the future of Powys town centres. The COVID-19 crisis has had a significant impact on the lives and health of many Powys citizens, but it has also had severe economic consequences. The lockdown had an immediate impact on the way in which our town centres operate with many businesses adapting the way in which they have worked to ensure that their local communities were provided with the services and goods they needed throughout the pandemic.	<b>1044 responses</b>	<p>Following extensive feedback, the temporary arrangements in Brecon, Newtown and Crickhowell will stay in place for now.</p> <p>Smaller measures in other towns, including pavement licences granted to individual businesses to make use of public areas such as walkways and roads, will also remain.</p> <p>On the contrary, in line with the initial feedback from the engagement exercise and at the request of the town council, the temporary restrictions in Hay on</p>



Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
					Wye were lifted from 7 August 2021.

## QUARTER 2

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
Internal	<b>Internal Communications Survey</b>	05/07/21 to 31/07/21	It's important that we take stock of how we communicate across our organisation. The survey captured views on a range of topics, including how we use email to keep you informed, the staff intranet, and much more. Staff feedback will directly help identify what is and isn't working, inform improvements, and be able to help the organisation and Communications Team know what can be done to support better internal communications.	472 responses	Report of key findings shared with EMT and SLT for their information, including: <ul style="list-style-type: none"> <li>Comms Team - reviewing detailed feedback and actions</li> <li>Intranet Governance Group – reviewed relevant results to inform refresh of the Staff Intranet front page</li> <li>Main findings overview - EMT &amp; SLT for information</li> <li>Main findings overview - NWOW working group</li> </ul>
External	<b>New Llanfair Caereinion All Age School - Election of Parent/Governor</b>	06/07/21 to 14/07/21	Parent Governor Election: Ballot Paper The number of parent governors to be elected on this occasion was two.	73 responses	Top two candidates were elected as Parent Governors
External	<b>Ysgol Cedewain, Newtown: Pre-application consultation</b>	26/07/21 to 20/08/21	Pre-application consultation for the proposed development of a new £22m school for Ysgol Cedewain in Newtown. As part of the proposed development, the new Ysgol Cedewain school will have purpose-built and state-of-the-art facilities including a hydrotherapy pool, sensory and physiotherapy rooms and garden as well as a community café.	Unknown (Hosted a link on our engagement hub to a third-party project)	Sept 2021 - A planning application has been submitted by the county council.  The new school will be built by Denbighshire-based company Wynne Construction, who carried out the pre-application consultation.
External	<b>Robert Owen House, Newtown: Pre-</b>	26/07/21 to 20/08/21	Pre-application consultation for the proposed development of 32 energy	Unknown (Hosted a link on our	June 2022 - A planning application for the flats on the site of the

	<b>application consultation</b>		efficient one-bedroomed flats, for council rent, on the site of the former Robert Owen House in Newtown.	engagement hub to a third-party project)	former Robert Owen House in Newtown was approved by Powys County Council's Planning, Taxi Licensing & Rights of Way Committee today (Thursday, June 16).
<b>External</b>	<b>Llanfair Caerenion Town Plan Consultation</b>	03/08/21 to 11/09/31	Llanfair Caerenion Town Council prepared its Town Plan for consultation. The plan covered everything from governance, finance and projects for the Town along with a programme and monitoring system in place.	Unknown (Hosted a link on our engagement hub to a third-party project)	November – consultation report was considered by the town council. <a href="#">Included in the meeting agenda documents online.</a>
<b>External</b>	<b>Child Poverty Survey</b>	12/08/21 to 30/08/21	As part of the PCC Economy, Residents and Communities Scrutiny Committee's investigation into child poverty in the county, a survey was conducted to understand the picture of child poverty in Powys and to ensure that the council targets its resources effectively to improve the opportunities and outcomes for children living in poverty.	121 responses	<a href="#">Report of findings compiled</a> and sent to Economy, Residents and Communities Scrutiny Committee to consider at their meeting on <a href="#">6 September 2021</a> .
<b>External</b>	<b>Active Travel – Commonplace mapping</b>	16/08/21 to 08/11/21	Following feedback from residents, town and community councils, schools, and other stakeholders (in 2016/17), the draft Active Travel Network Map (ATNM) have been developed for each of the county's 11 designated active travel localities (as defined by Welsh Government).	Unknown (Hosted a link on our engagement hub to a third-party project)	The draft Active Travel Network Map will now be finalised before being submitted to Welsh Government for consideration.
<b>External</b>	<b>Homes in Powys Common Allocation Scheme</b>	13/09/21 to 06/12/21	Following a review in December 2020, the Council and its partners recommended changes to the Common Allocation Scheme. A summary of the proposals, together with the reasoning behind each recommendation was put out for consultation	264 responses	Documents considered by: <a href="#">Portfolio Holder for Adult Social Care, Welsh Language, Housing &amp; Climate Change - Friday, 11th March, 2022</a>  "The proposed amendments to the 'Homes in Powys' Common Allocations Scheme, set out in

					Appendix A to the report, are approved."
External	<b>Draft Welsh in Education Strategic Plan (WESP) for 2022-2032</b>	24/09/21 to 19/11/21	<p>The School Standards and Organisation (Wales) Act 2013 requires all local authorities to prepare a Welsh in Education Strategic Plan (WESP) setting out how they will develop Welsh-medium education.</p> <p>The councils draft 10-year plan (2022-2032) sets out the Council's vision for Welsh-medium education, followed by a number of targets and actions, based around 7 Outcomes, with the aim of increasing the use of Welsh in education over the next 10 years. These outcomes will contribute towards achieving the Welsh Government's Cymraeg 2050 Strategy, which aims to have one million Welsh speakers by 2050.</p>	<b>93 responses</b>	<p><a href="#">Consultation Report</a></p> <p>25 January 2022 - Cabinet approved the updated WESP, which will now be submitted to the Welsh Government for their consideration and approval.</p>

### QUARTER 3

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
External	<b>Health and Care in Powys: Informing our Population Needs Assessment</b>	01/09/21 to 28/10/21	<p>The Social Services and Well-being (Wales) Act 2014 requires that local authorities and local health boards must jointly carry out an assessment of the needs for care and support, and the support needs of carers in the local Council areas.</p> <p>The Population Needs Assessment consists of two sections:</p> <ul style="list-style-type: none"> <li>Assessing the extent to which there are people (or their carers) who need care and support and the extent to which they need this</li> </ul>	8 responses	<p>Following the publication of our <a href="#">PNA</a>, we will produce an area plan which outlines our integrated priorities for the next five years. The plan will be published in March 2023.</p> <p>The PNA will be used to inform the upcoming regional Market Stability Report which is due for publication in June 2022. The Market Stability Report will assess the stability and sufficiency of the social care market considering</p>

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			<ul style="list-style-type: none"> <li>Assessing the range and level of services required for the care and support needs of the population (and carers) to prevent needs arising and escalating, and the actions required to provide services in Welsh</li> </ul> <p>The Powys Regional Partnership Board is required to produce a population needs assessment every four years. The next assessment is due for completion in March 2022. Views will feed into this work and will help inform future decision-making around health and care services in Powys.</p>		the findings and needs identified within this assessment.
External	<b>Brecon High School - Election of Parent Governor</b>	29/09/21 to 18/10/21	<p>Parent Governor Election: Ballot Paper</p> <p>The number of parent governors to be elected on this occasion was two.</p>	627 responses	Top two candidates were elected as Parent Governors
Internal	<b>School Funding Formula Review</b>	05/10/21 to 22/10/21	<p>The current funding formula came into effect in the 2019-20 financial year following a fundamental review carried out to create a clear and transparent funding model to deliver a core educational offer to schools in Powys. The proposals on which we are consulting are intended to support a move to a pupil-led formula whilst also securing stability for schools across Powys. This should provide a stable, transparent, and equitable funding arrangement for schools, which will:</p> <ul style="list-style-type: none"> <li>Create a more equitable provision for all learners across Powys</li> <li>Support the aspirations of the transformation programme</li> </ul>	30 responses	<p>December 2021 - Cabinet considered responses received to the consultation to changes to the School Funding Formula for mainstream Primary phase schools and revisions to the Powys Scheme for Financing Schools.</p> <p><a href="#">More detailed information on Cabinet decision can be found online.</a></p>

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			<ul style="list-style-type: none"> <li>Support all learners including helping offset the effects of disadvantage</li> <li>Support a collaborative schools' community which offers effective professional learning to facilitate the self-improving system</li> <li>Support inclusion and bilingualism, and promote access to excellence for all learners</li> </ul> <p>The proposals will apply to primary schools and the primary phase of all-age schools only. Work on reviewing the formulae for secondary schools and special schools is ongoing and will align with the progression of the Strategy for Transforming Education in Powys 2020-2030.</p>		
External	How has COVID-19 affected Powys?	08/10/21 to 11/11/21	<p>PCC wanted to find out what impact the COVID-19 pandemic has had on the well-being of our communities and on individuals.</p> <p>This information will help us to understand the wider effect, beyond its immediate impact on those who have contracted the virus. It will also help us decide how we will respond in the future, in ways that best support the good health and well-being of Powys residents.</p>	204 responses	
External	Well-being Assessment Report - Consultation	16/11/21 to 17/12/21	<p>The Public Service Board (PSB) gathered data from a variety of sources, conducted a Living in Powys survey (mentioned earlier) and used many other engagement sources to get a good understanding of people's well-being needs across the county.</p>	614 responses	<a href="#">An updated full Well-being Assessment analysis for Powys was published.</a>

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			All this information has resulted in a detailed and comprehensive assessment of well-being in Powys. However, we really need your help to understand what well-being means to you and what you consider is important for well-being.		
External	Budget Survey	29/11/21 to 19/12/21	The budget survey happens every year and allows us to understand what our residents, businesses and communities feel is important and should be prioritised in the coming years.	493 responses	<a href="#">Consultation Report</a> <b>January 2022:</b> Cabinet considered the draft Medium Term Financial Strategy (MTFS) for 2022-27, which included a Financial Resource Model (FRM) for 2022-27, a draft revenue budget for 2022-23 and a draft capital programme for 2022-23 to 2026-27. Each had been reviewed and developed by the Cabinet and Executive Management Team as part of the overall strategic planning process alongside Vision 2025, the Council's Corporate Improvement Plan.
External	Future plans for Ysgol Calon Cymru	30/11/21 to 26/01/22	In 2020, the Council developed a business case which looked at future options for Ysgol Calon Cymru. This identified the following possible plan: <ul style="list-style-type: none"> <li>• A new 11-18 English-medium campus in Llandrindod Wells; plus</li> <li>• A remodelled 4-18 Welsh-medium all-through campus in Builth Wells.</li> </ul> <p>The Council wanted to know what people thought about the possible plan before it started the legal process that</p>	516 responses	March 2022 - The Transforming Education Team are considering the results and will report the findings to Cabinet in due course.

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			would need to be followed to make these changes.		
External	Climate Strategy Consultation	15/12/21 to 09/01/22	<p>Powys County Council declared a climate emergency in September 2020 and the council agreed to create a cross-party motion on climate change. This document builds on that declaration highlighting how acting on climate change meets all four pillars of vision 2025 and is delivering on and strengthening the councils existing policies and approach.</p> <p>Through this strategy we aim to play our part in combatting climate change by facilitating change and providing civic leadership across our County that will encourage others to follow. We also recognise that we do not have the sole responsibility to make this happen and are keen to work with all local, regional, and national stakeholders in order to ensure sufficient action is taken and progress made.</p> <p>This engagement exercise asks you a few general questions about your interest in climate change, to rate each of the sections of the new strategy and gives you the opportunity to leave wider feedback.</p>	175 responses	<p><a href="#">Consultation Report</a></p> <p><a href="#">March 2022</a>: Cabinet considered the revised Climate Change Strategy which had been updated following a consultation exercise and presented to the Climate Action Programme Board and the Cross-Party Working group. The revisions addressed a number of issues highlighted in the consultation.</p> <p>Cabinet approved the publication of the Climate Change Strategy as set out in Appendix A to the report.</p>

#### QUARTER 4

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
External	Performance Feedback Ongoing	04/01/22 ongoing...	Welsh Government requires councils to keep under review the extent to which they are	<p><b>Up to 31/03/22:</b></p> <ul style="list-style-type: none"> <li>472 survey responses</li> </ul>	Quarterly data included with engagement

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
	<b>Engagement Project</b>		<p>fulfilling the 'performance requirements', that is, the extent to which:</p> <ul style="list-style-type: none"> <li>• they are exercising its functions effectively</li> <li>• they are using resources economically, efficiently, and effectively</li> <li>• the governance is effective for securing the above.</li> </ul> <p>To fulfil this requirement an ongoing engagement exercise was proposed to (and approved by) Cabinet to gather views from the local community which will be reported on quarterly and included as part of the council's performance self-assessment work.</p>	<ul style="list-style-type: none"> <li>• 2 questions asked</li> <li>• 1 idea submitted</li> <li>• 12% are satisfied or very satisfied that they have opportunities to have their say and participate in the Council's decision-making processes</li> <li>• 14% speak positively about the Council (with or without being asked)</li> </ul>	<p>information in cabinet report:</p> <ul style="list-style-type: none"> <li>• % Of people that are satisfied or very satisfied that they have opportunities to have their say and participate in the Council's decision-making processes</li> <li>• % Of people that speak positively about the Council (with or without being asked)</li> </ul> <p>Full report including verbatim open comments, ideas and Q&amp;A is also sent with the high-level figures.</p>
<b>External</b>	<b>Powys Local Development Plan (2011-2026) Review Report</b>	06/01/22 to 01/02/22	<p>The Powys Local Development Plan (LDP) adopted in April 2018 sets out the Council's policies for the development and use of land in Powys (except for the area within the Brecon Beacons National Park) up to 2026.</p> <p>The Review Report Consultation Draft sets out the information that has informed the review and considers the impact of the findings on the LDP. It also sets out the proposed approach towards revision of the LDP. The Review Report Consultation Draft concludes that the most appropriate form</p>	12 responses	<p>Following this consultation, the Council will review the comments received and make amendments to the Review Report as considered appropriate. The comments will be summarised within the final Review Report, which will also include the Council's response to the comments along with any changes proposed to the Review Report. The Review Report will be considered for approval by the Council before being submitted to the Welsh Government and then published</p>



Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			<p>of revision would be a Full Revision of the LDP through preparation of a Replacement LDP for the period 2022-2037.</p> <p>As part of this consultation, we are seeking your views on the findings and conclusions set out in the Review Report Consultation Draft and on what other issues should be considered in the review. It is not possible to consider changes to the LDP in detail at this stage, as this will be considered as part of the Replacement LDP process.</p>		<p>on the Council's Local Development Plan website.</p>
External	Replacement Local Development Plan (2022-2037) Delivery Agreement	06/01/22 to 01/02/22	<p>This consultation concerns the delivery agreement for the Replacement LDP (2022-2037). The Delivery Agreement Consultation Draft sets out the proposed timetable for the key stages in the preparation of the Replacement LDP, along with the proposed Community Involvement Scheme detailing how and when the community will be able to get involved in the Replacement LDP process.</p> <p>This consultation seeks your views on the content of the Delivery Agreement.</p>	8 responses	<p>Following this consultation, the Council will review the comments received and make amendments to the Delivery Agreement as considered appropriate. The comments will be summarised within the final Delivery Agreement, which will also include the Council's response to the comments along with any changes proposed to the Delivery Agreement. The Delivery Agreement will be considered for approval by the Council before being submitted to the Welsh Government for agreement.</p> <p>The Delivery Agreement must be</p>

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
					<p>formally agreed by the Welsh Government. The agreement of the Delivery Agreement will mark the formal start of the Replacement LDP process.</p> <p>The approved Delivery Agreement will be published on the Council's Local Development Plan website and will be made available for inspection at the principal office of the Council during normal opening hours.</p>
External	<b>Llangorse Church in Wales School - Election of Parent Governor</b>	28/01/22 to 09/02/22	Parent Governor Election: Ballot Paper The number of parent governors to be elected on this occasion was one.	214 responses	Top candidate was elected as a Parent Governor.
External	<b>School's admissions arrangements and catchment maps</b>	01/02/22 to 14/03/22	<p>This consultation was broken into two parts.</p> <ol style="list-style-type: none"> <li>Admissions Information and Arrangements 2023 - 24.</li> <li>Catchment areas</li> </ol> <p><a href="#">Public Consultation on school's admissions arrangements and catchment maps - Powys County Council</a></p>	Unknown (Hosted link to survey on main PCC webpage – led by Sarah Quibell)	Powys County Council have determined the <a href="#">admissions arrangements for 2023-24</a> , following the consultation which ran from 1 February 2022 until the 1 March 2022.
External	<b>Llandrindod Wells Town Council Banks Survey</b>	17/02/22 to 31/03/22	Llandrindod Town Council has established a Banking Task and Finish Group and have developed a survey to understand what residents and businesses want from their bank and whether the physical presence of national banks in the	Unknown (Hosted a link on our engagement hub to a third-party project)	Unknown - Survey link is still live.

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			<p>town provides a real benefit to individuals, businesses, and charities.</p> <p>The survey was for residents of the town and anyone who banks (or used to bank) there.</p>		
Internal	<b>Staff Well-being Survey Winter 2021/Staff OD Survey</b>	07/03/22 to 11/04/22	<p>The last staff engagement survey was held in 2019 which told us a lot about our organisation and how employees felt about their jobs, being a team member, how valued and informed they felt about changes taking place in their service area, and whether they felt their line manager took account of their views.</p> <p>During the past two years of working through a global pandemic, we focussed on asking you about your well-being whilst working in different ways.</p> <p>This time, we merged the original staff engagement survey with the well-being survey, so we can get up-to-date results and measure progress across the Council in both areas.</p>	703 responses	<a href="#">Sway report of key findings</a> sent to SLT and will be communicated to wider staff w/c 20 June 2022.
External	<b>Engagement exercise for Transport Levelling up bid</b>	24/03/22 to 14/04/22	In 2021, Powys County Council submitted a bid to the UK Government's Levelling Up Fund, seeking funding for local infrastructure improvements. The purpose of the Levelling Up Fund is to	68 responses	Data sent to, and report compiled by, Atkins and shared with key stakeholders/senior managers from Highways team.

Internal or External	Name of project	Date	Background	Number of responses	Outcome/Latest update
			<p>provide one-off investment in infrastructure which will make a real difference for local people and the local economy.</p> <p>The original bid was not successful; feedback from the Government indicated that the council should undertake engagement with stakeholders, particularly businesses in the tourism and leisure sectors, to demonstrate strong local support. Of particular interest was how the schemes would support tourism and Net Zero.</p> <p>In response, as part of their support with the bid resubmission, Atkins has carried out engagement activities to gather feedback from local businesses and organisations to understand how the proposed schemes might bring benefit to our communities and businesses.</p>		

## Appendix 4: Governance and Audit Committee

An initial session was held with Governance and Audit Committee during the Spring to understand their view of the Council's considering the three requirements of the Local Government and Election (Wales) Act. This was considered amongst the additional evidence bases identified within the report in forming the initial assessment.

Following the draft of the report, a session was held with Governance and Audit Committee to review the findings and provide any recommendations surrounding the conclusions made and the information provided within the report.

The outcome of this sessions indicates that the Committee were assured around the conclusions and contents of the report and believed it to be a fair and accurate representation of organisational health. They also noted that processes in place were mature and embedded within the organisation, whilst continuously improving, allowing an understanding of how the Council was performance through the lens of the Act.

No formal recommendations for Cabinet consideration were identified.

**Delivery against objectives**

**BLUE:** Action is complete

**RED:** Action is not on track with major issues

**AMBER:** Action is mainly on track with some minor issues

**GREEN:** Action is on track

**Delivery against performance measures**

**RED:** Performance is not meeting target

**AMBER:** Performance is off target but within a variance of 10%

**GREEN:** Performance is meeting target

**GRAY:** Performance is not able to be given a status

**Trends**

**IMPROVED:** Performance has improved

**NO CHANGE:** Performance is within a 10% variance year on year

**DECLINED:** Performance has declined

**NOT AVAILABLE:** Data is not available to compare year on year

## CYNGOR SIR POWYS COUNTY COUNCIL.

22 July 2022

**REPORT AUTHOR:** County Councillor Sandra Davies (Cabinet Member for Future Generations)  
Sian Cox (Cabinet Member for a Caring Powys)  
Susan McNicholas (Cabinet Member for Future Generations)

**REPORT TITLE:** Market Stability Report Social Services 2022

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**REPORT FOR:** Information

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### 1. Purpose

- 1.1. To introduce the Market Stability Report for Social Services to Council Members. The report informs on developments in Children's and Adults Social Services, commissioned provider services and community services since 2017, identifying challenges in the market and proposals for actions to be taken in future years via the Area Plan and Commissioning strategies going forward.

### 2. Background

- 2.1. Section 144B of the Social Services and Well-being (Wales) Act 2014 ('the 2014 Act') requires local authorities to prepare and publish market stability reports.
- 2.2. The primary audience for this document includes local authorities and Local Health Boards, in their role as statutory partners of RPBs. The document will, however, also be of interest to other partner agencies and sectors represented on RPBs, including the third sector, care and support providers, housing representatives, people who need care and support, and their families and carers.
- 2.3. The report is being submitted to the Council, the Health Board, the Regional Partnership Board and Welsh Government during July 2022.

### 3. Advice

- 3.1. Councillors are requested to consider and note the draft report. The final report will be published in bilingual format.

### 4. Resource Implications

- 4.1. There are no resource implications for the Council at this stage.

- 4.2. The Head of Finance (Section 151 Officer) notes the content of the Market Stability Report and recognises the challenges detailed within the report. This assessment and its findings will provide the basis upon which we can develop our plans over the coming years and will inform the Council's Medium Term Financial Strategy.

## **5. Legal implications**

- 4.3. The report is a requirement under the Code of Practice and Guidance under the Social Services and Well-being (Wales) Act 2014 Code of Practice and guidance on the exercise of social services functions and partnership arrangements in relation to market stability reports. By producing and publishing this report Powys County Council discharges its duty under the regulations.
- 4.4. The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

## **6. Data Protection**

- 6.1. This report does not require any data processing.

## **7. Impact Assessment**

- 7.1. A separate and comprehensive Equality Impact Assessment is available which has a detailed assessment demonstrating that no adverse impacts on protected groups have been identified and the overall assessment of the Market Stability Report is of a positive nature.

## **8. Recommendation**

- 8.1 For Council Members to consider and note the draft report.

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Head of Service: Huw Dylan Owen, Head of Commissioning and Partnerships

Corporate Director: Nina Davies





# Powys Market Stability Report

July 2022

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## Introduction

The Powys Regional Partnership Board (RPB) have prepared this report<sup>1</sup> as required by the Social Services and Well-being (Wales) Act 2014. It has been prepared in accordance with the 2021 guidance produced by Welsh Government concerning the production of Market Stability Reports<sup>2</sup> and is therefore the first of its kind.

The report focuses upon regulated social care services<sup>3</sup> in Powys; particularly:

- the sufficiency and overall quality of provision of those services,
- current or developing trends affecting those services
- significant challenges facing those services
- and the impact of commissioning and funding on local authority social services functions.

The report also considers the wider provision of non-regulated and community services.

The report is intended to help Powys County Council and Powys Teaching Health Board to better understand the social care market within the Powys RPB area, particularly with respect to regulated services.

It is also intended that the information within the report will be of interest to current and prospective social care service providers, as well as citizens, particularly individuals with care and support needs, their families, and carers, and those who advocate and work on their behalf.

This report should be considered in conjunction with Powys' current Population Needs Assessment. Taken together, these studies are intended to provide those commissioning care and support in Powys with a comprehensive picture of current and projected demand and supply.

This report also sits alongside Market Position Statements produced by Powys County Council and Powys Teaching Health Board. Those documents examine population needs, trends and service requirements for a range of different care needs in more detail than is possible within the limitations of this Market Stability Report and are intended to give current and prospective service providers the detailed information needed to bid or tender for providing such services in Powys.

As well as establishing current levels of sufficiency, the report also considers the factors likely to affect sufficiency over the lifetime of the current population needs assessment. These include:

- changing patterns of demand
- changing expectations of people in Powys current and emerging trends
- challenges, risks and opportunities

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<sup>1</sup> For more information about Powys' Regional Partnership Board see: [HOME | Powys RPB](#)

<sup>2</sup> "The code of practice for local authorities (Part 1) is issued under section 145 of the 2014 Act, which gives the Welsh Ministers the power to issue codes on the exercise of social services functions. This means that local authorities, working in partnership to exercise their functions in respect of market stability reports, must act in accordance with the requirements contained in this code. .... The code describes how local authorities are to carry out market stability assessments, and what needs to be included in market stability reports. It describes how market stability reports relate to population needs assessments and area plans and sets out the timetable for carrying out assessments and submitting the reports." - Code of Practice and Guidance under the Social Services and Well-being (Wales) Act 2014 29 March 2021

<sup>3</sup> Regulated services are those listed in Schedule 1 to the 2016 Act. They are registered with Care Inspectorate Wales in accordance with regulations made under that Act. The services are Care homes, domiciliary care, fostering, adoption, adult placements, advocacy, secure accommodation (for children) and residential family centres.

- how each of these will affect sufficiency of provision going forward into the next five-year period (this will link to the assessment of the stability of local markets for regulated and other care and support services)
- and how each of these will affect sufficiency of provision going forward into the next five-year period.

This report also seeks to answer some other key questions:

- is the range and level of care and support good enough to meet current and projected need identified in the population needs assessment?
- is the care and support provided of sufficient quality to meet individuals' needs and enable them to achieve their personal well-being outcomes?
- have individuals' sufficient choice and a say in how and where care and support is provided, and to what extent is care and support co-produced with users and carers?
- where are the gaps and areas of concern – i.e., where is supply insufficient to meet demand – and what are the main reasons for this and lessons learnt?
- what is the likely impact of changing patterns of demand, changing expectations, and new and emerging trends, upon the sufficiency of care and support going forward?

This is the first Market Stability Report produced by the Powys' Regional Partnership Board. It is envisaged that further reports will be produced every 5 years and that these subsequent iterations will build upon the data and analysis within this report.

Throughout this document we will refer to documents, reports and pieces of legislation and guidance to support the report. Please refer to the end of the report for documents and web links to access more detailed information.

### How to read this report

This report is structured in separate sections. The initial part (pages 4 to 37) presents an overview of sufficiency and stability factors as well as partnership arrangements in general and for this report. The second part (please go [here](#)) will go into more detail about factors such as quality, sufficiency and trends as well as non-regulated services.

### Report Prepared by:

#### List authors/stakeholders

- Powys County Council
- Powys Teaching Health Board
- Powys Association of Voluntary Organisations
- Commissioned providers
- Community services and community groups

#### Editorial

- Martin Heuter – Senior Strategic Commissioning Manager
- Joe Wellard - Strategic Commissioning and Projects Manager - Regional Partnership Board
- Peter Lathbury – Strategic Commissioning Manager Older People's Accommodation

## Section 1 – Overview of sufficiency, stability and partnership arrangements

### Executive summary and key challenges

This report will show how Powys County Council, Powys Teaching Health Board and third sector colleagues and other partners plan for and deliver service for children, adults with disabilities and older people. There are some key messages running through this report which are not unique to Powys and have been reported over time in the national media and via organisations such as the Kings Fund or the Older People's Commissioner for Wales, to name but a few. These messages are that

- Funding for the public sector in general and social services in particular has been under significant pressure since 2010; the austerity measures taken by successive governments after the financial crash in 2008/9 have taken their toll on budgets and the ability to fund services and manage rather than react to markets;
- Preventative services were amongst the first to experience significant challenges and these have reduced over time in line with the budget pressures;
- The pandemic has contributed to an already rising demand for services for older people and children; it is understood that many people are now presenting to Councils and the NHS with conditions which have worsened due to people not seeing their GP or specialist services, thereby their needs having become greater and more complex;
- Powys County Council and Powys Teaching Health Board have seen significant pressures to provide domiciliary care to older and vulnerable people in the community. Unfortunately waiting times for new packages of care have increased over the last year. This inevitably led (and still leads) to patients experiencing delays in leaving hospital with a package of care once they are medically fit for discharge. This situation is set to continue in the short term until measure put in place by the Council and the Health Board provide longer term solutions.
- Informal/family carers have been working tirelessly, especially during the pandemic to look after their relatives, friends and neighbours. However, many carers have returned to work, leaving significant gaps in provision.
- Communities have come together to support vulnerable people where paid services were and are not able to deliver the often called 'low level' support. In fact, this support provides the bedrock for vulnerable people but it must be understood that this support comes at a cost.
- Throughout 2020 and 2021 the Welsh Community Care Information System (WCCIS), designed and procured to allow community nurses, mental health teams, social workers and therapists the digital tools they need to work better together, developed several performance failures, leading to significant service risks. These performance issues were escalated on a national level and questions remain over the effectiveness of the system going forward.
- Finally, we are now facing a 'cost of living' crisis with inflation running at levels not known for a generation, pushing many individuals, families and businesses into challenging situations.
- Both our providers and the Council, Health Board and Third Sector providers have struggled for some time to retain and recruit staff. This trend became even more apparent during the pandemic and especially since the middle of 2021 staff have left their roles, sometimes for less challenging roles than those in social care front line services or through early retirement. Whilst this trend is felt across the UK, Powys as a very rural county sees particularly challenging times.

It is within this context that the partners in Powys have delivered and commissioned services and this document aims to describe in some detail how services for children, young people, adults with disabilities, older people and carers have been and are working together. This report explains in detail not only the “as is” but also how partners interpret the information available to them and how this will lead to informed decisions for commissioning and provision for safe, high-quality services going forward.

## Policy Context

This Market Stability Report has been developed against the background of the worst pandemic for over a century, impacting profoundly on people who need care and those caring for them – whether unpaid or paid. Providers of services have also been severely affected and existing workforce pressures have increased. The challenges of the pandemic have introduced a great deal of uncertainty into care markets – making this report very timely and crucial in enabling us to consider our direction in commissioning and providing both regulated and unregulated support services in Powys.

The sector has also been dealing with historic systematic challenges which are now being magnified because of the pandemic<sup>4</sup>. Over the last decade demand pressures on social care services have been compounded by fiscal austerity across public services. Reduced funding for local authorities and competing priorities have limited the rates that local authorities (and the Health Board) are able to pay for care and placed a disproportionate emphasis on economy rather than quality and improved.

Powys Teaching Health Board and Powys County Council are responsible for services within the same geographic area (the County of Powys), which brings with it distinct advantages for cooperating to achieve agreed outcomes. Over the last decade demand pressures on social care services have been compounded by fiscal austerity across public services. Reduced funding for local authorities and competing priorities has limited the rates that local authorities (and the Health Board) are able to pay for care and placed a disproportionate emphasis on economy rather than quality and improved outcomes. Providers (particularly those running care homes for older people) have commented that prices have not kept pace with their costs and that their inability to remunerate staff at competitive levels is worsening ongoing workforce pressures. Ongoing public sector budget pressures have impacted upon commissioners' **ability to prioritise investment into preventative community-based services and support**. In 2018 the Welsh Government's Finance Committee Inquiry into "The cost of caring for an ageing population<sup>3</sup>" noted; *"the evidence shows that funding pressures, along with an increasing population, is resulting in a funding shortfall"*, Commissioners have also commented that prices for placements in care settings for children and working age adults are also increasing. Scarce resources have been absorbed in paying for placements in statutory services at the expense of preventative support, fuelling further levels of unmet need and exacerbating the trend towards increasing complexity as needs are not being addressed early.

Whilst these challenges are common across all regions, Powys has distinctive characteristics that accentuate the emphasis of these challenges locally. Firstly, **Powys is predominantly rural**. Secondly, **the working age population is falling, whilst there are increasing numbers of older people** retiring in and to the county and adults living longer with health conditions and Learning Disabilities. Both aspects have a considerable influence over the local care market, specifically:

- additional cost and logistics of providing services within isolated communities and;
- increased demand for health and care just as the potential workforce and carer pool is shrinking.

The wider national policy context is one of a **long-term drive to help people to live independently in the community and reduce reliance on residential care**, as described in the Welsh Government's policy paper "A Healthier Wales". This applies across population groups and has been driven by changing public expectations as well as an awareness that, with a rapidly aging population, social

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<sup>4</sup> [How Covid-19 has magnified some of social care's key problems | The King's Fund \(kingsfund.org.uk\)](https://www.kingsfund.org.uk/news/2020/covid-19-social-care)



care services will not be sustainable without better prevention and community support. For children, there is a similar emphasis on prevention and enabling children to live safely with their own families **whenever possible**. Prevention and early intervention are key planks of the well-being agenda – as articulated in the Social Services and Well-being (Wales) Act 2014 and more recently in the Welsh Government’s A Healthier Wales plan which was updated in 2021. Both seek to improve outcomes for people by addressing the long-term national challenges such as health inequity, aging and climate change in ways which benefit future generations as well as the current population. The Well-being of Future Generations (Wales) Act 2015 sets out ambitious long-term goals for Wales and requires each area to produce Well-being assessments and local Well-being Plans.

The **contribution of unpaid carers** is a significant aspect to regional market stability and sufficiency activity. Building upon the vision for a ‘Healthier Wales’, a national Strategy for Unpaid Carers was launched in March 2021, which committed to *“embed the preventative aspects...more effectively in public services and move key providers of services, including the third sector, towards an improved model of support for unpaid carers.”* This theme is reflected throughout this report with a specific chapter and our ‘plan on a page’ which can be found here. [Our Strategies and Plans on a Page – Powys County Council](#)

**Partnership and collaboration** are another key theme. Regional Partnership Boards were established in recognition that good outcomes for people can best be achieved through integrated health and social care services – with partners sharing a common vision and agenda, collaborating well at a local level and across the region. The requirements to produce PNAs and Well-being Assessments overseen by local Public Services Boards form part of this system of partnership arrangements, as of course do Market Stability Reports.

In January 2021 the Welsh Government published a White Paper setting out an ambition to **rebalance care and support**<sup>5</sup>. ‘Rebalancing’ includes an explicit commitment to a **mixed economy of provision** ‘so that there is neither an over reliance on the private sector (including the voluntary and charity sector), nor a monopoly in the other direction’, but is defined more broadly as a set of descriptors of the system change sought:

The Programme for Government goes further in relation to Children’s Services, committing to ‘eliminate private profit from the care of children looked after during the next Senedd term’ (2026-31). Whilst the direction of travel has been indicated, further detail on how this will be achieved, and the wider rebalancing agenda is awaited. In the meantime, this report is an opportunity to take stock of the care and support markets in Powys (and neighbouring counties with who we collaborate and assess the extent to which rebalancing is required).

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<sup>5</sup> [Written Statement: Rebalancing Care and Support White Paper- next steps \(29 October 2021\) | GOV.WALES](#)

## Methodology

The Market Stability Report has been shaped by five main sources of evidence;

- Analysis of data, both from published sources and bespoke data collections from Powys County Council, Powys Teaching Health Board and third sector partners;
- Review of key policy documents, strategies, and plans;
- a survey with third sector partners;
- documents which were drawn up especially during the pandemic, e.g., commissioning intentions and service specifications;
- Intelligence from the engagement programme to inform the Population Needs Assessment (PNA) and Well-being Assessments, including engagement with citizens, individuals with care and support needs and their carers.

Together these provide a strong evidence base. Working with the teams responsible for the Population Needs Assessment and Well-being Assessments has helped to maximise synergies and avoid duplication.

The assessment of care homes for older people was done first and considered both the stability and sufficiency of this market segment. This provided the opportunity to pilot some of the approaches which were then rolled out across other types of regulated services.

We decided to structure this report closely linked to the guidance document issued by the Welsh Government. This will make it easier, especially for policy makers, to appreciate the evidence we are providing within their context. There is an element of duplication throughout the document in the various chapters due to the wording of the guidance, we have tried to keep these to a minimum.

## Demographic and geographic context

Powys covers one quarter of Wales's landmass and is a large, rural county with a low population density (26 people per sq./km compared to 148 people per sq./km in Wales).

Important characteristics of the population of Powys<sup>6</sup> that affect the need for regulated services and how they are provided include:

- Population estimates indicate that there are 133,030 people living in Powys<sup>7</sup>
- Powys' population is older than both the population of Wales and the population of the UK overall
- Powys' population is predicted to continue to increase its average age and to increase in size in the coming years
- Powys has 58,345 households, with an average household size of 2.2 persons
- WIMD category Access to Services show overall that 75% (59) of LSOAs in Powys are amongst the top 30% most deprived in all of Wales

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<sup>6</sup> Further information about Powys' population and analysis of its current and future service needs can be found in the Powys Population Needs Assessment 2022 [Population Needs Assessment \(powysrpb.org\)](http://powysrpb.org).

<sup>7</sup> Office of National Statistics, Mid-year estimates 2020

- Over half (58.7%) of the Powys population lives in villages, hamlets, or dispersed settlements (Wales: 17.1%, 2011 Census, ONS) and must travel a long way to access services or meet up with others

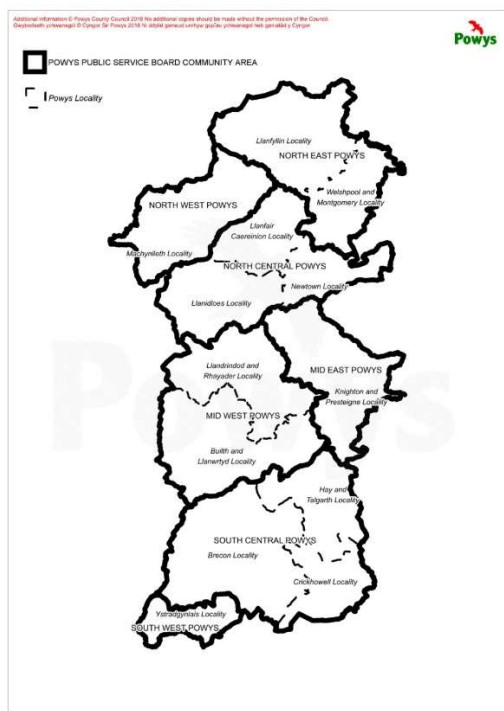
Powys has an older age population larger than both the Welsh and UK average. Powys residents aged 65 and over make up 27% of our population, the Welsh average is 21% and UK 19%.

Locality	# of people over the age of 60	# of people over the age of 80
Welshpool and Montgomery	6,100	1,410
Newtown	5,011	1,010
Llandrindod and Rhayader	5,002	1,093
Brecon	4,842	1,053
Knighton and Presteigne	3,880	741
Ystradgynlais	3,483	822
Llanfyllin	3,340	649
Hay and Talgarth	3,189	649
Crickhowell	2,931	568
Builth and Llanwrtyd	2,448	433
Llanidloes	2,444	523
Machynlleth	2,198	429
Llanfair Caereinion	2,161	357

Due to this higher aged population overall, Powys has a lower working age population than the Welsh and UK average, with 16- to 64-year-olds making up 57% of Powys overall population (Wales 61%, UK 62%). And lastly, 16% of Powys residents are aged 0-15, again lower than the Welsh and UK averages of 18% and 19% respectively.

The rural nature of Powys also has important implications for how services can be delivered. The county does not have a single large population centre, having several small market towns instead, each with their associated networks of smaller rural communities.

The county is divided into 7 community areas (which are further sub-divided into 13 localities based on the principal market towns) for public sector service planning and delivery purposes:



- The 13 localities are:**
- Brecon Locality
  - Builth and Llanwrtyd Locality
  - Crickhowell Locality
  - Hay and Talgarth Locality
  - Knighton and Presteigne Locality
  - Llandrindod and Rhayader Locality
  - Llanfair Caereinion Locality
  - Llanfyllin Locality
  - Llanidloes Locality
  - Machynlleth Locality
  - Newtown Locality
  - Welshpool and Montgomery Locality
  - Ystradgynlais Locality

The highest population concentrations within Powys are in:

- Welshpool and Montgomery locality (14% of Powys residents live in this area)
- Newtown (13% of Powys residents live in this area)
- Brecon (11% of Powys residents live in this area)

The Llanfair Caereinion, Machynlleth, Llanidloes, Builth and Llanwrtyd and Crickhowell localities have the smallest populations (each one accounts for 5% of the total population).<sup>8</sup>

The geography of Powys and its sparse population density presents a range of challenges for all forms service provision, including:

- Low tier community services are often based in the market towns with each community having its own network of provision. This is particularly apparent in respect of third sector services.
- Higher tier services often have to be accessed at out of county settings. This is particularly apparent in respect of acute healthcare needs.
- Low population numbers and population density have historically meant it was not viable to develop certain types of specialist services in-county, relying instead upon the ability to commission placements in out of county settings.
- The distribution of services mean that residents often need to travel to access them (either for themselves or as visitors), however the county has a sparse public transport network and frequency of services.
- Information, advice and support services are often centralised and county-wide, and have to be accessed remotely by telephone or on-line rather than by face-to-face interaction.

<sup>8</sup> You can find more detailed information about Powys’ population, economy, and wellbeing in Powys’ Wellbeing Information Bank - [Wellbeing Information Bank - Powys County Council](#)



## Market Overview

The ongoing pandemic (albeit reducing in impact at present) has had significant impacts on all of us, the general public, providers and commissioners. As this document will demonstrate, whilst there have been remarkable achievements over the last few years in commissioning practice, providing both regulated, unregulated and community services, the pandemic has also highlighted the ongoing challenges in a health and care system across the board.

A combination of sustained public sector austerity and the wide-ranging impact of the pandemic is compounding pressures upon the whole system. Market uncertainty is inhibiting private investment and increasing levels of complexity are not being matched by corresponding workforce capacity – increasing pressure upon market stability.

Powys has been able to provide services in a challenging environment, both in terms of its geography and demographics, funding available to the key commissioners and providers and the pressures of Covid. However, there are some key issues which have been identified in this document requiring close observation and where necessary actions.

- **Demographics:** this has an impact not only on services required for older people, but also workforce. There is a net out-flow of people of a working age from Powys and due to its geography and infrastructure, recruitment and retention of staff, both at managerial and front-line level has been and remains challenging. This is a factor which is beyond the health and social care sector's control although steps have been and are taken to promote Powys as a county to live and work well (see below work force). It is projected that the number of older people in Powys (those above 65 years of age) will have increased by almost 10,000 by the end of the decade at the same time as the working age depopulation occurs.
- **Geography:** as explained in the section "[Demographic and Geographic Context](#)", Powys is a county with partly deep rurality. We have experienced on several occasions domiciliary care providers not being able to provide services in such localities and if residents chose to live in such localities, this challenge will persist. Powys will have to consider how alternative accommodation in more suitable locations can be developed (e.g., Extra Care provision) to have viable alternatives for vulnerable people in Powys.
- **Budget pressures:** for many years funding from Welsh Government has been a concern to elected members and budget holders and this has to remain a key feature in discussions with Welsh Government;
- **Reliance** of third sector providers on Council and Health Board funding: a considerable number of our providers are heavily reliant on funding from the local public sector, which in times of budget restrictions has an impact on their ability to deliver services in our communities;
- **Care homes (Older People):** our Market Position Statement explains that on the whole residential care provision is sufficient, although there are at times challenges in certain localities. There is a different picture in nursing care: with an increasing number of people over the age of 80 with increased and sometimes complex (nursing) needs the number of nursing home places is sometimes not sufficient, depending on locality.

- **Domiciliary Care:** we have seen in recent years several providers exiting the domiciliary care market. Reasons for this include access to workforce, especially since the pandemic and profitability of work especially in remote rural areas (e.g., North Powys). Recent developments in e.g., the introduction of the social care levy and the rapidly increasing cost of fuel is adding to the challenges providers face and overall capacity in the sector has reduced.

**Preventative services:** since 2010 funding for preventative services has been reduced over time, however in recognition of the substantial pressures services have experienced because of continued increases in demand on support services, and in response to the Covid 19 pandemic, funding for preventative services has increased over the past two and a half years. Many of the services which were funded through the “Supporting People” programme are now funded via the Housing Support Grant, which is an amalgamation of Supporting People Programme Grant, Homelessness Prevention Grant and Rent Smart Wales Enforcement provided by the Welsh Government.

- Powys County Council have made a commitment to ongoing substantial investment in commissioning and procuring a wide range of **Housing Support** Grant funded services to bolster, complement and support the statutory services to ensure that the overall offer authorities provide helps people with their housing related support to secure the right homes with the right support for successful tenancies.  
This includes funding for, among others, VAWDASV services across Powys; Mental Health specialist provision; sensory disability support; and generic floating support as well as internal funding allocations to our Housing Department and Adult Social Care, Children and Young People, Detached Youth Work, Community Alarms and Wardens; all with a view to strengthening and supporting our regulated services to ensure they are more sustainable within the marketplace.  
All currently commissioned services are not due to go to tender for at least the next two years (until 2024) avoiding the attendant instability that competitive tendering can cause, notwithstanding the fact that underperforming providers will be quickly identified and the necessary actions will be put in place to deal appropriately with such issues.
- **Work force (across all services):** Powys has access to a highly skilled, experienced and motivated work force in both the public and third sector. However, especially in Health and Social Care, we have been witnessing several staff leaving their profession due to the impact of the pressures that occurred during the pandemic. Care homes and domiciliary care for older people have been and are disproportionately affected by this, as is the supply of qualified nurses either directly employed by the Health Board and our nursing homes. Powys has taken steps to make the county an attractive place to work, this includes our Health and Social Care academy, “Grow your own” project and the ability for staff (in the Council) to often work remotely or undertaken ‘blended’ work. We have a “Workforce Futures” project which, in the long term, will have an impact on the workforce availability in Powys. However, in the short-term challenges will remain and the impact on our care home and home care providers will continue to be felt.
- **Cost of Living and Energy:** it would be negligent not to mention, at the time of writing this document, the yet unknown long-term impact of this. Inflation and energy costs will, in the short term have a detrimental impact on all care providers. Supplying a care home with

energy will become increasingly costly and domiciliary care journeys will become even more expensive. There are limits to what providers and commissioners can influence here and it is for national policy makers to consider.

- **Active Offer:** feedback from providers and from the Care Inspectorate Wales (CIW) highlights that further work needs to be undertaken with commissioned providers to fulfil the requirement of people contacting or using services being able to communicate through the medium of Welsh.

Across adult services, some providers have, or are considering, handing back contracts or stopping services, waiting lists remain and the cycle of increased demand over the Winter period continues. There is also limited access to some local specialist services – such as those focused on people with mental health issues, substance misuse, and critically, significant workforce shortages across all parts of the care and support market. We consider the market for especially older people’s services, both in domiciliary and residential care to present significant risks due to workforce pressures, which in return lead to providers in domiciliary care having handed back care packages, leading to increased waiting times for package pick-up. In the residential/nursing home market we have witnessed providers at time struggling to cover especially weekend and night shifts to provide safe care.

Staffing is a nation-wide concern within the children’s workforce and childcare sector and there is a lack of qualified staff available throughout Wales.

Supported living / housing has also seen significant workforce pressures with an unpredicted inability to recruit and retain staff. There is consistent feedback from across the sector about staff fatigue significantly impacting on morale and ability to maintain services that meet people’s outcomes.



## Rebalancing the market

***Rebalancing means ...***

***... Away from complexity. Towards simplification***

***Away from price. Towards quality and social value.***

***Away from reactive commissioning. Towards managing the market.***

***Away from task-based practice. Towards outcome-based practice.***

***Away from an organisational focus. Towards more effective partnership ...***

***<https://gov.wales/healthier-wales-long-term-plan-health-and-social-care>***

As this document will show, the health and social care market has shown resilience in several areas, especially during the pandemic. However, there are some concerns which are mostly about the ongoing pressures in the workforce supply, financial stability of some of our providers and some quality issues which in return are linked to an aspect of the workforce supply. These issues are discussed later.

Powys have acted over the last few years to put measures in place to deal with some of the challenges, key elements include:

- The Health Board has a key role in patient flow across a complex network of healthcare systems in both England and Wales and maintained a good response to supporting system flow through a challenging winter period via the delivery of the Winter Protection Plan. This encompassed the home first ethos and ways of working which were particularly important during the pandemic, with a focus on discharge to recover and assess and the virtual hospital model in addition to the community bed base itself.
- Ongoing work to reduce double handed care (reviewing people receiving care and the increased use of Technology Enabled Care);
- Ongoing work with micro providers providing domiciliary care and other, more low-level provision in the community, to respond locally where agencies struggle;
- modernisation of domiciliary care by reviewing brokerage functions and incentivisation of changes to care delivery practices.
- Commission flexible, comprehensive and affordable placement options for Children looked after;
- Increase the number of available Foster and Shared Lives placements
- Responding to apparent care home (Older People) quality challenges, highlighted partly through our own reviews, partly via CIW inspections. These issues cover mostly leadership and management and the level of training which staff attend to provide high quality care and support.

- Whilst the use of digital technologies, phone and email access and provision has increased the ability of the health service to support patients; 'face to face' services have had to change to accommodate the safety measures required. This has meant that the numbers of people being seen has been more limited, sometimes leading to longer waiting times and making access to care and support more difficult. Some people may also not have come forward to access advice when they have had worrying symptoms where in 'ordinary' times they would have been less hesitant to seek support.

## Strategic Policy Agenda

The provision and commissioning of regulated care services by the public sector in Powys is driven by the core principles embodied within the Social Services and Well-being (Wales) Act 2014:

- increased citizen engagement and ensuring voice and control for people who need care and support, and carers who need support
- prevention and early intervention
- the promotion of well-being
- co-production – citizens and professionals sharing power and working together as equal partners
- multi agency working and co-operation

These are included within Powys' principal strategic policy drivers affecting current and future provision of regulated social care services:

- Powys Health and Care Strategy<sup>9</sup>
- 'Towards 2040, Powys Wellbeing Plan'<sup>10</sup>
- North Powys Wellbeing Programme<sup>11</sup> (Although focused on the redesign of health and care provision in North Powys the programme is developing a model of service provision for future implementation across Powys as a whole)
- Joint Commissioning Strategy and Plan for older people in Powys 2016-2021<sup>12</sup>
- Closer to Home and Edge of Care Strategy 2018 – 2023<sup>13</sup>
- Powys County Council Children's Services Children Looked After Strategic Framework 2018 – 2023<sup>14</sup>
- Powys Supporting People Local Commissioning Plan
- Joint Commissioning Strategy: Adults with Learning Disabilities in Powys (2015-2020) [Learning Disability Commissioning Strategy – Powys County Council](#)
- Integrated Medium-Term Plan (IMTP), PHTB (2017) [1922-IMTP.pdf \(wales.nhs.uk\)](#)
- Powys Commissioning and Commercial Strategy (2017-2020) [Commissioning and Commercial Strategy \(moderngov.co.uk\)](#)
- [Strategic Commissioning of Accommodation Services for Adults with Learning Disabilities \(audit.wales\) 2018](#)
- (2018) Adult Services Improvement Plan (2017-23) [Adult Services Improvements – Powys County Council](#)
- Mental Health – our progress report can be found in the appendix at the end of this report: it builds on the Welsh Government's "Together for Mental Health delivery Plan 2019 -2022".<sup>15</sup>
- Delivery is framed around the eight well-being objectives defined in A Healthy Caring Powys<sup>16</sup>. These consist of four Well-being Objectives:
  - Focus on Wellbeing

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<sup>9</sup> See: [Health and Social Care Strategy.pdf \(moderngov.co.uk\)](#) and [Board Item 2.2 H&CS Appendix 11.pdf \(wales.nhs.uk\)](#)

<sup>10</sup> See: [Read the 'Towards 2040, the Powys Well-being Plan' \(PDF\) \[5MB\]](#)

<sup>11</sup> See: [POWYS WELLBEING | WELLBEING | HEALTH](#) and ['An Integrated Model of Care & Wellbeing in Powys'](#)

<sup>12</sup> See: [Joint Commissioning Strategy and Plan](#)

<sup>13</sup> See: [Closer to home Strategy.pdf](#)

<sup>14</sup> See: [Children Looked After Strategic Framework](#)

<sup>15</sup> [review-of-the-together-for-mental-health-delivery-plan-20192022-in-response-to-covid-19\\_0.pdf \(gov.wales\)](#)

<sup>16</sup> [4 Appendix 2 - Delivering the Vision - Joint Area Plan amended 12.03.18.pdf \(moderngov.co.uk\)](#)

- Early Help and Support
- The Big Four
- Joined Up Care Supported by four Enabling Objectives:
  - Workforce Futures
  - Innovative Environments
  - Digital Powys<sup>17</sup>
  - Transforming in Partnership
- **Technology Enabled Care:** increased use of digital solutions to enable individuals to remain in their own homes, helping to reduce person-providing care (where this is safe) and make use of innovative solutions in e.g., care homes.<sup>18</sup>

## Health and Social Care Workforce

The experience of the Covid-19 pandemic has, besides putting significant pressures upon regulated and non-regulated services and service providers, served to emphasise some systemic pressures affecting services.

This is most apparent in respect of the care workforce in Powys, with many services that were already experiencing significant challenges with staff recruitment and retention, now facing real difficulties in being able to adequately meet the care needs of people and in meeting their contractual commitments to service commissioners.

The National Population Survey (Welsh Gov, 2020) estimates for each year will vary, but around 7,000 persons are employed in the care sector in Powys. A 4% fall in the working age population implies a fall of 280 employees from the Care Sector in Powys. A 15% rise in the elderly population implies a need for an additional 1,050 persons that may need Adult Social Care support - a total gap of 1,330 persons by 2030. During the pandemic initially care homes for older people reported carer shortages on several occasions, leading to several situations where commissioners had to support with access to agencies providing short term staff supplements or even placing PCC staff in care homes for a short period of time (several days). Particular challenges arose where qualified nursing staff were unavailable to care homes to support residents within the guidelines provided by Care Inspectorate Wales. Care home providers are continuously recruiting into vacant positions but continue to report staff shortages; often homes have to fall back on staff working excessively long hours which in return impacts on staff wanting to remain in the profession.

Nursing home providers also struggled to retain and recruit qualified nursing staff, which is a requirement for them to provide. Whilst usually a provider would access agency staff on occasions of high pressure, during 2021 this proved difficult as many providers in Powys and in neighbouring authorities were in the same position, thereby the demand for agency staff outnumbered the supply.

A recent poll by the Royal College of Nursing (RCN) – May 2022 – indicate that nursing staff in health care settings are at a low, placing significant pressure on nurses working on wards. Although Powys does not have an acute hospital (but does run community hospitals), this reported challenge inevitably has an impact in the health and care system as described elsewhere in this document.

Powys is working across the Council, Health Board and partner organisations to provide residents in Powys with incentives and routes into social care. A “Health and Social Care Academy” project is designed to address at local level the shortages of staff. To date a blueprint for training has been

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<sup>17</sup> [Digital Powys - Powys County Council](#)

<sup>18</sup> [Technology enabled care - plan on a page \(2\).pdf](#)

established and the first dedicated workspace at Bronllys Hospital near Brecon has been opened. This work is part of our “Workforce Futures” programme, bringing together partners in Powys and overseeing a variety of workstreams and project. This work is part of the Regional Partnership’s programme of work.

## Summary of Sufficiency Assessment

This section gives an overview of the key points to consider when assessing Powys’s situation. As it will become clear, the key issues as far as sufficiency is concerned consist of an **increasing demand**, **the reduced working age population and**, across all services, and the increasingly challenging **workforce situation**. Both will be discussed in more detailed later in this document.

### Impact of population on sufficiency

Population	
<b>Change</b>	<p>The population projections for Powys indicate some significant trends in population numbers and associated service needs.</p> <p>Between 2021 and 2043 it is projected that Powys population will increase by 1%, from 132,475 to 133,927. This is lower than the 4.6% population increase projected across Wales as a whole.</p> <ul style="list-style-type: none"> <li>• The age 15 and under group has seen a reduction in Powys over the last 20 years, and this trend is set to continue with a further reduction of -6.5% (-1,382 persons) projected by 2043 (Wales -3.8%). The year 2037 shows the lowest figure for the under 15 age group of 19,589 before slowly increasing to 20,473 by 2043.</li> <li>• The 16-64 age group is projected to have a steady decline in Powys between 2021 and 2043. This equates to a reduction of -8.8% (-6,512) persons of working age (Wales -0.5%)</li> <li>• The 65 and over age group is projected a large increase in Powys of 25.2% (+9,346 persons), during the same period Wales 65+ age group will see a similar increase of 26.5%.</li> <li>• The 80+ age group is projected a significant increase in Powys of 63.7% (+6,318 persons), during the same period Wales 85+ age group will see a similar increase of 61%.</li> </ul> <p>The increase in the number of elderly people in Powys will occur as the number of people of working age decreases. By 2043, the number of elderly persons (age 65 and over) is projected to rise by 25.2% (+9,346), whilst at the same time the working age population is projected to fall -8.8% (-6,152).</p> <ul style="list-style-type: none"> <li>• Although the population aged 0-15 will reduce by 6.5%, reducing total population demand for regulated services for children and young people, this will be balanced by the reduction in the number of people of working age able to staff those services.</li> <li>• The projected 25% increase in population aged 65+ (with a 63% increase in population aged 80+) will significantly increase demand for care services for older people, whilst there will be a marked decline in people of working age able to staff such services.</li> </ul> <p>This will create a gap between the number of people who will need help and support in their later years, and the number of working aged people available to staff the services that provide help and support.</p>

Population	
<b>Deprivation</b>	The Welsh Government produces a relative measure of deprivation called the Welsh Index of Multiple Deprivation (WIMD) <sup>19</sup> . Measurement across eight

<sup>19</sup> To understand more about WIMD in Powys, [click here to explore our interactive report](#).

	<p>domains of deprivation (including for example income, employment and housing) allows comparison of relative deprivation at small area-level in Wales. WIMD ranks 1,909 small areas in Wales, named Lower Super Output Areas (LSOAs).</p> <p>Powys has 79 LOSAs: 11% (9) of these are in the top 30% most deprived areas of Wales, including</p> <ul style="list-style-type: none"> <li>• Ystradgynlais 1 (in the top 10% most deprived in Wales)</li> <li>• Llandrindod East/West, Newtown East, Newtown South and Welshpool Castle all ranked in the most deprived 20% in Wales</li> <li>• Newtown Central 1, Newtown Central 2, St John 2 (Brecon) and Welshpool Gynrog 1 ranked in the most deprived 30%</li> </ul> <p>Powys does not contain any LSOAs in the top 10% least deprived in Wales, but 10 LSOAs are in the least deprived 20% including Builth 2, Forden and Guilsfield. And in the top 30% least deprived we have a further 16 LSOAs including Crickhowell, Knighton 2 and Newtown Llanllwchaiarn North.</p>
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<b>Population</b>	
<b>Health</b>	<p>Healthy life expectancy is the average number of years a person can expect to live in good health, assuming that current mortality rates and levels of good health for the area in which they were born applied throughout their lives.</p> <p>For the period 2017 to 2019, healthy life expectancy (at birth) for Powys was 66.3 years for women and 63.3 years for men. People in Powys can expect to live longer in good health than the population of Wales overall, for which healthy life expectancy is 62.1 for women; 61.2 for men.</p> <p>When compared with the rest of Wales, Powys adults tend to have healthier lifestyle behaviours.</p>

<b>Population</b>	
<b>Physical Disability</b>	<p>In Powys, 35.67 people per 1,000 of the population are recorded as having a physical disability (in Wales as a whole, this figure was 9.17 per 1,000 population in March 2018). Powys is the second highest Local Authority in Wales with only Conwy being higher with 35.97 residents per 1,000 population.</p> <p>In Powys, 20% of people of working age are Equality Act (EA) core or work-limiting disabled (Wales is 23%, 2015).</p> <p>5% of the working age people were claiming Disability Living Allowance.</p> <p>In February 2021, there were 2,577 Powys residents claiming Disability Living Allowance, the highest locality was Ystradgynlais with 466 residents, followed by Newtown locality with 341 residents claiming. The locality with the least number of residents claiming Disability Living Allowance with 97 in February 2021 was Llanidloes locality and Hay and Talgarth locality.</p> <p>In the same period, there were 6,270 Powys residents claiming Personal Independence Payment, the highest locality was Newtown locality with 1,032 residents, followed by Ystradgynlais locality with 860 residents claiming.</p> <p>The locality with the least number of residents claiming Personal Independence Payment with 199 residents in February 2021 was Crickhowell locality.</p>

<b>Population</b>	
<b>Sensory Impairment</b>	<p>The latest data available (2018) shows there are 11.83 people per 1,000 population in Wales registered with having a sensory impairment. Powys is the highest local authority in Wales with 22.36 people per 1,000 population registered with a sensory impairment.</p> <p>The rate of people registered as severely sight impaired in Wales is 2.07 people per 1,000 population. Powys has the highest rate out of the 22 local authorities, with 3.56 people per 1,000 population registered as severely sight impaired.</p>

<b>Population</b>	
<b>Sensory Impairment</b>	<p>The latest data available (2018) shows there are <b>11.83 people per 1,000 population in Wales registered with having a sensory impairment.</b> Powys is the highest local authority in Wales with <b>22.36 people per 1,000 population registered with a sensory impairment.</b></p> <p>The rate of people registered as severely sight impaired in <b>Wales is 2.07 people per 1,000 population.</b> Powys has the highest rate out of the 22 local authorities, with <b>3.56 people per 1,000 population registered as severely sight impaired</b> (Welsh Gov, 2019).</p> <p>We employ fully qualified rehabilitation officers who will assess a person with sensory loss needs and help the individual learn new skills and provide information to carers. An assessment aims to identify problems that sensory impairment causes on a day-to-day basis. The rehabilitation officers work with individuals to put together a rehabilitation plan which will list the help needed to live independently.</p> <p><i>Wales Council of the Blind</i> and the wider sight loss sector are concerned about the reducing numbers of rehabilitation officers for the visually impaired (ROVIs) in Wales. The recommended number is 1 per 70,000 residents. There are 30.3 full time equivalent (FTE) in Wales compared to the recommended 44.9 FTE recommended. This shortfall will exacerbate an already challenging scenario where COVID-19 restrictions have created both a backlog of cases and additional cases due to lost skills and the impact of reduced services in primary and secondary healthcare. ROVIs are the only specialists qualified to work within social care with adults with sight loss. This reduction threatens the independence and well-being of future generations of blind and partially sighted people in Wales.</p> <p>Only six local authorities meet the minimum standard of employed ROVIs. Powys County Council is 7<sup>th</sup> out of the 22 local authorities with 1.8 FTE when the recommended is 1.9 FTE (-0.5%) The worst of the local authorities is Cardiff with only 1 FTE out of the recommended 5.2 FTE (-81%).</p>



<b>Population</b>	
<b>Learning Disability and Autisms</b>	<p>In Powys, there were 401 people entered on the register with a learning disability on 31<sup>st</sup> March 2021. 380 (94%) are living within their communities.</p> <ul style="list-style-type: none"> <li>• 15% are living in their own home</li> <li>• 34% are living with parents or family</li> <li>• 0.5% are living in foster homes</li> <li>• 45% are living in lodgings and supported living</li> <li>• 5% are in a local authority residential accommodation</li> </ul>

<b>Population</b>	
<b>Children and Young People</b>	<p>The number of children receiving care and support in Wales for the year 2020 shows Powys is the 10<sup>th</sup> highest (out of 22) local authority in Wales with 640 children (534 April 2022). Over the last three years in Wales, the number of children receiving care and support has increased by 5%. However, Powys has seen a 20% increase during the same period (Powys County Council – 2020). Lower-level support is offered through the Early Help service to support young people, with over 1,400 young people referred between April 2019 and March 2021. This includes one to one support for families, parenting support and information services.</p> <p>There are currently 3,545 (21%) pupils with Special Educational Needs (SEN)/Additional Learning Needs (ALN) in Powys. Of these,</p> <ul style="list-style-type: none"> <li>• 57% (2,011) pupils are on School Action</li> <li>• 32% (1,119) are on School Action Plus</li> <li>• 12% (415) pupils have statements of SEN</li> <li>• 279 pupils attend one of the three special schools located in the county</li> <li>• 138 attend primary or secondary specialist centres based in local schools.</li> </ul> <p>Powys currently has three special schools and two pupil referral unit (PRU) settings.</p>

<b>Population</b>	
<b>Older People</b>	<p>The total population of people over the age of 60 in Powys (2022) is 48,261 and is expected to grow to 54,065 by 2030, an increase of 12%. <sup>20</sup> In Powys, we are supporting older people to remain in their own homes as much as possible. This is initially via preventative support using tools, such as technology enabled care (TEC) and occupational therapy aids and adaptations. The number of people we are supporting through domiciliary care is increasing, leading at times to longer</p>

<sup>20</sup> Source: Powys Well Being Information Bank [Wellbeing Information Bank: View information about Powys' population - Powys County Council](#)

	waiting times for a care package. By 2030, the number of elderly persons in Powys is projected to rise by 15%, while at the same time the working-age population is projected to fall 3,200 (4%) (Welsh Gov, 2018).
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<b>Population</b>	
<b>Carers</b>	<p>Based on the 2011 Census there were 16,154 people living in Powys providing unpaid care, 12.1% of the Powys population (ONS, 2011). Carers in Powys provide many hours of care:</p> <ul style="list-style-type: none"> <li>• 63% provided unpaid care for one to 19 hours per week</li> <li>• 13% provided unpaid care for 20 to 49 hours per week, and</li> <li>• 24% provided unpaid care for 50 or more hours per week</li> </ul> <p>Most adult carers are retired (39%), 23% are caring full-time and do not have paid employment, and 12% do have part-time paid employment.</p> <p>In the last 10 years the ageing population in Powys has seen a significant increase in the number of carers in the county and with added pressures due to COVID-19, the number of carers will have increased even more. A report conducted by Carers UK in June 2020 shows that across the UK there is an estimated 50% increase in carers since the 2011 census. If we apply the Welsh national average, in terms of the percentage of carers against the Powys population today, we estimate the number of unpaid carers in Powys (before COVID19) to be 25,275, an increase of 56% (9,121) since 2011.</p>

<b>Population</b>	
<b>Language</b>	<p>Powys promotes the use of the Welsh language service provision in a variety of ways, including promoting amongst Council staff language learning, having available a dedicated team of translators for official documents and monitoring the Active Offer by commissioned providers. The Council also asks of their commissioned providers that they can deal with enquiries of those wishing to communicate in Welsh.</p> <p>Some 20% of the population in Powys speak Welsh. Local variation, reduction in overall active language knowledge, consistent with other parts of Wales. Powys CC has a Welsh Language Promotion Strategy 2017-22. Powys' ambition is that by 2050 30% of the population speaks Welsh.</p>

## Impact of provision on sufficiency

Provision	
<b>Older People's Care Homes</b>	<p>As will be seen below Powys has a sufficient supply of residential care home places (although note the geographical differences). This will potentially decrease as alternative accommodation options are being developed and opened (i.e., Extra Care and Shared Lives schemes).</p> <p>There is, however, pressure on the nursing care homes market, which is already at times providing challenges to provide care near the person's ordinary residence (and their relatives' access to people in a home. There is also increasing demand for more EMI (Elderly Mental Ill) beds across all bed types in our homes.</p> <p>We have seen already existing workforce pressures exacerbated due to the impact of the pandemic. This will continue to cause challenges for providers of care and commissioners for the foreseeable future. Steps are being taken at both local and national level to improve the picture, but impact is not expected for some time. We continue to see various care homes reporting vacant beds without being able to accept new admissions due to the lack of suitably qualified and skilled staff to provide safe care.</p>
Provision	
<b>Care Homes Services (Adults)</b>	<p>Powys has capacity for 66 Younger adults across 8 residential Homes. Powys County Council currently only fund 22 of these placements, the remaining capacity is utilised by other placing authorities. Using only 1/3 of in county provision does create challenges in utilising Powys Provision / workforce and resulting in some instances of people leaving county as unable to provide care near the person's ordinary residence. Out of those Powys residents 50% (11) have been identified as potentially could be supported in less restricted environments i.e., Supported Housing which would free up in county provision.</p> <p>During the pandemic staffing levels in younger adult residential care homes in Powys has remained stable, although towards the end of 2021 several commissioned providers reported staff shortages due to Covid restrictions.</p>

Provision	
<b>Residential Care Home Services (Children/Young People)</b>	<p>Powys works with a <a href="#">Sufficient Supply of High-Quality Care Placements Strategy (2019-2023)</a>, which sets out Powys' aspirations for improving outcomes for Children Looked After. Placements include In-House Foster Care, Independent (commissioned) Foster Care, Residential Care, Supported Lodgings and Semi-Independent Accommodation, Short Breaks and Adoption services.</p> <p>There are 17 independent care homes for children in the county, the council itself owns and runs 2 Children's homes. Only 9 of 86 placements within the 19 homes are currently occupied by Powys Children Looked After. As of April 2022, there were 229 Children Looked After, 108 of which were placed out of county. (62 children/young people were placed outside of Powys but inside Wales and 46 outside of Powys and outside of Wales.)</p>

	<p>As the ambition is to place children no further than 30 miles from home, we are placing just over half of our children/young people (53%) within this ambition. However, we are also aware that there are some issues such as the stability of the foster carer and adopter ‘market’; the cost of placements for children looked after and the lack of choice to support our ambition. Whilst we work closely with 4Cs Residential and Fostering Frameworks and have robust plans in place to improve on the above, we are also aware that some of the challenges are UK-wide and not entirely within our gift. However, campaigns based on our dedicated web presence aims to improve the picture.</p>
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Provision	
<b>Secure Accommodation Services (Children)</b>	<p>Secure accommodation is an extremely specialist provision, the use of which is rightly governed by a tight legal framework to ensure that children are only placed in secure environments when essential and for as short a period as possible. Secure accommodation for a child’s welfare, as opposed to in criminal proceedings, can only be used, with the necessary court authorisation, to ensure the safety of the child or others.</p> <p>Sufficiency: There is only one children’s secure unit in Wales: the Hillside Secure Children’s Home in Neath which has a maximum of 22 places. Places at Hillside are shared between the Youth Justice Board, for placements due to offending, and Welsh local authorities for welfare purposes. Powys typically needs three or four secure placements a year</p> <p>Because there are so few secure units (there are also few in England), they tend to be used nationally and it can be difficult to find a place when they are required. This is a national commissioning issue and not something that can appropriately be addressed at a regional level.</p> <p>By their nature secure placements will usually be distant from the child’s home, and will always be, if there are no vacancies in the Neath secure home.</p>

Provision	
<b>Residential Family Centres</b>	<p>Residential family centres are another extremely specialist service which are required by Powys. They provide assessments and therapeutic interventions for families, usually in the context of care proceedings where it is thought there are significant risks to the child or children, requiring very close monitoring.</p> <p>There are only two registered residential family centres in the whole of Wales, one of which recently reopened after a closure. Neither is in Mid and West Wales.</p> <p>Approximately ten placements in residential family centres are required per year. In general, parent and child foster placements are often preferred and can provide an assessment in a more ‘natural setting’. However, parent and child placements are scarce and are one of the priorities identified in the draft Mid and West Wales MPS for children’s residential care and fostering.</p>

Provision	
<b>Adoption Services</b>	<p>Adoption provides permanent families for children who cannot safely live with their birth families. It is a vital service with lifelong impact but one which is only needed by a small number of children. Since 2014 adoption services in Wales have been provided on a regional basis, including by Adoption Mid and West Wales (which includes Ceredigion, Pembrokeshire and Carmarthenshire Councils), with support from the National Adoption Service (NAS) and in partnership with local authorities and voluntary adoption agencies. There is no independent sector involvement so there is not really a market for adoption services in the same way that there is a market for other sectors e.g., residential care. However, the availability and quality of adoption services.</p> <p>We are pleased to see most adopted children have been placed within the West/Mid Wales region, in line with our ambition in our strategy. A Mid and West Wales Adoption Region Recruitment Plan is being developed.</p> <p>Unfortunately, we continue to experience a lack of adopters both locally and nationally. We have developed and continue to implement a recruitment drive for Adopters for Powys.</p>

Provision	
<b>Fostering Services</b>	<p>Powys has commissioned a charitable provider (<a href="#">Foster Wales Powys</a>) to deliver high quality fostering services for children in Powys. Similarly, to the situation with adopters, we have been able to place most of our Children Looked After in the West/Mid Wales region. At the same time, there is a considerable instability in the foster (and adopters) market, which we have been and continue to tackle with ongoing recruitment campaigns. Powys had 72 generic foster carers, 5 generic respite carers and 4 generic short-breaks carers as at 31<sup>st</sup> December 2021. We are aware that our therapeutic support services for children in care and their foster carers needs to be improved; we are therefore developing a therapeutic model to underpin our Fostering Service.</p>

Provision	
<b>Adults Placement ('Shared Lives') Services</b>	<p>Shared Lives Powys provides support for vulnerable adults and helps them choose who they live with, where they live and how they spend their time. It provides accommodation, care and support to adults with a learning disability, but also to others such as older people, people with mental health problems and adults with a physical or sensory disability and young people in transition</p> <p>It also helps arrange for people, who may need some additional help, to have short breaks or live long term, in the homes of carefully selected and trained people called Shared Lives Carers. Carers are paid when the person stays with them.</p> <p>There are currently 22 Shared Lives Carer households in Powys, supporting 16 individuals with long term arrangements. Powys is working towards expanding this offer to complement the housing and support options in the county.</p>

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Provision	
<b>Advocacy Services (Adults)</b>	<p>Powys offers statutory advocacy services via a commissioned provider. Regularly monitoring meetings with the provider allows us to have a clear picture of the stability of the market. Statutory advocacy services have experienced a significant shift from face-to-face provision to often digital provision (via Zoom sessions) and this caused a significant challenge to both users and providers. In addition, there are community-based providers in some localities, offering non-statutory advocacy provision. Feedback from the provider suggests that activity is generally healthy although some areas, such as Care Homes, receive very few referrals. This is being addressed by the provider via a stronger presence in care homes and presentations to social work teams.</p> <p>In addition to the above, Independent Mental Health (IMHA) and Independent Mental Capacity Advocacy (IMCA) services are provided by Powys Teaching Health Board. Advocates report periodically to the Health Board’s Executive to ensure that provision is monitored and any actions taken to remedy e.g., pressures on the Advocacy system.</p>

Provision	
<b>Advocacy Services (Children)</b>	<p>Powys act as Lead Commissioner for the Mid and West Wales Regional Advocacy Service and have recently led the recommissioning of this service on behalf of Carmarthenshire, Ceredigion, Pembrokeshire and Powys local authorities and Hywel Dda and Powys Health Boards. The contract was re-tendered in Autumn 2021 and the new contract commenced on 1<sup>st</sup> April 2022. The contract commissions independent professional advocacy services for children and young people for whom there is a statutory entitlement. The advocacy operates on several levels, Independent Professional Advocacy, Formal Advocacy and Informal/Peer Advocacy that work together to form an advocacy network in support of the child or young person.</p> <p>The Service is delivered in accordance with the Independent Professional Advocacy: National Standards and Outcomes Framework for Children and Young People in Wales<sup>21</sup></p>

Provision	
<b>Domiciliary Care services</b>	<p>These have continued to function well during the pandemic. Powys introduced a Dynamic Purchasing System (DPS, a type of framework) to purchase care via approved providers. Whilst in 2020 we experienced some challenges in relation to provision in certain areas the market held up well. Some providers have left the market with new ones emerging, which we interpret as a healthy market environment.</p> <p>Like in other areas there is an emerging challenge of staff retention and recruitment, which is not unique to Powys. Powys, due to its rurality, presents some unique challenges where individuals live in remote areas, which we are addressing in different ways.</p>

<sup>21</sup> [Advocacy standards and outcomes framework for children and young people | GOV.WALES](#)

<b>Provision</b>	
<b>Non-regulated and community services</b>	<p>Powys has 2,241 Third Sector groups based in the County together with a further 1,839 national or UK organisations who operate in Powys. This is one of the largest numbers of Third Sector organisations working in any Welsh county. They offer a wide range of different services; some provide county-wide, but many undertaken by smaller groups operate solely within their local community area.</p> <p>The voluntary sector is complex in its structures, roles and responsibilities. The sector is diverse and ranges from small self-help groups run by volunteers to large charities employing many staff, addressing a range of issues impacting on health and wellbeing. The sector fulfils a wide variety of roles; from one-to-one support, provision of information and advice, condition specific support, advocacy and befriending. Community Services cover all age groups.</p> <p>Delivering community services in a deeply rural community is challenging not least because of access to services, travel and the cost-of-living crisis. For example, it may appear that Powys has a strong network of Community Transport provision but there are several areas of the county not covered by this provision, such as Llandrindod Wells; and much of the provision is age specific. This leaves many people finding access to non-regulated and regulated services a challenge. Delivery of consistent and comparable services across Powys is challenging in the third sector.</p> <p>Community services have a vital role to play in supporting prevention and early intervention. Community Services offer person centred approaches to care and support, they are flexible and responsive to the needs of people in Powys and are innovative in their approaches.</p> <p>The impact of Covid-19 upon services and the needs of people is still being felt by the sector and this is being exacerbated by the cost-of-living crisis. The financial stability of services is challenging with providers reporting financial vulnerabilities and this is impacting on workforce recruitment and retention. Third sector funding via Service Level Agreements and grants have generally not grown in value for the past 8-9 years. This has resulted in organisations operating at a financial loss and the third sector recruitment becoming less and less competitive within the employment market.</p>

## Key Market Stability Factors

This section of the report considers the stability of the prescribed regulated services as set out in the Code of Practice. This assessment also considers the sufficiency of these regulated services to meet projected demand.

### Care Homes Services (Older People)

**Workforce:** Powys has been witnessing a reduction in available workforce in the sector during the Covid pandemic. Anecdotal evidence given to us by our providers suggest that this is largely due to staff re-evaluating their careers because of the immense pressures they worked under during the pandemic and have been and are seeking alternative employment in other sectors of the economy. This is largely outside the sphere of influence by Powys County Council or indeed the care home management, although it is important to mention efforts being undertaken such as the Powys Pledge (see below), our Workforce Futures programme and the increase in the minimum wage which our providers are paying now.

**Occupancy levels in care homes:** During the pandemic occupancy levels dropped to levels not known previously. This has impacted on the financial viability of several homes, often those which are run as small/family run business which do not have the financial reserves required to sustain the business over a longer period. The Welsh Government's Hardship Fund supported social care providers financially, however this is now no longer available.

Whilst care homes vacancies generally fluctuate, there had been a significant rise in average vacancies as shown below:

31.1.2021      156 bed vacancies per week

30.4.2022      31 bed vacancies per week

This demonstrates the challenges for Council and Health Board to place people with assessed need in Powys Care Homes.

**Financial viability:** the above contribute to concerns by some providers about financial stability. The increase in the National Living Wage and the Social Care levy, has put pressure on providers. Whilst we do not have any feedback yet on the impact of the rising fuel costs, we assume that this is an additional cost pressure which will concern providers. This will be mostly small, family-owned providers who may not have any funds to fall back on.

### Care Homes Services (Adult)

Powys specialist residential care homes are under sustained but not critical staffing pressures with most care homes operating with only mild staffing shortages. Specialist residential care homes have very low levels of empty beds resulting in a lack of choice for those who requires specialist residential care and who wish to resident in Powys.

Overall, the support planning systems used by specialist providers are outcome focused and supporting independence however move-on options are limited within the county.

Residents report high levels of satisfaction in their services and positive feedback has been received from a range of sources.

### Care Home Services (Children)



Powys Commissioning Team have worked extensively with the children's residential care market and service providers in Powys during Covid-19 to offer support and guidance whilst in business continuity, to increase engagement and to encourage access to, growth and development of quality services. Prior to Covid we have met with existing and new Independent Care and Educational Providers in Powys collectively and individually. We regularly meet with Housing colleagues and are continually exploring further placement options within Powys. We work within the National (Framework) Commissioning Standards and benchmark commissioning activity with other local authorities and the 4Cs which enables us to understand how to improve services on a strategic and operational level. The range of placements commissioned and provided within Powys has expanded to include mainstream Children's Homes, 16+ Accommodation and Support and Emergency Accommodation as per our Sufficient Supply of High-Quality Care Placements Strategy and we are improving placement choice through better commissioning arrangements resulting in delivery of care plans and interventions and improved outcomes for children and young people.

Despite the challenges that the service has faced over the year, we continued to keep a focus on all of the excellent improvement that started prior to the pandemic. This has ensured that our services have continued to be of a high quality and meet the needs of the children, young people and families in Powys.

### **Adoption Services**

The main challenge facing our Adoption Service is the insufficient numbers of adoptive families to meet the demand of the numbers of children who require adoptive placements.

### **Fostering Services**

As with Adoptive parents, finding foster placements continues to be challenging. Recruitment of foster carers has gone through a major change in the last twelve months when all twenty-two Local Authorities in Wales joined forces to launch *Foster Wales*<sup>22</sup>. This will hopefully increase the number of fostering households in Wales.

Despite over a third (39%) of Welsh adults claiming they have considered becoming a foster carer, there is still a need to recruit an estimated 550 new foster carers and families across Wales every year. This is to keep up with the numbers of children who need care and support, whilst replacing carers who retire or can provide a permanent home to children.

Foster Wales will use social media as a platform to raise the profile of the services as well, as there have now been local television and radio adverts.

The Powys fostering website<sup>23</sup>, linked to the Foster Wales website, is updated on a regular basis in line with Foster Wales. Social Media such as Facebook and Twitter are used by the Local Authority again with regular updates and news. The service is supported by the Local Authority corporate communication team.

The service has had no visual presence within the local community but is implementing strategies to become a consistent, continuous presence by promoting fostering in Powys during national awareness campaigns, local family-based events, fun days and local supermarkets and community groups, and on a day-to-day basis using flyers, poster and banners.

The service has been involved in the regional work of the National Fostering Framework considering the impact of National, Regional and Local advertising.

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<sup>22</sup> [Fostering in Wales | Foster Wales \(gov.wales\)](#)

<sup>23</sup> [Fostering in Powys | Foster Wales Powys \(gov.wales\)](#)

The Service usually has the support of its current foster carers in recruitment campaigns and several carers have supported the service by writing articles for publication or appearing in video's talking about their experience of being a foster carer.

As of 21<sup>st</sup> June 2022, there were 227 children looked after by the Local Authority.

On 31<sup>st</sup> May 2022 there were 67 Generic Fostering housing holds and 25 Friends and Family carer households.

### **Adults Placement ('Shared Lives') Services**

We currently provide long term arrangements for 16 individuals. In addition, 8 individuals access Shared Lives/Family Link carers for respite. Our intention is to grow the offer and advertise locally for Shared Lives carer roles. There is a growing emphasis on this type of provision, as traditional domiciliary care services have been under pressure for some time, with the pandemic adding to the staff retention and recruitment challenges of commissioned providers.

### **Advocacy Services (Adults)**

The Independent Advocacy Service is being provided by a commissioned provider on a three-year contract. Regular monitoring meetings take place between the provider and commissioners and any issues reported will be addressed between the provider, commissioners and referrers.

Powys Teaching Health Board provides Independent Mental Health (IMHA) and Independent Mental Capacity (IMCA) advocacy.

In both areas feedback from the providers has been that demand continues to be high but manageable by the providers. The commissioned provider for Independent Advocacy has regularly reported that referrals vary both geographically and by social work team(s). This is being addressed by commissioners.

### **Domiciliary Care (Support) Services**

Workforce capacity has been challenging in recent years with the service unable to meet current demand in some localities. The Dynamic Purchasing System has a floor and ceiling price, £19.48 and £24.08 respectively (June 2022). The aim is to bring all spot contract and DPS contracts to the ceiling price over the next few years, which increases in line with the Homecare Association's recommended Living Wage Minimum Price and is also linked to improved Terms and Conditions for the workforce via the Powys Pledges. For example, the Powys Pledges include the requirement for mileage to be paid at 35p per mile, paid training and uniform, DBS and Registration Fees to be paid or reimbursed. Despite these positive steps the market remains fragile and we have seen several providers leaving Powys in recent years. Reasons given to us range from the sometimes extreme rurality of Powys, which in turn makes the provision of care sometimes economically unviable or staff not willing to travel such long distances. We recognise that the workforce is ageing and staff in recent years have left due to retirement. Alternative employment opportunities in especially retail, tourism or – where the opportunity arises – working in neighbouring areas which may pay higher rates than Powys.

The Continuing Health Care Framework<sup>24</sup> stipulates that ... "The commissioning of services to meet the needs of individuals with continuing care needs cannot be undertaken in isolation to the commissioning of other similar services. LHBs (Local Health Boards) and LAs (Local Authorities) should have an integrated approach to the commissioning of services, including residential and nursing care homes and domiciliary care to exercise maximum influence over the development of

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<sup>24</sup> [Continuing Healthcare \(gov.wales\)](https://www.gov.wales)

provision. They will also need to work closely with providers to ensure that an appropriate range of services are in place to respond to the needs of their population”.

Powys County Council and Powys Teaching Health Board do not have pooled funds in relation to Domiciliary Care, however, we do commission some packages of care jointly. This is as an outcome of a multi-disciplinary team meeting. Meeting the needs of individuals needs to be outcome focused, person-centred, supporting independence and not diagnosed led. Commissioning responsibility for joint packages, currently depends on the lead commissioner with greater percentage of involvement. Despite this, individuals receiving a joint package will have a named co-ordinator from the Health Board, usually the District Nursing service.

There are, however, some patients whose needs are greater and are in receipt of 100% Health funding. In these circumstances, the individual will usually have the involvement from Health as a care co-ordinator, depending on the individual need; this could be the Mental Health service, learning disabilities services of adult general health.

The Health Board and the Council do not have pooled funds in relation to domiciliary care, however, we do commission some packages of care jointly. This is as an outcome of a Multi-Disciplinary Team Meeting. Meeting the needs of individuals, needs to be outcome focused, person-centred, supporting independence and not diagnosed led. Commissioning responsibility for joint packages, currently depends on the lead commissioner with greater percentage of involvement. Despite this, individuals receiving a joint package will have a named co-Ordinator from Health, usually the District Nursing service. Evidence suggests that a dedicated pooled fund arrangement (similar to the one existing for residential and nursing care) might be beneficial and this will be explored by both parties going forward.

There are, however, some patients whose needs are greater and are in receipt of 100% health funding. In these circumstances, the individual will usually have the involvement from health as a care co-Ordinator, depending on the individual need; this could be Mental Health, learning disabilities of adult general health.

## Partnership and Engagement Arrangements

Powys County Council, Powys Teaching Health Board and third sector partners engage in a variety of ways with people in Powys. This is partly ongoing (engagement), specific (consultation) and via partnership boards and groups both formally and informally. We decided to limit the additional engagement with partners to a minimum, thus avoiding asking for additional time commitments by partners. We also were able to use available information and insights gathered over a period of several years, using the mechanisms outlined below. We are therefore confident that this report considers significant insights, gathered over a period and thereby providing the insights needed for analysis and future planning.

Market segment	Type of engagement	Insights from this engagement
<p>Third Sector Engagement specifically to this report</p>	<p>In compiling this report, the sector has actively engaged to aid a true reflection and collaboration of views on market stability in Powys. This was supported through engagement with Powys Social Value Forum, the third sector Response group, which is facilitated by PAVO.</p> <p>Dedicated workshop with third sector providers. Dedicated survey for Social Value Forum.</p>	<p>Increased demand putting pressure on providers;</p> <p>There is a shift from intervention and prevention work to direct support work across all 3<sup>rd</sup> Sector organisations. These organisations predict that this will continue for at least 2 years.</p> <p>Staff leaving organisations due to pressures during pandemic; this will add further pressures on in-contract delivery of services;</p> <p>Council and Welsh Government funding often short term (one/two years), which is counterproductive and counterintuitive</p> <p>Organic strength and resilience of the workforce adds value to the sector.</p> <p>Providers felt there is a need for longer term, joint commissioning and a more balanced reporting system which should be appropriate to the allocated funding.</p> <p>More time is needed for third sector providers to engage fully in tendering processes, which has been a concern for some time.</p> <p>It was felt that the processes can be lengthy and complex and this has negatively affected the sector, with providers reporting too few opportunities and deadlines that are</p>

		<p>too tight. Complex reporting requirements for relatively small grants and contracts can be disproportionate to the funding available and in turn this is resulting in some providers moving away from applying to new funding streams.</p>
<p>Regional Partnership Board Engagement</p>	<p>Specific session took place in June 2022</p>	<p><b>Early help and support</b> – reflecting on sufficiency and how Powys can increase sufficiency over the next five years.</p> <p><b>Recruitment issues</b> – these will almost certainly get worse due to demographic challenges.</p> <p><b>‘Grow our own solutions’</b>, we need to control our own destiny by coming up with our own solutions. The <i>North Powys Programme</i> is an example of this.</p> <p><b>Trialling a seamless service</b>, Integrated model in North Powys could be an example of this, along with Vanguard approach developed in Brecon, with involvement of the Third Sector.</p> <p><b>Value of the third sector and removing barriers</b> to work more effectively.</p> <p><b>Importance of people’s own voice</b> not assuming what people may need (often what is asked for is less than what would have been provided).</p> <p><b>Workforce challenges</b> exist across all sectors, particularly though in the third sector due to some providers ceasing to work.</p>
<p>Care Homes</p>	<p>Weekly calls with providers throughout peak covid response period and regular information briefing letters to provider                      Contract monitoring meetings;                      Co-production of the Care Homes dashboard                      Care Homes MDT initially met weekly at the beginning of the pandemic and is now weekly                      Responding to 1 to 1 provider queries (email and phone)                      Routine (online) provider forum meetings</p>	<p>Responsive and regular feedback from providers on pandemic response; understanding of the pressures and pinch points in delivery allowed support activities to be better tailored to meet providers circumstances and needs, whilst also providing increased up to date information to inform the planning and delivery of those activities.</p>

		<p>Move to increased use of on-line communication to facilitate engagements during the pandemic. Some changes i.e., holding provider forum meetings online increased attendance on previous face to face meetings and will continue as such post-pandemic</p> <p>Feedback from Care Homes staff on the disruptive impact from the number of phone calls from PCC and NHS officers seeking identical information led to the creation of the self-updated care homes dashboard, accessible by all partner organisations. This has been progressively developed and has now replaced some systems previously used for gathering monitoring and performance information.</p>
Domiciliary Care	<p>Regular (daily and weekly) calls with providers to discuss provision and challenges during the pandemic</p> <p>Quarterly Provider Forum</p> <p>Quarterly Contract Monitoring meetings</p>	<p>Responsive and regular feedback from providers on pandemic response; understanding of the pressures and pinch points in delivery, etc, etc.</p> <p>Discussion on common issues.</p>
Carers including Young Carers	<p>Regular (every 4 months) meetings of carers steering group;</p> <p>Quarterly Contract Monitoring meetings</p> <p>Quarterly strategic meetings</p>	<p>Understanding of priorities and required strategic direction.</p>
Advocacy	<p>Powys Advocacy Networks meets (bi-) monthly, with attendance by commissioned provider and other advocacy organisations</p>	
Micro Enterprise development	<p>Quarterly project group meeting between provider, commissioners, care management and third sector organisations</p>	<p>Gaining insights in developments elsewhere.</p> <p>Mutual Learning</p>
Direct Payments	<p>Quarterly Contract Monitoring meetings with support provider</p> <p>Quarterly strategic meetings with support provider</p> <p>Regular meetings with Virtual Wallet provider to discuss progress and raising awareness via the VW champions.</p>	<p>Understanding any barriers to progress and sharing good practice.</p>
Children's Placement Providers	<p>Weekly calls took place with all providers caring for Powys Children Looked After and external residential providers with Homes in Powys throughout the peak covid response period. Weekly/regular email information/briefing letters were also</p>	<p>Providers welcomed communication and correspondence from Commissioning Team and felt supported during the pandemic. Greater understanding of the pressures</p>

	<p>circulated to providers disseminating key information from Welsh Government and Powys County Council.</p> <p>Virtual contract monitoring meetings took place during Covid pandemic, with face to face only where concerns with provider.</p> <p>Contract monitoring visits have returned to face to face from Spring 2022.</p>	<p>and pinch points in delivery and health and wellbeing of Powys Children Looked After.</p>
<p>Childcare Sector</p>	<p>Regular communication with childcare providers throughout the pandemic and ongoing.</p> <p>Support provided for guidance, policy and procedures</p> <p>Contract monitoring meetings with Flying Start and Foundation Phase settings</p> <p>Childcare Sufficiency Assessment carried out.</p> <p>Engagement with 107 providers through phone calls and virtual stakeholder groups</p> <p>Parental survey and engagement</p> <p>Stakeholder engagement survey</p>	<p>Identified areas for improvement</p> <p><b>Limited out of school care provision</b></p> <p>Out of School childcare provisions, such as wraparound and holiday, are in extremely high demand across Powys. However, this high demand is not being met with sufficient supply, in part due to a lack of resources and funding available to offer such care. This has been noted by parents, children, stakeholders and the schools themselves. Headteachers would seemingly like to offer this provision, but unfortunately are limited due to being understaffed and under-resourced.</p> <p><b>Insufficient support for Welsh- medium settings</b></p> <p>Unmet demand extends to the availability of Welsh medium provision, with parents and wider stakeholders expressing a desire for providers that can deliver Welsh-medium childcare.</p> <p><b>Recruitment and retention</b></p> <p>A problem noted was emerging issues around recruitment and retention of staff. The impact of the pandemic, alongside rising costs, has left many providers struggling to provide sufficient staffing, leading to closures across the county. This has been compounded by school-based childcare not being able to function as usual, placing additional pressures on Early Years providers</p>

		<p><b>High-quality childcare, with limited accessibility</b></p> <p>Many parents are struggling to access affordable, flexible, and local childcare and feel that rising costs are not being mitigated against through extended universal, free childcare schemes, with limited eligibility to schemes such as Flying Start. Flexibility is also a major issue, with many parents having to rely on family or informal childcare to meet the gap in provision.</p> <p><b>Local authority communication</b></p> <p>Through stakeholder, provider and parent consultation, many stated that they wanted increased communication from the local authority and that information which is currently accessible to be further clarified. Though email circulars, social media updates and sample paperwork is shared, many believe they would benefit from clarity (some noted that they struggled during the pandemic). A large proportion of children have also noticed the impact COVID-19 had on the provision, resources, and staffing as retention and workforce entry to the childcare sector drops.</p> <p><b>Training opportunities</b></p> <p>Many providers cited a lack of sufficient training or a lack of suitably qualified staff as issues to be addressed to allow them to better support children with ALN and disabilities. Many put this down to a lack of sufficient funding and a lack of ability to provide 1:1 support for children with ALN. It should be noted that providers who had attended training delivered through the local authority, particularly around autism and speech and language needs, had felt this was excellent, however further training is required to ensure staff feel fully able to provide sufficient support to children with ALN and disabilities.</p>
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		An in-depth action plan has been agreed with stakeholder input to address the above areas for improvement.
Children’s Emotional Health and Wellbeing Providers	Regular Emotional Health and Wellbeing workstream meetings where a wide range of providers attend. Frequency of meetings increased over the pandemic to share good practice and agree responses to increased demand.  Several subgroup meetings to look at specific areas such as Domestic Abuse Support.	Providers welcomed increased communication and support from the partnership and felt supported during the pandemic. Greater understanding of the pressures and pinch points in delivery and opportunity to share good practice.
Providers of services for people with disabilities	Regular MDT meetings during the pandemic Regular (daily and weekly/based on Risk Assessment) calls with providers to discuss provision and challenges during the pandemic Provider forum meeting during pandemic Contract Monitoring meetings	Ensuring services were provided safely.  Early intervention where providers reported staffing challenges.  Responsive and regular feedback from providers on pandemic response; understanding of the pressures and pinch points in delivery, etc, etc.  Discussion on common issues.

## Section 2 – Detailed discussion of regulated and non-regulated services

### Market Sufficiency (Regulated Services):

This section looks in more detail at sufficiency in the market. It is based on detailed information from various sources, including our engagement work with providers in the social care market, which is detailed below.

This report examines the sufficiency and stability of the following types of regulated provisions in Powys:

Care Homes Services (Adult) – this includes older peoples residential and nursing settings, as well as provision for adults with learning disabilities, physical disabilities, and mental health issues.

- Care Home Services (Children)
- Secure Accommodation Services (Children)
- Residential Family Centre Services
- Adoption Services
- Fostering Services
- Adults Placement ('Shared Lives') Services
- Advocacy Services
- Domiciliary Care Support Services

These services are all directly provided or commissioned by Powys County Council and/or Powys Teaching Health Board.

The report also considers the wider network of unregulated provision in Powys which comprises many services that support or feed into regulated provision and impact upon the level of need of Powys residents for the regulated services. Please refer to [this section](#) for these services.

### Care Homes Services – Adult (Older People)

#### Current Provision

- There are 30 older people's care homes in Powys registered with Care Inspectorate Wales and 4 nursing care homes
- There are 7 dual registered homes (providing both nursing and residential care beds) and 18 residential care homes
- One intermediate care facility (providing temporary care following hospital discharge, etc. prior to the individual returning to their own home with an appropriate home care package).
- Powys Teaching Health Board provides healthcare services through its network of community services and community hospitals, with a range of consultant, nurse and therapy led outpatient sessions, day theatre and diagnostics in community-based facilities. These play a pivotal role in supporting patient flow from hospital to their home or avoiding hospital admissions in the first place.

Twelve of the residential care homes (and the one intermediate care facility) are premises owned by Powys County Council, but which are operated by Shaw Healthcare through a contract with the Council.

The remaining residential care homes, as well as all the nursing and dual registered homes, are owned and operated by a range of different private sector owners with two exceptions (one nursing home is owned and operated by a registered charity and one residential home is operated by Powys Teaching Health Board).

Powys' care homes have a capacity of 1,114 care beds (as registered with Care Inspectorate Wales) though in practice a small number of these registered beds are not in use. The capacity of care home settings varies, ranging between 10 to 99 beds, with majority of homes having between 20-40 beds.

There are residential homes located in most Powys' localities, however nursing and dual registered homes are less evenly distributed with only one home providing nursing beds in the mid-Powys area. There is a higher concentration of homes and beds around Powys' largest population centres (Newtown, Welshpool, Brecon and Ystradgynlais) with some localities only having a single small residential home (Machynlleth).

Since 2018 4 residential care homes in Powys have closed. Additionally, a large new private residential and nursing facility opened in Newtown in January 2020, which whilst providing good quality, modern, accommodation has adversely impacted upon the number of new resident placements in other residential homes in the vicinity.

Powys County Council funds 49% (553) of the care home beds within the county, Powys Teaching Health Board funds 7% (80) with CHC funding (NHS continuing healthcare – long-term life care) and the rest are either out of county funding (residents from outside the county placed within a Powys Care home) or are privately funded. (November 2021).

In addition to the regulated care home services, there are also 58 extra care units for older people within Powys:

As part of our ambition to widen the choice of accommodation for older people, we opened our first Extra Care scheme in Newtown in (date), Llys Glan Yr Afon. It opened in 2015 and offers 48 flats and on-site support for those tenants who require. It is closely located to the centre of the busy market town of Newtown. The service is operated by Wales and West Ltd.

At present a further two schemes are being developed, one in Welshpool, Neuadd Maldwyn which will offer 66 flats and another one in Ystradgynlais, Pont Aur. Whilst the Welshpool development is a development based on a former council building, to be managed by a housing association, the Ystradgynlais service is based on an existing sheltered housing scheme and is going to be run by another housing provider. Both will be operational at the end of 2023.

A further scheme, in Brecon, has had the agreement by Powys County Council and discussions have begun to explore a facility in Machynlleth.

Powys also has a sizeable stock of sheltered housing accommodation for elderly or disabled people, consisting of private independent units with some shared facilities and a warden. This is an accommodation option for people who want to live independently but need additional support, or just need to live in a smaller and easier-to-manage home.

In Powys there are currently 2,170 sheltered housing homes (units), a rate of 94 sheltered housing per 1,000 of 75+ population.

A10-unit Extra Care Housing facility attached to a Sheltered Housing scheme (Bodlondeb) in Llanidloes (Llanidloes locality).

## **How current levels of care and support meet existing demand**

There are approximately 18,000 people aged over 75 years living in Powys and the population is ageing. As the population ages, there is an increasing trend of people with increased levels of frailty due to age requiring support, including those whose children have been caring for them but can no longer do so due to increasing levels of need.

The increasing provision of care in people's own homes has been successful in Powys in increasing independent living. This is reflected in the increasing average age of people moving into residential care and in the long-term reduction in care home admissions in Powys.

Powys County Council commissions resident placements at all Powys' care homes, whilst Powys Teaching Health Board also commissions placements at the country's nursing and dual registered homes. All settings are also home to privately funded residents, as well as residents funded by out of county local authorities and health boards.

As of December 2021, Powys County Council was funding 621 resident placements (permanent and temporary respite care) in older people's care homes, 520 in Powys homes and 101 in homes located out of county. Of these, 417 placements were for residential care whilst 204 were for nursing care (59 of these placements were jointly funded by Powys County Council and Powys Teaching Health Board).

The UK Care Home Market is driven by commercial concerns and naturally seeks to develop its provision in localities where there exists the strongest opportunity for financial return; however, these are not always areas where unmet need is greatest. Consequently, it cannot be guaranteed to provide the geographical breadth of facilities that Powys requires (many of which need to be in localities where the relatively low numbers of residents requiring them would render them commercially marginal).

***Is the range and level of care and support good enough to meet current and projected need identified in the population needs assessment?***

There is currently sufficient residential care provision across the county, with some settings routinely having numbers of vacant beds particularly in those localities with several homes.

The overall number of nursing care beds in Powys broadly meets current demand. However, their concentration in the North and South of the county means there is limited provision in mid Powys, which can result in residents being placed in settings some distance from their previous place of residence and family and friends.

Powys' size means it borders many other RPB areas in Wales and English Local Authorities. This results in 16% of Powys County Council funded residents being placed in homes located out of county because of residents and their families exercising personal choice. Similarly, several homes near to the county boundary have numbers of residents who have been placed and funded by other local authorities and health boards.

It is generally considered that the ideal commercial model for a satisfactory financial return for care home facilities are settings with 60+ residents. Powys' geography of widely spread small market town communities means there are only a few localities where the creation of new facilities of such size would be viable. If new facilities were to be created it seems likely that smaller, more localised, facilities would close, resulting in new residents having to relocate to a new area, away from their existing family and carer social and support networks.

***Is the care and support provided of sufficient quality to meet individuals' needs and enable them to achieve their personal well-being outcomes?***

The quality of the care and support provided to care home residents is monitored, and assessed through a range

of mechanisms, including:

- Individual's personal care plans and their regular review
- Regular visits to settings by Powys County Council Contract Monitoring Officers and Powys Teaching Health
- Board nursing staff
- Care Inspectorate Wales inspections and inspection reports
- Referral of Poor Practice concerns by service providers and visiting professionals
- Reporting of care medical incidents by service providers and visiting professionals
- Safeguarding concern reporting and investigation.

Where issues arise in respect of individual residents these are addressed by the relevant health and care professionals supporting the resident. Where issues affect a home, these are addressed with the home to rectify the accommodation, staffing, management, or care practice issues which gave rise to them. This can result in settings being placed in Provider Performance measures with formal corrective action plans being set and monitored by commissioners.

There are several general themes identified through these processes concerning the quality-of-care home services:

- Accommodation Quality – Many homes in Powys are older purpose-built premises or converted from older
- pre-existing premises. Meeting the need for regular maintenance and improvement of facilities is recurrent
- issue for some settings
- Staff Training – The level of turnover of care and ancillary staff poses a challenge for care home managers in
- ensuring staff training is completed and refreshed for all staff.
- There are also some general quality issues that have arisen during the Covid-19 pandemic
- Temporary staff absence and recruitment challenges causing additional pressures upon care staff as well as
- affecting staff to resident ratios
- The need to strengthen and maintain Infection Prevention and Control practices
- Increased turnover of home managers resulting in disruption to homes' management practices and
- operational oversight.

***Have individuals' sufficient choice and a say in how and where care and support is provided, and to what extent is care and support co-produced with users and carers?***

Powys County Council's Choice Policy enables potential residents to make informed decisions about any possible additional fee (top up) in a care home of their choice.

The preparation of personal care plans upon resident's initial placement involves people with care and support needs and/or family and carers. These plans are subject to regular review by social services officers.

**Nursing Care** – There is limited provision of nursing care beds which can cause difficulty with making new residential placements in individuals' home of preference when occupancy levels are high. The available nursing care beds are unevenly distributed across the county with limited provision in Mid-Powys.

This means that individuals in Mid-Powys sometimes must be placed in settings some distance from their original place of residence distant from their family and social network. Over the past four years

the age of older people going into nursing care has increased from 83 to 85 years, whilst nationally the trend has been a decrease from 85 to 81 years; this means that in Powys older people are on average four years older than across the United Kingdom as a whole.

There are ongoing challenges for Homes to recruit and retain enough qualified nursing staff to meet the care needs of their existing bed capacity. Homes often have to rely upon temporary use of expensive Agency Staff to cover absence.

These recruitment and retention difficulties exist across the whole of Powys' health and care services and reflect a shortage within the health and care workforce in general.

**Elderly Mental Health/Higher level care needs** – As a result of increased home support options there are more people living in their own homes for longer before needing admission to a residential care setting. This means the care needs of new placements are increasingly greater than previously the case for people living in residential care.

This is particularly apparent regarding the proportion of new residents living with conditions such as dementia.

With an increasing proportion of elderly people in the population and increasing diagnosis of conditions such as dementia it is anticipated that the existing level of specialist provision will become insufficient to meet demand.

Although most residential care settings have some level of staff skills and some suitable accommodation to appropriately care for people with these needs such provision is limited. It is evident this limited capability means homes cannot always accept new placements with higher care needs. In these situation people can end up being placed in nursing care settings even though their overall physical health would not have otherwise required this

***What is the likely impact of changing patterns of demand, changing expectations, and new and emerging trends, upon the sufficiency of care and support going forward?***

Overall, the demographic projections for Powys' elderly population, combined with increased home support services, suggest that fewer people will need traditional residential care services, but those that do will generally have higher care needs.

Measures to support people to live independently, safe, and well within their own home for longer will reduce the number of people needing to enter residential care homes.

Similarly, the planned development of further Extra Care and Extra Care – Lite provision in Powys will also reduce future demand for traditional residential care provision.

Those people who do move to residential care settings are also likely to have higher level of care needs than current residents. The growth in need for specialist EMI provision to meet the needs of people living with conditions such as dementia will mean that existing care homes will need to increase their level of staff skills to care well for those individuals. Homes will also need refurbish or redevelop their physical infrastructure to provide appropriate accommodation for residents with these conditions. There is an evident need to increase the breadth of nursing care provision, particularly within Mid-Powys.

**Issues likely to affect sufficiency of provision over the next five-year period**

***Changing patterns of demand***

The increasing provision of care in people's own homes has been successful in Powys in increasing independent living. This is reflected in an increasing average age of people moving into residential care and in a long-term reduction in care home admissions in Powys. However, there is increasing demand for dementia specialist residential care as the number of people living with dementia increases due to the increasing proportion and number of the elderly population of Powys.

The expectations of older people and their families regarding the nature and quality of accommodation and care, combined with the personalisation agenda in social care strategy means

that the traditional model of residential care accommodation (and the services provided within it) will need to transition to become less 'institutional' and more focused upon meeting individual residents' needs, preferences, and expectations.

### ***Current and emerging trends***

People across Wales have changing expectations when considering their housing and care needs. Successive governments, both UK and Welsh, have emphasised the desire to meet this changing demand and the need to support people within the community and for residential institutions to become more specialist in nature. Social policy makers have identified the need to address the reducing funding available triangulated against increasing and more complex needs.

Nationally, there has been a drive towards developing extra care schemes and supporting people to live within their own communities.

With a continued national focus on personalisation and more specifically, the increasing prevention agenda, Powys County Council needs to ensure the sustainability of services within this changing environment. The Council has identified areas of Powys where there is a lack of appropriate accommodation options. There are areas of Powys specifically identified as requiring the development of extra care housing (Brecon, Welshpool, and Montgomery).

The Council has agreed ambition to develop 5 additional extra care schemes in Powys. These are Neuadd Maldwyn in Welshpool, Pont Aur in Ystradgynlais, and 3 other schemes, to date in draft development only, in Machynlleth, Radnorshire/mid Powys and Brecon.

The Covid-19 pandemic has had significant impact upon the number of residents within Powys' older people's care homes. At its peak in March 2021 there were 264 vacant care beds. As of January 2022, the number of beds vacancies had reduced to 170 (approximately double the number pre-pandemic). Although the financial impact upon providers caused by high vacancy rates was substantially mitigated by Welsh Government's 'Hardship Fund' it is probable that some settings will enter the post-pandemic period with significantly low occupancy: causing a shortfall in income that may jeopardise their financial viability.

### ***Challenges, risks and opportunities***

We have described the increasing elderly population (in overall numbers and as a proportion of population as a whole) that will result in changing accommodation demands. It is anticipated that social care policy, and the provision of alternative care and accommodation models, will progressively reduce the number of people entering residential care homes in the next 5-year period.

However, the care needs of those people are likely to be higher, creating demand for more specialist care capacity. This may manifest itself as a need for more nursing care beds but also in a need for increased specialised care accommodation for people living with dementia.

Residents with higher care needs do necessitate higher care costs but also attract payment of higher care fees.

Workforce recruitment and retention is a challenge for Powys's care homes (particularly in respect of nursing staff, but increasingly care staff as well):

- The availability of sufficient, suitably skilled, staff will be a major factor in determining the operational viability of existing care home settings, but also in determining the market's ability to develop new, higher need, care provision.

The opening of new extra care facilities in the Welshpool, Ystradgynlais, Machynlleth, Brecon and Mid-Powys area will reduce demand for residential care beds in those areas over the next 5 years and may reduce placement numbers in other local residential homes to a point where they are no longer financially viable.

It is anticipated that Powys County Council will need enter into an operating agreement with a provider organisation to manage and operate the new settings. This would create a new contractual opportunity for an appropriate provider (or providers).

- The current impetus to provide care at home to allow people to live at home for longer will continue to reduce demand for residential care placements. This will continue to reduce need for current levels of residential care provision. However, given the existing pressures in the domiciliary care market this will require some changes to the current model of care. This trend potentially creates opportunities for diversification of services offered by older peoples care homes to meet the growing need for at home services and associated demands such as short-term respite care or day care. At the same time our “Modernisation of Care at Home” workstream will seek to identify opportunities that will respond to this challenge.

Further detailed information about older people’s accommodation provision and future need can be found in Powys County Council’s Market Position Statement.<sup>25</sup>

## Children’s Placements

### Issues likely to affect sufficiency of provision over the next five-year period

The shortage of children’s placements to meet children's needs together with the National increasing numbers of children in local authority care will place significant future demand on the market. Welsh Government's aim to eliminate private profit from the care of children looked after will transform the market across Wales.

## Care Home Services (Children)

### Current Provision

The term ‘children looked after’ relates to any children who are looked after by a local authority, under the Children Act 1989 and the Social Services and Wellbeing Act 2014. The implementation of the Children Looked After Strategic Framework has been instrumental in tackling some of the challenges faced by the previous increase in the numbers of children being looked after and achieving better outcomes for the children who are placed in our care. Due to the span of work needed to be considered and implemented in relation to children looked after in Powys, we have adopted an approach whereby we will implement an overarching Children Looked After Strategic Framework.

Our key enablers for children looked after are

- Applying robust commissioning methodologies
- Models of investment
- Workforce Development
- Quality Assurance
- Systems and Process Design
- Engagement, Listening and Co-production
- Cultural and Practice Change

There are 19 children’s homes within the county of Powys, two of which are owned and run by Powys County Council (Golwg y Bannau and Glyn Mawr). Only 9 of 86 placements within the 19 homes are currently occupied by Powys Children Looked After. Powys County Council do not hold block contracts with any of the independent homes within Powys and children are being placed in

<sup>25</sup> [Market Position Statement Older Peoples Accommodation.pdf \(moderngov.co.uk\)](#)



residential placements out of county and out of Wales. As at 30<sup>th</sup> April 2022 there were 30 children placed in residential placements outside of Powys.

There are 65 generic foster carers (53 of whom are in Powys), 14 respite carers (10 within Powys), 21 “family and friends” carers (9 of whom are in Powys) and 22 Springboard, Training Flat and 16+ Accommodation and Support (within Powys).

### **How current levels of care and support meet existing demand**

Building relationships between Children’s Commissioning Team and the 17 external care providers in Powys and have improved significantly during Covid-19. However, the number of available beds with Powys external providers are limited due to the models or care/ statement of purposes/size of these homes i.e., 12-week assessment, specialist sexualised behaviour, female only. Despite foster carer recruitment campaigns, the establishment of an in-house Children’s Home, an increase in the number of beds at our established children’s home and new Springboard/Training Flat and 16+ Accommodation and Support provision, there is insufficient supply of in-house and external foster, residential and 16+ placements in Powys to meet existing demand in Powys.

### ***Is the range and level of care and support good enough to meet current and projected need identified in the population needs assessment?***

Powys Children’s Services Placement Team have undertaken numerous residential searches for children and young people within the last 12 months, with some children/young people experiencing repeated moves. Powys children/young people experiencing 3 or more placements has increased by 6% in the last 12 months as external providers are in a seller’s market and are able to give notice too easily on our children and young people.

The range of placements commissioned and provided within Powys has expanded to include mainstream Children’s Homes, 16+ Accommodation and Support and Emergency Accommodation as per our Sufficient Supply of High-Quality Care Placements Strategy and we are improving placement choice through better commissioning arrangements resulting in delivery of care plans and interventions and improved outcomes for children and young people.

### ***Is the care and support provided of sufficient quality to meet individuals’ needs and enable them to achieve their personal well-being outcomes?***

Our Commissioning Team have robust contract monitoring processes in place to monitor quality of individual placements and ensure that they meet children/young people’s needs, in addition to general 4Cs contract monitoring. Pre-placement visits are undertaken with new providers/provisions together with six monthly / annual contract monitoring visits. A clear concern with provider policy is in use and announced/unannounced visits take place, as required.

### ***Have individuals’ sufficient choice and a say in how and where care and support is provided, and to what extent***

Children’s Commissioning Team understand the importance of the need to involve children/young people and their families/carers in service development and decision making and ensure the voice of the child and “what matters” is integral to strategic commissioning and provision of services through participation, contract monitoring visits and promotion of engagement forums with established and new groups. Young people were involved in the tender process for 16+

accommodation and support services which included development and evaluation of tender questions. However, we have noted that young people and their families are often more concerned with the quality of service delivered rather than who delivers it.

***Is care and support co-produced with users and carers?***

The Children's Commissioning Team ensure that children/young people and their families are involved in service planning through engagement with established groups and fora, i.e., Care Leavers Forum.

Commissioning Team identify any themes or gaps in service provision that can be fed into future commissioning to mould and shape future development of services so that they meet the needs of children, young people and families in Powys, i.e., new provision of in-county 16+ accommodation and support placements.

***What is the likely impact of changing patterns of demand, changing expectations, and new and emerging trends, upon the sufficiency of care and support going forward?***

Children's Placement Team have been instrumental in delivering objectives of Children's Services Closer to Home and North Powys Wellbeing Projects. 21 change of placements to bring children and young people closer to home/step downs closer to home or return home was realised in 2020/21 and 17 change of placements equating was realised in 2021/22.

The *Sufficient Supply of High-Quality Care Placements Strategy (2018-2023)* is currently being reviewed. It has already been noted that there has been an increase in demand for placements for older teenagers, those with more complex needs, parent and baby foster and residential placements and sibling groups in the last 12 months. This demand will have an impact on sufficiency and will need to be incorporated into the updated Strategy.

Powys developed report about the sufficiency of provision for children's care services which goes into detail about the current and historic situation and what the Council with its partners is doing to address imbalances in the market.<sup>26</sup>

***Challenges, risks and opportunities***

There are concerns about a shortage of appropriate places and high prices which may contribute to poor outcomes for children and local authorities. It seems clear that the placements market overall is not providing sufficient appropriate places to ensure that children consistently receive placements that fully meet their needs, when and where they require them. This is resulting in some children being placed in accommodation that, for example, is too far from their home base, does not provide the therapy or facilities they need, or separates them from their siblings. Given the impact that poor placement matches have on the well-being of children, this is a significant concern.

There are concerns that a range of other barriers, including access to staff, recruitment and retention of foster carers, and property acquisition and planning processes may be restricting the ability of providers to provide more placements where they are needed.

**Advocacy (Children)**

**Current Provision**

Powys, as Lead Commissioner, has responsibility for the Mid and West Wales Regional Advocacy Service and have recently led the recommissioning of this service on behalf of Carmarthenshire,

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<sup>26</sup> [Our Strategies and Plans on a Page - Powys County Council](#)

Ceredigion, Pembrokeshire and Powys local authorities and Hywel Dda and Powys Health Boards. The contract was re-tendered in Autumn 2021 and the new contract commenced on 1<sup>st</sup> April, 2022. The current contract has 4 lots.

### **Lot 1 - Independent Professional Advocacy**

An independent advocacy service is designed to provide safeguards for children and young people and it is imperative that the advocates providing the service should be free to support them, without any conflicts of interest, and to appropriately challenge service providers on the children and young people's behalf. The subject of such challenge may be very broad and can include:

- Decisions made about a child or young person's care
- The upholding of a child or young person's legal rights
- The quality of care being provided

The role of the advocate is to support a child or young person to make an informed decision with the young person's views and wishes being their sole focus. An advocate will help a child or young person to understand his or her rights and the choices of action that are available, but ultimately, any decisions taken will be the child or young person's own.

### **Lot 2 – Independent Visiting Service (Supplementary)**

The overall aims of an Independent Visiting Service for looked after children who have little or no contact with their birth families are to provide Independent Visitors, (who are volunteers), who will visit, advise and offer friendship on a 1:1 basis to children and young people and to facilitate a consistent relationship over a longer-term period.

### **Lot 3 – Complaints in relation to NHS Service (Powys Teaching Health Board and Hywel Dda University Health Board)**

The provision of independent Advocacy for all children and young people under 18 wishing to manage representation, raise a concern, or make a complaint in relation to NHS services. Section 187 NHS (Wales) Act 2006.

### **Lot 4 - Regional Junior Local Safeguarding Board – (CYSUR)**

To enable the effective participation of Service Users in the work of the Regional Safeguarding Children's Board.

### **How current levels of care and support meet existing demand**

During the quarter January to March 2022, we received 163 referrals (issues) from 110 children and young people. This includes 33 looked after children, 67 children in the child protection arena, nine children in need of care and support and one care leaver. Slightly more males accessed then service than females (58 compared to 52), following the same pattern as last quarter, and equal numbers of children and young people accessed the service from the 6-11 and 12-16 age range (46 each). Thirty-three children and young people accessing advocacy this quarter were new to the service.

### ***Is the range and level of care and support good enough to meet current and projected need identified in the population needs assessment?***

Some 43 children and young people became eligible for the Active Offer during the quarter. A total of 24 children and young people were referred for Active Offers. This included three looked after children and 21 children who entered the child protection arena. Meetings were arranged with 19 of these children and young people and 16 accepted the Active Offer and continued to Issue Based Advocacy. We have been unable to meet two young people due to availability, and one child was too

young to understand the information being shared. More males (13) were referred for the Active Offer than females (11) and, as with Issue-Based Advocacy, equal numbers of children and young people accessed the Active Offer from the 6-11 and 12-16 age range (10 each).

***Is the care and support provided of sufficient quality to meet individuals' needs and enable them to achieve their personal well-being outcomes?***

We can report that 137 Issue Based Advocacy cases have been closed during the quarter and 191 issues resolved and closed with the support of an advocate. Requests for support at meetings has once again remained high. During quarter four a total of 113 meetings took place, at which a child or young person's wishes and feelings were shared. IROs referred more children and young people for advocacy than anyone else during quarter four (49 referrals), closely followed by social services (48 referrals).

***Have individuals' sufficient choice and a say in how and where care and support is provided, and to what extent is care and support co-produced with users and carers?***

Advocates are doing more and more face-to-face visits now Covid-19 restriction have eased. To ensure the safety of the children and young people we work with, TGP Cymru have an overarching risk assessment and checklist to ensure all safety precautions are made in regard to Covid-19 prior to visits taking place. Virtual visits are still taking place at the choice of the child/ young person or where the advocate feels it is appropriate to do so. The blended approach to service delivery will continue as it meets the needs of children and young people and offers benefits to staff who have busy caseloads.

Following team discussions during the last year, the advocates are now offering two means of children and young people providing feedback on their advocacy service; either directly to their advocate or via the in-house Quality Assurance Officer (via letter or text). We received four completed forms this quarter. All four young people expressed a positive experience and advised that they feel more included in decisions because they have an advocate on their side. One young person stated, "It was good that there was someone who could ask questions at LAC meetings."

**Current Provision**

The impact of the Pandemic has taken a heavy toll on people's emotional well-being and sense of stability particularly with employment and finances. The war in Ukraine and the financial implications on the cost-of-living crisis has compounded an already unstable landscape. Recruitment has slowed down on a National level. The self-employed are not entitled to Adoption leave payments and with the increase in self-employed population this has made people reluctantly rule themselves out of coming forward to adopt. Campaigns to change this are in place. Recruiting adopters remains challenging in 2022/2023.

**Domiciliary Care services**

**Current Provision**

As demonstrated elsewhere in this report there has been ongoing and sustained pressure on the domiciliary care market for some time. We have seen an increase in demand over time, especially during the pandemic and several providers exiting the market. Between 2019 and 2021 seven providers handed packages back and/or exited the Powys market. That amounted to over 150 packages or 2,209 hours of care which had to be reallocated and sometimes temporarily deliver by our Bridging Team. Challenges emanate from the lack of recognition of working in the care sector (which applies to all sectors), the relative low level of pay, long working hours and increasing travel costs for carers. Powys has been taken corrective action over the past three years by introducing our Powys Pledge (see elsewhere in this report), investing into our Health and Care Academy and segmenting our fee structure to take account of the differing levels of travel costs. However, in the short term this may not be sufficient to respond to the challenges. Powys Teaching Health Board

commissions care packages separately, these have increased from 14 in 2017/18 to 26 in 2021/22, an increase of almost 50% in the period.

### **How current levels of care and support meet existing demand**

We have seen an increase in waiting times for care packages to be picked up by our providers, which is an indication of how the increase in demand and the supply is mismatched. Our Dynamic Purchasing System remains open for new providers to enter the Powys market but challenges in particular areas remain.

### ***Is the range and level of care and support good enough to meet current and projected need identified in the population needs assessment?***

As discussed elsewhere there is a mismatch in the market which Powys is actively addressing. We are experiencing an increasing number of individuals with higher and more complex care needs which our providers are not always able to cover. With a projected increase in the number of older people (see our Population Needs Assessment) and a net outflow of people of working age we are putting in place other measures to address this issue (see elsewhere our work with Home Support, Technology Enabled Care and community micro enterprises).

### ***Is the care and support provided of sufficient quality to meet individuals' needs and enable them to achieve their personal well-being outcomes?***

We are confident that our providers can provide the quality-of-care individuals require. We are actively monitoring this and where there are concerns address them through our contract monitoring processes.

### **Issues likely to affect sufficiency of provision over the next five-year period**

*As mentioned throughout this report, the biggest challenges facing all service areas stem from the reduction in the working age population and the rise in demand and complexity of needs of those people requiring care and support. Powys is responding to this with our "Grow Our Own" initiative and the 'Health and Care Academy. However, in the short term we are expecting significant pressures in the market.*

### ***Changing patterns of demand:***

As mentioned elsewhere, we have been seeing and expect to see more people with complex and more support requirements. This is partly a result of people being supported by their family members (who may have been furloughed) during the pandemic who now no longer are able to do so as they have returned to work. Anecdotally but also supported by national research, many people did not attend health services during the pandemic and as a result have deteriorating health and increasing frailty. As the UK is now emerging from the pandemic there is evidence that the stored-up demand due to people with care and support needs not attending to GPs and elective surgery is leading to longer waiting times for treatment both in primary and secondary care, which in return has an impact on the social care system.<sup>27</sup>

### ***Current and emerging trends***

As discussed elsewhere in this document, we are seeing an increasing number of people waiting for support in their own homes, whilst providers continue to struggle to retain and recruit staff. We are expecting this trend to continue for some time and have put measures in place (see comments about our Grow Our Own initiative and the Health and Social Care Academy).

### ***Challenges, risks and opportunities***

Risks therefore exist in the supply of care in the market. We have seen several providers leaving the Powys market, adding further pressure on an already challenging environment. We have successfully

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<sup>27</sup> [Clearing the backlog caused by the pandemic - Health and Social Care Committee \(parliament.uk\)](https://www.parliament.uk/business/committees/committees-a-z/commons-select/health-and-social-care-committee/inquiries-and-reports/clearing-the-backlog-caused-by-the-pandemic)

invested in our in-house provision, which comes at a cost to the Council. A further risk is the dual commissioning approach by both Powys Teaching Health Board and the Council in contracting with the same providers for additional provision.

However, there are opportunities which have been explored and, in some cases, implemented. The introduction of the community micro enterprise work has shown promising results and will be further expanded. Our “Home Support” provision has gone through a three-year pilot and is now being rolled out across Powys, reducing the need for traditional domiciliary care provision. Reducing ‘double handed’ care packages (see elsewhere in this report) has proven successful and, combined with the ongoing and expanding use of Technology Enabled Care (TEC) are further approaches to manage and potentially reduce the pressure on our market.

## **Advocacy (Adults)**

### **Current Provision**

There are commissioned providers for statutory advocacy, Independent Mental Health Advocacy and Independent Mental Capacity Advocacy in place. They cover all of Powys via local offices/bases. During lockdown provision was not always sufficient due to restrictions in face-to-face contact. This is now normalising to pre-pandemic provision.

### **How current levels of care and support meet existing demand**

The current provision across statutory advocacy, Independent Mental Health Advocacy and Independent Mental Capacity Advocacy are not always sufficient. We are also aware that referrals vary both geographically and dependent on referral teams.

### ***Is the range and level of care and support good enough to meet current and projected need identified in the population needs assessment?***

Feedback from our providers suggest that generally feedback from people using the services are positive. Projected need is increasing and we are communicating with commissioned providers about ways of further tools to predict demand, and how to provide support within budgetary limits.

### ***Is the care and support provided of sufficient quality to meet individuals’ needs and enable them to achieve their personal well-being outcomes?***

Feedback from users of the services is shared at regular monitoring meetings and focussed/targeted questions about quality. We have no concerns about the quality of provision in the county.

### ***Have individuals sufficient choice and a say in how and where care and support is provided, and to what extent is care and support co-produced with users and carers?***

Feedback from users of the services is shared at regular monitoring meetings and focussed/targeted questions about quality. This information and feedback from other professionals (e.g., social workers) is used to adjust, where necessary, service provision. This feedback will also flow into regular reviews for service specifications prior to recommissioning of services.

### ***What is the likely impact of changing patterns of demand, changing expectations, and new and emerging trends, upon the sufficiency of care and support going forward?***

Feedback from users of the services is shared at regular monitoring meetings and focussed/targeted questions about quality. This information and feedback from other professionals (e.g., social workers) is used to adjust, where necessary, service provision. This feedback will also flow into regular reviews for service specifications prior to recommissioning of services.

### **Issues likely to affect sufficiency of provision over the next five-year period**

Pressures in service provision elsewhere (e.g., longer waiting times for domiciliary care) may result in further requirements for advocacy of people needing these services. The current and projected

ongoing cost of living pressures may add to pressures for providers (e.g., access to qualified staff, recruitment and retention).

***Challenges, risks and opportunities***

The main challenges have been identified above, e.g., cost of living increase, budgetary pressures and also the demographic patterns which have been identified at the beginning of this document. Opportunities will be explored for joint commissioning of provision, especially in the CHC environment (see elsewhere about CHC provision and joint commissioning).

## Market Stability

### Care Homes Services (Older People)

#### Current provision

The supply of care home accommodation for older people is slightly imbalanced. There is a good geographical distribution of **residential** care beds, however the overall there is over-provision of total bed numbers. It is however worth noting that at times it has been and is difficult to offer people with care and support needs and/or their family member a home of choice. This is often due to either their locality or the needs of the individual. We understand that some of our 'out of county' placements are due to family members living out of county and wish to be close(er) to the cared for.

Conversely, the distribution of **nursing** care beds is imbalanced, with a shortfall in relation to localised demand within mid-Powys. The overall number of available beds is also insufficient to meet demand at periods of higher need for placements.

The majority of Powys' care home provision is provided by a diverse range of predominantly private sector providers. Most of Powys's nursing, dual registered and residential care homes are owned and operated by private sector owners. These are predominantly smaller companies or single owner homes, with little presence of larger UK wide care home companies in the Powys market historically.

The principal exception to this is where Powys residential care homes are premises owned by Powys County Council but management and operation are contracted to Shaw Healthcare.

One (residential) home is owned and operated by Powys Teaching Health Board and one (nursing) home owned and operated by a registered charity.

The wide geographical distribution of settings means there are only a few local areas (Brecon, Newtown, Welshpool and Ystradgynlais) with enough settings to drive an element of local competition and offer a range of customer choice.

The geographical distribution of settings means there is frequently only limited opportunity for individuals to exercise meaningful choice in deciding their place of residence unless they are willing and able to move from their current area of residence. This is particularly apparent in respect of nursing care.

The principal source of information available to providers is the Powys Market Position Statement which is made available via the Powys County Council website.

[\(Older people s accommodation choices Plan on a page \(2\).pdf](#)

Additionally, market information is shared with current providers through:

- Regular provider Forum meetings and briefings
- Individual contract monitoring meetings

Furthermore, any potential provider can contact Powys County Council's Commissioning Team to discuss or request information about the care home market.

Prior to 2021 the 'Powys Rates' for care home placements were amongst the lowest in Wales. This resulted in frequent requests from homes for 'top up' payments to increase the rate paid when negotiating individual new resident placements.



However, during 2018 a 'fair cost of care' review was undertaken by Powys County Council in collaboration with current care home providers to objectively provider costs and need for a fair operating return. This resulted in significant revisions to payment rates and saw significant increase to the rates paid. In 2021 the Council worked with Rockhaven Healthcare Consultancy to undertake a 'Fair Cost of Care' exercise, which enabled us to agreeing set fee rates for older persons' care homes in Powys. The fees are set out in the Cabinet report of March 2021, "[Valuing Residential Care](#)". The exercise adopted an open-book approach to understanding the costs of residential care in Powys for care providers and calculated an agreed average cost and set fees, split into relevant categories. These fees were adopted and used from April 2021 until March 2022. There were several instances during the 'second wave' where the Council had to provide direct support to homes. Support included actions to maintain safe staffing levels (including temporary Council staff redeployment). In one instance the Council helped to source alternative temporary arrangements for resident catering.

The recruitment and retention of sufficient numbers of suitable trained staff is an ongoing challenge for care home operators. This dynamic has been further complicated by the varied impacts of the Covid-19 pandemic upon the social care workforce.

A study of staff vacancy levels in all of Powys' care homes in July 2021<sup>28</sup> revealed:

- 25 homes (83.3%) had one or more vacant staff roles
- There were at least 161-164 vacant staff roles (equating to at least 3,509.75 hrs of staff time)
- The predominant vacant staff roles were carers 73-75 (45.34%), whilst there were also 10 – 11 (6.21%) nurse vacancies.
- Several vacant management and senior career/team leader roles (18, in 12 homes – 40%).

This research showed that as of July 2021 the longest reported period for a vacant post (a nurse post) was 18 months. The overwhelming number of reported vacancies had been unfilled for 0-1 month.

Most reported vacancies that have been unfilled for 1 month+ were for nurse roles.

Although some vacancy types (Nurses) have been long term challenges, the high level of management level vacancies was felt to be a consequence of the demands of the pandemic upon staff resilience.

Most providers have ongoing staff recruitment drives, however, pay rate and terms and conditions issues mean that care homes are in competition with other care services for the same section of the workforce. Similarly, there was evidence that the 'reopening' of the local economy after the first wave of the pandemic saw care staff leaving care work as other, less demanding, employment became available in other areas of the economy, such as retail.

Overall, the ongoing difficulty of staff recruitment is a potential risk to the future stability of care home services and the capability of the market to adapt services to meet changing or developing needs. However, there are factors which may begin to mitigate this over the next 5 years:

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<sup>28</sup> Powys County Council Older Persons Care Homes Staffing Overview - August 2021



- Any significant national or UK-wide ‘reform’ of health and social care service provision will as a necessity need to positively address workforce capacity and would be likely to involve measures to incentivise employment in the care profession.
- The ongoing moves towards meeting a national living wage within Powys’ economy (as well as the Welsh economy as a whole) will act to boost wage rates in the care sector and may aid recruitment and retention. Similarly, any future revision of the ‘Powys Rate’ for care fees is likely to include provision to support this trend.
- Finally, it is anticipated that the creation of *Powys’ Health & Social Care Academy* will help grow the size of Powys’ care workforce, as well as meeting needs for the upskilling of the existing workforce to meet higher levels of care needs. [Powys Health and Care Academy Skills Hwb - Powys County Council](#)

Commissioners have been closely monitoring the impacts of the Covid-19 pandemic on some aspects of provider income and financial sustainability and will continue to do so after direct financial support by the Welsh Government (“Hardship Fund) for pandemic impacts has ended in March 2022.

This has resulted in several preventative actions to ensure individual homes of concern and of strategic importance to services are supported. Measures used include an open book review of fees paid and advance ‘block booking’ (purchase) of bed spaces to meet anticipated placement demands.

Additionally, concerns regarding the financial viability and sustainability of individual settings are generally identified through routine contract monitoring processes. This can lead to dialogue with the provider concerned to support them with resolving the issue and/or managing the situation.

The information publicly available to prospective or current private purchasers of placements regarding a home’s financial sustainability is limited. However, prospective purchasers can contact Powys County Council’s Commissioning Team as part of their market research. In the event of a home being at risk due to financial issues, Powys’ multi-agency Joint Interagency Monitoring Panel will work with home management to ensure that residents and their families/carers are informed and updated.

There is no regulatory obligation upon new providers to proactively liaise with Commissioners when seeking to develop new settings. Although where intentions become apparent (e.g., through planning applications) Commissioners proactively seek to engage in dialogue with the provider.

Similarly, there is no regulatory obligation upon providers seeking to sell their home as a going concern to a new owner to proactively engage with Commissioners. In practice however, such issues are generally identified and discussed through the routine contract monitoring dialogue with providers.

In the event of a care home closing, this is managed through the multi-agency Joint Interagency Monitoring Panel process, through which Powys’ commissioners work with the provider to ensure the process is orderly and the needs of existing home residents are met.

The current breadth of provision with the market means that there is sufficient spare capacity to accommodate the failure of small residential care settings in most localities of the county. There is less capacity within the market to be able to absorb displaced residents in the event of the failure of a large residential care provider. In these situations, it would probably result in existing residents having to be rehomed away from their present locale.

The situation regarding **dual registered and nursing** homes is less resilient. Although some capacity exists in the overall Powys market, a home failure would result in existing residents having to be rehomed away from their present home and potentially see some people needing to be placed in out of county settings. This is one of the reasons why Powys County Council and Powys Teaching Health Board have been working jointly to develop their strategy for handling the temporary operation of such services.

Currently, excess capacity of residential beds compared to demand is likely in time to lead to a reduction in residential settings, particularly in those areas where new extra care facilities are created. Additionally, any future commercial development of new settings offering more modern, higher quality, residential care accommodation would be likely to adversely affect the viability of other nearby residential care settings.

If unmet demand for additional nursing care beds results in creation of additional nursing bed capacity this would be unlikely to adversely impact the financial stability of existing market provision. The one probable exception to this would be if such additional capacity was created in a locality with existing provision, when it would probably serve to reduce demands in the existing local settings.

### **Care Homes Services (Adult)**

Current adult care home provision consists of the following:

- 87 people live out of county
- 27 people live in Powys
- There are 6 adult residential care homes operating in Powys.
- This includes provision for people living with mental health, learning disability and physical disability support needs.

### **Care Home Services (Children)**

The age demographics of children receiving care and support in Powys in 2020<sup>29</sup>

- 3% (20) are aged under 1 year
- 15% (95) are aged 1 to 4 years
- 24% (150) aged 5 to 9 years
- 41% (255) aged 10 to 15 years
- 16% (100) aged 16 years and over
- 56% are male and 44% are female

A child who has been in the care of their local authority for more than 24 hours is known as a Child Looked After. Children Looked After (CLA) are also often referred to as children in care, a term which many children and young people prefer. As of 30 April 2022, there are 229 individual Children Looked After in Powys. The age demographics for Children Looked After (Powys County Council 30th April 2022 shows:

- 21% (49) are aged 0 to 4 years
- 17% (39) are aged 5 to 9 years
- 40% (91) are aged 10 to 15 years
- 22% (50) are aged 16 to 18 years

The number of Children Looked After by Powys broken down by placement location shows

- 53% (121) are inside the Powys boundary

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<sup>29</sup> See: [read more about children receiving care and support in Powys and Wales by viewing our interactive report.](#)

- 27% (62) are outside the Powys boundary but still within Wales
- 20% (46) of Children Looked after are outside Powys and outside Wales

Care experienced young people are supported to ensure a smooth transition as possible into adulthood, either moving to adults' services for further support, or being supported with areas such as housing, education and employment. However, many young adults leaving care have an increased likelihood of becoming homeless, 13% of all care leavers experienced homelessness during 2020/21.

Working with young people, Powys County Council supports them with the 'Closer to Home Strategy' with the usage of residential placements being the least preferred option if a foster carer placement is available and suitable.

In addition, there are currently 23 specialist centres in Powys. 19 of these cater mainly for pupils with moderate learning difficulties (MLD), and autistic spectrum disorder (ASD), based in primary and secondary schools. Four of them are also pre-school assessment centres.

To support the implementation of the Additional Learning Needs and Education Tribunal (Wales) Act 2018, Powys County Council has a new inclusion platform, Tyfu, which will support schools and settings to work in partnership with pupils, parents and professionals to support the learning needs of pupils. The bilingual electronic system will allow a coordinated approach to additional learning needs, ensuring pupils receive the support they need as early as possible.

### **Adoption Services**

Adopted children are amongst the most vulnerable children in Wales; these are children for whom other alternatives have been exhausted and who would most likely remain 'looked after' for their childhoods if they were not adopted.

### **Fostering Services**

Recruitment of foster carers has gone through a major change in the last twelve months when all twenty-two Local Authorities in Wales joined forces to launch Foster Wales. This will hopefully increase the number of fostering households in Wales.

Despite over a third (39%) of Welsh adults claiming they have considered becoming a foster carer, there is still a need to recruit an estimated 550 new foster carers and families across Wales every year. This is to keep up with the numbers of children who need care and support, whilst replacing carers who retire or can provide a permanent home to children.

Foster Wales will use social media as a platform to raise the profile of the services as well as there have now been local television and radio adverts.

The Powys fostering website, linked to the Foster Wales website, is updated on a regular basis in line with Foster Wales. Social Media such as the Local Authority use Facebook and Twitter, again with regular updates and news. The service is supported by the Local Authority corporate communication team.

During the two years of the Covid pandemic as with many agencies the service had little in the way of a visual presence within the local community such as the Local Authority had prior to the pandemic however, the service is implementing strategies to re-establish a consistent, continuous presence by promoting fostering in Powys during national awareness campaigns, local family-based events, fun days and local supermarkets and community groups, and on a day to day basis using flyers, poster and banners, and as previously stated social media.

The service has been involved in the regional work of the National Fostering Framework considering the impact of National, Regional and Local advertising.

The Service usually has the support of its current foster carers in recruitment campaigns and several carers have supported the service by writing articles for publication or appearing in video's talking about their experience of being a foster carer.

As of the 21<sup>st</sup> of June 2022, there were 227 children looked after by the Local Authority.

On the 31<sup>st</sup> of May 2022 there were 67 Generic Fostering housing holds and 25 Friends and Family carer households.

### **Adults Placement ('Shared Lives') Services**

The past two years has seen the reregistering of the Shared Lives Powys service under the RISCA regulatory framework. This process has provided an opportunity to review and revise the services policies and procedures. During this period, SL Carers have chosen to leave the service and new SL Carers have been assessed and approved. Numbers have remained broadly static. Recent additions to the staff team mean that the service is now able to recruit additional SL Carers and increase available provision. Post pandemic, there has been renewed interest in the service, with an increase in enquires for possible arrangements. Increasing the pool of available SL carers would provide greater opportunities to find appropriate matches.

Shared Lives arrangements are provided by assessed, approved and trained carers who work under the auspices of the Shared Lives scheme. Approved carers and the service are members of Shared Lives Plus, a national organisation providing support, guidance and representing the interests of those in the Shared Lives sector. Households may have more than one approved SL Carer if a joint application has been made. Family members or close friends often apply to the service, to become Family Link carers. Family Link carers support the work of Shared Lives carers, providing respite or sessional support to individuals using the service for long term arrangements.

### **Advocacy Services (Adults)**

Powys County Council commissions a single provider for statutory advocacy as required by the Welsh Government's Code of Practice, Part 10.<sup>30</sup> In addition there are community services, which are not funded by Powys County Council that provide e.g., peer advocacy, informal advocacy and self-advocacy support. Whilst the commissioned provider covers all of Powys, community-based services may only operate in different localities but do add to the rich offer for people to receive support when requiring support to discuss e.g., social care or housing issues.

In addition, as mentioned elsewhere in this report, Powys Teaching Health Board commissions Mental Health and Mental Capacity advocacy for separate reasons and settings. All our providers operate within the confines and challenges of budgets and increasing demand as outlined elsewhere in this report.

### **Advocacy Services – Children and Young People**

The Children's Advocacy Service market in Wales has a limited number of providers but is stable. There is consistent provision across Wales and good engagement between regions, providers and Welsh Government. There is a performance reporting template and advocacy providers produce data for local authorities, regions and Wales. ...

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<sup>30</sup> [Advocacy services: code of practice | GOV.WALES](#)

### Domiciliary Care Support Services

The capacity of domiciliary care services means providers can sometimes struggle to meet demands for new care packages, particularly at times when there are spikes in demand.

The challenges with staff recruitment and retention with domiciliary care means the availability of staff is often a major constraint on the ability of Providers to meet demand for new care packages.

Similarly, lengthy journey times between some peoples' homes due to Powys' rurality means some care packages can be difficult to efficiently accommodate within existing staff rotas. This, together with considerations of cost incurred and fees earned, can make some packages unattractive for Providers to bid for.

The available capacity in services does struggle to provide new packages of care in some geographical areas of Powys (e.g., the East Radnor area). However, the development of social care micro-enterprises is developing some additional domiciliary care service capacity in those areas to help mitigate these challenges.

There are a broad range of regulated domiciliary care service providers operating within the Powys' market. As of January 2022, there were 14 providers (including Powys County Council's in-house service) delivering commissioned care packages.

Most of the regulated care domiciliary providers are businesses operating their services on a regional basis (including some also operating in England). Most are commercial businesses, but a small number are third sector businesses. In addition, there is Powys County Council's on in-house domiciliary care service (bridging team).

In January 2022 there were 3 services (including Powys County Council) delivering 100 plus care packages per week each. The remaining providers were each delivering between 3 to 61 packages.

There is no undue reliance upon one single provider by commissioners, however, there is a dependence upon those providers who have capacity to deliver care packages in the more rural and sparsely populated areas of Powys.

There is generally little spare capacity within the market. This means that in the event of provider failure it would be difficult to rapidly transfer any existing care packages to new providers as they would need to recruit additional staff to do so, and that Powys County Council's in-house service would need to pick-up many packages at least temporarily.

The number of regulated domiciliary care service providers being commissioned by Powys County Council varies according to people's need and the availability of capacity to deliver care packages in the place where they are needed

	1 January 2018	1 January 2019	1 January 2020	1 January 2021	1 April 2022
Providers commissioned to delivery domiciliary care packages	19	17	17	18	15

### Home Closures and Escalating Concerns through Provider Performance

Powys County Council and Powys Teaching Health Board have established mechanisms to manage the closure of a care home or domiciliary care service and ensure the continuation of care for the residents affected. These mechanisms are overseen and implemented through the multi-agency Joint Interagency Monitoring Panel and the use of Home Operational Support Groups to operationally manage each instance.

This process has been used on several occasions in recent years, for instance in response to several closures of residential care homes in Powys. It was most recently employed in response to the closure of one residential care home (24 beds) in Autumn 2021 and resulted in the successful transfer of residents to appropriate alternate settings which met their needs and personal preferences.

In response to the specific challenges faced by the older peoples care home market due to the Covid pandemic, the Council and Health Board agreed principles that will inform decisions to be made in the event of the failure of an older peoples care home<sup>31</sup>.

The arrangement is intended to provide robust criteria (based upon availability of alternative provision and strategic need) to determine which options will be actioned. These options include:

- Managing home closure and re-homing of residents
- Seeking transfer of the service to an alternative provider
- Transfer/purchase of service to Council or Health Board with a contracted operator as temporary measure before resale/transfer to new owner/provider
- Transfer of service to Council or Health Board for permanent operation by those bodies

Our good working relationship between the placing authorities and CIW enabled us to manage this closure process with good outcomes for all parties concerned. However, it also demonstrated that increased attention has to be paid, through our monitoring processes, to especially leadership and management and staff training going forward.

In addition, whilst efforts to work with improving the performance of providers doesn't always require implementing the escalating concerns process, a total of 7 care homes have been held in the Provider Performance process since April 2018.

These arrangements have led to several corrective action plans being developed and implemented with care home providers over the last 4 years. The pandemic has increased the numbers officers had to deal with as the fragility of some of our providers became apparent. In all but two cases these processes have so far been concluded satisfactorily and the providers have put in place the required systems, processes and training for staff where this was necessary. Two providers are still currently working under the Provider Performance process.



## Other Market Stability Factors

### Flow through the health and social care system

This issue describes how the partners in the health and social care system managed and will manage moving individuals from one aspect to another. The most prominent aspect and widely reported in the national media is how patients who are ready to leave an acute hospital setting to either their own home (with or without a care package) or a residential/nursing care home. This has been an ongoing discussion between partners prior to the pandemic, however since 2020 the challenges became much clearer and acute. The main challenges were described as staffing (in community hospital wards) and the relative lack of care home placements and/or suitable domiciliary care provision. Partners developed and managed a “Delivery Coordination Group”, with the aim of jointly seeking solutions to the above. Some of the actions taken were

- Avoiding placing people, a long distance away from home (quality of life).
- Reducing assessments in hospitals;
- Enabling health care teams to work in a more joint up way.
- Increase preventative work and services (e.g., Falls work).
- Improving the trusted assessor model;
- Making best use of the Choice Policy.

As described elsewhere in this report, the lack of sufficient domiciliary care in Powys (in certain localities and at certain times) has not only renewed our concern over longer waiting times for packages in the community, but also a delay in transferring people from a district general or a community hospital back into their own home with a package of care.

## Market Quality

### Care Homes Services for adults and older people

This section covers all care home services of adults and older people as the approach for monitoring and quality assurance works along the same agreed principles and processes.

The provision of care for our care home residents is regularly monitored and overall is of good quality. The Care Inspectorate Wales (CIW) inspects care homes on a regular basis and considers quality based on e.g., leadership and management, quality of care, compliance of staff and management with e.g., training and recruitment requirements. During the last 24 months (i.e., the pandemic) we discussed with several care homes some failings in the above. This resulted in us invoking the formal procedure of “Escalating Concerns” which is based on guidance by the Care Inspectorate/Welsh Government. In all but one cases providers improved sufficiently to come out of the ‘provider performance’ status after having provided evidence of sufficient improvement.

We do however note that with care home residents displaying more often more complex needs, not all staff have the necessary skills to provide safe and high-quality care. This was and will continue to be discussed with providers and some training suitable to upskill staff is accessible via the Council and the Health Board.

We are also aware that not all our care homes provide the high-quality physical environment which both the Council as commissioner and care home residents and their families expect. This is more



difficult to deal with as it will require sometimes significant investments which at this stage is challenging for providers. Staff skilling/training to meet more complex needs?

During the pandemic it became apparent that several care home providers had not provided their staff with the opportunities to undertake mandatory and advisory training in resident care and safety as required by Social Care Wales and CIW. As with other aspects described here, these concerns were highlighted with the providers and included in the respective corrective action plan. We have expanded our offer of Council and Health Board internal training to social care providers to ensure that despite existing financial challenges (training budget) staff in care homes are providing high quality care.

Monitoring visits are being undertaken by dedicated officers of the Council or, in the case of nursing homes, by both council and Powys Teaching Health Board nurses. This is an established mechanism which has yielded good results in the past. The pandemic made this impossible due to visitor restrictions in care homes, which has led to concerns in our ability to assess quality and safety of care in care homes. Visits resumed and will continue to be delivered.

### **Care Home Services (Children)**

Powys Contract Monitoring Officers undertake pre-placement visits and six monthly/annually contract monitoring visits to providers in Powys that are caring for Powys Children Looked After. A concern for provider process is in place and 4Cs are notified and updated, as appropriate.

### **Secure Accommodation Services (Children)**

There is no secure accommodation service setting located within Powys and just one in in Wales as a whole.

### **Residential Family Centre Services**

There are no registered residential family centres in Powys.

### **Adoption Services**

Please refer to [this section](#) for further information

### **Fostering Services**

Our available carers have remained relatively settled with a loss of only six placements overall in the last year. Whilst the overall number of approvals has decreased, this is to be expected in the light of the pandemic. In terms of placement availability, the numbers available have remained relatively steady over the last three years with a variation of less than ten each year. It must be noted that retirement and the conversion of placements into adoption arrangements has also been common themes.

### **Adults Placement ('Shared Lives') Services**

Quality assurance is an integral part of everyday practice within Shared Lives Powys, which involves the systematic monitoring and evaluation of practice policies and procedures in line with Powys Adult Social Care Registered Provider Services Quality Assurance Framework.

Stakeholders within the service contribute to ongoing quality assurance. Questionnaires are sent annually to individuals using the service, Shared Lives Carers and relevant 3<sup>rd</sup> parties. Shared Lives

carers are invited to comment on their experience of working with and being supported by the service, whilst 3<sup>rd</sup> parties are asked to comment on the operations of the service and its efficacy. Individuals using the service are asked to reflect on the service and how they have been supported to achieve their outcomes. This information is collated into quality assurance reports, submitted to the Care Inspectorate Wales. Plans are developed and implemented for any areas for quality improvement.

Regular reviews of Personal Plans and arrangements are also used to review the quality of the service.

### **Advocacy Services**

Our Advocacy Services are regularly monitored by our commissioning and contracts team.

### **Advocacy Services – Children and Young People**

Quarterly regional contract monitoring meetings and six-monthly individual meetings take place with local authorities and health boards.

### **Domiciliary Care Support Services**

The domiciliary care service is routinely monitored and regular conversations held with CIW. Visits to provider premises have recently resumed following the pandemic.

The quality of the service is generally good with no providers in ‘provider performance’, although safeguarding Multi Agency Referral Forms (MARF) and Poor Practice – Service Standards Referral Forms (PPSSRF) continue to be received and investigated.

The resilience of the service has been impressive during the pandemic with quality not being unduly impacted, even during peak staff absence.

We are aware that at present priorities for the regulator (Care Inspectorate Wales) is mostly with residential and nursing home.

## **Current and Projected Trends**

This section should be read in conjunction with the earlier description of the Powys geography and demographics, which can be found [here](#). It builds on our sufficiency, quantity and quality assessments in this document. As we have demonstrated the most significant trend is in the workforce market. Whilst this market was under pressure already over the past few years, the pandemic has increased these challenges significantly, not only in Powys but across the UK and beyond. Powys County Council, Powys Teaching Health Board and other partners have been working in partnership to address some of these issues (“Grow your Own” initiative and “Health and Care Academy”), however these will take time to come to fruition and may not adequately address the overall migration from the care sector to other parts of the economy.

Cost of providing care will continue to be a factor that will influence how the health and social care market will follow. Domiciliary care and Care Home providers continue to see workforce challenges which are partly based on the willingness of people to work in this field, with often long hours,

journey times which are not always compensated financially and the low public reward. Powys County Council will continue to provide approximately 18% of domiciliary care through its in-house provider (“Bridging Team”) which is an appropriate response to provide stability to the domiciliary care market.

We have on occasions seen separate commissioning of nursing home placements by the Health Board, not using the Council’s Brokerage service. This has been highlighted with colleagues in the Health Board as a potential challenge for processing nursing home placements in the most effective way; as independent approaches to making placements forfeit the benefits of cost and coordination that would result from a single joint process.

### Care Homes Services (Older People)

Welsh Government projections for nursing and residential care home needs (calculated on the basis of demographic change and current rates of need) show no requirement for any additional residential care beds by 2025, but indicates need for an additional 193 nursing care beds:

Powys estimated net demand (shortfall in units/beds) to 2035. <sup>32</sup>			
	2025	2030	2035
Residential Care	0	0	0
Nursing Care	193	320	440

However, the ongoing trend for reduced numbers of residential care home placements, together with planned development of additional extra care facilities are likely to significantly reduce the need for current provision of residential care beds.

In Wales, between 2015 and 2020, the number of people on the dementia register increased by 18%, from 19,239 to 22,686 (Alzheimer’s Research UK). Powys Teaching Health Board had the 4<sup>th</sup> highest prevalence rate for dementia out of the seven health boards in Wales, this diagnosis rate is calculated by dividing the number of people diagnosed with dementia (as reported in national health statistics) by the total estimated number of people living with dementia. For Powys Teaching Health Board this rate ranged from 59% to 76% between 2010 and 2020.

In 2019 Powys (PTHB) dropped to 2nd behind Betsi Cadwaladr Health Board with 76%, continuing its decline by 2020 where Powys (PTHB) dropped to being the 4th highest with a prevalence rate for dementia of 72%.

Powys County Council and Powys Teaching Health Board entered into a “Section 33 Agreement” for jointly managing and funding care home services for older people. Whilst much progress has been made to share information about quality, quantity and Finance, there are still separate commissioning arrangements in place for e.g., domiciliary care, which – in the market as described – appears to be detrimental to a joint-up management of the market.

### Care Homes Services (Adult)

<sup>32</sup> Assessment of the demand for specialist housing and accommodation for older people in Wales – Welsh Government 2020 [Independent report on accommodation for older people \(gov.wales\)](https://gov.wales/independent-report-on-accommodation-for-older-people)

We have described [here](#) our plan for dealing the needs of approximately 72 individuals with a learning disability or mental health conditions over the next five years

### **Care Home Services (Children)**

Fewer young adults and families living in Powys results in a lower number of births in the county and the effects of this are already becoming apparent, with the average age of the population increasing rapidly. While some services, such as schools, have started preparations to mitigate the impact of this changing demographic, there is a high likelihood of other services needing to adapt to a reduced child population.

In terms of Children Looked After, there is an increasing need for placements for older children/young people.

### **Secure Accommodation Services (Children)**

There is no secure accommodation service setting located within Powys and just one in in Wales as a whole.

### **Residential Family Centre Services**

There are no registered residential family centres in Powys

### **Advocacy Services – Adults**

We are expecting the current trend to deliver advocacy services across the county to continue. This includes the challenges which emerge due to Powys' rurality, despite our provider operating out of de-centralised provision. Due to a change in provision over the past few years we are aware that some previously funded small/locality-based providers may not be viable in the future. This is being closely monitored.

### **Advocacy Services – Children and Young People**

The blended approach to service delivery will continue as it meets the needs of children and young people.

### **Domiciliary Care Support Services**

An increasing proportion of older people in Powys are supported to remain in their own homes as much as possible. This is initially via preventative support using tools, such as Technologically Enabled Care (TEC) and Occupational Therapy aids and adaptations. Alongside these, there are a range of services available to support, including:

- Domiciliary care
- Reablement
- Shared Lives
- Direct Payments
- Technology enabled care (TEC)

As of September 2021, approximately two-thirds of older people with a package of care are being supported in their own homes. The strategic intention is that this proportion will continue to increase.

*Home Support* is an early intervention service for citizens (50+) that enables and provides the support and practical assistance an individual may need in their day-to-day life to stay living at home, in good health, safely and independently. Home Support aims to promote and enhance individual and

community assets and wellbeing to prevent, reduce and delay the impact of ill-health and escalation of care. By facilitating and providing the right support, individuals can help themselves to access support and specialist help when they need it.

### **Adults Placement ('Shared Lives') Services**

The re-registration of the service has been a catalyst for a revision of service policies and operations. This, combined with the provision of additional resources and recruitment of additional staff, has consolidated and strengthened the position of the service. There is now capacity within the service for the recruitment of additional Shared Lives Carers and potential to offer additional person centred, outcome focussed and cost-effective arrangements.

### **Care Homes Services (Older People)**

The contract between Powys County Council and Shaw Healthcare for the operation of Council owned residential care settings includes a 'block bed' arrangement which ensures a regular flow of new residents (and thus income to Shaw Healthcare). Additionally, the contract includes a 'risk and reward' mechanism which helps mitigate adverse financial impacts of low placement numbers for the provider, whilst also providing financial benefits to the Council when resident numbers are high.

These contractual measures help support the financial stability of a key component of residential care home provision within Powys.

During 2019 Powys County Council's Commissioning Team worked with the Market to undertake a 'fair cost of care' review of provider costs and local authority fees for placements. The overwhelming majority of providers participated in this review process, sharing cost information that allowed an accurate and detailed understanding of the financial pressures faced by the Market to be developed.

Consequently, there was a significant revalorisation of the 'county rate' of care home fees in 2020/21 and the adoption of a funding formula that should ensure proportionate and affordable fee rates in future years. In a further development of this work, in April 2022 Powys County Council introduced a revised fee arrangement that included increased fee rates for placements of higher quality bedroom accommodation. This additional component to the fee rate saw Powys County Council adopting new Silver Standard and Gold Standard rates, with associated additional premiums to the agreed care home fees. The criterion for the premium rate is based upon the room requirements for new-build care homes within the Regulation and Inspection of Social Care (Wales) Act 2016 (RISCA).

The additional premium to the standard care home rate is intended to support providers' investment into care home environments and infrastructure and thereby improve their capability for income generation but also help drive forward an overall improvement in resident accommodation within the Market.

In 2019 Powys County Council and Powys Teaching Health Board entered into a Section 33 agreement for a pooled fund for care home accommodation functions. This arrangement has established the basis for a fully pooled fund (and associated arrangements for the management of new placements etc.) but is still being developed to realise all the potential benefits. Whilst arrangements for residential and Funded Nursing Care placements are handled through a single 'brokerage' and payments system, Continuing Health Care placements and funding are handled separately.

Nonetheless the Section 33 arrangements have enabled the partners to share information and develop a shared understanding of market provision and pressures and population demands, allowing an integrated approach to be taken in the response to the Covid-19 pandemic and support for Powys' older persons care homes market. This provides a solid foundation for the delivery of future market development and commissioning activities.

### Secure Accommodation Services (Children)

There is no secure accommodation service setting located within Powys and just one in in Wales as a whole.

### Residential Family Centre Services

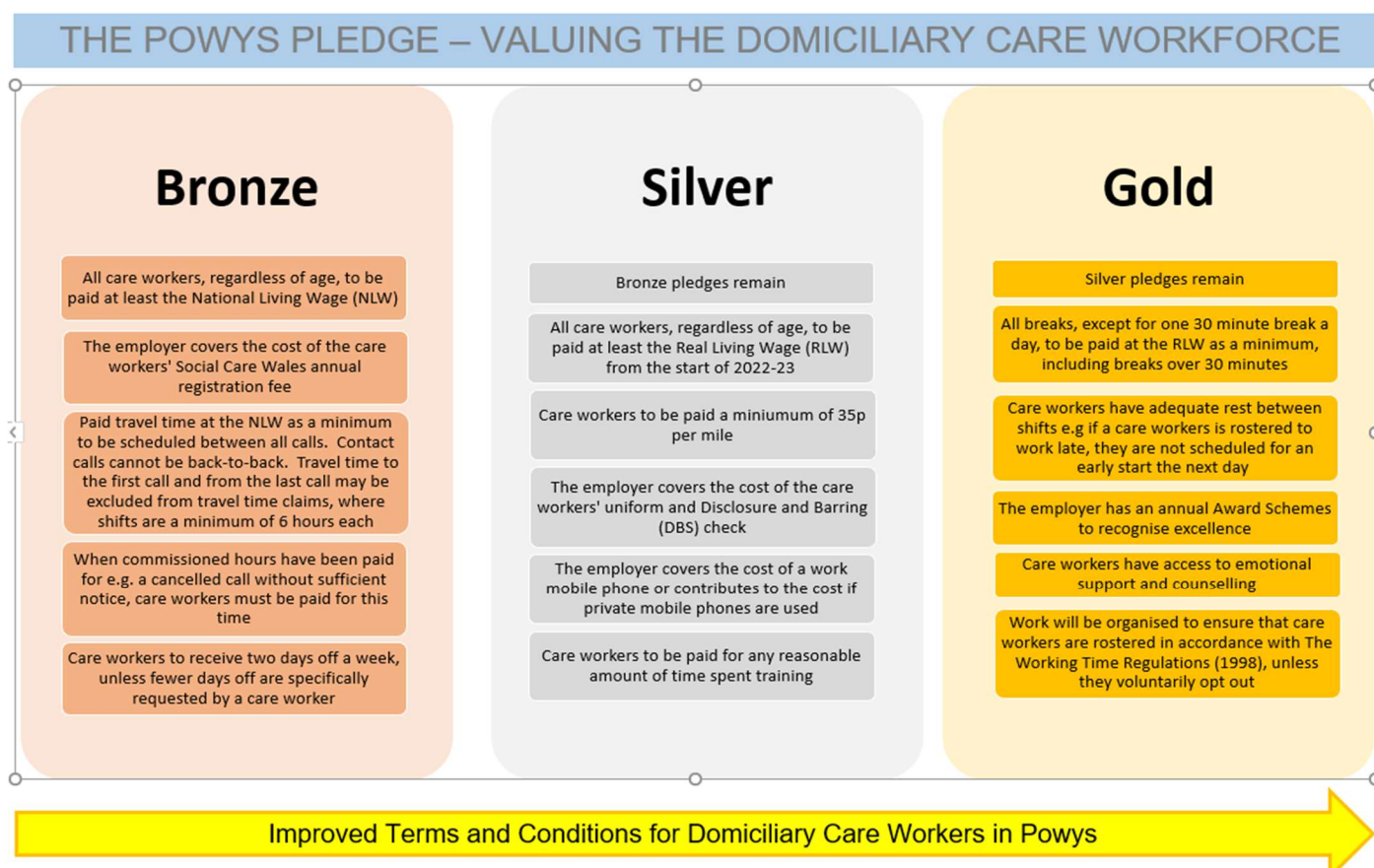
There are no registered residential family centres in Powys

### Domiciliary Care Support Services

For the market to be sustainable, providers need to attract new staff and retain the current workforce, at a time of a reducing working age population. It is recognised that the role of a care worker is both challenging and rewarding and it is crucial that staff need to meet their own outcomes, feel valued and be appropriately remunerated.

Starting in 2021-22 the council launched the Powys Pledge; a series of requirements providers can sign up to designed to improve terms and conditions for domiciliary care workers. Each level of the Pledge is linked to an uplift in provider rates, aligned to the United Kingdom Homecare Association recommended minimum rate for homecare. The Bronze level is in place for 2021-22. A potential Platinum level is also under discussion with providers for the future.

Domiciliary care packages are classified as being either town, rural or remote rural. The criterion for determining classification is based on population density and proximity to main roads. For example, if a care package takes place at a property where there are fewer than 15 people per km<sup>2</sup> and it is more than 250m away from a main road, then it is classified as remote rural. 12.1% of care hours are classified as being remote rural. 25.4% of care hours are rural. The remaining 62.5% of care hours are town. The fees paid by Powys County council vary according to this classification, with higher rates paid for rural and remote rural packages.



## Provision of service in the Welsh Language

Accessing services in Welsh is fundamental to those residents in Powys who wish to communicate in their preferred language. When providing services, regulated care services must meet the requirements of the Active Offer<sup>33</sup>. The 'Active Offer' is part of the Welsh Government framework for Welsh language services '*More than just words*', meaning that residents should be offered services in Welsh without having to ask.<sup>34</sup>

To implement the Active Offer effectively social services must:

- Discover and record people's first language and other languages spoken.
- Discover and record staff's linguistic skills in Welsh. Good practice would require the percentage of staff who speak Welsh to closely reflect the percentage of people who speak Welsh in the community.
- Allocate bilingual (Welsh speaking) staff to work with Welsh speaking people. The active offer should give Welsh speakers the opportunity to receive services through the medium of Welsh as their first language (which will include those who were brought up mainly through the medium of Welsh or choose to communicate in Welsh) without having to request it or to state a linguistic preference

The available population data about the Welsh language in Powys taken from the 2011 census, but shows:

- 19% of Powys residents can speak Welsh
- 14% can 'Speak, Read and Write Welsh'
- 14 % have other combinations of Welsh language skills, including 'Speaking and Reading Welsh' and 'Speaking and Understanding Spoken Welsh'

There is a difference in the percentage of Welsh speakers within our localities in Powys. The top three localities with the highest percentage of Welsh speakers are

- Machynlleth locality: 54%
- Ystradgynlais locality: 39%
- Llanfyllin locality: 35%

There are Welsh speakers within every locality in Powys and that the language is used in each of our communities although rates differ across the 13 Powys localities.<sup>35</sup> Projections made by the Welsh Government have estimated that Powys could have as many as 28,000 Welsh speakers by 2030. The overall increase is assumed to be driven by younger age groups and that this growth will be maintained through future generations.

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<sup>33</sup> More information on the Active Offer can be found here [Active offer information pack – Social Services and Social Care part 2 english \(gov.wales\)](#)

<sup>34</sup> [More than just words \(gov.wales\)](#)

<sup>35</sup> [Wellbeing Information Bank: View information about Welsh language - Powys County Council](#)

Powys County Council's contracts with commissioned providers for regulated services include clauses requiring that their services are available in Welsh:

*“The Service provided shall comply with the “More than Just Words” Framework and the Welsh Language Standards contained in the Compliance Notice issued to the Council under the Welsh Language (Wales) Measure 2011 as it affects the provision of these particular services and the Council Guidance in respect of the Standards. The Council may from time to time give particulars and details to the Service Provider of the requirements under the standards as they affect this Service which may amongst other things include the ability to correspond, handle telephone calls and provide face-to-face services in Welsh as well as provide bi-lingual signs, notices and information.”*

Powys County Council surveyed commissioned service providers (regulated and unregulated) of social care services in April 2019 regarding their ability to fulfil the requirement of the ‘Active Offer’.<sup>36</sup> Thirty-seven responses were received from a broad range of different types of services, with staff numbers ranging from 1-10 to 200+. The responses showed that:

- The number of Welsh speaking staff employed even in the largest services was very low (between 1-8)
- 34.29% of respondents had Welsh learners in their organisation, although 69.44% of respondents said they did provide support for people within the organisation to learn Welsh.
- 27.03% of respondents stated their organisation ‘always’ provided information bilingually (45.95% did ‘sometimes’ and 27.03% ‘never’)
- 35.14% of respondents stated their organisation was ‘always’ able to receive, understand and respond to correspondence in Welsh (29.73% could ‘sometimes’ and 35.14% ‘never’)
- 27.03% of respondents stated their organisation could conduct telephone conversations in Welsh (72.97% could not)
- 10.81% of organisations reported they were ‘always’ able to conduct meetings with members of the public in Welsh or bilingually (40.54% said ‘sometimes’ and 48.65% said ‘never’)
- 8.11% of organisation were ‘always’ able to provide activities, groups or events through the medium of Welsh (48.65% said ‘sometimes’ and 27.03% said ‘never’, whilst 16.22% didn’t provide activities, groups or events)

CIW inspection reports of regulated services assess their compliance with the requirements of the Active Offer. Most Powys’ regulated services are assessed by CIW as “working towards the active offer”, indicating that Powys’ care service market overall has not yet fully developed its ability to meet Welsh Language requirements and the expectations and needs of Welsh speaking people.

Providers anecdotally report ongoing challenges with recruiting staff from within Powys’ population with the necessary Welsh Language skills to always be able to provide services in Welsh, though services do generally have a limited capacity to meet people’s language preferences. This challenge is less evident when services can recruit staff from localities with a larger Welsh speaking population.



Active Offer survey  
2019 Data\_All\_19050

<sup>36</sup> See:



It is expected that the growth of Welsh language fluency in Powys' population will over time result in the increased recruitment of staff able to deliver services through the medium of Welsh.

## Sustainability of provision

There are several factors that impact upon the commissioning of regulated care services in Powys and their sustainability.

- cost pressures experienced by both commissioner and providers;
- Population profile and demographic change
- Staffing levels necessary to provide safe care and
- Ability to recruit and retain suitably qualified staff.

### Care Homes Services (Older People)

The older peoples care home market in Powys mainly consists of private sector providers, particularly the county's nursing and dual-registered homes.

There is one nursing home operated by a Third Sector organisation and one small residential home operated by Powys Teaching Health Board.

There are also twelve residential homes (and one intermediate care facility) that are owned by Powys County Council but operated by Shaw Healthcare (an Employee Ownership Trust) under contract to Powys County Council.

Most private sector providers in the Powys market are either single-owner ventures or part of small care home companies. This means that homes in the local market lack the financial and operational resilience that can arise from being part of a larger corporate structure. Conversely, this also means that the Powys market is not subject to the risks to provision that can arise from commercially driven decisions made by large national or internationally owned care home companies.

There is an ongoing shift away from making new residential care placements by the Local Authority as further measures are taken to support people to live independently in their own homes. This reduction in demand will be further intensified as new Extra-Care facilities are developed by Powys County Council over the next five years, and localities seeing Extra-Care development are likely to see a significant reduction in demand for residential care placements in any pre-existing settings in those areas.

Currently, nursing care capacity in Powys' market is broadly balanced against demand, although there is potential scope for increased provision by the market in Mid-Powys.

However, nursing care demand is anticipated to grow county-wide in coming years in line with projected changes to Powys' population profile (and particularly in respect of age-associated conditions such as dementia). Nursing care provision will need to expand to meet this increased demand, by the creation of new nursing capacity and the upgrading of residential care settings to be able to meet the needs of more EMI residents.

A significant proportion of Powys' settings (particularly residential homes) are in ageing or converted premises. This creates additional cost pressures of maintenance and refurbishment needs for those settings. Additionally, some premises lack the physical space and layout to enable rooms to be upgraded to the standards expected by prospective new residents, e.g., ensuite bathrooms.

The capital costs associated with refurbishment or replacement of aged or unsuitable accommodation are therefore likely to become a challenge to the financial viability of some settings in the future.

There is anecdotal experience within Powys' market that when a new, purpose-built facility with high quality accommodation is established it will attract prospective people in preference to pre-existing settings in the locality.

This suggests there is some latent commercial scope within the market to develop new provision. However, this dynamic is likely to result in reduced occupancy levels in the longer-term and a potential threat to financial sustainability of any pre-existing settings in the area. This will require careful management by the Council's commissioning team.

The care home market in Powys is typified by the general small size of settings. Of the twenty-nine care home settings, 12 have 30 registered beds or less (plus a 12-bed intermediate care facility), whilst 13 have between 31 to 60 beds. Only four settings have 60-99 beds. Most of the smaller settings are residential care homes. Smaller capacity settings are particularly financially vulnerable in the event of sustained under-occupancy and therefore any changes to patterns of demand will potentially significantly affect them. This became apparent during the Covid pandemic but is now balancing itself out.

The availability of sufficient and suitably skilled, workforce is a key factor affecting the market's current and future sustainability. There are ongoing challenges across the market with the recruitment and retention of care staff but particularly with nursing staff. There is evidence that temporary shortfalls in workforce availability often requires providers to use temporary 'Agency' staff, incurring significant additional cost as a result.

At present there is sufficient excess capacity within residential care settings to absorb residents displaced in the event of the failure of a small provider. However, this excess capacity is broadly spread across Powys, and means it is probable some residents would need to be rehomed at some distance from their current place of residence. However, if one of the largest residential settings were to close then market capacity would be severely stretched to meet re-homing needs.

There is generally little unused nursing care capacity within the Powys market. This means that in the event of the failure of a nursing or dual registered provider, it would be difficult to re-home residents in proximity to their current area of residence and might well require people to be placed in out of county settings.

Sustainability of the care home market for older people is increasingly dependent on providers being able to retain and recruit staff. As mentioned elsewhere in this report, there are and have been challenges in this market, over which the Council and Health Board have little control. Commissioners work with providers, who in return run ongoing and regular recruitment drives. The concern exists over the inability of the Council to step in where a care or nursing home failing or ceasing to trade.

### **Care Homes Services (Adult)**

The most significant issue relating to the care home sector relating to adults is the large volume of out of county provision, lack of educational residential settings within Powys and limited options for people to be accommodated within the County to have their care and support needs met. The *Closer to Home* strategic project has sought to rebalance provision and shift resources towards a locality model and outcomes focused supported housing which encourages people to achieve optimum level of independence. This whole system approach enables move-on / reduction of support which can be reinvested. In that sense the care home sector needs to be seen within the wider context of accommodation options and an ambition to support people in the least restrictive way

### **Care Home Services (Children)**

The most significant issue relating to the children's care home sector is the volume of independent sector in Powys (with no Powys CLA in placement), out of county provision and limited options for people to be accommodated within the county to have their care and support needs met. The Closer to Home Strategy/ North Powys Wellbeing Project has brought a number of children/young people back into placements in Powys and continues to bring children and young people closer to home and their families, friends and home communities and services.

Access to staff, recruitment and retention of carers, and property acquisition and planning processes is restricting the ability of Children's Services to provide more in-house residential placements as per Strategic Framework.

### **Secure Accommodation Services (Children)**

There is no secure accommodation service setting located within Powys and just one in in Wales as a whole.

### **Residential Family Centre Services**

There are no registered residential family centres in Powys. A Parent and Baby Project Board is being established to analyse need to inform future commissioning requirements. It is known that in-house/in-county parent and child foster placements are required and have been included in fostering recruitment campaigns.

### **Adoption Services**

The main challenge facing our Adoption Service is the insufficient numbers of adoptive families to meet the demand of the numbers of children who require adoptive placements.

### **Fostering Services**

From March 2020 recruitment opportunities were severely curtailed by Covid 19 lockdowns and the resultant lack of events. As everyone was encouraged to stay at home and not bring others into their 'Bubbles', fostering enquiries plummeted. All recruitment over the lockdown and covid restriction periods has been conducted via on and offline communications and social media. Despite the restriction we have continued to recruit and have undertaken initial visits/ assessments using Teams, Zoom and even WhatsApp when required.

Support has been provided to our carers in a variety of ways, taking the constraints of the pandemic into account. Support, supervision and training have all been delivered virtually when in person activities were not permitted. All foster carers have been allocated local authority email addresses to enable them to correspond securely and join training and e-learning events from the corporate hub. Support groups have continued a monthly basis via the Teams platform, and carers have been fully consulted on the timetable for a return to face to face support groups moving forward.

Foster carers have in the main welcomed the age of digital connection as the geography of Powys can offer cause significant complexities in accessing support and training.

### **Adults Placement ('Shared Lives') Services**

The Shared Lives Powys service is in a stronger position than it has been since its establishment. The provision of additional funding in the last year has meant that the service has been able to recruit

two additional operational staff. This recruitment means that the service has been able to enter a phase of active development, targeting the recruitment of new Shared Lives Carers, strengthening existing provision with the recruitment of Family Link Carers and inviting referrals to the service. Additional funding has been agreed as baseline funding, giving the newly recruited staff job security and additional confidence as they develop into their roles. Re-registration of the service in 2021 also presented an opportunity to review and revise the policies and procedures of the service, providing a strong foundation on which to base further development.

The age demographic of Shared Lives Carers is skewed towards the older generations. Many Shared Lives Carers choose to become involved with the service as a semi-retirement option. An aging population presents an opportunity for further recruitment. People moving to Powys in response to the Covid 19 pandemic also presents an opportunity for further recruitment.

Shared Lives Powys receives a steady flow of enquiries to the service to work with us as Shared Lives Carers and has been able to respond to this due to additional staffing resources. The vocational nature of the Shared Lives Carer role means that is not generally in direct competition with other areas of the social care sector. The Covid 19 pandemic has also be cause for many to consider their life options, Shared Lives being one such option.

### **Advocacy Services - Adults**

Powys' Independent Advocacy Service for adults is delivered by a single commissioned Third Sector provider.

In the event of provider failure, it is likely the service would need to be recommissioned with another national or regional advocacy provider as, although there are some Powys Third Sector advocacy providers, their services operate in only a few of Powys' localities and do not offer the necessary County-wide coverage. We have had assurances from the commissioned provider that via their business continuity plan they will be able to manage any increases in demand. Regular contract monitoring meetings with the commissioners ensure that such events can be pro-actively managed.

One of the main objectives of this contract is to ascertain the strategic need of advocacy in the future to inform future commissioning options. Demand information at a national level is inconsistent. As such the service was commissioned to deliver the IPA requirement of the Social Services and Well Being Act as well as understand what an optimum service response looks like. This intelligence will support a sustainable model

Independent Mental Health Advocacy (IMHA) and Independent Mental Capacity Advocacy (IMCA) are commissioned by Powys Teaching Health Board. Providers are subject to regular monitoring and any issues with provision will be addressed based on the outcome of these monitoring meetings.

### **Advocacy Services – Children and Young People**

This service is commissioned via a cross-boundary contract and of sufficient value to allow for fluctuations in demand.

### **Domiciliary Care Support Services**

The Domiciliary Care provider market in Powys is a mix of Private Sector and Third Sector providers (although Private Sector providers form the single largest group within the market). In addition, this provision is augmented by the operation of Powys Country Council's in-house 'Bridging Team' service.

Currently, the available market capacity in Powys struggles to always meet existing levels of demand for new care packages. It is therefore unlikely at present that commercial competition within the market will present risks to providers' sustainability. External providers tend to target the main towns in Powys and are more reluctant to travel to more rural areas of the county due to travel time, fuel costs and wear and tear on vehicles.

Powys County Council is continually working to encourage new providers to enter the Powys Domiciliary Care market. Please see the comments made earlier about the Dynamic Purchasing System (DPS). However, the nature of Powys' geography and population distribution, and the challenges this causes to workforce recruitment and costs, are felt to make Powys a less attractive option for providers than urbanised areas. In the event of a provider failure there is only limited capacity within the existing provider market to absorb commissioned care packages. However, in the event of provider failure it is likely that much of the failed provider's care workforce would seek alternative employment within other providers, building their capacity to pick-up the care packages that were commissioned with the failed provider. This was evidenced over the past 3 years when some providers exited the Powys market.

The availability of sufficient people in the care workforce is key to enabling the market's current sustainability, but also its scope for future growth to meet increasing demand.

The projected decline in Powys' working age population will, in time, reduce the market's ability to meet demand for care packages and place greater demand upon increased use of TEC, maximising the efficiency of existing staff deployment and rotas, and use of alternative forms of community care provision such as Home Support, Community Micro Enterprises and Shared Lives provision, to mitigate the challenges posed by declining workforce capacity.

## Risks to Market Stability

This report has demonstrated that almost all provision is subject to a challenging environment, which has worsened over the past 3 – 4 years. All services described here have reported their main challenges being

- Cost pressures
- Workforce pressures
- Increased/decreased demographic demands (reduced economies of scale/provision).

We have therefore provided an overview rather than a possibly repetitive description of individual services.

**Cost pressures:** A county as rural as Powys with limited rail and bus services relies heavily on the ability of the workforce to travel from home to work (or, in the case of e.g., domiciliary care provision, between people receiving care and support). This has been a challenge for some time but has been exacerbated in recent times by the steep rise in fuel costs.

Our discussions with providers have shown clearly how **recruitment and retention** in the care sector has been and continues to be affected by these rising costs, with providers having limited ability to increase payments to staff. At the same time as fuel costs have been rising significantly, other costs for daily living have increased dramatically and providers continue to struggle to compensate staff appropriately to make up these increases. The pandemic has led many staff in health and social care to consider their expectations of the employment they are currently occupying. This has led (this has been mentioned earlier in the document) to staff re-evaluating their current roles and alternatives to care work in e.g., hospitality or retail. A clear example of the latter has been how work pressures in care work (both domiciliary and residential/nursing homes) have taken their toll and a considerable number of staff have left their roles, often after many years of service. This not only affects the ability of providers to cover shifts, but also means a loss of significant experience of staff in often key roles.

Finally, as discussed earlier, the **demography** of Powys with a decreasing number of people of working age and an above average number of people who may require care and support due to their age and/or their frailty means that – at least in the short to medium term – Powys will experience continuing pressure in the labour market. Our actions to mitigate this (see our Health And Care Academy) will take some time to be effective which means that continuing efforts between the Council, the Health Board and providers will be necessary to ensure continuing supply of care work force.

## **Nonregulated provision (preventative services, stepdown)**

Public Sector agencies in Powys operate, grant fund and commission a wide range of non-regulated services that help deliver or support regulated services and the broader preventative agenda in social care and health. The third sector in Powys further seeks funding from a range of sources including directly from Welsh Government grant schemes and other third sector grant schemes; to build capacity in delivering preventative and early intervention wellbeing services which play a significant role in supporting Powys residents and communities and reducing the impact on regulated services.

They often form the 'bedrock' of support for Powys people who require support in their daily lives. Feedback from providers of these services often point out that they have seen an increase in demand (both during and before the pandemic) without necessarily having access to the resources required to respond adequately to that demand. Funding for these services has seen a slow shift away from grants (by the Council, the Health Board and national organisations) towards Services Level Agreements and contracts, which have to be tendered for. The latter presents many community-based providers with significant capacity challenges due to complexity of the tendering process and the time scales for these processes.

The overwhelming proportion of the third sector is not commissioned and does not receive funding from statutory agencies. Yet, it supports the health and care agenda and is multifaceted in its approach to the provision of support to the Powys population and in its support towards regulated services. Of the 4000+ orgs in or working in Powys no more than 150 have SLAs or contracts i.e., a mere 3-4% (approximately). The impact of non-commissioned and non-statutory funded groups have a significant, positive impact on Powys population. For example; the myriad of children & young people's orgs whose services, individually & cumulatively, have a huge, positive impact on CYP's wellbeing, safety, education & development. This is also true for other population groups. This results in a degree of financial fragility in the sector and means that the continuation of existing services (and creation of new ones) is largely dependent upon insecure short-term funding streams.

The third sector delivers additional benefits and 'added value' to contracts and grant funded provision. The third sector is highly motivated by the desire to deliver positive outcomes and to achieve social goals rather than being profit driven. Being close to the citizen, the third sector has an excellent understanding of the needs of service users and communities that the regulated sector needs to address. It has an ability to deliver outcomes for individuals that the public sector finds it hard to deliver on its own and this should not be underestimated.

### **Information, Advice and Assistance**

Information, advice, and assistance can empower people seeking care or support and help them make informed decisions. It can also delay or prevent the need for care and support at home. It also is included in several services which are commissioned by the Council and the Health Board as part of regulated services (e.g., Advocacy services).

There are a wide range of services providing information, advice and assistance across Powys for both adults and children.



## **Assist**

Assist is Powys County Council's 'front door' for all Adult Social Care enquiries [Powys ASSIST](#). Daily screening meetings enable people to access the right information, advice and support. This is delivered in conjunction with [PAVO Community Connectors](#) who enable people to access community based support to improve their health and wellbeing. This aids improved outcomes for individuals and reduces impact on the regulated social care service.

## **Info Engine**

Info Engine is an online directory of third sector services in Wales and is provided by Third Sector Support Wales, an alliance of County Voluntary Councils and Wales Council for Voluntary Action. It provides information and contact details for the wide variety of voluntary and community services operating in Powys that can provide information and support so that individuals can make informed choices. It works in partnership with Dewis Cymru and shares information daily. See: [info engine: Find services in your community](#)

## **Dewis Cymru**

[DEWIS Cymru](#) is Wales' platform for wellbeing information. It includes an online directory which works in partnership with Infoengine, but also includes information about private providers, microenterprises and personal assistants.

## **AskSARA**

AskSARA is an online self-help guide providing advice and information on products and equipment for older and disabled adults. By answering a series of questions, individuals can receive a free personalised report, providing clear, tailored advice on ways to help with daily activities. See: [Powys County Council - AskSARA \(livingmadeeasy.org.uk\)](#)

## **Safe+Well**

Safe+Well offers information and advice regarding daily living aids, which can help an individual live more independently. The service can help people choose products that will help with daily living tasks, suggest places where they can be purchased, and let individuals know where they can try them out locally. See: [Safe and Well - Powys](#)

## **CREDU**

CREDU (formerly Powys Carers Service) support young and adult carers in Powys, providing information, advice and assistance to support life outside caring. See: [Home | Carers Cymru | Support for Unpaid Carers | Wales](#)

## **Supporting Independent Living**

These are services that help people to live independently and prevent people from needing to access regulated care services which are provided or commissioned by public sector agencies in Powys. [POBL](#) provides innovative high-quality support that builds on the strengths of individuals to enable them to live the life they want, in the home they choose.

## **Community Connectors**

The Community Connectors Service operated by Powys Association of Voluntary Organisations helps people in Powys (aged 18+) and their families or carers, to access community-based services and

activities that will help them maintain independent lives and which help prevent their circumstances deteriorating to a point where they might need higher level health or social care services. See: [Community Connectors \(pavo.org.uk\)](https://pavo.org.uk)

### **Powys Befriending Service**

The Powys Befriending Service operated by Powys Association of Voluntary Organisations helps improve the independence of people over 50 by helping maintain social networks and remain in their own homes for as long as they are able. See: [Befriending \(pavo.org.uk\)](https://pavo.org.uk)

### **Technology Enabled Care**

Technology Enabled Care (TEC) can provide support to vulnerable individuals, which can reduce, avoid, or delay the need for face-to-face support by e.g., domiciliary care agencies. Technology can also provide support to unpaid carers to keep a “remote eye” on the cared-for, thus enabling family carers to have or maintain a life outside caring.

Outcomes to individuals and carers include an increase in confidence, independence, reduced stress, and anxiety. Currently, work is ongoing to introduce robotics to support people to live independently. One example is the provision of a robotic cat to support someone with a dementia diagnosis. Access to TEC is via the Powys Integrated Community Equipment Service operated by Powys County Council. See: [What is involved in an assessment for adaptations or equipment? - Powys County Council](#)

### **Home Adaptations**

The role of home adaptation provision is significant in a county with a greater population of people aged over 50 increasing at rates above those elsewhere in Wales and a limited supply of suitable housing stock. The adaptations support independent living, are tailored to the needs of the individual to overcome practical problems and create safe, warm and secure homes.

Welsh Government along with Powys County Council and Powys Teaching Health Board invest funds to offer small adaptations free of charge to older people and people with disabilities and grant funding can be applied for larger adaptations. As well as acknowledging that we all want to stay in our own homes for as long as possible, there is value in preventing accidents, reducing the causes of ill health, reducing the strain on family carers, enabling quicker hospital discharge and reducing demand on health and social care services.

Examples of small adaptations include providing additional stair rails, installing grab rails in the bathroom, replacing steps with ramps. Larger schemes include changing baths into level access showers, stairlifts, improving kitchen lighting or lowering the height of work surfaces.

Care and Repair in Powys, a not-for-profit organisation, has been delivering home adaptations for over 30 years to those in privately owned or privately rented homes along with some for Barcud housing Association tenants and more recently small adaptations for council tenants. Being grant funded, Care and Repair offers free impartial advice including healthy home assessments alongside delivering or managing adaptations. Referrals can be made by health and social care professionals or directly by those who need support.

In 2021/22 Care & Repair in Powys helped 1,385 people with a variety of small adaptations valued at £385,000 and completed 224 larger schemes valued at £892,000. The demand for adaptations is increasing at a time of significant rises to costs of materials and a shortage of building contractors. See: [Adaptations - Powys County Council](#)

### Community Micro Enterprises

In 2020 we introduced a scheme via a commissioned provider (Community Catalysts) in one area bordering England with **community micro enterprises**; these are mostly one-person micro businesses, offering home care. This offer works both for people with a Direct Payment and private customers. At present there are 40 micro business delivering care, mostly in the area between Knighton/Presteigne and Hay on Wye. The pilot area was chosen in response to our challenges in identifying domiciliary care providers in this very rural area of Powys and in recognition that this developmental work required a geographic focus. The provider employs a project worker (Catalyst) who identifies individuals who want to work as a micro provider in care, provides training and support to them and promotes them to our social work teams, who in return will link people with care and support needs with the micro providers. Community Micro Enterprises work differently to Personal Assistants, as they are not employed by the Direct Payment recipient but get paid on presentation of an invoice. This makes the financial transactions easier and the Direct Payment recipient does not have to act as an employer with legal responsibilities.

They are supporting 47 people with a Direct Payment and 84 private people. The total number of care hours delivered is 834 per week. [Please also see section on Direct Payments in this document.](#)

### Virtual Wallet

Virtual Wallet is an app which helps Direct Payment recipients manage their budgets, the services they purchase as well as billing and other administration. Virtual Wallet simplifies the administration of Direct Payments and gives people more choice and control over how they purchase the care and support they need. See: [Powys new landing page \(myvirtualwallet.co.uk\)](#). [Please also see section on Direct Payments in this document.](#)

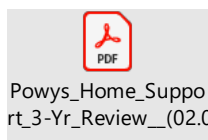
### Care & Support Finder

The Powys Care & Support Finder is an online service which connects people seeking care and support with people who are, or want to be, Personal Assistants or micro- enterprises. The website provides information about working as or employing a Personal Assistant or using a self-employed Personal Assistant, care agency or micro-enterprise, ways for Personal Assistants to find suitable vacancies and for employers to find suitable Personal Assistants and links to training courses and other information. See: [Homepage \(caresupportfinder.org\)](#) [Please also see section on Direct Payments in this document.](#)

### Home Support<sup>37</sup>

Powys Home Support Home Support provides support and practical assistance so individuals can stay living at home, safely and independently. The home support service is open to any person in later life who feels that they would benefit from a little extra help to enable them to live life the way they want to. The service provides early support (including 24/7 cover for emergencies through community alarms) to assist members and their families to:

- remain at home,
- maintaining and maximising their independence and health and wellbeing.
- retaining their links with the community; and



<sup>37</sup> See:

- to contribute towards preventing and/or delaying the development of needs for care and support and reducing isolation and loneliness.

The Home Support project is based on an existing service operating in Rhayader, called [Rhayader Home Support](#). It has been further developed in Llandrindod Wells to provide 24/7 cover for emergencies through community alarms (Careline) for those living in sheltered housing/receiving warden-based services; in Llanidloes Town Centre and in the Knighton and Presteigne area.

Home Support can help with a range of activities such as :

- Welfare visits and telephone support
- Essential Shopping
- Assistance with prescriptions
- Support with appointments
- Support in emergency situations
- Staying fit and healthy
- Signposting and help to access other services
- Accessing local community groups and supportive networks
- Triage, assessment, Home Support plans and review
- Care line responders 24/7/265
- Proactive wellbeing checks
- Promotion of independence and wellbeing and healthy lifestyles

Each service area works from a single Powys-wide service specification that was developed at the beginning of the project. This aim of having one specification was to develop a consistent approach to supporting

The service is free. Access is not means tested or dependant on inclusion/exclusion criteria.

### **Home First: Discharge to Recover and Assess**

The Powys Home First team consists of a qualified Occupational Therapist, Physiotherapist and Rehab Therapy Assistants and provides support on a short-term basis to enable patients to be discharged in a timely manner, identify relevant services that need to be involved and continue the rehabilitation process in the most appropriate environment.

It provides rehabilitation at home 7-days a week and can support with a range of daily tasks including:

- Washing and dressing
- Meal preparation
- Progressing mobility/ transfers.

Once a patient is ready to go home from hospital, we know a hospital bed is no longer the most appropriate place for them. It can be difficult to assess what support is needed whilst in a hospital setting. The Powys Home First team carry out a detailed assessment at home on discharge to get a true reflection of the rehabilitation and support needs can be identified and addressed.

### **Dedicated Hospital Discharge Team**

From 1<sup>st</sup> April 2022 we established a hospital social work team. The remit of the team is the transfer of patients cross-border (i.e., neighbouring authorities with a District General Hospital with Powys

patients back into Powys). As Powys does not have a District General Hospital, we have a significant number of patients in hospital across our borders both within Wales and in England. This is a particular pressure point and complex to manage especially in English hospitals where they have different policies and procedures. Most border hospitals have been in a state of crisis for the last 2 years, regularly operating on high levels of pressure (level 4). Efficient patient transfer is crucial to free up beds for medical operations and acute admissions. By having a dedicated social worker assigned to each border area we can manage communication and logistical problems far more efficiently. We have one social worker assigned to the North, Shrewsbury and Telford Hospital Trust (SATH), Mid Why Valley Trust (WVT) and the South, Swansea Bay. We also have a dedicated hospital patient flow project officer who monitors all outpatients both within Powys and across our borders. We work closely with the patient flow team in Bronllys and have daily patient flow meetings. We also have a dedicated hospital patient flow team manager who is a qualified OT working on developing patient flow as well as managing the operational teams in terms of patient flow.

### **Reablement**

The Reablement Service provides short term support interventions to individuals to retain or regain their independence, at times of change and transition, which promotes the health, wellbeing, independence, dignity and social inclusion. Service aims and objectives:

- Reablement addresses people's physical, social, cognitive and emotional needs.
- Reablement is an outcome focused, personalised approach, whereby the person using the service sets their own realistic goals and is supported by the Reablement Team to achieve these goals over a limited period.
- Reablement focuses on what people can do, rather than what they cannot do and aims to reduce or minimise the need for ongoing support.

The team includes an Occupational Therapist, Physiotherapist, Reablement Support Officers and trained support workers. The team will usually work with an individual for short term intervention. All services from the Reablement team are non-chargeable. If required, following Reablement intervention, the team will support in accessing longer term care and support in line with Social Services and Well-being (Wales) Act 2014 eligibility.

### **Integrated Disability Service**

Powys Integrated Disability Service (IDS) is a multi-agency service where professionals from health, education, children's social care services and voluntary agencies work together to provide support for children and young people with disabilities and their families.<sup>38</sup>

### **Community Services**

Most of Powys' third sector services are primarily delivered by unpaid volunteers, supported by a smaller number of paid staff. They exist independently of the public sector and commercial provision, though many often work in conjunction with other agencies to help meet the broader needs of individuals they assist.

The impact of third sector work is often measured by the success of preventative strategies, helping people to lead healthier and happier independent lives in their own community, although some of the services (particularly those providing information and advice) also serve as a route for people eligible for support to begin to access regulated care services.

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<sup>38</sup> See: [Integrated Disability Service - Powys County Council](#)

Community services' experiences of accessing regulated services provision for their clients has a mixed response, with providers reporting that clients are looking to the third sector for support, which traditionally would have been provided through regulated services/statutory sector. Complexity of referrals and demand continues to grow and we need to consider the type of support that is and isn't appropriate for the sector to provide.

Although community level services provide a huge range of different social and community activities, a considerable number provide services that directly contribute to the preventative agenda, particularly those operating in the fields of health and social care, children's services, youth services, housing, education and training, transport, and substance misuse.

Amongst these services are a number which directly support people (and their families and carers) whose circumstances might mean they needed to access regulated services otherwise. Community based services can play an integral role in delivery of Early Help and Support and preventative focused solutions.

The services listed below are not an exhaustive list of third sector support in Powys. It is an illustration of the type of support available that contributes to the health and wellbeing of the Powys population. The services below are funded through a variety of funding mechanisms and many do not have contracts, SLAs or grant funding status with Powys County Council or Powys Teaching Health Board.

There are many different community organisations and services whose activities directly or indirectly support the preventative agenda.

- **Information and Advice:** There are a range of general and specialist information and advice services such as Age Cymru Powys and CREDU (carers). This also includes Debt advice and our PAVO Community Connectors also provide information and advice. Powys Citizen's Advice saw a 21% increase in enquiries and support given compared to 2020/21. *The 0345 telephone support provision took 10,416 calls between April 2021 to March 2022 compared to 7,351 to for the same period in 2020/2021, a 42% increase.*
- **Community Transport:** Powys has 18 community transport organisations that offer dial-a-ride and community car schemes that allow people lacking transport or unable to access appropriate public transport to access other services and amenities. The cost of living and fuel crisis is likely to have a detrimental impact on these schemes as volunteers begin to report that they are facing challenges in recouping the cost of providing the car service.
- **Hospital Discharge and admission avoidance**  
[Red Cross Powys](#) helps patients get home safely, quickly and effectively through their assisted discharge services. For the first 72 hours after leaving the hospital, they make sure people have everything they need at home. If they need more support, they provide personalised help for the next six to twelve weeks. They also provide a range of equipment to people such as commodes and wheelchairs.
- **Community Support:** Powys has a network of local community Support and Volunteer Bureaux. These operate in many of the County's market towns offering a range of different information and support activities for local people

- **Domestic Abuse:** several organisations provide refuges and services for victims and survivors in Powys.
- **Mental Health:** There are a range of locally based and county-wide mental health organisations that offer a range of different advice and support services for people experiencing mental health issues and their families/carers. Information on the range of services available can be accessed via [Powys Mental Health](#) website. A further report was commissioned by Powys Teaching Health Board on the impact of Covid-19 on Mental Health Services in Powys. [Mental Health in Powys: Finding New Balance](#) included a series of recommendations based on the intelligence gathered from the third sector on the impact of Covid-19 on the delivery of community based mental health support and a gaps analysis.
- **Dementia**

There is a range of support for people living with Dementia, including information, advice and specific support for carers such as legal advice. In addition Powys has a [Powys Dementia Network](#), which is attended by a number of third sector and public sector organisations.
- **Health Condition Specific:** There are many organisations providing information and local activities and support for those living with specific health conditions and their families/carers e.g., dementia, neurological conditions.
- **Informal/family carers:** Powys County Council commissions a single carer support organisation to provide a variety of services including information, advice and support and carers breaks.
- **Disability:** Powys County Council commissions a service, providing information, support and training to disabled individuals and organisations and businesses who work with disabled individuals. They also work to digitally link those with access restrictions to equipment and resources during COVID-19, delivering front-line community support and services as part of ONE BRECON's COVID -19 emergency response team, including a prescription service, shopping, welfare and wellbeing support, affordable meals, and referral to specialist support services.
- Powys County Council funds an **older people's organisation**, providing support to older people in Powys. This includes Benefits checks, footcare, a variety of activities and events.
- **Informal and family carers**

The council commissions a provider of young and adult carer support, offering a variety of services including information, advice and support and carers breaks (see Carers section below)
- **Children and families** are supported by a wide range of community providers. There are a number of community projects working with children, families, communities and providers to deliver projects and activities. In partnership with providers, we deliver a wide range of play and holiday activities for children delivered by a wide range of community organisations and providers.
- **Older People**

Older People's organisations provide information and advice, and also, they provide a range of activities including benefits checks, footcare and a variety of activities and events. Powys Befriending Service supports people aged 50+ to overcome loneliness and isolation and improve the independence of people over the age of 50 by helping to improve the independence of people over 50 by helping maintain social networks and remain in their own homes for as long as they are able. Crickhowell Volunteer Bureau is a delivery partner with Powys Befriending Service.

- **Day activities:** Powys' third sector provides a wide range of day opportunities from befriending groups to informal activities such as Knit & Natter, Walk and Talk groups, arts and green space activity, and condition specific activity such as Dementia Meeting Centres. Much of this activity plays a significant role in improving people's health and wellbeing and reducing demand on statutory services.

- **Veterans Support:** There are a range of third sector services in Powys who deliver support to armed forces veterans. A number of these services are national services but provide activity in Powys either locally or remotely.

- **Community Connecting - Social Prescribing**

Social prescribing in Powys is delivered by Powys Community Connectors. Unlike a traditional, health-based model of social prescribing, community connectors support all people to maintain and improve their wellbeing.

[PAVO Community Connectors](#) are funded through the Powys Regional Partnership Board and play an active role in providing information and advice to Powys' population, through a partnership approach with PTHB, PCC and Primary Care Clusters. Community Connectors contribute to Daily Screening meetings with adult social care, patient flow, MDTs and Virtual Wards. Community Connectors actively deliver 'social prescribing' - receiving referrals from a range of health and care services along with self-referrals and referrals from other agencies such as the police.

The service helps people in Powys (aged 18+) and their families or carers, to access third sector services and activities that will help them maintain independent lives and which help prevent their circumstances deteriorating to a point where they might need higher level health or social care services.

The Community Connector service is effective in bridging the gap between the health and social care system and the wider support sector, removing barriers, focussing on preventative interventions and helping people to access community services to improve their health and wellbeing. By supporting individuals to access the third sector it supports the statutory provision in their delivery and reduces impact and demand on health and social care.

During the Covid-19 pandemic the PAVO Community Connectors initially saw a 720% increase in referrals. Local Covid-19 groups or established community anchors were able to pick up some of this work which was often concerned with basic services for vulnerable people or those isolating. Some tasks are very small but important to the individual.

- **Volunteering in Powys**

Volunteering is a diverse, vibrant presence in Powys and involves a wide range of people, organisations and communities. Volunteers give their time in a range of settings from providing informal help in their communities through being good neighbours, to working in voluntary organisations and alongside public services in more structured roles. They contribute to the improvement of public services in many and varied ways including health and social care, children's services, youth services, housing, library



services, education and training, waste recycling, community regeneration, transport and substance misuse services.

The [Powys Health & Care Workforce Futures Strategy](#) states that: *“Volunteers and carers play a significant role in providing services to the communities of Powys and they make up nearly two thirds of the effective workforce. The delivery of a wide range of community and support services is critically dependent on volunteers and carers.”*

There are an estimated 48,000 volunteers in Powys. Volunteering in Powys contributed significantly to the Covid-19 response, in particular in the depth of volunteering in the field of health and care. This had a significant positive impact on statutory service provision.

[The Future of Volunteering in Powys report](#) (March 2021) concluded that *“Partners can work together to ensure a thriving volunteering sector, supporting people to volunteer in a wide range of place-based and thematic organisations and groups that know and meet the needs of Powys residents. Partners can maximise the potential for volunteering through cross-sectoral working, embedding the opportunity to volunteer in organisational policy, build volunteering opportunities into commissioned services, directly creating volunteering opportunities and strengthening links with the private sector”*; furthermore, the report concluded that *“commissioners should ensure that their policy support for volunteering is put on a sustainable financial footing through incrementally investing in volunteering through their medium term financial plans, as part of plans to support resilient communities”*.

It should not go unrecognised that the [volunteer-force](#) in Powys has played a significant role in supporting the wellbeing of Powys’ communities and in particular during the Covid-19 pandemic. Volunteers offer services for free but there should be an opportunity to reimburse volunteers for the costs associated in delivering their volunteering activity. Responsible, safe and compliant volunteering does not come free of charge. Furthermore, volunteers should not be used in a manner which could displace paid roles. Volunteers add to and complement the work of paid staff and can positively impact the regulated services, allowing flexibility in service provision and innovative approaches. The [Welsh Government Volunteering Policy](#) states *“Public services benefit from involving volunteers to enhance and extend their services and from working with Third sector organisations to involve volunteers in new citizen-centred delivery models. Whilst organisations are encouraged to work with volunteers, the Welsh Government is committed to ensuring that paid staff should not be removed in order to directly replace them with volunteers”*.

It is becoming increasingly difficult to recruit volunteers into some areas due to people moving out of the Covid-19 pandemic, returning to family commitments and the future impact of the cost-of-living crisis having an adverse effect on volunteering capacity.

## Unpaid Carers

[Credu](#) (formerly Powys Carers Service) supports young carers, young adult carers and adult carers in Powys, providing information, advice and assistance to support life alongside caring. Credu has also delivered a Creative Respite Project which gets to the

root of what matters to the individual and has the flexibility to provide bespoke solutions to individual carers needs.

Informal carers play a substantial role in delivering support and this has been exacerbated with the Covid-19 pandemic. In Powys there are 16,154 [unpaid carers](#) with 3820 providing 50+ hours per week of care.

Carers Wales report that services are still not returning to full capacity and in Autumn 2021 only 14% of carers had full use of day services that they had before the pandemic. 55% of carers no longer had access to the same level of day services as before or at all, including one in five carers who had seen day services close completely. Furthermore, Carers Wales reported on the overall shortage of social care and delays in accessing assessments and care. 73% of people in Wales think that the role of unpaid carers is not valued by the general public and a significant number of people said they would not consider caring in the future due to the impact on their physical and mental health (56%) and being unable to cope financially (45%). In the same survey 53% said they would turn to the local council services for help and 40% said they would go to their GP. This could place significant pressure on the regulated care services where additional investment at community level could help reduce this impending impact.

## Other Considerations affecting the Market

### Social Value

A separate event was held with the “Social Value Forum” to introduce the purpose of this report, and the opportunities for the Forum to add vital information to this report. In addition, a survey was conducted (online). Please note, the number of those providing feedback was low with only nine providers submitting the online form.

Feedback from the survey suggests that

- They consider having their greatest strengths in person centred approaches, flexibility and responsiveness to needs;
- The impact of Covid and recruitment and retention are challenging the sector;
- Service Level agreements and Grant arrangements were of benefit to them; however, there were an equal number for whom the above were of negative impact; challenges were about short timelines to submit proposals resulting in possible funding;
- Some providers suggested that funding had decreased significantly over the past few years, which has a negative impact on their ability to provide services.

Powys Teaching Health Board and Powys County Council have entered into a number of joint agreements as described in the **Statutory Guidance part-9-statutory-guidance-partnership-arrangements.pdf (gov.wales)**. In particular partnership working, based on Section 33 Agreements for Carers and Care Homes has shown that, whilst there are a number of organisational and cultural obstacles to be overcome, joint commissioning can have benefits for local people and can reduce waste in the Health and Social Care system. Further efforts will be made to maximise the benefits of this joint working.

### Resourcing

This report has gone into some detail about the main challenges facing Powys, including workforce, population changes, demand and rurality. A key aspect also is the resourcing of provided and commissioned services, details shown below. As mentioned elsewhere in this report and highlighted by Third Sector partners, the way the local authority and Health Board commissions has an impact on the stability and sustainability of regulated and un-regulated services. A significant amount of the Council’s budget and all of the Health Board’s budget is raised from Welsh Government allocations; in addition, there are funds distributed to Regional Partnership Boards and allocated to providers in the Third Sector and also in-house to achieve required outcomes. Allocations for Health Board and Council are usually on a year-on-year basis, which makes planning for the long-term challenging. Equally, some budgets are targeted based on political drivers by the Welsh Government and can change over time. The sector has been dealing with **historic systematic challenges** which are now being magnified because of the pandemic. Over the last decade demand pressures on social care services have been compounded by fiscal austerity across public services. Reduced funding for local authorities and competing priorities has limited the rates that local authorities (and the Health Board) are able to pay for care and placed a disproportionate emphasis on economy rather than quality and improved outcomes. Providers (particularly those running care homes for older people) have commented that prices have not kept pace with their costs and that their inability to remunerate staff at competitive levels is worsening ongoing workforce pressures.

Elsewhere we have described how the Council has attempted to mitigate some of these pressures and the Welsh Government's "Hardship Fund" has had a positive, albeit temporary impact on the social care sector until March 2022.

Ongoing public sector budget pressures have impacted upon commissioners' **ability to prioritise investment into preventative community-based services and support**. In 2018 the Welsh Government's Finance Committee Inquiry into "The cost of caring for an ageing population<sup>39</sup>" noted; *"the evidence shows that funding pressures, along with an increasing population, is resulting in a funding shortfall"*. Commissioners have also commented that prices for placements in care settings for children and working age adults are also increasing. Scarce resources have been absorbed in paying for placements in statutory services at the expense of preventative support, fuelling further levels of unmet need and exacerbating the trend towards increasing complexity as needs are not being addressed early.

Whilst these challenges are relatively common across all regions, Powys has distinctive characteristics that accentuate the emphasis of these challenges locally. Firstly, **Powys is predominantly rural** - covering approximately a quarter of Wales but, with a population of 133,000, is home to only 4.24% of the Welsh population. Secondly, **the working age population is falling, whilst there are increasing numbers of older people** retiring to the region and adults living longer with health conditions and Learning Disabilities.

Both aspects have a considerable influence over the local care market, specifically:

- additional cost and logistics of providing services within isolated communities and;
- increased demand for health and care just as the potential workforce and carer pool is shrinking.

Social Care budgets in Powys between 2017/18 and 2021/22 increased from £52,63m to £67,834m, a net increase of 28% over the period or 7% year on year. Whilst this outstrips inflation (average of 2% until recently), the pressures in the market have increased substantially and have limited our ability to invest according to demand. Powys has for many years had below inflation funding allocations from the Welsh Government, which only changed during the 2021/22 period.

### **Care Homes Services (Older People)**

As outlined elsewhere in this report, Powys is investing in Extra Care facilities in addition to the existing schemes in Newtown and Bodlondeb/Llanidloes. This investment is currently taking shape in Ystradgynlais and Welshpool at either end of the Powys County. Additionally, a scheme has been given the in-principle agreement for Brecon and another, smaller scheme is under discussion in Machynlleth. This investment will, over time, reduce the pressure on the residential care home market and potentially decrease the need for keeping the number of residential care beds at current levels. This investment is in line with the Welsh Government's direction of investment into Extra Care, offering more choice to local people about where they want to live. <sup>39</sup>

### **Limited refurbishment of some County Council owned premises**

We are aware that some of our care homes have been built some time ago and need investment in their décor, furniture and other parts that affect individuals and their families feeling welcome and 'at home'. We are also aware that during some CIW inspections this was raised. Whilst we are and will be discussing this with providers, we are aware that, as mentioned elsewhere in this report, finances of some of our providers are stretched and will impact on their ability to invest into the

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<sup>39</sup> [New £182 million fund launched to provide specialist accommodation across Wales \(nation.cymru\)](https://www.nation.cymru/news/new-182-million-fund-launched-to-provide-specialist-accommodation-across-wales)

'fabric' of the buildings. This is not only true for the buildings owned by the Council (but managed via a separate contract), but also by other, often small providers.

Powys County Council and Powys Teaching Health Board developed a 'care homes dashboard' during the first pandemic lockdown. As a result, the Multidisciplinary Team (MDT) for older people's care homes was able to monitor and target interventions at an early stage including infection control, staffing problems and Covid outbreaks. This dashboard has been further developed and is now a mainstay of our joint work to support care homes.

### **Care Homes Services (Adult)**

The Accommodation and Support Services Live Well Delivery Plan 2022-2026 describes the different housing option for different client groups. It ranges from individuals living on their own, with family members, living with support independently to temporary accommodation where this is required. All of these are accompanied by different support options including Direct Payments, floating support, domiciliary care or locality-based support.

In 2021, there were 188 individuals in supported housing provision and 27 in residential care within Powys. There were 18 individuals in supported housing and 87 in residential care out of county.

In addition, Powys provides individuals with complex needs and those who are homeless. Of these there are 204 in temporary accommodation (51 being young people), 21 in Bed&Breakfast accommodation (4 being young people) and 4 individuals being known as rough sleepers. Finally, 72 young people transitioning into adulthood have been identified as requiring housing and support. Our demand forecast for 2021 – 2026 is for 72 adults with mental health needs and learning disabilities requiring housing and support.

### **Care Home Services (Children)**

The Council seeks to provide or commission the right range of placements which will provide positive experiences for children and young people who are looked after. For children to be placed within the local authority, there needs to be a range of placements available within Powys to appropriately meet their needs. Key priorities for Powys County Council include increasing our in-house Foster Care provision and greater utilisation of residential care services within Powys.

In order to implement the Sufficient Supply of High-Quality Placements Strategy and meet the needs of Powys Children Looked After, Children's Services are developing a suite of in-house Care Homes within Powys (result of commercial market not providing sufficient capacity). These Care Homes enable Powys children and young people to be placed closer to home and will facilitate the delivery of Powys services across the multi-agency region including Health, Education and Criminal Justice Services.

### **Secure Accommodation Services (Children)**

There is no secure accommodation service setting located within Powys and just one in Wales as a whole.

### **Residential Family Centre Services**

Powys Children's Services have supported a number of families in their own homes via agency support staff as step down from residential provision due to limited availability of parent and baby foster placements.

### **Adoption Services**

There is an increasing trend in the number of children placed with kinship carers and a slight increase in the number of children with specialised medical needs requiring respite placements. We are seeing an upturn in people wishing to do respite foster care. This is partly as a result of promotions earlier in the year, and also possibly as people look for the financial security that employment provides but still have a wish to help in their communities and make a difference to local young people alongside their work commitments.

### **Fostering Services**

Numbers of foster carers has remained relatively stable but there is a clear increase in the demand for placements and the level of complexity those placements require. There is a significant upturn in the number of Connected Persons arrangements being assessed and supported to allow children to remain within their extended network, thus increasing consistency and permanency in the majority of cases. Powys are focusing on recruiting carers for specific carers for teenagers, parent and child placement and emergency care situations and continue in their drive to bring all Children Looked After closer to home.

Powys are fully engaged in the Foster Wales agenda and are keen to promote local cares for local children. Recruiting and retaining a diverse, skilled, active and motivated pool of foster carers which meets the range of needs of children in care remains a challenge. The effective recruitment and retention of foster carers is the responsibility of everyone working within the fostering service.

### **Adults Placement ('Shared Lives') Services**

The increase in working from home and relocation to more rural areas may have positive effect on the numbers of people considering becoming a Shared Lives Carer. Shared Lives Plus collates data annually to evaluate the sector and identify trends. Shared Lives Plus also works to promote and raise the profile of Shared Lives at a UK level.

### **Domiciliary Care Support Services**

As mentioned elsewhere Powys County Council have invested into development of community micro enterprises, initially in a single locality. There are currently (June 2022) 40 community micro enterprises delivering care and support to both people with a Direct Payment and also through private arrangements (self-funders). Our ambition is to continue expanding the development of these enterprises across Powys to offer more choice to Direct Payment recipients over how and where they can access care and support.

We have explained in more detail the development of our Home Support model and our Technology Enabled Care offer. Both contribute to individuals with care and support needs being able to live in their own home.

### **Access to Health Care – unscheduled care**

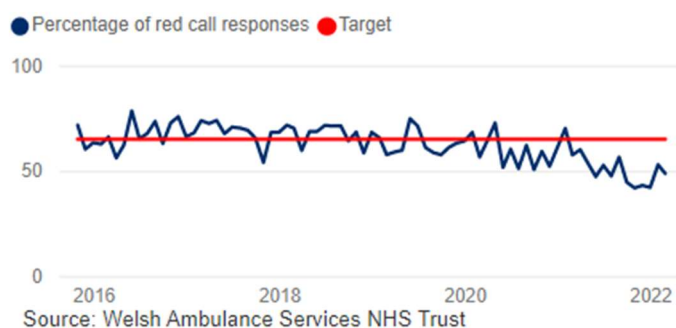
Powys healthcare pathways are complex, with acute and specialist care carried out by providers in both England and Wales. Acute care is commissioned by the health board for its population and specialist care is commissioned through collaborative arrangements in Wales and England. (Specialist care / 'specialised services' or 'tertiary services' –is care provided for

people with health needs that are specialist in nature, refer to • As an example, 63% of total outpatient activity.

As an example, 63% of total outpatient activity is carried out within commissioned English provider services, 16% in Welsh commissioned services, and a further 20% in Powys provider services.

The performance of the **Welsh Ambulance Services Trust (WAST)** for 8-minute ambulance response time did not meet the target for the majority of the year and performance was 57.2% against 62.5% national average in March 2021, ranking as 5<sup>th</sup> in Wales. The impact of COVID-19 combined with challenges in rural geography and the impact of increased handover times at Accident and Emergency Units has resulted in a reduction in average performance. Low number variation can also cause fluctuations against the target in Powys.

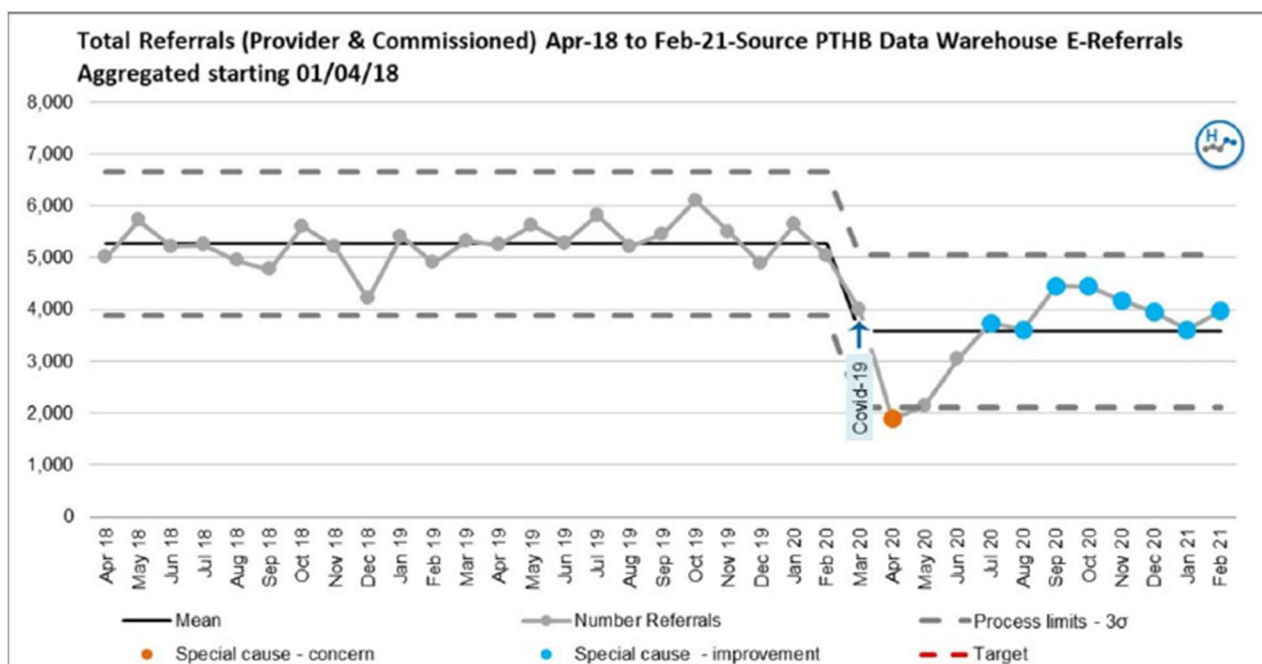
#### Percentage of responses to red calls arriving at the scene within 8 minutes



(the above graph shows the difference between the target of responding to emergency calls (“red”) and the percentage achieved)

There was a significant reduction in referrals to secondary care in the first quarter of the year, April to June 2020.<sup>40</sup>

<sup>40</sup> <https://pthb.nhs.wales/about-us/key-documents/annual-reports-annual-accounts-and-annual-quality-statements/powys-teaching-health-board-annual-report-2020-21/>



The above shows the total referrals for both directly provided and commissioned care. Demand has not returned to pre-COVID-19 averages and poses a risk of latent need which is explored in more detail in the analysis and forward planning in the PTHB Annual Plan 2021/2022.

## Direct payments

**Working via a Personal Assistant:** it is difficult to quantify the active number of PAs in the county but we understand from the commissioned support provider that, depending on level of need and locality of the person seeking a PA, identifying a PA is at times challenging.

Working with a **Community Micro Enterprise (CME):** this has been successful with 40 Community Micro Enterprise established to date (April 2022), supporting 42 individuals via a Direct Payment and 66 people via a private arrangement. It has to be recognised that CMEs (and PAs) are no replacement for Domiciliary Care where the care needs are high and complex, but both CMEs and PAs play an important role in the provision of care and support at home.

- Guide rates for direct payments are as follows:
- £12.15 Personal Assistant - standard and waking night
- £9.90 Personal Assistant - sleeping night
- £16.13 Community Micro Enterprise
- £19 domiciliary care agency

Direct payments allow individuals to receive payments from the local authority instead of traditional packages of care. This provides much more flexibility and greater control, and allows the individual to act as the employer, using the payment as they see fit to meet their needs. In June 2022 there were 608 recipients of Direct Payments in Powys receiving over 11,000 hours of care weekly.



From January 2017 to June 2022 the number of Direct Payment provision rose from 269 to 608, an increase of over 225%<sup>41</sup>. There was a small minimal decrease in the last year (November 2020 to November 2021) of 17 peoples and 229 hours, however we do not have any explanations for this reduction.

As of 31 October 2021, Powys County Council provided 128 adults with learning disabilities with direct payments to assist them in living independent lives.

- 32% are under 25
- 35% are aged 25-34
- 24% are aged 35-54
- 5% are aged 55-64
- 4% are aged 65 plus

People with learning disabilities are living longer than in the past and as a result, the number of older people with a learning disability is increasing. Approximately 1.5 million people in the UK have a learning disability. This is even though people with learning disabilities are 58 times more likely to die before the age of 50 than the rest of the population.

Welshpool and Montgomery locality has the highest uptake of direct payments (96 peoples), followed by Llandrindod and Rhayader locality (68 peoples). Brecon locality and Newtown locality are both third highest (65 peoples). The locality with the lowest number of Direct Payments is Machynlleth locality (27 peoples), followed closely by Ystradgynlais locality (28 peoples).

The increase in direct payments uptake has supported the domiciliary care market, with some individuals setting up micro-enterprises within their own communities to support individuals in meeting their needs. Between November 2020 to September 2021 there was a 55% increase in community micro-enterprises from 16 to 29.

In March 2022 approximately 25% of all care at home was delivered via a Direct Payment. Recipients were 212 for Older People, 147 for People with Disabilities, 71 for Children and Young People, 29 for Carers and 9 for adults with mental health conditions.

Powys has one of highest number of Direct Payment recipients in Wales by population (need stats here). Traditionally Direct Payments were often used to employ a Personal Assistant (PA) but this is slowly changing to not only use agencies and community micro-enterprises but also exploring creative ways to meet outcomes.

In 2020/21 the total cost of delivering direct payments in Powys was £8,565,082 for children, young people, adults with a disability and older People. This includes our contract with a provider for information, advice and support for Direct Payment recipients and our audit costs.

Individuals who receive direct payments or domiciliary care may be asked to make a financial contribution depending on their financial circumstances. The maximum charge for 2021/22, set by the Welsh Government for Community Based Social Care, is £100 per week. More information can be found in the Social Services Charging Policy, which can be found at the end of this report.

### **What are the issues/barriers for people trying to purchase care & support through direct payments?**

We understand from our social workers and individuals that the biggest barriers are identifying support via Personal Assistants or Community Micro Enterprises – the supply is not always as good

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<sup>41</sup> These figures include some recipients with more than one provision, the total number of clients with a Direct Payments rose from 235 in 2017 to 574 in June 2022.

as we would want it to be. Additional barriers are of an administrative nature, which we are and have been addressing.

Historically Powys has been offering older people Direct Payments not only as a matter of choice (which is a requirement via the SSWBA 2014), but also to overcome the challenges in identifying agency provided Domiciliary Care in Powys. Many older people take advantage of a 'managed account',

delivered by our commissioned Direct Payment Support provider, which takes care of all money management processes, especially where the person chooses to employ a 'Personal Assistant'. There are some concerns in relation to it not always being understood that a managed account will not absolve the Direct Payment recipients of their employer responsibilities. We have therefore tightened the guidance for social workers for their 'What Matters' conversations with peoples and/or their families.

We are also aware that the demand for Personal Assistants outstrips the supply of such individuals.

The process of implementing a Direct Payment request from start to finish is complex and presents opportunities for system failure. We have therefore made available more training for social workers to ensure that the process is well understood and that the system works more smoothly. We have also put in place arrangements with the two current Direct Payment support providers which will enable them to pay out to care providers even, when necessary, documentation or budgets are delayed.

As mentioned elsewhere in this report Powys County Council started a project with Community Catalysts to develop a set of Community Micro Enterprises to deliver care and support in people's homes. This project was initially limited to the border area of Powys with Herefordshire and Shropshire but has since been slowly expanded into other parts of North Powys. To date there are 40 Community Micro Enterprises delivering care and support, partly to people with a Direct Payment, partly private peoples. Limitations exist due to the ability of these providers delivering larger/complex care packages (typically they are individuals rather than companies with employed staff).

In order to increase access to both Community Micro Enterprises and Personal Assistants we have developed with a separate commissioned provider a 'market place' ([Care and Support Finder tool](#)), where those seeking care and support can advertise their needs, locality etc. and providers (Personal Assistants and Community Micro Enterprises) can advertise their care and support offer. Whilst this has been available since April 2021, take up by those seeking care and support has been limited. Further work is underway to market this facility to social workers.

We are also continuously working with our staff to ensure that opportunities for the use of Direct Payments are better appreciated and applied. We are aware that Direct Payments for Carers need to be increased. We are engaging with our commissioned carer support provider to ensure that we can learn from best practice examples and inform social work practice.

### **Learning Disability**

As of 31 October 2021, Powys County Council provided 325 people with disabilities with a Direct Payment, of which 246 were adults, 70 were children and young people and 9 were adults with a mental health condition. This number has remained stable in the last year

### **Self-funders**

Powys County Council published a report in 2020 to explain the process of and safeguards for individuals opting to pay a top up fee (so being partially self-funders) for care homes. This document is available here [Policy Template \(moderngov.co.uk\)](https://www.moderngov.co.uk/policy-template).

- **Older People Care homes:** There are 153 individuals who privately fund their residential homes privately, and 38 fund their nursing care privately. Information is very often anecdotal, but reasons we are aware of include opting for a care/nursing home at a rate which Powys County Council does not support (provider asking for ‘top ups’). (Source: PCC Care Homes dashboard, 27.5.2022)

Care Homes (Older People) by funding type	total	%
Residential funded	401	43.30
Nursing funded (Powys CC)	156	16.85
Residential private funding	153	16.52
Nursing funded (PTHB)	81	8.75
Nursing private funding	38	4.10
Out of county Nursing	57	6.16
Out of county residential	40	4.32
<b>total</b>	<b>926</b>	

At the time of writing this report, 20.6% of residents in Powys’ older peoples care homes are self-funded (privately funded). Most self-funded residents are within residential care settings.

Self-funded residents will typically be paying weekly fees significantly in excess of the agreed ‘Powys rate’ and therefore represent a significant income stream that supports the financial sustainability and commercial viability of the older peoples care home market.

In addition to this, there are a small number of self-funded residents in temporary residence (for respite care), however, accurate information on the overall number is not readily available.

Similarly, there are several residents whose placements are primarily funded by local authority or health board but who privately pay ‘top up fees’ for their care home placement. This is typically because the resident/family chose a placement in preference to those made available by the placing authority and whose weekly fees are greater than the agreed ‘Powys rate’. Again, there is no readily available data to accurately quantify the number of residents paying such fees.

- **Domiciliary care:** We currently only have access to limited data but are communicating with our domiciliary care providers about the situation. Anecdotally there are fewer than 5% of peoples domiciliary care providers self-funders. This suggest that the impact on the social care market is minimal.
- Our **Micro Enterprise** project support 84 private peoples (I.e., self-funders) out of a total of 131 peoples. As Micro Enterprises are private (micro) businesses they will advertise their services in their locality and often attract individuals who are not eligible for social care services or have to pay for their care due to their income and asset levels. Powys specifically encouraged Micro

Enterprises to seek business in both the Direct Payment and private customer market, to ensure that providers are viable and not reliant on Council funded services only.

- **Adult care homes:** we are not aware of any Younger Adult residents i.e., PD/LD or MH that self-fund
- Shared Live: no individuals fund their Shared Lives care themselves.

## Workforce

Like in other parts of the United Kingdom, retention and recruitment for staff working in the sector has been challenging for both commissioned providers and also our in-house provider. Powys County Council has put in place the “Powys Pledge” to encourage and incentivise providers to improve their pay and benefits for staff to make the care sector more attractive. We have supported providers in their recruitment drives via recruitment fairs in several market towns which have had limited success.

It is difficult to assess the overall picture of employment in the Social Care Sector. Social Care Wales publishes data about employment patterns by Health Board area. Due to the pandemic most, recent data is 2018 and the update for 2021/22 is not published yet, so we have to rely on the 2018 data<sup>42</sup>.

This suggests that in Powys 44% of care staff are working full time, 56% are working part time (although it is not clear how many hours these p/t workers are employed for. Anecdotally though we know from the Care Home sector that staff frequently hold more than one p/t role and work in different (social care) setting.

In addition, we understand from the same source that 48% of providers work in the residential (and nursing) sector, 15% in domiciliary care and 37% work in day care and other sectors (which will include support for people with a learning disability or mental health condition in supported living arrangements.

One additional point of note is that Powys has a considerable number of Personal Assistants (PAs), often working in domiciliary care. The Social Care Wales survey of 2018 suggests that only 49% of those who responded to the SWC survey hold required or recommended qualifications. There is a big caveat in these figures, as the SCW information does not (and cannot) provide reliable information about the total number of Personal Assistants employed across Wales (as they are not regulated services and therefore difficult to access. However, if we extrapolate with the caveat in mind, there is a case for a significant drive to not only ask for minimal qualifications, but also find a way of connecting Personal Assistants, possibly at local level, to increase information, advice and support for them.

Adding to the general challenges we are also aware that providers compete for staff who have some choice in the employment they can seek (e.g., within social care: Domiciliary Care, Care Homes, NHS employers and private providers of e.g., hospitality or retail or other, professional services). Whilst this is to be welcomed from a choice perspective and to keep Powys an attractive destination to live, it also has a significantly detrimental effect on social care (and Health) providers.

The Council has reported that there was a significant increase in “leavers of own accord” in Social Care, employed by Powys County Council. Whilst in 2019/20 (only April until December figures available) there were 23 leavers, this rose to 47 in the calendar year 2020 and 80 in 2021 calendar year. Whilst we don’t have access to the reasons for this, we can extrapolate from the commissioned social care sector, where often reasons given for leaving care roles were ‘burn out’ and ‘working in a

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<sup>42</sup> ([Social care workforce | Workforce and qualifications | Themes | Home - Social Care Wales Data Observatory \(socialcaredata.wales\)](#))

different sector such as retail or hospitality). Another indicator of the staffing challenges (for the council) is the amount of sickness amongst staff. In the Adult Social Services department sickness rose from 13.1 days/FTE in 2019/20 to 19.6/FTE in 2021/22. In total numbers, this means that 8,446 in 2019/20 to 10,982 in 2021/22. In Children's Social Services the equivalent numbers dropped from 15.7/FTE in 2019 to 15.1/FTE in 2021/22 or – in total numbers from 4,787 in 2019/2020 to 4,233 in 2021/22.

Powys County Council undertook its annual staff survey which returned very similar results to the 2021 survey (i.e., within a +/-4% margin).

- Generally, staff gave very positive feedback about their employment and recognition they receive;
- Some concern over reduction in funding, resulting in problems for staff to do their job;
- Staff feel valued and supported in their roles;
- Staff overall felt that remote/hybrid working has increased their productivity;
- Staff feel they have a sense of autonomy in their roles;
- 31% of staff are between 51 and 60 years of age (note similarity with staff in social care as evidenced by SCW) with the potential for staff leaving in the next 5 years
- 

As mentioned elsewhere, an ongoing challenge for all employers in the Health and Social Care sector is an ageing population and a reduction of people at working age. Whilst the Council and the Health Board are trying to address this in the medium to long term via e.g., the Health and Care Academy, in the short term we expect ongoing recruitment issues in certain parts of all organisations.

We are also aware that Powys has a relatively low level of permanent staff in regulated services compared to other localities (i.e., 78% on average in Wales, 100% in Merthyr Tydfyl and Newport, 38% in Powys).<sup>43</sup>

The survey also shows (pre-pandemic) that 34% of all domiciliary care staff left during 2019, compared to 12% in day and other care providers. Whilst we don't have access to reliable data for 2021, we have anecdotal evidence that the net outflow in domiciliary and residential/nursing care exceeded the ability of providers to recruit and fill vacancies. During 2019 almost 40% of care workers left for another sector in the economy, a trend that continued and grew (anecdotally) during 2020/21.

The age profile of staff in the care sector also contributes to the challenges commissioned providers' experience. Just under 25% of staff are in the age bracket of 51-60. Given that this kind of work is both emotionally and physically challenging, it is not surprising that the pandemic has contributed to staff in that age bracket to look for less demanding work (in other sectors of the economy) or to retire.

Some 40% of staff leaving their role in 2019 either left the sector altogether (to work in another sector of the economy) or retired (mid Wales region).

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<sup>43</sup> [SCW workforce profile 2019 Commissioned-Services final EngV2.pdf \(socialcare.wales\)](#)



## Appendices

Appendix 1: Equality Impact Assessment  
supplied as a separate document

## Appendix 2: Definitions

[Regulation of social care services under the Regulation and Inspection of Social Care \(Wales\) Act 2016 | Law Wales \(gov. wales\)](#)

### *Types of regulated services*

The following care and support services are referred to as "regulated services":

- a care home service
- a secure accommodation service
- a residential family centre service
- an adoption service
- a fostering service
- an adult placement service
- an advocacy service
- a domiciliary support service
- any other care and support service prescribed by the Welsh Ministers in regulations.

Regulated services are defined in Schedule 1 to the 2016 Act. The 2016 Act and the [Regulated Services \(Service Providers and Responsible Individuals\) \(Wales\) Regulations 2017](#) (as amended) exclude certain things which would otherwise come within the definition of one of the regulated services from being treated as one.

### Care home service

A care home service is the provision of accommodation, together with nursing or care at a place in Wales, to persons because of their vulnerability or need.

The following are excluded from being a care home service:

- a hospital;
- a school unless it provides or intends to provide accommodation and care for at least one child for more than 295 days in any 12-month period that falls within the previous 24 months;
- a residential family centre;
- a secure accommodation centre;
- an adult placement centre;
- places where a child is cared for by a parent, relative, or a foster parent;
- places where an adult is cared for:
  - during a family or personal relationship, and for no commercial consideration,
  - of a period of less than 28 days in any 12-month period or for a number of periods which in total are less than 28 days in any 12-month period;
- places vested in the Welsh Ministers, an NHS trust or a Local Health Board;
- places provided by a further education institution or a university unless the number of persons provided with accommodation is more than one tenth of the number of students to whom it provides both education and accommodation;
- child minding, within the meaning of section 19(2), or day care for children, within the meaning of section 19(3) of [the Children and Families \(Wales\) Measure 2010](#) unless in any 12 month period there are 28 or more occasions when care is provided to any one child in excess of 15 hours during a 24 hour period, or the accommodation is provided wholly or mainly to disabled children;



- places provided to children aged 16 and over to enable the children to undergo training or an apprenticeship but this exception does not apply if the accommodation is provided wholly or mainly to disabled children;
- places provided to children at an approved bail hostel or approved probation hostel;
- an institution for young offenders provided under or by virtue of section 43(1) of the [Prison Act 1952](#);
- places provided to children because of their vulnerability or need for the purposes of a holiday or a leisure, recreational, sporting, cultural or educational activity. But this exception does not apply if the accommodation is provided:
  - to wholly or mainly to disabled children and the service provider has first notified CIW of the arrangement, or
  - to any one child for more than 28 days in any 12-month period unless the accommodation is only provided to children over the age of 16.
- places provided to a single child or to a sibling group by a person in that person's own home and where care and accommodation are not provided by that person for a total of more than 28 days in any 12-month period.

#### Secure accommodation service

A secure accommodation service is the provision of accommodation for the purpose of restricting the liberty of children at residential premises in Wales where care and support is provided to those children.

#### Residential family centre service

A residential family centre service is the provision of accommodation for children and their parents at a place in Wales where the parents' capacity to respond to the children's needs and to safeguard their well-being is monitored or assessed and the parents are given care and support.

The following are excluded from being a residential family centre service:

- a hospital;
- a hostel or a domestic violence refuge;
- places where the main purpose of the accommodation and care is to adult individuals who may be accompanied by their children.

#### Adoption service

An adoption service is a service provided in Wales by an adoption society within the meaning of the [Adoption and Children Act 2002](#) which is a voluntary organisation within the meaning of that Act or an adoption support agency within the meaning given by section 8 of that Act.

#### Fostering service

A fostering service means any service provided in Wales by a person other than a local authority which consists of or includes the placement of children with local authority foster parents or exercising functions in connection with such placement.

### **Adult placement service**

An adult placement service means a service carried on (whether or not for profit) by a local authority or other person for the purposes of placing adults with an individual in Wales under a carer agreement (and includes any arrangements for the recruitment, training and supervision of such individuals). A 'carer agreement' means an agreement for the provision by an individual of accommodation at the individual's home together with care and support for up to three adults.

### **An advocacy service**

For the purposes of paragraph 7(1) of Schedule 1 to the 2016 Act, an advocacy service is a service specified in regulations ( ) as a service carried on providing advocacy for:

- children who make or intend to make representations (including complaints) to a local authority about its social services functions, or
- persons who make or intend to make representations (including complaints) to a local authority about the discharge of its functions under [Parts 3 to 7 of the Social Services and Well-being \(Wales\) Act 2014](#),

where the purpose of the advocacy is to represent the views of the children or persons or to assist them to represent their views in relation to their needs for care and support.

A service is excluded from being an advocacy service if it is provided by:

- a person during a legal activity within the meaning of the [Legal Services Act 2007](#) by a person who is an authorised person for the purposes of that Act, or a European lawyer;
- a Welsh family proceedings officer while discharging functions in relation to family proceedings;
- the Children's Commissioner for Wales or by a member of staff of the Children's Commissioner for Wales;
- a person who has not provided and does not intend to provide advocacy to more than 4 persons within any 12-month period;
- a relative or friend of the person on whose behalf representations are made or are intended to be made.

### **A domiciliary support service**

A domiciliary support service is the provision of care and support to a person who by reason of vulnerability or need (other than vulnerability or need arising only because the person is of a young age) is unable to provide it for him or herself and is provided at the place in Wales where the person lives (including making arrangements for or providing services in connection with such provision).

The following are excluded from being a domiciliary support service:

- personal assistants who provide care and support without the involvement of an employment agency or employment business, and who work wholly under the direction and control of the person receiving the care and support;
- care and support provided at:

- a place where a care home service, secure accommodation service, residential family centre service or accommodation arranged as part of an adult placement service is provided, or
  - a hospital;
- personal assistant agencies who introduce individuals who provide a domiciliary support service to individuals who may wish to receive it but has no ongoing role in the direction or control of the care and support provided;
- the provision of support only;
- the provision of care and support to four or fewer individuals at any one time;
- care and support for an adult in the course of a family or personal relationship, and for no commercial consideration;
- care and support for a child by a parent, relative or foster parent;
- arrangements for the supply of carers to a service provider by an undertaking acting as an employment agency or employment business;
- where care and support are provided by a person managing a prison or other similar custodial establishment.

## Appendix 3: Further data sources

Social Care Wales Research & Data - <https://socialcare.wales/research-and-data>

Social Care Wales Workforce Reports - <https://socialcare.wales/research-and-data/workforce-reports>

Social Care Wales Population Projections Platform - <http://www.daffodilcymru.org.uk/>

CIW Inspection Reports - <https://careinspectorate.wales/service-directory>

Data Cymru - <https://www.data.cymru/data>

WG Stats Wales <https://statswales.gov.wales/Catalogue/Health-and-Social-Care>

- Health and Social Care Research, Innovation and Improvement Landscape (Powys) – November 2021



Tom Howson RII  
Mapping Presentator

- Powys Population Needs Assessment – March 2022 [Population Needs Assessment \(powysrpb.org\)](https://powysrpb.org)
- Powys Wellbeing Assessment [Full Well-being assessment analysis - Powys County Council](#)
- A Place to Call Home' Older People's Commissioner Wales



A-Place-to-Call-Home  
-A-Review-into-the-Qu

- Assessment of the demand for specialist housing and accommodation for older people in Wales – Welsh Government 2020 [Independent report on accommodation for older people \(gov.wales\)](#)
- Older People's Accommodation Market Position Statement  
<https://app.powerbi.com/groups/me/reports/6c8080da-9079-4c0c-ac46-36a5b397a701/ReportSection8460ba9428621b1f3c9f?ctid=c01d9ee1-0eb0-4754-99ae-03ae8a732b50>

**Data Wales data sets:** [Regulated Services](#) | [Themes](#) | [Home - Social Care Wales Data Observatory \(socialcaredata.wales\)](#)

[Care services and places regulated by the Care Inspectorate Wales \(CIW\) \(gov.wales\)](#)

### Other documents

Childcare sufficiency assessment



Childcare%20Sufficiency%20Assessment%

## Play Sufficiency Assessment



Play Sufficiency  
Report App 4\_Data Ar

## Wellbeing Assessment Survey



Living in Powys -  
Informing our Wellbei

## Live Well Grants



PCC%20Livewell%20  
CVS%20Grants%20Re

## Engage to Change in Mental Health Report



MHPDPB Annual  
Report 2020 -21 FINA

## Dealing with provider quality concerns (Joint Interagency Monitoring Panel)



JIMP%20-%20Protoc  
ol%20for%20Managir

General Resource - [Our Strategies and Plans on a Page - Powys County Council](#) which includes

- [Carers Plan on a page](#)
- [Care and Support at Home plan on a page](#)
- [Technology Enabled Care](#)

## Powys Advocacy Service Specification



Powys Independent  
Advocacy Service Spe

Powys County Council Income Management and Service Cost Recovery Policy (Charging Policy)



Powys%20Income%2  
0Policy%20v9.docx

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



**Please read the accompanying guidance before completing the form.**

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

<b>Service Area</b>	Children's And Adults Commissioning	<b>Head of Service</b>	Huw Dylan Owen	<b>Cabinet Member</b>	Cllr Sian Cox Cllr Sandra Davies Cllr Susan McNicholas
<b>Proposal</b>	To take note of this EIA and the associated Market Stability Report				
<b>Outline Summary / Description of Proposal</b>					
This assessment relates to the Market Stability Report 2022. The report outlines the supply and demand of regulated and unregulated services available in Powys, identifying strengths and weaknesses and any actions which have to be taken to remedy any challenges in the supply of services for Powys residents.					

Tudalen 349

Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1.0	Martin Heuter	Senior Strategic Commissioning Manager	June 2022

### 2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£n/a	£ n/a	£ n/a	£ n/a	£ n/a	£ n/a

### 3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Staff consultation required	This document has been developed in consultation with colleagues in PCC commissioning, Care Management, Finance, Powys Teaching Health Boards and third sector provides and community services (via PAVO)
Partner Consultation required	Third Sector and Powys Teaching Health Board





# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



### 4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety and Corporate Parenting?)**  
**PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

Adult Services	<input checked="" type="checkbox"/>	Education	<input type="checkbox"/>	Legal and Democratic Services	<input type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	Property, Planning and Public Protection	<input type="checkbox"/>
Commissioning	<input checked="" type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>	Transformation and Communications	<input type="checkbox"/>
Digital Services	<input type="checkbox"/>	Housing and Community Development	<input checked="" type="checkbox"/>	Workforce and OD	<input checked="" type="checkbox"/>

**Data Protection Impact Assessment**

Will the proposal involve processing the personal details of individuals? Yes  No   
 Is Powys County Council the data controller? Yes  No  n/a

If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment.  
 For further advice please contact the Data Compliance Team.

Tudalen 351

### a Geographical Locations

**What geographical area(s) will be impacted by the proposal? (Chose all those applicable)**

Powys	<input checked="" type="checkbox"/>	Brecon	<input type="checkbox"/>	Llandrindod and Rhayader	<input type="checkbox"/>	Machynlleth	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>	Newtown	<input type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>	Welshpool and Montgomery	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>	Ystradgynlais	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>				

### 5. How does your proposal impact on Vision 2025?

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



Tudalen 352

Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>The Economy</b> We will develop a vibrant economy	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Neutral	Identifying challenges and clarifying expectations will help to better manage supply, demand and costs in the care home market.	Good
<b>Health and Care</b> We will lead the way in providing effective, integrated health and care in a rural environment	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Neutral	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Good
<b>Learning and skills</b> We will strengthen learning and skills	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Neutral	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Good
<b>Residents and Communities</b> We will support our residents and communities	The proposed is designed to describe supply and demand within the care sector, current and future challenges and opportunities.	Neutral	The proposed report describes supply and demand within the health and care sector, current and future challenges and opportunities.	Good

**Source of Outline Evidence to support judgements**

Social Services and Well Being Act (2014);  
Powys Health and Care Strategy  
Powys Population Needs Assessment 2022  
Powys Well Being Assessment  
Joint Commissioning Strategy and Plan for older people in Powys 2016-2021  
Assessment of the demand for specialist housing and accommodation for older people in Wales – Welsh Government 2020  
Powys Childcare Sufficiency Assessment 2021  
Powys County Council Children’s Services Children Looked After Strategic Framework 2018 – 2023  
Powys Play Sufficiency Assessment 2016  
Powys Engage to Change Mental Health Report 2022  
Powys Carers Plan on a page  
Powys Care and Support at Home plan on a page  
Powys Technology Enabled Care plan on a page  
Powys Well Being Information Bank  
Powys County Council Children’s Services Children Looked After Strategic Framework 2018 – 2023  
Joint Commissioning Strategy: Adults with Learning Disabilities in Powys (2015-2020)  
Powys Commissioning and Commercial Strategy (2017-2020)

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**How does your proposal impact on the Welsh Government’s well-being goals?**

This Market Stability Report is a requirement set by the Welsh Government. It contributes to localities determine goals and actions to impact positively on the Welsh Government's Well Being goals.

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>A prosperous Wales:</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Introduction of the Grow Our Own initiative and Health and Social Care Academy will offer incentives for local people to enter the market.</p>	<p>Good</p>	<p>Introduction of the Grow Our Own initiative and Health and Social Care Academy will offer incentives for local people to enter the market.</p>	<p>Good</p>
<p><b>A resilient Wales:</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The report provides the basis for future commissioning of services, leading to a more resilient health and social care sector.</p>	<p>Good</p>	<p>The report will support future commissioning intentions and delivery plans by commissioners and providers in Health and Social Care</p>	<p>Good</p>
<p><b>A healthier Wales:</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. <b>Public Health (Wales) Act, 2017:</b> Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>The report provides the basis for future commissioning of services, leading to a more resilient health and social care sector.</p>	<p>Good</p>	<p>The report will support future commissioning intentions and delivery plans by commissioners and providers in Health and Social Care</p>	<p>Good</p>
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>The report will support future commissioning intentions and delivery plans by commissioners and providers in Health and Social Care. It will address not only commissioned services but also community services in local communities.</p>	<p>Good</p>	<p>The report will support future commissioning intentions and delivery plans by commissioners and providers in Health and Social Care. It will address not only commissioned services but also community services in local communities.</p>	<p>Good</p>

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being. <b>Human Rights - is about being proactive (see guidance)</b> <b>UN Convention on the Rights of the Child:</b> The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	n/a	Choose an item.	n/a	Choose an item.
<b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation. <i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i>				
<b>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</b>	Identifying gaps in Welsh language provision will lead to further efforts to improve Welsh language provision by all providers.	Good	More provision will be available in Welsh and English	Good
<b>Opportunities to promote the Welsh language</b>	Identifying gaps in Welsh language provision will lead to further efforts to improve Welsh language provision by all providers.	Good	More provision will be available in Welsh and English	Good
<b>People are encouraged to do sport, art and recreation.</b>	n/a	Neutral	n/a	Neutral
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). <i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i>				
<b>Age</b>	The proposed actions will positively impact on older people requiring care and support.	Good	The proposed actions will positively impact on older people requiring care and support.	Good
<b>Disability</b>	The proposed actions will positively impact on people with disabilities requiring care and support.	Good	The proposed actions will positively impact on people with disabilities requiring care and support.	Good
<b>Gender reassignment</b>	n/a	Neutral	n/a	Neutral

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>Marriage or civil partnership</i>	n/a	Neutral	n/a	Neutral
<i>Race</i>	n/a	Neutral	n/a	Neutral
<i>Religion or belief</i>	n/a	Neutral	n/a	Neutral
<i>Sex</i>	n/a	Neutral	n/a	Neutral
<i>Sexual Orientation</i>	n/a	Neutral	n/a	Neutral
<i>Pregnancy and Maternity</i>	n/a	Neutral	n/a	Neutral
<i>Socio-economic duty</i>	Identifying recruitment and retention challenges in the Health and Social Care Sector will form the basis of addressing economic inequalities in Powys	Good	Identifying recruitment and retention challenges in the Health and Social Care Sector will form the basis of addressing economic inequalities in Powys	Good

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Source of Outline Evidence to support judgements
Please see source documents at the beginning of this assessment

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The report will influence long term commissioning intentions	Good	Commissioning intentions will take note and build on the analyses in this report.	Good
<i>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</i>	The report will influence long term commissioning intentions and build on existing engagement mechanisms.	Good	The report will influence long term commissioning intentions and build on existing engagement and co-production mechanisms.	Good
<i><b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them including: <b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account</i>	The report will influence long term commissioning intentions and build on existing engagement mechanisms.	Good	The report will influence long term commissioning intentions and build on existing engagement mechanisms.	Good
<i><b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring including: <b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i>	The report has identified causes of will influence long term commissioning intentions	Good	The report will influence long term commissioning intentions and build on existing engagement mechanisms.	Good

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# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The report will influence long term commissioning intentions. It identifies how integrated working can influence better practice	good	The report will influence long term commissioning intentions. It identifies how integrated working can influence better practice	Good
<b>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?	n/a	Neutral	n/a	Neutral
<b>Payroll:</b> How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?	n/a	Neutral	n/a	Neutral
<b>Welsh Language impact on staff</b>	n/a	Neutral	n/a	Neutral
<b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	n/a	Neutral	n/a	Neutral
<b>Source of Outline Evidence to support judgements</b>				
Please see source documents at the beginning of this assessment				

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# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



8. What is the impact of this proposal on our communities?

Communities	How does the proposal impact on residents and community?	<b>IMPACT</b> See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> See impact definitions in guidance document	Source of Outline Evidence to support judgement
<i>Communities have been identified as a source of additional positive impact on providing support to local people</i>	<i>Communities have been identified as a source of additional positive impact on providing support to local people</i>	Moderate	<i>Communities have been identified as a source of additional positive impact on providing support to local people</i>	Moderate	<i>Social value forum feedback</i>

9. What are the risks to service delivery or the council following implementation of this proposal?

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Description of risks			
Risk Identified	Inherent Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)
This is a statutory report and requires agreement by all parties		Discussion and agreement achieved by Council, Powys Teaching Health Board and third sector partners	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The analyses contained in the various sections of the Market Stability Report and the EIA suggests that the outcomes will be positive for Powys people over the next five years.	

11. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
no

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



12. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
Market Stability report to be reviewed based on Welsh Government guidance (currently five years).
<b>Please state when this Impact Assessment will be reviewed.</b>
June 2027

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Martin Heuter		22 June 2022
Head of Service:	Dylan Owen		22 June 2022
Cabinet Members	Cllr Sian Cox Cllr Sandra Davies Cllr Susan McNicholas		

14. Governance

Decision to be made by	Date required
Council	

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**FORM ENDS**

## CYNGOR SIR POWYS COUNTY COUNCIL.

Full Council  
22<sup>nd</sup> July, 2022

**REPORT AUTHOR:** County Councillor David Thomas, Cabinet Member for Finance and Corporate Transformation

**REPORT TITLE:** Revenue Virements

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**REPORT FOR:** Decision

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**1. Purpose**

1.1 This report sets out a Cabinet recommendation to Council for two virements that were approved on the 5<sup>th</sup> July 2022. They relate to the use of surpluses at the 2021/22 year end, to address specific requirements in relation to replacement vehicles.

**2. Advice**

2.1 The Revenue Outturn Position as at the 31st March 2022 was reported to Cabinet on the 5<sup>th</sup> July, with agreement that the surplus be transferred to a number of agreed reserves. There were two virements over £500k proposed in that report and following Cabinet agreement these are now recommended to Council for approval.

2.2 A Virement is the process of amending budgets during the financial year, which requires approval, as it is the transfer of funds outside the agreed budget set for the year. Virement authorisation limits over £500k require sign off by the Head of Service, the Section 151 Officer and Full Council.

2.3 Revenue virements have been requested for the following items:

2.3.1 Vehicle Replacement Reserve - The Fleet Management Services reported an underspend against depreciation charges of £1,054,400 (due to delayed replacement of the waste and recycling vehicles and keeping existing vehicles longer). The service has asked to utilise this underspend with an additional contribution to the vehicle replacement reserve to assist in managing the increasing pressure on the transport fund arising from significant inflation on purchase costs and where possible this funding will be used to purchase "green" vehicles.

2.3.2 Vehicle Replacement Reserve - During the year, Fleet Management Services generated £226,086 of income from the sale of vehicles/equipment, and it is requested that this be transferred to the vehicle replacement reserve to be used to fund the purchase of future vehicles and/or equipment, where possible this funding will be used to purchase "green" vehicles.

### **3. Resource Implications**

3.1 The Head of Finance (Section 151 Officer) supports the recommendation and notes that the Fleet Management Service will utilise this underspend to assist in managing the increasing pressure on the transport fund.

### **4. Legal implications**

4.1 The Monitoring Officer has no specific concerns with this report.

### **5. Data Protection**

5.1 The proposal does not involve the processing of personal data.

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

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

### **7. Integrated Impact Assessment**

7.1 No impact assessment is required

### **8. Recommendation**

8.1 That Council approve the two virements set out in section 2.3 transferring the funds to the specific reserve.

Contact Officer:	Jane Thomas, Head of Financial Services
Tel:	01597 827789
Email:	jane.thomas@powys.gov.uk

## CYNGOR SIR POWYS COUNTY COUNCIL

22 July 2022

**REPORT AUTHOR:** Head of Finance (Section 151 Officer)**SUBJECT:** Member Allowances and Expenses 2021-2022

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**REPORT FOR:** Information

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**1. Introduction**

- 1.1 This report sets out the annual amounts paid and reimbursed to Members and Co-opted Members during the tax year 2021-22, relating to allowances and expenses.
- 1.2 This is in accordance with the Independent Remuneration Panel for Wales (IRPW) requirements. The information in this report acts as a public document and will be available on the Powys County Council Internet and in the Publication Scheme. The deadline for publication of the information is the 30 September 2022.

**2. Allowances**

- 2.1 Appendix A provides the statutory information that is put into the public domain each year relating to Members and Co-opted Members allowances and expenses including;
- 2.1.1 Member/Co-opted Member Name
  - 2.1.2 Ward
  - 2.1.3 Basic Salary / Allowance
  - 2.1.4 Senior / Civic Salaries
  - 2.1.5 Care Allowance
  - 2.1.6 Working Expenses
  - 2.1.7 Subsistence
  - 2.1.8 Travel

**3. Summary of Payments**

- 3.1 2021/22 evidences an overall increase of 0.84% (£10.6k) in payments to Members in the financial year ending 31 March 2022, when comparing to the financial year ending 31 March 2021.
- 3.2 The Independent Remuneration Panel for Wales awarded Members a 1.06% increase to the annual Basic Salary rate (£14,218 to £14,368) effective from the 01 April 2021. The total Basic Salary was therefore expected to increase accordingly during 2021/22, however due to one member electing to forego the increase, and other resigning on 31 December 2021 and not being replaced, the actual increase amounted to 0.77%.
- 3.3 Senior Salary payments were very marginally up by 0.95% (£2,142), however when you factor in £4.6k contribution from the Pension Fund towards the Chair of Pensions and Investment Committee, the actual cost to that element of budget did reduce from that of 2020/21 by 1.08%, primarily due to a vacancy on Cabinet during the year.

- 3.4 There were no Reimbursement of Cost of Care payments during the 2021/22, which would be attributed to impact of the pandemic.
- 3.5 There were no claims for Working Expenses during 2020/21.
- 3.6 There were no claims for Subsistence during 2020/21.
- 3.7 Travel reimbursements increased by £424 to £2.8k from 2020/21, despite some Covid restrictions being eased, however it is important to note that pre-pandemic travel expenses were in the region of £80k per annum..
- 3.7 Payments to Co-opted and Independent Members increased by circa 20% totalling £20.2k, due to an increased number of meetings, however considerably less than the 2019/20 pre pandemic of £37k

**4. Statutory Officers**

- 4.1 The Solicitor to the Council (Monitoring Officer) commented as follows:  
“The recommendation is supported from a legal point of view.”
- 4.2 The Head of Finance and Section 151 Officer notes the content of the report.

**5. Members’ Interests**

All Members will have a personal interest in this matter but do not have a prejudicial interest due an exemption within the Code of Conduct for such matters. Members will be required to sign the form declaring their personal interest before the end of the meeting.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<b>That the report is noted.</b>	<b>Ensuring this information is available in the public domain within the required timescale</b>

<b>Relevant Policy (ies):</b>	Members’ Schedule of Remuneration		
<b>Within Policy:</b>	<input checked="" type="checkbox"/>	<b>Within Budget:</b>	<input checked="" type="checkbox"/>

Contact Officer Name:	Tel:	Fax:	Email:
Graham Evans	01597 826609		graham.evans@powys.gov.uk

## Cyngor Sir Powys County Council

Deddf Llywodraeth Leol a Thai 1989  
Local Government and Housing Act 1989

Rheoliadau Awdurdodau Lleuol (Lwfansau i Aeoldau Cynghorau Sir a Bwrdeistrefi Sirol as Awdurdodau Parciau Cenedlaethol)(Cymru) 2007  
Local Authorities (Allowances for Members of County and County Borough Councils and National Parks Authorities)(Wales) Regulations 2007

Lwfansau Cynghorwyr Sir 2021/2022  
County Councillors' Allowances 2021/2022

Manylion Lwfansau a dalwyd i Aeoldau Cyngor Sir Powys yn ystod y flwyddyn ariannol yn gorffen 31ain Mawrth 2022 yw'r canlynol  
The following are details of Allowances paid to Members of Powys County Council in the financial year ending 31st March 2022

Summary

Blwyddyn / Year	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
2020 - 2021 (£)	1,037,093	226,656	0	0	0	2,343	1,266,093
2021 - 2022 (£)	1,045,119	228,798	0	0	0	2,767	1,276,685
2020-21 to 2021-22 Variance (£)	8,026	2,142	0	0	0	424	10,592
2020-21 to 2021-22 Variance (%)	0.77%	0.95%	0.00%	0.00%	0.00%	18.10%	0.84%

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Cynghorydd/ Councillor	Ward/ Ward	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
Alexander, Myfanwy Catherine	Banwy	Aelod Cabinet / Cabinet Member	14,367.96	16,390.55	-	-	-	56.70	30,815.21
Barnes, Mark	Y Drenewydd, Gorllewin Llanllwchaearn / Newtown, Llanllwchaearn West		14,367.96	-	-	-	-	-	14,367.96
Baynham, Beverley	Llanandras/Presteigne	Aelod Cabinet / Cabinet Member (o / from 01/06/2021)	14,367.96	13,670.80	-	-	-	248.40	28,287.16
Berriman, Jake R.	Gogledd Llandrindod/Llandrindod North		14,367.96	-	-	-	-	-	14,367.96
Breese, Graham C.	Trallwng Llanerchyddol/Welshpool Llanerchyddol	Aelod Cabinet / Cabinet Member (tan / upto 31/05/2021)	14,367.96	2,734.16	-	-	-	63.90	17,166.02
Charlton, Jackie	Llangatwg/Llangattock		14,367.96	-	-	-	-	-	14,367.96
Cornfield, L. V.	Ffordun/Forden		14,367.96	-	-	-	-	-	14,367.96
Curry, Kelvyn W.	Rhaeadr Gwy/Rhayader		14,367.96	-	-	-	-	108.00	14,475.96
Davies, Aled W.	Llanrhaeadr-ym-Mochnant / Llansilin	Aelod Cabinet & Diprwy Arweinydd y Cyngor / Cabinet Member & Deputy Leader	14,367.96	20,952.00	-	-	-	-	35,319.96
Davies, Bryn	Llanwddyn		14,367.96	-	-	-	-	-	14,367.96
Davies, Dai E.	Aberriw/Berriew		14,367.96	-	-	-	-	-	14,367.96
Davies, Philip R.	Blaen Hafren	Aelod Cabinet / Cabinet Member	14,367.96	16,404.96	-	-	-	371.25	31,144.17
Davies, Sandra C.	Cwm-twrch		14,367.96	-	-	-	-	-	14,367.96
Dorrance, Matthew J.	Sant Iwan, Aberhonddu / St.John, Brecon	Cadeirydd Pwyllgor / Committee Chair	14,367.96	8,793.00	-	-	-	-	23,160.96
Durrant, Emily V.	Llangors		14,367.96	-	-	-	-	-	14,367.96
Evans, David O.	Nantmel		14,367.96	-	-	-	-	-	14,367.96
Evans, James	Gwernyfed (tan / upto 31/12/2021)		10,775.97	-	-	-	-	-	10,775.97
Fitzpatrick, Liam	Talybont-ar-Wysg/Talybont-on-Usk		14,367.96	-	-	-	-	-	14,367.96
George, Les	Caersws		14,367.96	-	-	-	-	-	14,367.96
Gibson-Watt, James C.	Y Clas-ar-Wy/Glasbury	Arweinydd Grŵp yr Wrthblaid Fwyaf / Leader of the Largest Opposition Group	14,367.96	8,793.00	-	-	-	-	23,160.96
Harris, M. Rosemarie	Llangynidr	Arweinydd y Cyngor / Leader	14,367.96	35,606.04	-	-	-	1,303.20	51,277.20
Hayes, Stephen M.	Trefaldwyn/Montgomery		14,367.96	-	-	-	-	-	14,367.96
Hulme, Heulwen D.	Rhiwcynon	Aelod Cabinet / Cabinet Member	14,367.96	16,404.96	-	-	-	593.25	31,366.17
Jenner, Amanda	Trewern	Cadeirydd Pwyllgor / Committee Chair	14,367.96	8,793.00	-	-	-	-	23,160.96
Jones, David R.	Cegidfa/Guilsfield		14,367.96	-	-	-	-	-	14,367.96
Jones, E. Arwel	Llandysilio		14,367.96	-	-	-	-	-	14,367.96
Jones, E. Michael	Penraig/Old Radnor		14,367.96	-	-	-	-	-	14,367.96
Jones, Emyr	Llanfihangel		14,367.96	-	-	-	-	-	14,367.96



Cynghorydd/ Councillor	Ward/ Ward	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
Jones, Gareth D.	Llanfair Caereinion		14,367.96	-	-	-	-	-	14,367.96
Jones, Joy R.	Dwyrain Y Drenewydd/Newtown East		14,367.96	-	-	-	-	-	14,367.96
Jones, Michael J.	Yr Ystog/Churchstoke		14,367.96	-	-	-	-	-	14,367.96
Jones-Poston, Diane	Llanbryn-mair		14,367.96	-	-	-	-	-	14,367.96
Jump, Francesca H.	Y Trallwng Gungrog/Welshpool Gungrog		14,367.96	-	-	-	-	-	14,367.96
Laurie-Parry, Karen E.	Bronllys		14,367.96	-	-	-	-	-	14,367.96
Lewis, Hywel	Llangunllo		14,367.96	-	-	-	-	-	14,367.96
Lewis, Karl R.	Llandinam	Cadeirydd Pwyllgor / Committee Chair	14,367.96	8,793.00	-	-	-	-	23,160.96
Lewis, Peter E. *	Llanfyllin	Cadeirydd Pwyllgor / Committee Chair (o / from 23/09/2021)*	14,367.96	4,591.90	-	-	-	-	18,959.86
MacKenzie, Maureen C.	Llanelwedd		14,367.96	-	-	-	-	-	14,367.96
McIntosh, Iain	Ysgir/Yscir	Aelod Cabinet / Cabinet Member (tan / upto 14/12/2021)	14,367.96	11,554.03	-	-	-	-	25,921.99
McNicholas, Susan	Ynysgedwyn/Ynyscedwyn		14,367.96	-	-	-	-	-	14,367.96
Meredydd, David W.	Sant David Fewnol, Aberhonddu / St. David Within, Brecon		14,367.96	-	-	-	-	-	14,367.96
Mills, Claire V.	Llanllyr/Llanyre		14,367.96	-	-	-	-	-	14,367.96
MDogan, Gareth	Llanidloes		14,367.96	-	-	-	-	-	14,367.96
Morris, John G.	Crughywel/Crickhowell	Cadeirydd Pwyllgor / Committee Chair	14,367.96	8,793.00	-	-	-	-	23,160.96
Powell, Rachel M.	Bugeildy/Beguildy	Aelod Cabinet / Cabinet Member	14,367.96	16,404.96	-	-	-	-	30,772.92
Powell, William D.	Talgarth		14,367.96	-	-	-	-	22.50	14,390.46
Price, David R.	Llanafan-fawr		14,367.96	-	-	-	-	-	14,367.96
Pritchard, Phil C.	Castell Y Trallwng/Welshpool Castle		14,367.96	-	-	-	-	-	14,367.96
Pugh, Gareth M.	Dolforwyn		14,367.96	-	-	-	-	-	14,367.96
Pugh, Jeremy D.	Llanfair-ym-Muallt/Builth Wells		14,367.96	-	-	-	-	-	14,367.96
Ratcliffe, Gareth W. **	Y Gelli Gandry/Hay	Is-Cadeirydd y Cyngor / Council Vice-Chair	14,217.96	3,740.04	-	-	-	-	17,958.00
Rijnenberg, Liz	Santes Fair, Aberhonddu/St. Mary's Brecon		14,367.96	-	-	-	-	-	14,367.96
Roberts, Lucy M.	Llandrinio		14,367.96	-	-	-	-	-	14,367.96
Roberts, Peter D.	De Llandrindod/Llandrindod South	Cadeirydd Pwyllgor / Committee Chair	14,367.96	8,793.00	-	-	-	-	23,160.96
Roberts-Jones, Kath M.	Ceri/Kerry		14,367.96	-	-	-	-	-	14,367.96
Roderick, Edwin Ll.	Maescar/Llywel		14,367.96	-	-	-	-	-	14,367.96
Rowlands, Daniel	Y Drenewydd Gogledd Llanlwchaearn/ Newtown Llanllwchaiarn North		14,367.96	-	-	-	-	-	14,367.96

Cynghorydd/ Councillor	Ward/ Ward	RoI Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
Selby, David M.	Canol Y Drenewydd/Newtown Central		14,367.96	-	-	-	-	-	14,367.96
Silk, Kathryn S.	Bwlch		14,367.96	-	-	-	-	-	14,367.96
Skilton, Les R.	De Y Drenewydd/Newtown South		14,367.96	-	-	-	-	-	14,367.96
Thomas, David A.	Tawe Uchaf		14,367.96	-	-	-	-	-	14,367.96
Thomas, R. Gwynfor	Llansanffraid/Llansantffraid	Cadeirydd y Cyngor / Council Chair	14,367.96	8,793.00	-	-	-	-	23,160.96
Van-Rees, Tim J.	Llanwrtyd		14,367.96	-	-	-	-	-	14,367.96
Vaughan, Elwyn G.	Glantwymyn		14,367.96	-	-	-	-	-	14,367.96
Weale, Martin	Llanbadarn Fawr		14,367.96	-	-	-	-	-	14,367.96
Wilkinson, Jonathan	Meifod		14,367.96	-	-	-	-	-	14,367.96
Williams, Angelique S.	Tref-y-clawdd/Knighton		14,367.96	-	-	-	-	-	14,367.96
Williams, D. Huw	Ystradgynlais		14,367.96	-	-	-	-	-	14,367.96
Williams, Gwilym	Diserth a Threchoed/Diserth and Trecoed		14,367.96	-	-	-	-	-	14,367.96
Williams, J. Michael	Machynlleth	Cadeirydd Pwyllgor / Committee Chair	14,367.96	8,793.00	-	-	-	-	23,160.96
Williams, Jon	Dwyrain Llandrindod/Gorllewin Llandrindod / East Llandrindod/Llandrindod West		14,367.96	-	-	-	-	-	14,367.96
Williams, Roger H.	Felin-fach		14,367.96	-	-	-	-	-	14,367.96
Williams, Sarah L.	Aber-craf		14,367.96	-	-	-	-	-	14,367.96
<b>Cyfanswm / Total</b>			<b>1,045,119.09</b>	<b>228,798.40</b>	-	-	-	<b>2,767.20</b>	<b>1,276,684.69</b>

\* Mae uwch gyflog yn gael ei dalu gan Gronfa Bensiwn Powys / Senior Salary is being funded by Powys Pension Fund

\*\* Wedi'i ethol i ildio'r cyfan neu ran o gynnydd Cyflog Sylfaenol IRPW ar gyfer 2021/22 / Elected to forego all or part of the IRPW Basic Salary increase for 2021/22

**Aeoldau wedi'u Cyfethol / Co-opted Members**

Blwyddyn / Year	Lwfans Aelodau Cyfetholedig/ Co-opted Members Allowance	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
2020 - 2021 (£)	17,523	0	235	17,758
2021 - 2022 (£)	21,240	0	0	21,240
2020-21 to 2021-22 Variance (£)	3,717	0	-235	3,482
2020-21 to 2021-22 Variance (%)	21.21%	0.00%	-100.00%	19.61%

Aelod / Member		Lwfans Aelodau Cyfetholedig/ Co-opted Members Allowance	Cybhaliaeth/ Subsistence	Teithio/ Travel	Cyfanswm/ Total
Brautigam, John	Co-opted Member	7,617.00	-	-	7,617.00
Davies, Angela	Co-opted Member	1,470.00	-	-	1,470.00
Davies, Sara	Co-opted Member	1,971.00	-	-	1,971.00
Evans, Jacqueline	Co-opted Member	1,050.00	-	-	1,050.00
Evitts, Margaret	Co-opted Member	3,096.00	-	-	3,096.00
Hays, Stephan	Independent Member	1,335.00	-	-	1,335.00
Moore, Claire	Independent Member	1,668.00	-	-	1,668.00
Morris, Margaret E.	Co-opted Member	-	-	-	0.00
McLolland, Christine	Independent Member (tan / upto 06/01/2022)	525.00	-	-	525.00
Patrick, Hugh	Co-opted Member	840.00	-	-	840.00
Robson, Graeme	Co-opted Member (tan / upto 09/07/2021)	-	-	-	0.00
Shearer, Joyce G.	Co-opted Member	1,038.00	-	-	1,038.00
Stafford-Tolley, Russell	Independent Member (o / from 03/03/2022)	-	-	-	0.00
Steward, Nigel C.	Independent Member (o / from 23/09/2021)	630.00	-	-	630.00
<b>Cyfanswm / Total</b>		<b>21,240.00</b>	<b>0.00</b>	<b>0.00</b>	<b>21,240.00</b>

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

# 11

## Appointment of Councillors to Committees 2022-2023

### Learning and Skills Scrutiny Committee (14 Councillors plus 4 Co-Opted Members)

<b>Independents</b>	<b>1 seat(s)</b>
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County Councillors:  
Gareth D. Jones  
Gwynfor Thomas (Conservatives) (Additional Seat)

<b>Conservatives</b>	<b>3 seat(s)</b>
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County Councillors:  
Lucy Roberts  
Aled Davies  
Iain McIntosh

<b>Liberal Democrats</b>	<b>5 seat(s)</b>
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County Councillors:  
Matt Beecham  
Adam Kennerley  
Danny Bebb  
Corinna Kenyon-Wade  
Jeremy Thorp (Non-Affiliated)

<b>Labour</b>	<b>2 seat(s)</b>
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County Councillors:  
David Meredith  
Liz Rijnenberg

<b>Plaid Cymru</b>	<b>1 seat(s)</b>
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County Councillors:  
Bryn Davies

<b>Independent's for Powys</b>	<b>1 seat(s)</b>
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County Councillor:  
Geoff Morgan (Non-Affiliated)

### Health and Care Scrutiny Committee (14 Councillors)

<b>Independents</b>	<b>1 seat(s)</b>
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County Councillors:  
Edwin Roderick  
Gareth Morgan (Liberal Democrats – Additional seat)

<b>Conservatives</b>	<b>3 seat(s)</b>
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County Councillors:  
Amanda Jenner  
Benjamin Breeze  
Jonathan Wilkinson

<b>Liberal Democrats</b>	<b>5 seat(s)</b>
County Councillors: Josie Ewing Carol Robinson Gareth Ratcliffe Glyn Preston VACANCY VACANCY	

<b>Labour</b>	<b>2 seat(s)</b>
County Councillors: Liz Rijnenberg Chris Walsh	

<b>Plaid Cymru</b>	<b>1 seat(s)</b>
County Councillors: Elwyn Vaughan	

<b>Independent's for Powys</b>	<b>1 seat(s)</b>
County Councillor: Gareth E Jones	

### **Economy, Residents and Communities Scrutiny Committee (14 Councillors and 1 Co-Opted Member)**

<b>Independents</b>	<b>1 seat(s)</b>
County Councillors: Arwel Jones Peter James (Additional Seat)	

<b>Conservatives</b>	<b>3 seat(s)</b>
County Councillors: Adrian Jones Ian Harrison Karl Lewis	

<b>Liberal Democrats</b>	<b>5 seat(s)</b>
County Councillors: Angela Davies Anita Cartwright Tom Colbert Danny Bebb Jeremy Thorp (Non-Affiliated)	

<b>Labour</b>	<b>2 seat(s)</b>
County Councillors: Sarah Williams Chris Walsh	

<b>Plaid Cymru</b>	<b>1 seat(s)</b>
County Councillors: Gary Mitchell	

<b>Independent's for Powys</b>	<b>1 seat(s)</b>
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County Councillor:  
Bryan Davies

### **Governance and Audit Committee (6 Councillors plus 3 Lay Member):**

<b>Independents</b>	<b>1 seat(s)</b>
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County Councillors:  
Graham Breeze

<b>Conservatives</b>	<b>1 seat(s)</b>
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County Councillors:  
Pete Lewington

<b>Liberal Democrats</b>	<b>2 seat(s)</b>
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County Councillors:  
William Powell  
Gareth Ratcliffe

<b>Labour</b>	<b>1 seat(s)</b>
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County Councillor:  
Chris Walsh

<b>Plaid Cymru</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Independent's for Powys</b>	<b>1 seat(s)</b>
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County Councillor:  
Ange Williams

### **Democratic Services Committee (14 Councillors)**

<b>Independents</b>	<b>1 seat(s)</b>
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County Councillors:  
Graham Breeze  
Heulwen Hulme

<b>Conservatives</b>	<b>3 seat(s)</b>
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County Councillors:  
Peter Lewis  
Pete Lewington  
Ian Harrison

<b>Liberal Democrats</b>	<b>5 seat(s)</b>
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County Councillors:  
Angela Davies  
Danny Bebb  
Kelly Healy  
Little Brighthouse (Non-Affiliated)

VACANCY

<b>Labour</b>	<b>2 seat(s)</b>
County Councillor: David Meredith Sarah Williams	

<b>Plaid Cymru</b>	<b>1 seat(s)</b>
County Councillors: Elwyn Vaughan	

<b>Independent's for Powys</b>	<b>1 seat(s)</b>
County Councillor: VACANCY	

**Planning, Taxi Licensing and Rights of Way Committee  
(21 Councillors)**

<b>Independents</b>	<b>2 seat(s)</b>
County Councillors: Gareth D. Jones Heulwen Hulme Edwin Roderick (Additional Seat)	

<b>Conservatives</b>	<b>4 seat(s)</b>
County Councillors: Jonathan Wilkinson Karl Lewis Gareth Pugh Les George Gwynfor Thomas (Additional Seat)	

<b>Liberal Democrats</b>	<b>7 seat(s)</b>
County Councillors: Angela Davies Corinna Kenyon-Wade Tom Colbert Peter James (Independents) Adrian Jones (Conservatives) VACANCY VACANCY	

<b>Labour</b>	<b>3 seat(s)</b>
County Councillors: Huw Williams Iain McIntosh (Conservatives) Geoff Morgan (Non-Affiliated)	

<b>Plaid Cymru</b>	<b>1 seat(s)</b>
County Councillor: Elwyn Vaughan	

<b>Independent's for Powys</b>	<b>2 seat(s)</b>
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County Councillor:  
Gareth E. Jones  
Deb Edwards (Non-Affiliated)

### Licensing Act 2003 Committee (14 Councillors)

<b>Independents</b>	<b>1 seat(s)</b>
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County Councillors:  
Heulwen Hulme  
Deb Edwards (Non-Affiliated) (Additional Seat)

<b>Conservatives</b>	<b>3 seat(s)</b>
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County Councillors:  
Karl Lewis  
Jonathan Wilkinson  
Adrian Jones  
VACANCY

<b>Liberal Democrats</b>	<b>5 seat(s)</b>
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County Councillors:  
Josie Ewing  
William Lloyd  
Glyn Preston  
William Powell  
Danny Bebb

<b>Labour</b>	<b>2 seat(s)</b>
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County Councillor:  
Huw Williams  
VACANCY

<b>Plaid Cymru</b>	<b>1 seat(s)</b>
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County Councillors:  
Bryn Davies

<b>Independent's for Powys</b>	<b>1 seat(s)</b>
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County Councillor:  
Ed Jones

### Employment and Appeals Committee (14 Councillors)

<b>Independents</b>	<b>1 seat(s)</b>
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County Councillors:  
Michael Williams  
Beverley Baynam (Non-Affiliated) (Additional Seat)

<b>Conservatives</b>	<b>3 seat(s)</b>
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County Councillors:  
Lucy Roberts  
Benjamin Breeze

Amanda Jenner

<b>Liberal Democrats</b>	<b>5 seat(s)</b>
County Councillors: Matt Beecham Gareth Ratcliffe William Lloyd Aled Davies (Conservatives) VACANCY	

<b>Labour</b>	<b>2 seat(s)</b>
County Councillor: David Meredith VACANCY	

<b>Plaid Cymru</b>	<b>1 seat(s)</b>
County Councillors: Gary Mitchell	

<b>Independent's for Powys</b>	<b>1 seat(s)</b>
County Councillor: Claire Johnson-Wood	

### **Pensions and Investment Committee (5 Councillors)**

<b>Independents</b>	<b>1 seat(s)</b>
County Councillors: Arwel Jones	

<b>Conservatives</b>	<b>1 seat(s)</b>
County Councillor: Peter Lewis	

<b>Liberal Democrats</b>	<b>2 seat(s)</b>
County Councillor: Adam Kennerley Corinna Kenyon-Wade	

<b>Labour</b>	<b>1 seat(s)</b>
County Councillor: Huw Williams	

<b>Plaid Cymru</b>	<b>0 seat(s)</b>
County Councillors:	

<b>Independent's for Powys</b>	<b>0 seat(s)</b>
County Councillors:	

### **Standards Committee**

## (4 Councillors)

<b>Independents</b>	<b>1 seat(s)</b>
County Councillor: Beverley Baynham (Non-Affiliated)	
<b>Conservatives</b>	<b>1 seat(s)</b>
County Councillor: Iain McIntosh	
<b>Liberal Democrats</b>	<b>1 seat(s)</b>
County Councillor: Matt Beecham	
<b>Labour</b>	<b>1 seat(s)</b>
County Councillor: Liz Rijnenberg	
<b>Plaid Cymru</b>	<b>0 seat(s)</b>
County Councillors:	
<b>Independent's for Powys</b>	<b>0 seat(s)</b>
County Councillors:	

## Finance Panel

(9 Councillors plus 1 Co-Opted Member from Governance and Audit.)

<b>Independents</b>	<b>1 seat(s)</b>
County Councillor: Arwel Jones	
<b>Conservatives</b>	<b>2 seat(s)</b>
County Councillor: Aled Davies Pete Lewington	
<b>Liberal Democrats</b>	<b>3 seat(s)</b>
County Councillor: Anita Cartwright Tom Colbert Adam Kennerley	
<b>Labour</b>	<b>1 seat(s)</b>
County Councillor: Chris Walsh	
<b>Plaid Cymru</b>	<b>0 seat(s)</b>
County Councillors: Elwyn Vaughan (additional seat)	
<b>Independent's for Powys</b>	<b>1 seat(s)</b>
County Councillors:	

Jeremy Pugh

## **Nominations from Political Groups:**

### **Chair of Democratic Services Committee:**

Welsh Conservatives – County Councillor Elwyn Vaughan

### **Chair of the Economy, Residents and Communities Scrutiny Committee.**

Administration Groups – County Councillor Angela Davies.

## Outside Bodies.

### Brecon Beacons National Park Authority:

<b>Independents</b>	<b>1 seat(s)</b>
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County Councillors:  
Edwin Roderick

<b>Conservatives</b>	<b>1 seat(s)</b>
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County Councillors:  
Iain McIntosh

<b>Liberal Democrats</b>	<b>2 seat(s)</b>
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County Councillors:  
Gareth Ratcliffe  
William Powell

<b>Labour</b>	<b>1 seat(s)</b>
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County Councillors:  
Huw Williams

<b>Plaid Cymru</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Independent's for Powys</b>	<b>1 seat(s)</b>
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County Councillor:  
Ed Jones

### Welsh Local Government Association (WLGA) 3 Seats

<b>Independents</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Conservatives</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Liberal Democrats</b>	<b>2 seat(s)</b>
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County Councillors:  
James Gibson-Watt  
Jackie Charlton

<b>Labour</b>	<b>1 seat(s)</b>
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County Councillors:  
Matthew Dorrance

<b>Plaid Cymru</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Independent's for Powys</b>	<b>0 seat(s)</b>
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County Councillor:

**Welsh Local Government Association (WLGA) Executive Board.  
1 Seat**

<b>Independents</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Conservatives</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Liberal Democrats</b>	<b>1 seat(s)</b>
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County Councillors:

James Gibson-Watt

<b>Labour</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Plaid Cymru</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Independent's for Powys</b>	<b>0 seat(s)</b>
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County Councillors:

**Mid and West Wales Fire and Rescue Authority.  
4 Seats**

<b>Independents</b>	<b>1 seat(s)</b>
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County Councillors:

Edwin Roderick

<b>Conservatives</b>	<b>1 seat(s)</b>
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County Councillors:

Gwynfor Thomas

<b>Liberal Democrats</b>	<b>1 seat(s)</b>
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County Councillors:

Glyn Preston

<b>Labour</b>	<b>1 seat(s)</b>
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County Councillors:

Sarah Williams

<b>Plaid Cymru</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Independent's for Powys</b>	<b>? seat(s)</b>
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County Councillors:

**Dyfed Powys Police and Crime Panel.  
3 Seats**

<b>Independents</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Conservatives</b>	<b>1 seat(s)</b>
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County Councillors:  
Les George

<b>Liberal Democrats</b>	<b>1 seat(s)</b>
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County Councillors:  
William Powell

<b>Labour</b>	<b>1 seat(s)</b>
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County Councillors:  
Liz Rijnenberg

<b>Plaid Cymru</b>	<b>0 seat(s)</b>
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County Councillors:

<b>Independent's for Powys</b>	<b>0 seat(s)</b>
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County Councillors:

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



**CYNGOR SIR POWYS COUNTY COUNCIL****COUNTY COUNCIL****22 July 2022****REPORT BY: Head of Legal and Democratic Services****SUBJECT: Appointment of Independent (Lay) Member on the Standards Committee**

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**REPORT FOR: Decision**

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1. At the meeting of the County Council on the 3 March 2022 arrangements were agreed to fill a vacancy of an Independent (Lay) Member on the Standards Committee. These included the establishment of an Appointment Panel to interview applicants and make appropriate recommendations to the County Council.
2. The Standards Committee and Standards Community Sub-Committee appointed the following to the Appointment Panel:
  - Independent (Lay) Members representatives – Stephan Hays and Nigel Steward
  - County Councillor representative - County Councillor Kathryn Silk
  - Community Sub Committee representative – Councillor Hugh PattrickA previous High Sheriff, Rhian Duggan, acted as Independent Panel Member and Chaired the Appointment Panel.
3. Following public advertisement of the vacancy in the local press and on the Powys County Council website and social media, expressions of interest were received from 23 members of the public.
4. Applications were received from 13 eligible candidates and these were considered at a shortlisting meeting of the Panel on 14 April 2022. Three applicants were invited to interview on 29 April 2022.
5. The Panel recommend that Mr Jonathan Goolden be appointed as Independent (Lay) Member for a period of 6 years from 22 July 2022 [the position being vacant from 6 January 2022].

<b>Recommendation:</b>		<b>Reason for Recommendation:</b>	
To note the contents of this report and to consider the Panel's recommendation and appoint Mr Jonathan Goolden as an Independent (Lay) Member for a period of 6 years from 22 July 2022.		To comply with the requirements for Independent (Lay) members of the Standards Committee as required by the Standards Committees (Wales) Regulations 2001 (as amended).	
<b>Relevant Policy (ies):</b>	N/A		
<b>Within Policy:</b>	<b>N/A</b>	<b>Within Budget:</b>	<b>N/A</b>

<b>Relevant Local Member(s):</b>	N/A		
<b>Person(s) To Implement Decision:</b>	<b>Solicitor to the Council (Monitoring Officer)</b>		
<b>Date By When Decision To Be Implemented:</b>	<b>Immediately following the Council meeting.</b>		
<b>Contact Officer Name:</b>	<b>Tel:</b>	<b>Fax:</b>	<b>Email:</b>
Clive Pinney – Head of Legal and Democratic Services	01597 826746		clive.pinney@powys.gov.uk

**Background Papers used to prepare Report:**

## Wyeside Arts Centre

### Role description: Trustee

#### Role of the board of trustees

The board of trustees (known as the “Council of Management”) has overall control of the charity and is responsible for making sure that Wyeside is carrying out the purposes for which it was set up, and no other purpose. The board must always act in the best interests of Wyeside and must act as a group and not as individuals. Each trustee will be appointed as a director of the Wyeside Arts Centre Ltd, a company limited by guarantee. Trustees must be eligible to hold their position and will be asked to sign the appropriate declaration before appointment.

#### Duties of a trustee board member

The duties of a trustee are to ensure that Wyeside:

- complies with its governing document (Articles of Association), charity law, company law and any other relevant legislation or regulations
- pursues its objects as defined in its governing document
- applies its resources exclusively in pursuance of its objects. For example, it must not spend money on activities which are not included in the objects, however worthwhile they may be.

The trustee must have a commitment to the mission of Wyeside, and should:

- act in Wyeside’s best interests, with integrity and strategic vision, and good, independent judgement
- act with reasonable skill and care and with an understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship
- contribute actively to the board of trustees by helping to give a firm strategic direction to Wyeside, helping to set overall policy, defining goals and evaluating performance against agreed targets
- have an ability to work effectively as a member of a team and to take decisions for the good of Wyeside, whilst acting with creative thinking and be willing to speak their mind
- safeguard the good name and values of Wyeside.

In addition to the above duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve leading discussions, identifying key issues, providing advice and guidance on new initiatives, and evaluating or offering advice on other areas in which the trustee has particular expertise.

Trustees are expected to attend all board meetings. Board meetings are currently usually held four times a year, 5-7.30 pm. These meetings would normally be held at Wyeside but are virtual while Coronavirus restrictions apply. Papers are wherever possible distributed at least a few days in advance of meetings. Trustees may also be asked to join one of the board committees, each of which meets as required, usually four times a year, for approximately two hours, usually during normal office hours, at Wyeside. Informal lunchtime briefing sessions with the CEO of Theatr Mwldan are offered to trustees from time to time as a part of the Theatr Mwldan/Wyeside partnership strategy meetings.

The trustee position is voluntary and unpaid.

For further details on the role of a charity trustee, please see:

[About | Getting on Board | United Kingdom](#)

[The essential trustee: what you need to know, what you need to do - GOV.UK \(www.gov.uk\)](#)

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## CYNGOR SIR POWYS COUNTY COUNCIL.

## COUNTY COUNCIL

22 July 2022

**REPORT AUTHOR:** Head of Legal and Democratic Services**SUBJECT:** Newtown Town Council Request for Election**REPORT FOR:** Decision

1. Following the elections on 5 May 2022, 10 town councillors were elected unopposed to Newtown Town Council, across 5 wards leaving 6 vacancies.

<b>Ward</b>	<b>Seats</b>	<b>Elected</b>	<b>Vacancies</b>
North	3	2	1
East	3	2	1
South	3	1	2
West	3	2	1
Central	4	3	1
<b>Totals</b>	<b>16</b>	<b>10</b>	<b>6</b>

Ten from sixteen seats represents 62.5% elected.

2. Section 21 of the Representation of the People Act 1985 ( "the 1985 Act") Town and Community Councils have a power (not a duty) to co-opt and fill vacant seats left remaining after an ordinary election.
3. Section 39 (4) of the Representation of the People Act 1983 ( "the 1983 Act") also gives a power (not a duty) to County Councils by Order to make arrangements . Under Section 21 of the 1985 Act This power cannot be exercised before the expiry of 35 days (computed as required by the legislation) from the date of the ordinary local elections.
4. This situation concerning a vacancy following the ordinary local government elections is contrasted with the position in respect of casual vacancies (which may occur from time to time during the life of a Council) when 10 electors can request an election. If such a request is not forthcoming the Town or Community Council has in that situation a duty (not a power) to co-opt.
5. Newtown Town Council has written to Powys County Council to request that an election is held for the 2 vacancies in the South ward of the town council. The reason behind the request, is that the town Council might wish to declare its eligibility to use 'General Power of Competence' in the next 12 months. To be eligible to do so would require them meeting certain conditions, one of which is that at least two thirds of the members of Newtown Town council have been declared elected (including unopposed), rather than co-opted. The Town Council intend to co-opt to the vacant seats in the other 4 wards.

6. An extract from the report taken to Newtown Town Council on 12 May 2022, explains more about the General Power of Competence –

**3.0 General Power of Competence (GPOC)**

- 3.1 *GPOC permits qualifying local councils to do anything that an individual generally can do (so long as what is intended to do is not otherwise prohibited). It is often referred to as a general ‘power of first resort’ which means that a community council eligible to use GPOC does not need to rely on other existing specific powers in legislation to carry out around 50 lawful functions.*
- 3.2 *Eligible councils will also be able to raise money by charging for discretionary services, and to trade for commercial purposes and in the exercise of their ordinary functions.*
- 3.3 *To become an eligible council, it must meet the eligibility conditions:*
- *At least two-thirds (66.6%) of the total number of members of the council have been declared to be elected (including unopposed), whether at an ordinary election or at a by-election*
  - *The clerk to the council holds such named qualification or certification as may be specified by the Welsh Ministers by regulations*
  - *The two most recent Auditor General for Wales (AGW) opinions on the council’s accounts are unqualified. The most recent must have been received in the previous 12 months*
- 3.4 *Unlike Local Government Act (LGA) 1972 S137, which is often called ‘the power of last resort’ but which is capped for this council for 2022-23 at £8.82 per elector equating to £71353.80, there are no financial capping limits on GPOC.*
- 3.5 *GPOC therefore, is a substantial measure allowing great flexibility for the council’s work for the community – hence the limiting eligibility criteria.*
7. Whilst there is little, or no cost involved in co-option there obviously would be a cost (re-chargeable to the Town Council) in respect of holding an election for the two vacancies.
8. If an election was to be agreed, subject to the Returning Officers arrangements, would be held on Thursday, 29 September.
9. Under the relevant legislation and the Constitution decisions in respect of holding elections in these types of situations falls to full County Council and accordingly Council is asked to determine this request.

**Legal**

10. The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: “the recommendations can be accepted from a legal point of view

**Finance**

11. The Head of Finance (Section 151 Officer) notes the report. There are no financial implications as costs will be met by the Town Council.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
To make the Newtown Town Council (South ward) Election – Order 2022 as set out in Appendix A to the report.	To determine the request of Newtown Town Council.

<b>Person(s) To Action Decision:</b>	Sandra Matthews, Principal Elections Officer
<b>Date By When Decision To Be Actioned:</b>	Immediately

<b>Relevant Policy (ies):</b>	Council's Constitution		
<b>Within Policy:</b>	Y	<b>Within Budget:</b>	Y

<b>Contact Officer Name:</b>	<b>Tel:</b>	<b>Fax:</b>	<b>Email:</b>
Sandra Matthews	01597 826747	01597 826220	<a href="mailto:sandram@powys.gov.uk">sandram@powys.gov.uk</a>

<b>Relevant Portfolio Member(s):</b>	<b>Councillor James Gibson-Watt</b>
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<b>Relevant Local Member(s):</b>	<b>Councillor David Selby</b> <b>Councillor Kelly Healy</b> <b>Councillor Joy Jones</b> <b>Councillor Adam Kennerley</b> <b>Councillor Pete Lewington</b>
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**Background Papers used to prepare Report:**

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## APPENDIX A

### **THE POWYS COUNTY COUNCIL Newtown Town Council (South ward) Election – Order 2022 Representation of the People Act 1983; Section 39(4) Representation of the People Act 1985; Section 21**

#### **1. Introduction**

- 1.1** Following the elections on 5 May 2022, 10 town councillors were elected unopposed to Newtown Town Council, across 5 wards, leaving 6 vacancies.
- 1.2** Section 21(2) of the Representation of the People Act 1985 provides that after ordinary elections the community council may co-opt any person or persons to fill the vacancies remaining or the principal council may exercise the powers contained in Section 39(4) of the Representation of the People Act, 1983 in relation to any such vacancy as are not so filled.
- 1.3** Newtown Town Council has requested an election is held for the 2 vacancies in the South ward of the town council to ensure they meet the conditions required to use 'General Power of Competence' in the next 12 months. To be eligible to do so requires at least two thirds of the members of Newtown Town council having been declared elected (including unopposed), rather than co-opted.
- 1.4** The Representation of the People Act 1983 Section 39(4) confers discretionary powers to Powys County Council as the principal council where any difficulty arises with respect to an election of community councillors after an ordinary election of community councillors. The Principal Council may by order make any appointment or do anything that appears to it necessary or expedient for the proper holding of such an election and properly constituting the community council. Which includes, if it appears to it necessary, direct the holding of an election and fix the date for it.

#### **2 Operative provisions**

- 2.1** In pursuance of section 21 (2) (b) of the Representation of the People Act 1985 Powys County Council has resolved to exercise the powers conferred by section 39 (4) of the Representation of the People Act 1983 and hereby makes the following order:
  - 2.1.1 That an election for the two member vacancy in the South Ward of Newtown Town Council be held.
  - 2.1.2 That the date for such election shall be the 29 September 2022 or such other date as the Returning Officer shall fix.
- 2.2** This Order comes into force on the date given below.

Dated the 29/07/2022.

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

**CYNGOR SIR POWYS COUNTY COUNCIL****County Council  
22 July 2022****REPORT AUTHOR: County Councillor Sue McNicholas  
Cabinet Member for Future Generations****SUBJECT: Question from County Councillor Elwyn Vaughan**

**The 2011 Census shows that circa 19% of Powys population is fully bilingual ie in Welsh and English.**

**Yet in March 2022, the Language Commissioner reviewed a 4 week customer survey which showed that of 17 calls made to Powys only 1 stated that a Welsh service was available, and of the 15 calls answered by staff, only 3 were able to respond fully to the needs of the caller in Welsh.**

**Furthermore, employment data shows that only 7.59% of Powys staff are fully bilingual in 2021-22 with housing and community development department as low as 5.04%**

**Yet from April 2021 to March 2022 of the 1,271 jobs advertised, only 64, or 5% showed the need for full bilingualism.**

**In view of the fact that the authority does not reflect our society, let alone meet its legal obligations, and hence the need for a radical over-all of the situation, what are your proposals to correct this imbalance?**

**Response**

The Workforce and Organisation Design service are undertaking a thorough recruitment review, and the Welsh language will be considered as part of this. The Council has good practices in place already e.g., bilingual job adverts and job descriptions, and the opportunity to apply for any role in Welsh. We carry out selection processes in Welsh and for roles where Welsh is essential we publish these adverts in Welsh only.

As part of the review we will update data on staff Welsh language skills to ensure that it is accurate, and ensure managers consider the Welsh skills needed for a particular vacancy carefully as part of the recruitment process. The Council needs to be mindful of the recruitment challenges we and other local authorities are facing in a range of sectors. It is important that the Welsh language skills of our workforce are enhanced, and that we continue to provide opportunities for future talent applying for our vacancies. We recognise too that we have experienced considerable difficulties

recruiting to posts where Welsh language skills are essential, going out to recruitment up to 4 times on occasion to secure recruitment, although New Ways of Working has eased the challenges in some areas relating to this by enabling some categories of employees to work from home.

We understand the importance of Welsh language skills across Powys and are committed to reflecting our communities and the people of Powys. As part of the review we will look at how we can actively encourage applications from Welsh speakers. We will consider how managers can identify roles that may not require Welsh language skills at the point of recruitment, but where there may be a requirement for them to learn some specific work-based Welsh as part of their role. This will make it easier for residents to use Welsh when interacting with us.

We proactively advertise Welsh language training opportunities via Aberystwyth University and encourage staff to use Welsh with one another, for example by showing they speak Welsh on their e-mail signature on their building passes and lanyards. We will introduce informal virtual coffee mornings and lunchtime sessions where staff can practise their Welsh. We have spoken to Carmarthenshire County Council about this to learn from their best practice to ensure sessions are focussed and develop practical Welsh language skills staff can use when providing services.

In the longer term, our Welsh in Education Strategic Plan will help to address the imbalance between the percentage of Welsh speakers in the county and those working for us.