

	Red Amber Green status			
Objective	B	G	A	R
1 Close attainment gaps in education.	1	4	2	0
2 Encourage fair recruitment, development and reward in employment.	0	3	2	0
3 Improve living conditions in cohesive communities.	0	5	3	1
4 Increase access to justice and encourage democratic participation.	1	0	0	1
5 Improve access to mental health services to people experiencing poor mental health.	1	5	0	0
6 Prevent abuse, neglect and ill-treatment in care.	0	1	0	0
7 Eliminate violence, abuse and harassment in the community.	0	0	1	1
Total	3	18	8	3



Objective Reference	Objective	Year end RAG status	Progress	Evidence	Owner
1.b.	Roll out the Person Centred Planning approach to ensure pupils with special educational needs have appropriate targets for improvement.	Green	Schools receiving training from Educational Psychologist, Learning Inclusion Support Team support team and wider services.	Training Evaluations, LIST reports	IB
1.c.	Monitor the performance of the vulnerable groups, identifying any underperformance against benchmarked information and signpost to good practice.	Green	Vulnerable groups have been identified as Ethnic Minority Pupils, Free School Meals and Looked After Children. Verified Data has been analysed for 2016/17 and additionally 2017/18 unverified data will be used by challenge advisers as part of their core visit in Autumn 2018 to challenge schools.	School Data	IB
1.d.	Support schools in ensuring that Personal Education Plans for Looked After Children are of good quality, ensuring effective use of the LAC Pupil Deprivation Grant.	Amber	Welsh Government and ERW (an alliance of six local authorities) have not yet clarified the level of funding or how the funding will be distributed to council. The Powys Looked After Coordinator continues to support schools and continues to work with social care to access relevant information from the Welsh Community Care Information System (WCCIS) IT systems. The manager for Looked After Children will be reporting progress regularly to the corporate parenting panel.	Personal Education Plans and Welsh Community Care Information System	IB
1.e.	Review support for children and young people with emotional, social and mental health issues.	blue	The review has been completed. Recruitment of new alternative provision/behavioural, emotional and social difficulties provision for Headteachers underway. A draft strategy for this provision has been developed.	Pupil referral units Business Case. Report from Child and Adolescent Mental Health Services planning day	IB
Objective Reference	Measure	Year end RAG status	Progress	Evidence	Owner
1.a.	The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator	Red	The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator is 71.7% (provisional) compared to 79.4% last year. This is a decrease of 8.2% on the previous year.	Local Authority Data	IB
	The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 2	Green	The percentage of pupils in receipt of Free School Meals attaining the core subject indicator (CSI) at Key Stage 2 increased from 68.3% to 73.2% (provisional). This is an increase of 4.9%.		
	The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 3	Green	In KS3 the percentage of pupils in receipt of Free School Meals attaining the CSI increased from 70.65 from the previous year to 71.3% (provisional). This was an increase of 0.7%. The percentage of pupils in receipt of Free School Meals attaining the Lv.2 inclusive at Key Stage 4 decreased from 41.7%v in the previous year to 31.7% (provisional) this year. This is a decrease of 10%.		
	The percentage of pupils in receipt of Free School Meals attaining the Lv.2 inclusive at Key Stage 4	Red	Based on provisional data the attainment of Free School Meals in Foundation Stage and KS4 is declining. Head teachers are being challenged as part of the core visits to focus on pupils who are eligible for Free School Meals (eFSM). This includes use of WG grants targeted for eFSM pupils		


1.b.	The percentage of pupils at school action /school action +/statement attaining the CSI at Key Stage 2	Amber	The percentage of pupils at school action /school action +/statement attaining the Foundation Phase Indicator for academic year 16/17 Powys is 54.9%. Wales 57.8% The percentage of pupils at school action /school action +/statement attaining the CSI at Key Stage 2 for academic year 16/17 Powys is 63.7%. Wales 65.3% The percentage of pupils at school action /school action +/statement attaining the CSI at Key Stage 3 for academic year 16/17 Powys is 61.9%. Wales 62.4% The percentage of pupils at school action /school action +/statement attaining Lv.2 incl. at Key Stage 4 for academic year 16/17 Powys is 30.9%. Wales 20.6%  The attainment of pupils who are on the Special Educational Needs (SEN) register needs to be viewed with caution. Pupils with SEN by definition have varying additional needs that may limit attainment when compared to average pupil attainment, some of these pupils may even have degenerative conditions and therefore it is wrong to compare different cohorts in the same year or even the same key stages over a number of years. The results show that Powys is similar to other councils in the consortium.	Local Authority Data	IB
	The percentage of pupils at school action /school action +/statement attaining the CSI at Key Stage 3	Amber			
	The percentage of pupils at school action /school action +/statement attaining Lv.2 incl. at Key Stage 4	Amber			
1.c.	The percentage of pupils of ethnic minority attaining the Foundation Phase Indicator (three year cumulative total)	Amber	The percentage of pupils of ethnic minority attaining the Foundation Phase Indicator (three year cumulative total) for academic year 16-17 is 86.5%. The percentage of pupils of ethnic minority attaining the CSI at Key Stage 2 (three year cumulative total) for academic year 16-17 is 91.1%. The percentage of pupils of ethnic minority attaining the CSI at Key Stage 3 (three year cumulative total) for academic year 16-17 is 88.1%. The percentage of pupils of ethnic minority attaining the Lv.2 incl. at Key Stage 4 (three year cumulative total) for academic year 16-17 is 62.9%. Based on provisional data the attainment of ethnic minority pupils in Foundation Stage is decreasing. The Pupil Level Annual School Census information shows that there are a small number of schools that are effected. Attainment in all key stages is up compared to last year apart from the foundation stage. These figures are based on a small number of pupils therefore it is difficult to identify trends.	Local Authority Data	IB
	The percentage of pupils of ethnic minority attaining the CSI at Key Stage 2 (three year cumulative total)	Green			
	The percentage of pupils of ethnic minority attaining the CSI at Key Stage 3 (three year cumulative total)	Green			
	The percentage of pupils of ethnic minority attaining the Lv.2 incl. at Key Stage 4 (three year cumulative total)	Green			
1.d.	The percentage of LAC pupils attaining the Foundation Phase Indicator	Green	The percentage of Looked After Children pupils attaining the Foundation Phase Indicator for academic year 16/17- 66.7% The percentage of LAC pupils attaining the CSI at Key Stage 2 - 77.8% The percentage of LAC pupils attaining the CSI at Key Stage 3 - 58.3% The percentage of LAC pupils attaining Lv.2 inclusive at Key Stage 4 Average Point score 284  These figures are based on a small number of pupils therefore it is difficult to identify trends however the council tracks all LAC pupils to ensure the best possible outcomes. Additional support is given to pupils where it is needed. The LAC co-ordinator works very closely with social services and the Additional Learning Needs Special Educational Needs officer to ensure the correct pathways are identified.	Local Authority Data	IB
	The percentage of LAC pupils attaining the CSI at Key Stage 2	Green			
	The percentage of LAC pupils attaining the CSI at Key Stage 3	Green			
	The percentage of LAC pupils attaining Lv.2 inclusive at Key Stage 4	Amber			
1.e.	Percentage of Year 11 pupils leaving full time education without a recognised qualification	Green	Percentage of Year 11 pupils leaving full time education without a recognised qualification for academic year 16-17 is 0.156% Percentage of Year 11 pupils in Local Authority care leaving full time education without a recognised qualification for academic year 16-17 is 0%. 0.156% equates 2 pupils. The Additional Learning Needs teams are working with the 2 pupils where academic qualifications are not appropriate, to identify vocational or other pathways where ever possible.	Local Authority Data	IB
	Percentage of Year 11 pupils in Local Authority care leaving full time education without a recognised qualification	Green			

1.f.	Number of pupils permanently excluded per 1,000 pupils in primary schools (pupils aged 5+)	Amber	Number of pupils permanently excluded per 1,000 pupils in primary schools (pupils aged 5+) for academic year 16-17 is 0.30 where as 2015-16 it was 0. Number of pupils permanently excluded per 1,000 pupils in secondary schools (pupils aged 5-19) for academic year 16-17 is 1.21 where as 2015-16 it was 1.61. Fixed term exclusions: percentage of days lost for primary schools (pupils aged 5+) for academic year 16-17 is 0.020% where as 2015-16 it was 0.009%.	Local Authority Data	IB
	Number of pupils permanently excluded per 1,000 pupils in secondary schools (pupils aged 5-19)	Amber			
1.g.	Fixed term exclusions: percentage of days lost for primary schools (pupils aged 5+)	Amber	Fixed term exclusions: percentage of days lost for secondary schools (pupils aged 5-15) for academic year 16-17 is 0.078% and the same in 2015-16. Exclusions have increased in Primary and Secondary Schools in Powys. The role of the Pupil Referral Unit and the Behaviour Service is being reviewed currently.		IB
	Fixed term exclusions: percentage of days lost for secondary schools (pupils aged 5-15)	Amber			

Objective Reference	Objective	Year end RAG status	Progress	Evidence	Owner
2.b.	Help people with a Learning Disability to have improved opportunities for valued occupation including paid employment.	Amber	<p>Clients have been supported in a variety of ways to access employment routes, obtain paid work and maintain their jobs, as follows:</p> <ul style="list-style-type: none"> <li>&gt; Providing information about Elite's service to third parties, to include Care Managers, carers, family and the individual.</li> <li>&gt; Gathering of referral information from a variety of sources</li> <li>&gt; Completion of assessments and vocational profiling of each client, conducted over a number of meetings, of each new referral or existing client seeking work</li> <li>&gt; Completion of assessments and vocational profiling of each working client, conducted over many meetings, to establish a baseline awareness of their circumstances for the new contract</li> <li>&gt; Collation of welfare benefits information and completion of a 'better off in work calculation', through liaison with the Job Centre Plus</li> <li>&gt; Undertaken development planning in line with individual's preferences</li> <li>&gt; Engagement in a range of pre-employment activities.</li> <li>&gt; A range of Employer Engagement activities have been conducted on behalf of the clients to secure employment opportunities.</li> <li>&gt; A range of in work support activities</li> <li>&gt; A range of activities to ensure job maintenance and job sustainability:</li> </ul> <p>Total Number of Individuals supported in permitted work is <b>16</b>                      Total Number of Individuals in 16+ Hours Work is <b>7</b>.</p> <p>The employment service Elite and Agoriad has only received 12 referrals in a 12 month period. This has been highlighted to Provider Services and a review meeting set to discuss.</p>	Evidence gained from Quarterly returns and reports from provider	DM. OPP - Learning Disabilities Thematic Project Board

6.a.	Deliver Adult Safeguarding improvements to ensure that Safeguarding Adults becomes everyone's business and that seeking advice, information and action where concerns exist is done efficiently and effectively.	Green	<p>Powys safeguarding processes are developing and evolving in conjunction with the Regional Safeguarding Board. The local safeguarding group meet quarterly where activity and risks are managed on a multi-agency basis. Work on the threshold document is nearing completion and will act as a bench marker for safeguarding decision makers as well as a reference document for wider consultation and clarity of decision making.</p> <p>Safeguarding processes are now robust and defensible with the implementation of risk assessments and consistent managerial oversight. Local processes and decisions continue to be compatible with the regional approach to safeguarding under Part 7 of the Social Services Well Being Act.</p> <p>Adult safeguarding multi agency forums are being trailed and will be important to the dissemination of information and learning to a variety of practitioners. This is being delivered jointly with Powys Teaching Health Board. Evaluation and practitioner feedback will inform and shape future events.</p>		KA.
Objective Reference	Measure	Year end RAG status	Progress	Evidence	Owner
2.a.	Increase the number of Social Enterprise' from 1 to at least 2.	Red	Following consultation regarding the provision of the current day service it was identified that Social Enterprise is no longer a viable option.	Reported to LD Day Service project board	DM.
2.b.	Increase the number of users in paid employment above 16hrs or more by 5%.	Green	We met the target however we will be meeting providers in May 2018 to understand the data and establish new Key Performance Indicators.	Evidenced from Quarter 4 Performance tracker	DM
6.a.	The % of Adult Protection referrals completed where the risk has been managed (CSSIW Action Plan)	n/a	This measure isn't recorded anymore. As of quarter 4 2016-17 PCC aligned its reporting with what Welsh Government require.		KA.

Objective Reference	Objective	Year end RAG status	Progress	Evidence	Owner
1.g.	Continue to deliver KiVa (a research-based antibullying program) in Powys.	Green	<p>'49 schools trained and 8 schools that have already implemented KiVa are sending further staff for training as the original staff trained have left. This year it looks as if we are more at a maintenance stage as no new schools have opted to join the training and take up KiVa. 60% of schools have been trained since 2014 entirely on a voluntary basis. There is a lot of work to be done in terms of maintenance as inevitably head teachers and KiVa leads will move on and there is a need to offer the facility for staff from existing KiVa schools to send new staff to the training in order to keep KiVa alive.</p> <p>Detailed evaluation report attached shows significant reductions in bullying and victimisation in KiVa schools.</p> <p>A clinical doctoral student is undertaking a doctoral research project on KiVa in Powys and using a linear sequential mixed methods model. The data shows schools with highest level of poverty and Additional Learning Needs initially report highest level of bullying but show most significant reduction following implementation of KiVa. The qualitative phase of the research is underway and will be reported in the summer.</p>	<p>Evaluation of the KiVa programme for 2017</p>  <p>X:\Comm\OD&amp;PS\ Strategic Planning\ Equalities\EHRC\</p>	SE (Powys Teaching Health Board) / JM
2.e.	Provide workplace traineeships for 'Looked after Children' and Care Leavers.	Amber	<p>This action was tabled to be discussed as the Corporate Parenting Panel. A robust debate was had on the 10th January 2018 and a definite way forward agreed. Since January the following has taken place:</p> <ol style="list-style-type: none"> <li>1. An appointment has been made to lead on the programme from Children's Services and the Essential Skills Development Manager will led from Workforce and Organisation Development.</li> <li>2. Both leads will now meet to discuss a way forward and identify the relevant support required from each area and map a time-table for the scheme.</li> <li>3. Children Services lead will arrange to promote the scheme amongst care leavers.</li> <li>4. Essential Skills Development Manager will identify possible placement opportunities within the authority.</li> </ol>		BE
3.a.	Continue to deliver flying start.	Green	<p>87% of all eligible children attended Flying Start childcare. This is an increase from 82% in the previous reporting period. Flying Start Health Visitors have carried out 4034 visitors in the year. This is up from 4006 visits over the same period last year. Flying Start childcare provision went out to tender in the autumn of 2017 and we have awarded 12 successful providers with three year contracts.</p> <p>Flying Start secured capital money from Welsh Government in the autumn of 2017 to renovate the old Dafydd Llwyd school site in Newtown. Once complete the site will function as a multi-agency office and family centre. In Brecon Flying Start childcare will have to move from it's current location in Priory school by September 2018. A capital bid has gone into Welsh Government to try and secure funding to develop a new provision to deliver the childcare from September 2018 onwards in Brecon. PCC are still awaiting the outcome to see if the bid has been successful.</p>	 <p>X:\EDUCATION\ Comm\shared documents\IDS\</p>	JH

3.b.	Proactively provide support for children with additional needs so that they can access mainstream early years and childcare provision.	Green	<p>During Oct to Mar:</p> <ul style="list-style-type: none"> <li>- The number of settings supported through information, advice and signposting was 73.</li> <li>- Training of setting staff delivered to was 2.</li> <li>- Progress on outcomes 40 were completed.</li> </ul> <p>During Oct/Nov/Dec and Jan/Feb/Mar.</p> <ul style="list-style-type: none"> <li>- 28 settings were funded for additional staff support in Oct/Nov/Dec and 41 in Jan/Feb/Mar.</li> <li>- 34 children were supported in Oct/Nov/Dec and 59 in Jan/Feb/Mar.</li> </ul> <p>The change of school entry age has impacted on the budget provided to support mainstream early years and childcare provision. The change of entry age to Pre-School specialist centres is resulting in slower development for some children who may not be able to access the mainstream Early Years provision or be ready for school entry. The Schools Service increased the Additional Learning Needs (ALN) budget contribution to the Powys Community Additional Needs contract for setting support . Towards the end of the year the issue of Early Years ALN specialist provision was raised within ALN Reforms Project (Schools Service).</p>	 <p>X:\Comm\OD&amp;PS\ Strategic Planning\ Equalities\Annual</p>	HG
3.c.	Implementing night stop within the Local Authority.	Red	<p>We have committed to the following actions as part of the Children's Services Improvement Plan and the Councils new Start Well Programme</p> <ul style="list-style-type: none"> <li>-Commission the right range of placements which provide positive experiences for children and young people who are looked after and leaving care.</li> <li>-Jointly Commission accommodation options for young people between the ages of 16 and 21 years.</li> </ul> <p>The action to develop and implement a Nightstop will be considered, developed and actioned within the Placements and Accommodation workstream, whose membership includes Children's Services, Adult Social Care and Housing.</p>		SH
6.b.	i. To review a multi-agency model of delivery to ensure the safeguarding of children and vulnerable adults.	n/a	Following the recent Children Services CSSIW inspection a detailed improvement plan has been drawn together to address areas of vulnerability and to drive improvement which has been signed off by the Improvement and Assurance board. This action will be covered by the Children Services improvement plan and so withdrawn from the Strategic Equality Plan.		Heads of Service
6.b.	ii. A Children Services locality model for safeguarding of children and improvement of service delivery.	n/a	Following the recent Children Services CSSIW inspection a detailed improvement plan has been drawn together to address areas of vulnerability and to drive improvement which has been signed off by the Improvement and Assurance board. This action will be covered by the Children Services improvement plan and so withdrawn from the Strategic Equality Plan.		Heads of Service



7.a.ii	National Training Framework for Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)	Red	59% of staff were trained at the end of March 2018 against the WG requirement of 100%. Further training sessions have been arranged and responsibility is now assigned to the new Director of Social Services.		DK
Objective Reference	Measure	Year end RAG status	Progress	Evidence	Owner
2.e.i	Number of 'Looked after Children' and 'Care leavers' workplace traineeships.	Green	See above 2.e		BE
2.e.ii	and successful completion to gain employment.	Green	See above 2.e		BE
3.a.	Number of children on the Health Visitor's caseload & number of eligible Flying Start children who attend 2 year old childcare during the year	Green	There are 828 children on the Health Visitor's caseload and 350 eligible Flying Start children attended 2 year old childcare during the year. Flying Start is an early years programme for families with children under 4 years of age living in disadvantaged areas of Wales. The council has taken on additional postcode areas in Brecon, Welshpool and Llandrindod wells to help bring our caseload figures in line with our capacity number.		JH
3.b.	The number of children with additional needs supported in the setting	Green	The number of children supported during October to December was 34 and during January to March was 59.		HG
3.c.	Number of bed nights provided	Red	See above action 3.c		BE

7.a.	% of staff trained to Group 1 in April 2017 and April 2018	Red	27% at the end of March 2018 were trained.		DK
7.a.	Preparation and approval of local VAWDASV strategy by April 2018	Green	The draft strategy is out for consultation and due to be approved by the 1st of July 2018.		DK
7.a.	Deliver of a campaign for white ribbon day 2017.	Green	A successful day was held and it is planned to hold another next year.		DK
7.a.	Reduce number of Children on the child protection register where the predominate issue is domestic abuse by providing early help & support to children and families who are victims of domestic abuse much earlier.	Amber	From 31st October 2017 to 31st March 2018 the number of children on the child protection register where domestic abuse features has risen month by month from 25 to 30.		DK

Objective Reference	Objective	Year end RAG status	Progress	Evidence	Owner
3.d.	To complete and implement the homelessness project by March 2018.	Green	The “Homelessness Project” morphed in 2017 into work on the Homelessness Review and Strategy which each Welsh Council has to have in place by end of December 2018’. This will be reflected in the 2018-19 version of the SEP. Work on the Homelessness Review and Strategy is well underway with the assistance of a consultant		RP
3.e.	To deliver additional pitches for Gypsy & Traveller families in accordance with the findings from the Gypsy & Traveller Accommodation Assessment.	Green	Machynlleth – Full planning permission was secured to develop a new gypsy and traveller site in Machynlleth with five pitches. We are currently undertaking the process of land de-registration and are negotiating with the land owner with regards acquiring the land prior to starting construction works. Welshpool - Construction works commenced on the Welshpool gypsy and traveller site for two additional pitches. The project has been supported by £405,000 capital investment from Welsh Government grant and council funding. There have been some delays to the work due to technical issues but WG have agreed to extend the grant funding to March 2019 for the work to be completed. The site enhancements have been developed in accordance with Gypsy and Traveller Accommodation Assessment.		DE
3.f.	Commence and complete the refurbishment of Fairview.	Amber	Work commenced last financial year on the internal demolition and structural works, roof and window replacement are complete. Additional unforeseen works will extend the programme into 2018/19 however additional funding has been obtained from the Welsh Government that will cover the costs of unforeseen works.		PD

3.g.	To deliver the HRA business plan, including the achievement of the WHQS by 2018, ensuring that tenants and residents live in homes and neighbourhoods which meet their expectations.	Green	We have continued to carry out improvements to the council's housing stock and are on track to achieve Welsh Housing Quality Standards (WHQS) by December 2018. A total of 1173 elemental improvements were carried out in 2017/18 against a target of 2600. This includes kitchen and bathroom installations, which ensures that all council tenants live in compliant and fit for purpose property. Tenant satisfaction with the works completed is at 83%. The WHQS continues to provide capital investment year on year, 85% of which is reinvested in Wales of which approximately £15m has been reinvested in Powys based companies over the last 5 years. The reduction in completed elemental improvements against the predicted target, was contributed to through a number of matters, mainly a delay in awarding the new contracts through commercial services, a legal challenge against an awarded contract, the termination of the heating contract which had to re-procured. However, these properties along with the underspent budgets have been rolled into this year's programme. Households continue to live in good quality homes, which affect the health and well-being of our communities. WHQS improves the quality of areas where our communities live, creates jobs, training and sustains the supply chain opportunities in some of our poorest areas		PD
Objective Reference	Measure	Year end RAG status	Achievements	Evidence	Owner
3.d.	Reduce number of homelessness acceptances, as a proportion of all applications.	Green	10.5% As the action which this measure supports (3.d ) has morphed into work on the Homelessness Review and Strategy, this measure has been reviewed and will be replaced with the following 'Percentage of homeless applicants who are successfully prevented from becoming homeless'		RP
3.e.	Completion of site in Machynlleth and provision of additional pitches at Kings Meadow.	Green	4 additional pitches delivered in Brecon and reported as complete in Sept progress report. It is proposed to amend the measure to reflect this for 18-19 and reword accordingly 'Completion of site in Machynlleth and provision of additional pitches at Leighton Arches, Welshpool'. Planning permission has been obtained for Machynlleth and common land process commenced.		KJ
3.f.	Refurbishment of Fairview completed by August 2017.	Amber	It is looking likely that the works will be completed in July 2018. The contractor has appointed a more experienced site agent and has asked for a revised resource and work programme to ensure timely completion.		PD

<p><b>3.g.</b></p>	<p>WHQS achieved by the end of 2017-18.</p>	<p>Green</p>	<p>A total of 1173 elemental improvements were carried out in 2017/18 against a target of 2600. This includes kitchen and bathroom installations, which ensures that all council tenants live in compliant and fit for purpose property. Tenant satisfaction with the works completed is at 83%.</p>		<p>PD</p>
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2.f.	Meet our obligation to comply with national guidelines and produce an annual pay policy ratified by full council, which will be transparent in respect to pay grades and pay ratios.	Green	The 2018/19 Pay Policy was agreed by Full Council and published as required by Section 38(1) of the Localism Act 2011 which took effect from 1 April 2018.	Agreed through Full Council meeting on 7 March 2017 and published on Council Website	GE
2.g.	Review our recruitment process.	Green	The council now has a programme of work called 'Making it Happen' which includes making improvements to this area of work . The current recruitment processes have been fully mapped to see where improvements are needed. A revised application form has been built. A Childrens Services recruitment brochure has been developed and will be updated to use across the Authority. A stringent exit interview process with monitoring and reporting is now in place. A Jobs recruitment page on facebook has been developed and is live. It has been identified that the current HR system (Trent) is restricting delivery of more user friendly and efficient processes.		SP
Objective Reference	Measure	Year end RAG status	Progress	Evidence	Owner
2.f.	An annual pay policy will be ratified by full council	Green	See 2.f. above.		GE
2.g.	End to end time taken from; decision to recruit - start date (Post holder has all assets required to carry out duties i.e. kit, IT, corporate induction etc.).	n/a	No systems in place to report on this measure. The measure has been revised for the 18-19 SEP.		SP

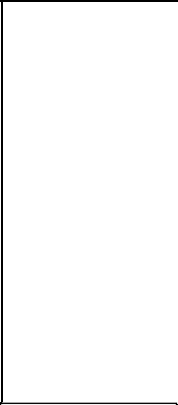

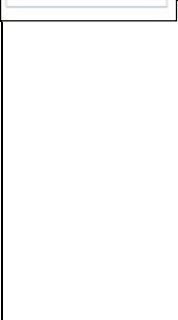
Objective Reference	Objective	Year end RAG status	Progress	Evidence	Owner
4.a.	Organise a young person's annual member development day.	Red	This did not take place in 2017/18 as priority was given to sessions on the Cabinet Vision, Children's Services Improvement and the budget. A date has been set for September 2018.	Member Development programme 2017-18	SB
4.d.	Empower the Democratic Services Committee to look at ways in which public participation operates successfully across Wales.	blue	Following a review of a pilot exercise the Democratic Services Committee recommended to Council that public participation be undertaken by the Council for a period of 12 months following which the process will be reviewed again. Public participation started at Council meetings in October 2017. This action will be replaced by the following new action in next years plan 'Raise public awareness of the opportunity for members of the public to contribute in council meetings.'	Reports to Democratic Services Committee and Full County Council.	WR
Objective Reference	Measure	Year end RAG status	Progress	Evidence	Owner
4.a.	Young person's annual member development day feedback.	Red	This is an annual event and will be included in the Member Development Programme for forthcoming years - date to be determined for 2018-19.		SB
4.d.	Democratic Services Committee report on the set task.	blue	Work completed. Democratic Services Committee reviewed the pilot and Council agreed to continue with public participation at meetings.	Reports to Democratic Services Committee and Full County Council	WR
4.e.	A successful system proposed.	blue	As 4.d above. A new action has been agreed as follows 'Raise public awareness of the opportunity for members of the public to contribute in council meetings'. The new measure to support this will be 'Number of questions asked by members of the public'	Reports to Democratic Services Committee and Full County Council	WR

Objective Reference	Action	Year end RAG status	Progress	Evidence	Owner
2.h.	We will consider past and present employment data to proportionately compare the council's gender differentials against the broader findings of the "WAVE" project.	Green	The Gender Pay Gap figures for Powys County Council were published on the government website and our own website with a supporting written statement. We have a mean gender pay gap of 10.72% (average) and a median (middle) gender pay gap of 10.22 %. Resources Directorate will take the lead in respect of writing and publishing a gender pay action plan. This action will therefore be re worded as follows: Whilst the percentage is below the national average we will review and consider the 2017 Gender Pay Gap figures and produce an action plan to assist in reducing the gap.	<a href="http://www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/">http://www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/</a>	Business Intelligence (BI)
3.i.	Work at a local level to break down barriers to inclusion and integration for particular groups and communities. Community Cohesion National Delivery Plan 2017-18 Obj. 2.	Amber	An engagement event was held for the draft wellbeing plan consultation run by the Ethnic Youth Support Team and Powys County Council's Equalities Officer.	Documents and timeline of Gypsy Traveller site proposal in Machynlleth.	MS
3.j.	Supporting migrants, refugees and asylum seekers and host communities during the integration process. MS. Community Cohesion National Delivery Plan 2017-18. Obj. 3.	Blue	Powys County Council has met its pledge of welcoming 12 families under the Syrian Resettlement Programme. The Council commissioned Diverse Cymru to carry out an evaluation of the programme. At a meeting of full council, the recommendations of the evaluation were adopted, including increasing the pledge to 18 families and appointing a programme co-ordinator to strengthen links between the refugees, case-workers and host communities. The co-ordinator has been appointed and plans are being made to welcome 6 Syrian families to Llandrindod Wells.	Powys County Council has met its pledge under the Syrian Refugee Programme. 12 families successfully relocated.	MS



7.b.	Tackling discrimination, hostility, tensions and extremism. MS. Community Cohesion National Delivery Plan 2017-18. Obj. 4.	Amber	Powys Community Safety Partnership amended its Terms of Reference to allow for multi-agency support at critical or major incidents, which includes, 'assessing community tension and/or impact.' Dyfed Powys Hate Crime Forum planned and delivered activities during Hate Crime Awareness Week in October 2017. Powys County Council's Anti-Slavery and Ethical Employment Group was formed to plan an Anti-Slavery Policy and an Action Plan to meet Welsh Government's Code of Practice on Ethical Employment in Supply Chains.	Activities to be run during Hate Crime Awareness Week. Minutes of Powys Community Safety Partnership.	MS
Objective Reference	Measure	Year end RAG status	Progress	Evidence	Owner
3.i.	Measuring delivery outcomes detailed in NCP under obj 2.	Amber	See above action 3.i.	Documents and timeline of Gypsy Traveller site proposal in Machynlleth.	MS
3.j.	Measuring delivery outcomes detailed in NCP under obj 3.	Green	See above action 3.j.	Powys CC has met its pledge under the Syrian Refugee Programme. 12 families successfully relocated.	MS
7.c.	Measuring delivery outcomes detailed in NCP under obj 4.	Amber	See above action 7.b.	Activities to be run during Hate Crime Awareness Week. Minutes of Powys Community Safety Partnership.	MS


Objective Reference	Action	Year end RAG status	Progress	Evidence	Owner
5.a.	Work with PTHB to enact new duties from implementation of the Social Services Act	Green	Health and Care Strategy events were held in October and November 2017 to maximise alignment with Powys Teaching Health Board's Integrated Medium Term Plan, Powys County Councils Corporate Improvement Plan, the Wellbeing Plan and the Area Plan. This included a sessions on Mental Health linked to the Mental Health Planning and Development (MHPDP) Partnership delivery plan for Together for Mental Health - the MHPDP is now a formal subgroup of the Regional Partnership Board.		LK
5.c.	Work together with PTHB and the third sector to implement safeguarding legislation and policies	blue	Mandatory Safeguarding for all staff on the Powys Local Operational Group - PLOG (Safeguarding group) is in operation. Mental Health services are represented on this committee to ensure safeguarding of vulnerable groups is strategically managed across Powys, reporting to the regional Safeguarding Board. Third Sector staff and volunteers to be trained on Safeguarding and Vulnerable Adults, Mental Capacity, Dementia Friends and Making every Contact Count (MECC) on an ongoing basis.		LK
5.d.	Working with PTHB, collaboratively with the third sector and the National Mental Health Service User and Carer Forum to ensure that the views and experiences of service users are at the heart of work to improve staff values, skills and attitudes and ensure that people are treated with dignity and respect.	Green	Patient experience and involvement is of paramount importance. The Mental Health Planning and Development Partnership has individual representatives of people using services on the partnership itself. They are supported by networks across Powys (established by PAVO) which seek feedback from people using services and those close to them. An issues log has been created to record and enable feedback relating to specific concerns. The Engage to Change sub group of the partnership filters and manages communication for the partnership including feedback. Planning for Back to the Floor days has commenced and a number of Partnership members have visited the front line engaging people using services. A report on the outcome of the Back to the floor visits is embedded as evidence which also highlights other participation activity including the development of a Dignity Charter for mental health services.	 X:\Comm\OD&PS\ Strategic Planning\ Equalities\Annual	LK

<p><b>5.f.</b></p>	<p>Put into place integrated assessment and care management systems based on clinical need (Older people's mental health services)</p>	<p><b>Green</b></p>	<p>Integrated assessment for adult social care were developed and implemented on 6th April 2017 in readiness for the Social Services and Well Being (Wales) Act. This is now completed by all social work staff within Adult Social Care. Mental capacity assessments paperwork remain as is. The professionals within the integrated teams in Ystradgynlais and Brecon are all completing this documentation. Further discussions and review of care pathways will occur as integration progresses. An implementation plan is in place for Older Peoples Mental Health services following the national Delivery Unit programme of work. A memory assessment improvement plan also in place across Powys.</p> <p>Note: The Delivery Unit programme of work is the support unit for the Welsh Assembly Government and the NHS providing additional capacity and operational expertise to scrutinise performance of services across wales in Health Boards.</p>		<p>LK</p>
<p><b>5.h.</b></p>	<p>Working with PTHB and Third Sector, ensure that care and treatment planning takes into account consideration of financial matters and ensures appropriate referral(s) to support are made</p>	<p><b>Green</b></p>	<p>Where financial matters are identified as an area of concern for patients, referrals are made to local agencies for support and assistance e.g. Community Action Partnership, Citizens Advice Bureau etc. and debt counselling. The Area Planning Board commissioned Citizens Advice Board to have presence in Kaleidoscope offices to provide 1:1 debt support. This service is also available to clients with co-occurring substance misuse and mental health problems. Wider strategic discussions are being held regarding the joint commissioning of advice, information and advocacy under the Regional Partnership Board agenda. This will potentially include the pooling of third sector grants between Powys Teaching Health Board's and Powys County Council in order to draw out added value and ensure a more coordinated and integrated approach for the provision of prevention and early help services.</p>		<p>LK</p>
<p><b>5.i.</b></p>	<p>Work with PTHB and the third sector to ensure all their services embed a culture of dignity and respect</p>	<p><b>Green</b></p>	<p>Free to lead, free to Care are the fundamentals of care. A culture of dignity and respect is being achieved through training, awareness, monitoring, compliance with standards and policies and service user engagement. MHPDP has adapted and adopted a Dignity Pledge developed by the National Mental Health Service User and Carer Forum to be implemented within all mental health services and used as part of staff induction, supervision. This has also been summarised and is used as part of service information packs for new people accessing mental health services. The impact of the pledge will be monitored through engagement with people using services.</p>		<p>LK</p>

Objective Reference	Measure	Year end RAG status	Progress	Evidence	Owner
5.a	Number of resources highlighting mental health	Green	The Engage to Change sub group has audited communications resources to ensure there are no gaps in literature and online information providing advice, guidance and signposting. Infoengine has been reviewed to ensure mental health service information is up to date. Time to Change campaigns have been initiated in line with mental health awareness programmes throughout 2017/18. A third sector mental health provider activity list has been produced to ensure a central resource of information is available for primary and secondary care services to improve signposting. This will be linked with the work of PAVO's Community Connectors and the Brecon and Mid Powys Mind Active Monitoring service, and any other social prescribing projects. A support resource list for those bereaved by suicide has been produced and circulated. The Engage to Change Group is supporting the Independent Mental Health Advocacy service in Powys, promoting awareness and increasing referrals. A Veterans leaflet bespoke for Powys is being produced to promote the Veterans mental health NHS service.		LK
5.b.	Ongoing national audits, inquiries and reviews. Annual report to Chief Nursing Officer/Nurse Director for Wales on Fundamentals of Care	blue			LK
5.c.	Service User Satisfaction Surveys	Green	There are a range of mechanisms to test whether we are meeting people's needs. The Annual Audits which include service satisfaction surveys have been designed as part of new duties under the Together for Mental Health National Strategy and were rolled out from March 2018. An example would be the draft Care and Treatment Plan survey which was shared with focus groups (people using services) before being implemented.		LK
5.d.	Service User satisfaction surveys	Green	As above 5.c.		LK
5.e.	Monitoring of action taken by Local Health Boards and Local Authorities in relation to Health Inspectorate Wales homicide reports	Green	Relevant safeguarding review processes in place.		LK

5.f.	Care and Treatment Plans identify finance, where appropriate	Green	Finance forms part of Care and Treatment Planning where appropriate.		LK
5.g.	Regional commissioning plans submitted by regional co-ordinating authorities	n/a	Occurs on an annual basis.		LK
5.h.	Percentage of NHS and council workforce trained. Service User Surveys	Amber	Work is underway to analyse the Employee Staff Record system to accurately record and capture completion rates. Further work during 2017/18 has been undertaken to ensure Aneurin Bevan University Health Board staff transferring back into PTHB will be included in this data.		LK
5.i.	Staff surveys on organisational climate, employee engagement and wellbeing	n/a	The next Annual Staff Survey will take place during 2018/19 and reported through to relevant Senior Management Teams.		LK

Objective Reference	Action	Year end RAG status	Progress	Evidence	Owner
1.f.	i. Develop proposals and secure funding for Cam Nesa (Project 2) or alternative project targeting young people who are NEET (Not in Education, Employment or Training). FG. SIP LR07	Amber	<p>Grant funding was secured from Welsh Government's Transitional Funding In-Year Homelessness programme (2017/18) and also the Supporting People fund to contribute towards the Detached Youth Work Team. The focus of the work was expanded to include those at risk of homelessness, which itself includes a wide range of factors. NEET is an interlinked strand of youth support. Further funding was secured from the Youth Support Grant and Supporting People to extend the work of the Detached Youth Work team until at least September 2018. Further development of the work of the team to focus on a holistic person-centred "what matters" approach to youth support for 16-25 year olds is being led by the Senior Detached Youth Worker.</p> <p>Currently working towards securing future funding with partners - Families First, Housing, Supporting People, Children and Adults Services. Inclusion of securing longer term funding for this age group in 2018/19 SEP.</p>		FG
1.f.	ii. Develop practical and administrative arrangements with the partnerships associated with the ESF Projects and ensure agreed partnership protocols for signposting and referrals for the young people targeted by the ESF funded projects. FG. SIP LR07	Green	<p>The ESF funded "Cynnydd" operation has been continuing to run successfully with regular meetings with WEFO (Welsh European Funding Office) and the ESF Project Board providing local governance. The operation is due to run until at least July 2020, dependent on match funding.</p> <p>For Project 2 work (was Cam Nesa - see above), arrangements with Careers Wales and other partners continue to develop, including the Senior Detached Youth Worker and one other worker being given limited access to the Careers Wales "IO" database. The service has also strengthened practical working arrangements with Social Services and Housing.</p> <p>There are still concerns around the consistency of further education and high schools updating Careers Wales about young people "dropping out". Issues around this will be raised and discussed through the appropriate meetings as part of the Learning and Skills / Start Well Programmes being developed and also by communicating and challenging the High Schools chair of governors</p>		FG

Objective Reference	Measure	Year end RAG status	Progress	Evidence	Owner
1.h.	Percentage of 16 year-olds leaving full-time education who are known not to be in education, employment or training (NEET).	Green	<p>Powys' 2017 Year 11 NEET figure was 0.9% (11 young people), the lowest we've ever achieved and the second lowest in Wales after Ceredigion (0.8%).</p> <p>This achievement is a reflection of the hard work that has gone in to supporting this cohort, both through the Early Identification Partnership work by the Youth Intervention Service, Careers Wales and the high schools, and then the follow-up work over the summer and autumn by the Detached Youth Work team and the post-ed Careers Wales team.</p> <p>Joint work between Careers Wales and the Youth Service during October 2017 showed improvements on the previous year. In addition to this a further action plan of improvements have been developed by the two services and this is being implemented (e.g. the Detached Youth Workers meeting Year 11 leavers earlier in the calendar year).</p>	 Z:\1. YEPP\2. NEET Management\Year 11 Summer\	FG