

Pecyn Dogfennau Cyhoeddus



Neuadd y Sir, Llandrindod, Powys, LD1 5LG

Jeremy Patterson

Prif Weithredwr

Os yn galw gofynnwch am

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CYNGOR SIR Dydd Iau, 24ain Medi, 2020

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

PECYN ATODOL

1. YMDDIHEURIADAU

Derbyn ymddiheuriadau am absenoldeb.

2. COFNODION

Awdurdodi'r Cadeirydd i lofnodi cofnodion y cyfarfod diwethaf a gynhaliwyd ar 30 Gorffennaf 2020 fel cofnod cywir.

(Tudalennau 1 - 28)

3. DATGANIADAU O DDIDDORDEB

Derbyn unrhyw ddatganiadau o fuddiant oddi wrth Aelodau mewn perthynas ag eitemau i'w hystyried ar yr agenda.

4. CYHOEDDIADAU'R CADEIRYDD

Derbyn unrhyw gyhoeddiadau gan Gadeirydd y Cyngor.

5. CYHOEDDIADAU'R ARWEINYDD

Derbyn unrhyw gyhoeddiadau gan yr Arweinydd.

6.	BRIFF GAN Y PRIF WEITHREDWR
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Derbyn briff gan y Prif Weithredwr.

7.	ADRODDIAD BLYNYDDOL CYFARWYDDWR Y GWASANAETHAU CYMDEITHASOL
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Derbyn ac ystyried adroddiad blynyddol y Cyfarwyddwr Gwasanaethau Cymdeithasol.

(Tudalennau 29 - 70)

8.	BWRDD PENSIYNAU POWYS
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Ystyried adroddiad gan y Cynghorydd Sir Aled Davies, Aelod Portffolio Cyllid, Cefn Gwlad a Chludiant.

(Tudalennau 71 - 86)

9.	RHYBUDD O GYNNIG - DATGANIAD O ARGYFWNG HINSAWDD A GALWAD I WEITHREDU AR YNNI LLEOL
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Mae'r Cyngor hwn yn nodi bod adroddiad Panel IPPC ar gynhesu Byd-eang yn rhagfynegi effeithiau difrifol ar iechyd, cartrefi a'r amgylchedd, wrth i lifogydd difrifol Hydref 2019 a Chwefror 202 beryglu cymunedau Powys, a dangos yn eglur nad ydym wedi paratoi'n ddigonol ar gyfer yr heriau a wynebwn fel Cyngor.

Mae'r Cyngor hwn yn nodi bod cynghorau, trwy ddatgan argyfwng hinsawdd, yn dangos eu harweinyddiaeth gyfun ac yn amlygu arwydd o taerineb y maent yn ei harddel fel corff sy'n atebol i'r cyhoedd, ar fynd i'r afael â newid hinsawdd a datgarboneiddio'r economi yn unol â gofynion Deddf yr Amgylchedd (Cymru) 2016.

Mae'r Cyngor hwn yn nodi y bydd y cyngor, trwy gefnogi'r Bil Trydan Lleol, yn symud y rhwystrau i gyflenwi ynni'n lleol a gallent arwain trwy esiampl gan leihau ei ôl-troed carbon corfforaethol trwy ddefnyddi'n stad ffermydd i ddod yn ddarparwr trydan adnewyddadwy lleol, a hefyd cefnogi cymunedau i ddod o hyd i ffyrdd arloesol o leihau eu hól-troed carbon a buddsoddi mewn cyfleusterau cymunedol a buddsoddi ynddynt.

Mae'r Cyngor hwn yn nodi ymrwymiad Fay Jones' AS i'r ymdrech drawsbleidiol i sefydlu'r Bil Trydan Lleol yn gyfraith, gan helpu Cynghorau i ysgogi chwyldro ynni lleol sydd â'r potensial i leihau ôl-troed carbon Powys unwaith ac am byth, a dosbarthu'r manteision i gymunedau lleol am byth.

Mae'r Cyngor hwn felly'n penderfynu:

1. Ymuno â chynghorau eraill ledled Cymru i ddatgan Argyfwng Hinsawdd
2. Cefnogi rhoi Ffyniant i bawb: Cymru Carbon Isel (Mawrth 2019) ar waith i wneud Cyngor Sir Powys yn awdurdod carbon sero-net erbyn 2030.

3. Gofyn i'r Arweinydd ystyried aseinio swyddogaethau o fewn y cabinet i arwain ar liniaru Newid Hinsawdd ac ymgysylltu'n weithredol â'r holl aelodau a rhanddeiliaid trwy: A sefydlu gweithgor trawsbleidiol a, B sefydlu grŵp aml-randdeiliaid ar draws Powys i ddatblygu darlun o'r sefyllfa sylfaen @2020 a llunio strategaeth a chynllun gweithredu @2021 ar gyfer Powys wirioneddol gynaliadwy.

4. Cefnogi ein AS i sicrhau bod y Bil Trydan Lleol yn llwyddo mewn Dadl Ohiriedig i alluogi cyflenwi trydan a hwyluso cymunedau mwy cadarn ym Mhowys.

5. Gofyn i Lywodraethau Cymru a'r DU ddarparu'r gefnogaeth a'r adnoddau angenrheidiol i alluogi lleihad carbon effeithiol a throsi i'r economi werdd ym Mhowys.

Cynigiwyd gan y Cyng Jake Berriman

Eiliwyd gan y Cyng Jackie Charlton

Nid yw'r cynnig canlynol i'w drafod oni bai fod y cynnig blaenorol yn methu gan i'r Cynigydd gytuno i dynnu'r cynnig hwn yn ôl os yw'r cynnig blaenorol yn cael ei dderbyn.

10. RHYBUDD O GYNNIG - GOLLYNGIADAU CARBON

Bod y cyngor hwn yn ceisio lleihau ei ollyngiadau carbon i sero-net yn unol â tharged Llywodraeth Cymru ar gyfer 2030 a, galw ar Lywodraeth Cymru i ddarparu cymorth ac adnoddau digonol i allu cyflawni'r targedu yma.

Bod y cyngor hwn, gyda chymorth yr aelod portffolio' priodol, y swyddog newid hinsawdd sydd newydd ei benodi a'r gweithgor newid hinsawdd, yn adeiladu ar y cyflawniadau hyd yma ac yn datblygu strategaeth gweithio a'r cynlluniau gweithredu cysylltiedig i gyflawni'r targed yma.

Bod y cyngor hwn yn adolygu'r holl bolisiâu, strategaethau a chynlluniau perthnasol, gan gynnwys ei gynllun corfforaethol a'i gynllun datblygu lleol, i gefnogi cyflawni'r targed yma.

Bod y cyngor hwn, ynghyd â chymorth ac adnoddau priodol gan Lywodraeth Cymru, yn gweithio gyda phartneriaid, awdurdodau lleol eraill a sefydliadau i helpu i ddatblygu a rhoi ar waith yr arferion gwaith gorau i gyfyngu cynhesu byd-eang a rhoi cyhoeddusrwydd i'r datganiad o argyfwng hinsawdd.

Bod y cyngor hwn yn hyrwyddo ac yn cyhoeddi arferion gwaith gorau wrth gyfyngu cynhesu byd-eang ac ar yr un pryd yn annog preswylwyr a busnesau i fynd ati i gymryd camau gweithredu eu hunain hefyd i leihau gollyngiadau carbon yn unol â tharged Llywodraeth Cymru ar gyfer 2030.

Cynigiwyd gan y Cyng Iain McIntosh

Eiliwyd gan y Cyng Lucy Roberts

11.	RHYBUDD O GYNNIG - CARTREFI GWYLIAU
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Mae gan Bowys oddeutu 1262 o gartrefi gwyliau/ail gartrefi o fewn y rhestr Treth y Cyngor sy'n talu'r premiwm presennol o 50%, sy'n cynhyrchu tua £700k.

Yng ngoleuni'r pryder cymdeithasol mawr am effaith niferoedd uchel eiddo o'r fath mewn sawl cymuned, mae'r Cyngor yn galw:

- am gynyddu'r premiwm cyfredol i 75% yn y flwyddyn ariannol nesaf, gan gynhyrchu tua £350k i'r awdurdod
- ac am i'r cyngor weithio gydag awdurdodau gwledig eraill trwy CLILC i sicrhau bod Llywodraeth Cymru a'r Swyddfa Brisiu'n defnyddio dull cyson wrth asesu ceisiadau am Drethi Busnes ar gyfer eiddo o'r fath o ystyried bod angen iddynt gael eu gosod am o leiaf 140 o ddyddiau'r flwyddyn er mwyn bod yn fusnes dilys.

Cynigiwyd gan y Cyng Elwyn Vaughan

Cynigiwyd gan y Cyng Bryn Davies

12.	RHYBUDD O HYNIG - CYFYNGIADAU CYFLYMDER MEWN TREFI BYCHAIN
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Datganolwyd grym dros gyfyngiadau cyflymder cenedlaethol i Gymru yn 2018.

Yn 2019, dywedodd Prif Weinidog Cymru Mark Drakeford: 'Mae gan awdurdodau lleol y disgresiwn i gadw parthau 30 mya ar briffyrdd allweddol, ond y tu hwnt i hynny, ac mewn ardaloedd preswyl, gwyddom fod parthau 20mya yn lleihau cyflymder y traffig, yn lleihau damweiniau – yn enwedig damweiniau i balnt, ac rydym am weld hynny yn rhagosodiad ar hyd a lled Cymru.' Dywedodd yr AS Llafur John Griffiths fod cefnogaeth drawsbleidiol i bolisi y credai fod ganddi lawer o fanteision i gymdeithas. 'Bydd pobl hŷn yn teimlo'n hapusach os gallant gerdded ar hyd y strydoedd gyda chyfyngiadau cyflymder o 20mya mewn grym, a bydd rhieni'n teimlo'n hapusach wrth alluogi eu pobl ifanc i chwarae y tu allan.'

Ar 15 Gorffennaf eleni, pleidleisiodd y Senedd i sefydlu rhagosodiad cyflymder o 20mya mewn strydoedd preswyl, yn amodol ar ymgynghori a phenderfyniad terfynol, gyda diwrnod targed o 2023 i roi hyn ar waith.

Mae'r ddogfen ganllaw gyfredol mewn perthynas â chyfyngiadau cyflymder i'w gynnwys yn Nghylchlythyr Rhif 24/20009 Llywodraeth Cynulliad Cymru **Gosod Cyfyngiadau Cyflymder Lleol yng Nghymru**, dyddiedig Hydref 2009. Ymhlith pethau eraill, mae'n datgan *inter alia*:

- Mai sicrhau dosbarthiad 'diogel' o gyflymderau' sy'n adlewyrchu swyddogaeth y ffordd ac yn effeithio ar y gymuned leol ddylai fod yn nod sylfaenol. Dylid ystyried yn llawn anghenion defnyddwyr ffyrdd agored i niwed a chymunedau.
- Dylid ystyried cymeriad y ffordd ac anghenion y defnyddwyr ffyrdd agored i niwed yn ffactorau wrth osod cyfyngiad cyflymder.
- Rhaid ystyried yn llawn anghenion defnyddwyr ffyrdd agored i niwed er mwyn annog ymhellach eu symudedd a gwella'u diogelwch. Mae gosod cyfyngiadau cyflymder yn

elfen bwysig iawn wrth reoli diogelwch trefol, gyda manteision sylweddol i gerddwyr a beicwyr.

Cynnig:

Mae'r Cyngor yn croesawu pleidlais ddiweddar y Senedd i gyflwyno rhagosodiad cyflymder o 20mya mewn ardaloedd preswyl o 2023. Gan gydnabod bod Powys yn cynnwys nifer o drefni bychain o ddiddordeb hanesyddol eithriadol, lle mae cyflymder y traffig yn effeithio'n andwyol ar ddiogelwch a mwynhad trigolion ac ymwelwyr, mae'r Cyngor yn cytuno i:

1. Weithio'n gydweithredol gyda chymunedau sy'n dymuno asesu budd posibl ystyried cyfyngiad cyflymder o 20 mya yn eu hardaloedd canol tref, a os yw'n briodol, sefydlu'r cyfryw gyfyngiad.
2. Manteisio'n llawn ar y cyfleoedd a gynigir yng Nghylchlythyr 24/2009, i wella diogelwch defnyddwyr ffyrdd agored i niwed ac ystyried effaith cyfyngiadau cyflymder traffig ar gymunedau.
3. Dangos a chyflwyno tystiolaeth o ystriaeth briodol o anghenion defnyddwyr y ffyrdd ac eithrio'r rheiny mewn cerbydau modur (er enghraifft y rheiny ar droed, ar gefn ceffyl ac ar feic) a'r rheiny ag amhariad aer eu symudedd neu amddifadedd synhwyraidd wrth ddylunio a rhoi ar waith orchmynion traffig newydd.

Cynigiwyd gan y Cyng Stephen Hayes

Eiliwyd gan y Cyng Jackie Charlton

13.	CWESTIYNAU YN UNOL Â'R CYFANSODDIAD
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13.1. Cwestiwn i'r Aelod Portffolio ar faterion yr Amgylchedd gan y Cynghorydd Sir Gareth Ratcliffe

Mae busnesau yn y Gelli yn bositif ar y cyfan am effaith y 2 awr o barcio am ddim ar fasnach gydol mis Awst, ac mae rhai busnesau'n priodoli rhwng 20 a 30% o gynnydd ar ffigyrau y llynedd i'r ffaith fod ymwelwyr a phreswylwyr erbyn hyn yn gallu parcio'n hirach am ddim. Mae hyn wedi bod yn fenter lwyddiannus dros ben – a diolch am wneud hyn. Gyda hyn mewn golwg, a llawer o fusnesau hefyd yn dweud bod angen cymaint o help â phosibl wrth i ni symud i mewn i'r misoedd distawach, a yw CSP wedi cynnal unrhyw asesiad effaith ar y parcio am ddim i fusnesau ym Mhowys, a sut mae'r cyngor yn bwriadu ceisio cynorthwyo busnesau dros y gaeaf. Hefyd, yng ngoleuni'r adborth, a fyddai Cyngor Sir Powys yn estyn hyn o leiaf drwy'r gaeaf i roi'r gefnogaeth orau bosibl iddynt? Fe allai wneud y gwahaniaeth o ddifrif rhwng llwyddo a methu i rai busnesau yn y dref, ac mae'r cymorth yn hanfodol i sicrhau nad oes gennym drefi anghyfannedd yng nghanolbarth Cymru erbyn dechrau 2021.

(Tudalennau 87 - 88)

13.2. Cwestiwn i'r Aelod Portffolio ar faterion Cyllid, Cefn Gwlad a Chludiant gan y Cynghorydd Jeremy Pugh

Pwy, a pha adran sy'n gyfrifol am y methiant i ddarparu mygydau wyneb i'n pobl ifanc sy'n teithio ar gludiant ysgol Powys i ysgolion ac yn ôl, gan na wnaethant gyrraedd hyd sawl diwrnod yn ddiweddarach?

(Tudalennau 89 - 90)

13.3. **Cwestiwn i'r Aelod Portffolio ar faterion Cyllid, Cefn Gwlad a Chludiant gan y Cynghorydd Karen Laurie-Parry**

Ydw i'n gywir yn deall bod Cyngor Sir Powys yn berchen ar 10 bws sy'n cael eu defnyddio ar gyfer cludiant cyhoeddus a chwmnïau bysus yn eu rhedeg?

Wedi teithio'n ddiweddar ar fws dan gontract oedd yn cael ei ddefnyddio ar gyfer cludiant cyhoeddus mewn Awdurdod arall, sylwais fod y cwmni bysus ei hun yn gallu hysbysebu ei fanylion llawn ar fws cludiant cyhoeddus yr Awdurdod hwnnw, ynghyd â hysbysebion eraill.

Rwy'n siwr bod fy nghyd Gyngorwyr Sir hefyd yn ceisio dod o hyd i ddulliau o gynhyrchu incwm i gynorthwyo'r refeniw. Oes gennym ni bolisi o godi tâl am hysbysebion ar fws rydym yn berchen arnynt? Os nad oes, tybed a allai hynny fod yn ystyriaeth?

(Tudalennau 91 - 92)

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT BY TEAMS ON
THURSDAY, 30 JULY 2020**

PRESENT

County Councillor B Baynham (Chair)

County Councillors MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, P Davies, S C Davies, M J Dorrance, E Durrant, D O Evans, J Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, H Hulme, A Jenner, E A Jones, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, P E Lewis, 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, R G Thomas, T J Van-Rees, E Vaughan, M Weale, A Williams, G I S Williams, D H Williams, J M Williams, R Williams and S L Williams

1. APOLOGIES

Apologies for absence were received from County Councillors MC Mackenzie, J Wilkinson and J Williams.

2. DECLARATIONS OF INTEREST

All Members had personal, non-prejudicial interests in items 10 and 11 on Members Expenses.

3. MINUTES

The Chair was authorised to sign the minutes of the meetings held on 28 February and 5 March 2020 as correct records.

4. CHAIR'S ANNOUNCEMENTS

Council paused to remember Sharon Scalon, a member of the Council's adult social care team based in Brecon, who had died of suspected Covid-19.

The Chair thanked all of the voluntary groups that had supported communities in Powys during the pandemic. She reported that she had received messages of appreciation for the welfare calls made to people who had been asked to shield. She also noted the success of the online briefings that had been arranged for members and hoped that this was something that could continue in future.

5. LEADER'S ANNOUNCEMENTS

The Leader noted that the Council had kept services running during lockdown and she asked the Chief Executive to pass on thanks to the staff. She expressed

thanks to the Members for the work they had been doing in their wards. During the pandemic the Cabinet had continued to meet regularly in formal meetings and with MPs MSs and Ministers. She had also held regular meetings with group leaders.

She was pleased to note that the Powys Pension Fund had been judged to be one of the best run in the country, ranking 7th out of 90. She advised that at the start of lockdown it had been agreed that work would continue on schools transformation and the proposition document for the Mid Wales Growth Deal had been agreed and endorsed by the UK and Welsh Governments and capital funding pledged. Work would now begin on developing projects for the Mid Wales Growth Deal.

6. CHIEF EXECUTIVE'S BRIEFING

The Chief Executive also acknowledged the work of staff during the pandemic. She paid tribute to the Reverend Ian Charlesworth, Chair of PAVO and member of the Powys Public Service Board who had passed away. She also acknowledged the close working relationship with Powys Teaching Health Board and Dyfed Powys Police during the pandemic. The Council continued to follow Welsh Government advice that staff should work from home if possible. Most of the main administrative offices remained closed or with limited opening. Risk assessments were being carried out in buildings to enable more staff to return. Services remained open to residents with many more available online.

The Chief Executive advised Council that Care Inspectorate Wales would be carrying out monitoring visits over the summer and an improvement conference in October. Estyn would be holding an improvement conference in November.

7. VISION 2025: OUR CORPORATE IMPROVEMENT PLAN ANNUAL PERFORMANCE REPORT 2019-2020 AND STRATEGIC EQUALITY PLAN ANNUAL MONITORING REPORT 2019-2020
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Council considered Vision 2025: Corporate Improvement Plan (CIP) Annual Performance Report 2020 and the Strategic Equality Plan Annual Monitoring Report 2019-2020. The report set out performance during 2019-20 against the Well-being objectives and activities set out in Vision 2025: Our Corporate Improvement Plan.

Based on performance against measures and activities each of the wellbeing objectives was rated using a scale of excellent to poor. Residents & Communities and Making it Happen were rated good, the Economy and Health & Care were rated adequate. Learning & Skills was rated poor due to the critical Estyn report of Schools services. The service was working hard to implement the post inspection action plan and it was expected to be rated higher in next year's report. The plan had been scrutinised with most of the recommendations made by Scrutiny taken on board. Members commended the user-friendly nature of the reports.

The Strategic Equality Plan was incorporated into the Corporate Improvement Plan as equalities needed to be a strong theme running throughout the plan.

The report was moved by the Leader and seconded by County Councillor Rachel Powell and by 63 votes to 1 with 1 abstention it was

RESOLVED that the content of the Vision 2025: CIP Annual Performance Report 2020 and Strategic Equality Plan Annual Monitoring Report 2019/2020 be noted and approved for publication in line with statutory reporting duties.

8.	WELSH LANGUAGE STANDARDS ANNUAL REPORT 2019-2020
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Council considered the Welsh Language Standards report for 2019-20. The report outlined work undertaken during 2019-20 to ensure compliance with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011, and performance against the requirements of the Standards. The Portfolio Holder for Adult Social Care and Welsh Language wanted the Council to move far beyond the minimum statutory obligations to develop and strengthen the Welsh language throughout Powys.

The report was moved by County Councillor Myfanwy Alexander and seconded by County Councillor Huw Williams and by 63 votes to 0 it was

RESOLVED that the contents of the report be noted.

9.	VIREMENTS
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Council considered a number of capital schemes from leisure services that had been brought forward from future years to be completed early whilst the use of the sites was lower due to Covid 19 restrictions currently in place. In response to questions from members the Portfolio Holder for Finance, Countryside and Transport confirmed that local companies would have the opportunity to bid for this work.

It was moved by County Councillor Aled Davies and seconded by County Councillor Myfanwy Alexander and by 63 votes to 2 with 1 abstention it was

RESOLVED to approve the release of the £1.59 million from the Schemes awaiting Approval line in the Corporate Budget and bring forward £1.07 million allocated to these schemes in the future years of the capital programme to ensure that these projects can be completed.

10.	MEMBER ALLOWANCES AND EXPENSES 2019-20
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The Monitoring Officer reminded members that they had a personal and non-prejudicial interest in this item and the following item and that they should complete a declaration of interests form.

Council received details of the allowances and expenses paid to Members and Co-opted Members during the tax year 2019-20, in accordance with the Independent Remuneration Panel for Wales (IRPW) requirements.

It was moved by County Councillor Kath Roberts-Jones and seconded by County Councillor Michael Williams and by 59 votes to 0 with 2 abstentions it was

RESOLVED that the report be noted.

11. MEMBERS' SALARIES, ALLOWANCES AND EXPENSES 2020-21

Council noted the recommendation of the Independent Remuneration Panel for Wales (IRPW) in respect of the amounts to be paid as Basic Salary, Senior Salary and Civic Salaries. The IRPW had decided to award an uplift to the basic salary of £350 (2.52%) to be applied from 1st April 2020. Council was asked to consider the allocation of the 18 Senior Salaries.

It was moved by County Councillor Michael Williams and seconded by County Councillor Kath Roberts-Jones and by 58 votes to 1 with 5 abstentions it was

RESOLVED

- 1. To approve the recommendation for the allocation of up to 18 Senior Salaries as detailed in section 4.11 of the report.**
- 2. To approve the publication of the Members' Schedule of Remuneration based on this report.**

County Councillor Jeremy Pugh left the meeting at 16.07.

12. RECOMMENDATION FROM THE DEMOCRATIC SERVICES COMMITTEE
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Council considered the recommendation of the Democratic Services Committee to adopt the system of "Formal Questions at Any Time".

It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Les George and by 62 votes to 0 it was

RESOLVED

- 1. That "Formal Questions at Any Time" to Portfolio Holders and Heads of Service be adopted, with Questions at Full Council remaining;**
- 2. the Constitution be amended as set out in Appendix 3 of the report;**
- 3. there should be a further review in 12 months' time.**

13. APPOINTMENTS MADE BY POLITICAL GROUPS AND APPROVED BY THE MONITORING OFFICER

Council noted the appointments made to outside bodies by political groups and approved by the Monitoring Officer under the general power of delegation granted by Council on 16th May 2013:

County Councillor James Evans appointed to the Brecon Beacons National Park Authority by the Conservative Group in place of County Councillor Iain McIntosh.
County Councillor Gwynfor Thomas appointed to the Mid and West Wales Fire and Rescue Authority by the Conservative Group in place of County Councillor Claire Mills.

14.	POST IMPROVEMENT AND ASSURANCE BOARD ARRANGEMENTS
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The Leader and Chief Executive gave details of the arrangements being put in place as the role of the Improvement and Assurance Board was scaled down in the autumn to enable the Council to effectively manage its own improvement journey and provide assurance to Welsh Government. A Corporate Improvement Board, chaired by the Leader, would be established and there would be sub-groups covering Social Services, Education, Housing and Highways, Transport and Regeneration made up of the relevant Portfolio Holders and Senior Officers supported by independent experts working on a task and finish basis.

There would be an enhanced role for the Scrutiny Committees whose work would be aligned with the transformation programme and there would also be ongoing regular meetings with group leaders.

15.	NOTICE OF MOTION: DECLARATION OF A CLIMATE EMERGENCY AND CALL TO ACTION ON LOCAL ENERGY
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Council debated the notice of motion proposed by County Councillor Jake Berriman and seconded by County Councillor Jackie Charlton:

“This Council notes the IPPC Panel report on Global warming predicts severe impacts to health, home and environment, with the severe floods of October 2019 and February 2020 endangering Powys communities, clearly demonstrating that we are ill prepared for the challenges we face as a Council.

This Council notes that by declaring a climate emergency, councils are demonstrating their collective leadership and signifying the urgency which, as a publicly accountable body, they place on tackling climate change and decarbonising the economy as required by The Environment (Wales) Act 2016.

This Council notes that by supporting the Local Electricity Bill the council will remove the barriers to local energy supply, and could lead by example in reducing its corporate carbon footprint by using our farm estate to become a local renewable electricity provider, whilst also supporting communities to find innovative ways to reduce their carbon footprint and invest in, and support, their community facilities.

This Council notes Fay Jones' MP commitment to the cross-party effort to have the Local Electricity Bill passed into law, helping Councils kick-start a local energy revolution which has the potential to reduce Powys' carbon footprint once and for all whilst distributing the benefits to local communities perpetually.

This Council therefore resolves to:

1. Join with other councils across Wales in declaring a Climate Emergency
2. Support the implementation of Prosperity for All: A Low Carbon Wales (March 2019) to make Powys County Council a net zero carbon local authority by 2030.
3. Requests the Leader to consider assigning roles within the cabinet to lead on Climate Change mitigation and to actively engage with all members and stakeholders by: A. setting up a cross-party working group and, B. establishing a Powys-wide multi-stakeholder group, to develop a baseline picture @2020 and bring forward a strategy and action plan @2021 for a truly sustainable Powys.
4. Support our MPs to ensure the Local Electricity Bill succeeds in an Adjournment Debate to encourage and enable the local supply of electricity and facilitate more resilient Powys communities.
5. Ask Welsh and UK Governments to provide the necessary support and resources to enable effective carbon reductions and transition to a green Powys economy.”

Some Members argued that the cross-party working group should look at this whilst others argued that this would only lead to a delay. A motion to refer this to the cross-party working group for a report back within 6 months with specific proposals was proposed by County Councillor Amanda Jenner and seconded by County Councillor James Evans. The Chair declared that 28 members voted for Councillor Jenner’s motion and 28 against with 2 abstentions and it was lost on the Chair’s casting vote.

(NB: Since the meeting it has become clear that the correct record of the vote should have been 29 members voted for Councillor Jenner’s motion and 27 against with 2 abstentions.)

Council voted on Councillor Berriman and Councillor Charlton’s notice of motion and by 30 votes for to 20 votes against with 4 abstentions it was

RESOLVED to

1. **Join with other councils across Wales in declaring a Climate Emergency**
2. **Support the implementation of Prosperity for All: A Low Carbon Wales (March 2019) to make Powys County Council a net zero carbon local authority by 2030.**
3. **Requests the Leader to consider assigning roles within the cabinet to lead on Climate Change mitigation and to actively engage with all members and stakeholders by: A. setting up a cross-party working group and, B. establishing a Powys-wide multi-stakeholder group, to develop a baseline picture @2020 and bring forward a strategy and action plan @2021 for a truly sustainable Powys.**
4. **Support our MPs to ensure the Local Electricity Bill succeeds in an Adjournment Debate to encourage and**

enable the local supply of electricity and facilitate more resilient Powys communities.

- 5. Ask Welsh and UK Governments to provide the necessary support and resources to enable effective carbon reductions and transition to a green Powys economy.**

County Councillor Stephen Hayes abstained having missed part of the debate due to his computer having lost connection during the debate.

16. NOTICE OF MOTION: CAR PARKING CHARGES
--

Council considered the notice of motion proposed by County Councillor James Gibson-Watt and seconded by County Councillor William Powell

“In order to support local businesses and help revive the economy in Powys this Council requests that Cabinet considers implementing an initial 1 hour free parking period for all vehicles using all Powys County Council Car Parks, to be reviewed on a 6 monthly basis.

Council also urges the Council’s Leader and Portfolio Holder for Finance to seek financial assistance from the Welsh Government (via the government-funded schemes emerging to support the economy following the outbreak of Covid 19 Coronavirus) for any loss of income resulting from this measure. Failing that Council to support the use of Reserves money from the underspend in the 2019/20 budget year to support any shortfall.”

In moving the motion Councillor Gibson-Watt argued that with the re-emergence of Covid-19 this measure would help people shop locally which would benefit local high streets. The Portfolio Holder for Environment argued that the proposal would hit the service’s finances and that the cross-party parking working group should be allowed to carry out its review.

The motion was lost by 23 votes to 30 with 3 abstentions.

17. NOTICE OF MOTION: IMPACT OF COVID-19 ON YSTRADGYNLAIS
--

Council debated the notice of motion proposed by County Councillor Huw Williams and County Councillor Sue McNicholas:

In April 2020, The Centre for Towns published its report, ‘the effect of the COVID-19 pandemic on our towns and cities’. The report focuses on ‘where’ the impact of COVID-19 is most likely to be felt.

This Council notes that Ystradgynlais is ranked as one of the twenty most deprived places in England and Wales according to the Centre for Towns measures.

This Council resolves to establish an urgent ‘Task and Finish’ group with Members, Officers and stakeholders to:

1. Consider the findings of the Centre for Towns report;
2. Develop an economic strategy for Ystradgynlais that focuses on the recovery, support for businesses and skills; and
3. Put in place clearly defined and measurable plans to tackle deprivation and health inequalities.

Councillor Williams called for the establishment of a task and finish group to urgently address the issues of post-industrial deprivation and health inequality highlighted in the Centre for Towns report.

By 35 votes to 7 with 5 abstentions it was

RESOLVED to establish an urgent ‘Task and Finish’ group with Members, Officers and stakeholders to:

1. Consider the findings of the Centre for Towns report;
2. Develop an economic strategy for Ystradgynlais that focuses on the recovery, support for businesses and skills; and
3. Put in place clearly defined and measurable plans to tackle deprivation and health inequalities.

18. QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION
--

18.1. Question to the Portfolio Holder for Corporate Governance & Engagement and the Portfolio Holder for Young People & Culture from County Councillor Gareth Ratcliffe

What is Powys County Council doing to acknowledge the Black Lives Matter campaign?

Response from the Portfolio Holder for Corporate Governance and Engagement

The Council has supported employees in a number of ways in relation to the Black Lives Matter (BLM) campaign, as follows:

Communicating an opportunity for employees to join a BLM protest

The Council on 12th June promoted an invitation from the Race Council Cymru, BAWSO (an organisation that provides specialist services to BME (Black Minority Ethnic) communities) and Wales TUC, to all employees, which invited them to take part in a BLM protest which was hosted online on Saturday 13th June 2020.

COVID risk assessment

Recognising that people from a BAME (Black, Asian and Minority Ethnic) background are at greater risk of catching COVID-19 and experience a higher risk of death, the Council during June asked the managers of all employees who had self-identified as being from a BAME background to undertake a COVID risk assessment with the employee.

The on-line risk assessment tool used for this was developed by Welsh Government and helps to identify which employees are at more risk from the

impact of COVID. The risk assessment tool is useful for all employees to determine their risk of developing more serious symptoms if they come into contact with the COVID-19 virus. The tool looks at many relevant factors, such as sex, age, health conditions and ethnicity and provides an overall risk rating. Where an employee scores a rating of 4 or above, the manager will support them by exploring and making any necessary adjustments to their work.

Whilst all employees were invited to complete this, managers of staff from a BAME background were asked to support the employee in completing it and to identify any adjustments required in relation to their ongoing health and safety.

Given that not all of the Council's workforce had provided their equalities data when they started with the Council and had not done so since, we also asked all staff during June if they could voluntarily provide their data where missing. Our intention in doing this was to ensure that we could support any further staff who had not previously identified that they are from a BAME background.

Response from the Portfolio Holder for Young People and Culture

Powys County Council is currently reviewing its historical artefacts, monuments and archive collections in light of the Black Lives Matters Campaign, and advice regarding this has been sought from the Culture and Sport Division of Welsh Government, the National Archives, the Federation of Museums & Art Galleries of Wales, and the National Library of Wales.

Officers of the Council are also engaged in debate with museum, archives and arts colleagues across Wales to advance the conversation on structural racism by joining together to explore how we can follow up on recent statements of support with tangible actions to address racial diversity, equity, and inclusive environments.

At Brecknock Museum at y Gaer for example, we will survey the collection for any relevant material; Continue to liaise with the Town Council regarding the Captains Walk plaque and the Picton Plaques, and depending on those discussions create a display case looking at the Black Lives Matters movement and protest in the context of Brecon and the surrounding area. In the long term we want to encourage a BAME audience and educate a white audience about Black History. We need to continue to train staff across the County about diversity and in particular the ability to recognise everyday racism.

Powys Arts Service commissions and works in partnership with a range of arts organisations and providers who commit to the Arts Council of Wales Equality Strategy 'For the Benefit of All'. Furthermore, a commitment to supporting the Arts Council's recently published 10 bold actions will inform current and future collaborative arrangements for delivering arts and cultural activities for communities in Powys. Diversity has long been acknowledged as essential to creative practice and arts production, as has the principle of inclusion, equality and accessibility.

Please be assured that Powys County Council is fully committed to reviewing our historical artefacts and records to ensure they embrace the values of equality, diversity and inclusion. We acknowledge we have much work to do, but as a custodian of the county's history our aim is to promote and share the diverse stories within our collections to raise awareness of racial injustice. The Black Lives Matter protests across the world have reinforced the need for us to undertake this work to ensure we respect history without omitting vital context.

As Councillor Ratcliffe had left the meeting his supplementary question would be submitted under the questions at any time scheme.

18.2. Question to the Portfolio Holder for Education and Property from County Councillor Sandra Davies

The Minister for Education, Kirsty Williams gave Local Authorities the choice of school staff working an extra, fourth week ‘voluntarily’ at the end of July (normal school holiday) and have two weeks holiday in October - or not.

Powys County Council is one three LA’s that have agreed to adopt this. Has this Authority considered the impact this will have on young people’s education?

The current “Catch Up” system, incorporating social distancing, equates to young people attending school one day a week for face to face teaching for three or four weeks.

Other LA’s who have not accepted this system will not have schools open for the fourth week, at the end of July but their schools will be open for a full week in October for all their young people: four extra days of attending school.

Response

Thank you for your questions relating to the four-week end of term that we decided to adopt, following the request from the Minister for Education. You are correct to state that only a few authorities have adopted the approach, but our decision was taken after very serious deliberation.

We engaged heavily with both headteachers and trade unions, along with meetings with chairs of governors, to seek a way forward that would be best for our learners and staff. It is only after these discussions that we came to the view that we should support the Minister’s request, and proceed with making the change to our term dates.

The reasons for our decision were various, but at that time included

- a) Seeking to make good use of school days during a time when the R rate and infections across Wales (outside Anglesey’s hotspot) was at a low point, giving us more certainty than we may have later in the year.
- b) Bringing learners back into carefully-managed school environments after an unprecedented length of detachment from schools, with growing concerns about the mental health and wellbeing of many of our children and young people, and in some cases, concern for colleagues.
- c) Seeking to use this time to help support learners with their wellbeing, but also to build up their skills for what might be a further extended period of distance and blended learning in the next academic year. Many colleagues have expressed concerns particularly about the wellbeing of and support for learners in the current year 10 and year 12. The unpredictability that faces that group for the next year is a serious concern, given the significance of that year in their lives. Our secondary schools are fully committed to supporting them, and could use the additional time in July to help equip them to be the best they can be in

facing the coming months, helping them with planning their work and embedding their skills for further blended learning. During our discussions, headteachers were keen to stress that their examination classes could benefit from maximum time during July so that they could be well-set up for summer working and beyond.

- d) Allocating a two-week half-term holiday in October. In June, when the matter was a very 'live' issue, the statistical modelling suggested that October might be a particularly difficult time in terms of pandemic spread. Our schools could therefore be closed for two weeks in that month, but with pupils better equipped for the next phase of blended learning than they could have imagined back in March, and hopefully our staff having a significant break in what is always a gruelling term.
- e) We also sought the agreement from the Church in Wales directors of education in both diocese covering Powys, the Catholic church director of education and the governing bodies of all voluntary aided and foundation school in line with Section 32A (7) of the Education Act 2002, and they were fully supportive of our decision.

The decision was taken entirely for educational reasons, and given the uncertainty at the time of the decision it was better to use the days that had on offer, and ensure that our learners could be supported to the best of our ability prior to their summer break.

There was no supplementary question.

18.3. Question to the Leader from County Councillor Sandra Davies

A lot of planning and preparation is currently underway to enable schools to open in September, for young people to return to schools.

What date will this Authority resume its routine business and when will the Council office be open to members of the public?

Response

The Coronavirus Act 2020 came into effect on 25 March 2020, giving Government emergency powers to deal with the pandemic; this is supplemented by the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020. Powys County Council's Corporate Business Continuity Plan was invoked on the 18th March, enabling Council Services to focus on key activities to respond to Covid-19. The Performance Report for Quarter 1, considered by Cabinet on the 28th July, provides a summary of the Council's activities in response to Covid-19 over recent months.

As the Welsh Government has undertaken its 21-day reviews, we have gradually re-opened many of our services, in line with Welsh Government Guidelines. At this time, emergency legislation remains in place. Covid continues to circulate locally, nationally and globally. Whilst schools are reopening, this is being undertaken in accordance with Government guidelines, based on scientific advice from the Welsh Government's Technical Advisory Cell. At this time, Welsh Government advice remains that,

"Workers are only allowed to return to the work place if it is **not** reasonably practicable for them to work from home. For those that

cannot work from home, it is important for employers to establish an initial assessment on whether it is safe for staff to work and where relevant, signpost them to appropriate support organisations”(1)(2).

Whilst we are preparing our buildings to enable staff to return to our offices, this must be planned carefully in accordance to Guidance prepared by Welsh Government and the Health and Safety Executive; this currently requires strict social distancing, hygiene, a risk assessment for each work-space, as well as arrangements to record attendance, in case Contact Tracing may be necessary. We are not therefore currently in a position to publish a date when Council offices will be open to members of the public.

Over 2,000 staff are currently working from home, utilising our investment in digital technology. They are providing a wide range of services, which are available to members of the public through our web-site and via the telephone. Over 3,350 of our staff are front-line workers, and as far as possible they continue to provide services in our schools, care settings, and provide a range of services from our depots; a risk assessment has been made at each of these settings, and appropriate measures put in place to ensure the safety of our staff and customers.

The Council's routine business has gradually been re-established remotely via the use of Teams, and further developments will take place from September. However, this will remain subject to the progress of Covid as officers from across the Council continue to respond to the virus, which remains active within the County. Officers have maintained the arrangements that have been put in place since March, and are able to respond to any localised or wider outbreaks of Covid within the County; at this stage, and in the absence of a vaccine or widespread immunity, it is not known how long these arrangements will need to be maintained.

- (1) Welsh Government Guidance Keep Wales Safe at Work, published 2 June 2020 <https://gov.wales/keep-wales-safe-work>
- (2) HSE Guidance Working Safely During the Coronavirus Outbreak <https://www.hse.gov.uk/news/assets/docs/working-safely-guide.pdf>

In response to Councillor Davies' supplementary question about what the Council could do to make its services more accessible to the public by telephone, the Chief Executive advised that phone calls were not directed to buildings but to officers' laptops but that she would ask colleagues to look into this and if there were any issues to address them.

18.4. Question to the Portfolio Holder for Environment from County Councillor William Powell

What steps does Powys County Council Highways Department take to ensure effective communications between its own workforce, contracted staff and employees of the North & Mid Wales Trunk Road Agency (N&MWTRA) when it comes to road maintenance, road closure etc so as to minimise unintended consequences upon local communities and the travelling public?

Response

Tudalen 12

There are Routine Maintenance Principal Contractor meetings held weekly between PCC and NMWTRA staff, where all works associated with the Trunk Road Network are discussed and recorded.

With regards any closures for Cyclic maintenance there is pre meeting with PCC, NMWTRA and Contractors (if applicable), to ensure all works are co-ordinated in an efficient manner and this is followed by a de-brief meeting following the works to see if any changes are required for future occasions.

All major works on Trunk roads are scheduled via Streetworks co-ordinators, this ensures all road maintenance & Utility works etc. are co-ordinated and road space is booked and allocated efficiently.

In response to Councillor Powell's request for the council to engage with NMWTRA to address residents' concerns over the closure of the A479 the Portfolio Holder for Environment advised that the appointment of a new Head of Service would give an opportunity for fresh thinking.

18.5. Question to the Portfolio Holder for Environment from County Councillor William Powell

In the light of positive comments made recently by Lee Waters MS, Welsh Government Deputy Minister for Economy & Transport on the campaign for a '20's Plenty' speed limit in all urban areas, what consideration has Powys County Council given to imposing a voluntary 20mph limit upon all vehicles in its ownership, or delivering its services, in our towns & villages?

As this measure would pay dividends both in terms of public and pedestrian safety, retail vibrancy and the hospitality sector and environmental protection, will the Portfolio Holder commit to commissioning a feasibility survey, to be peer reviewed by the Centre for Alternative Technology in Machynlleth?

Response

The Welsh 20mph Task Force Group completed its report which was supported by a Plenary vote in July 2020; to progress a default 20mph speed limit for restricted roads in Wales as quickly as possible, with a target date of April 2023 for the change in the law coming into effect. The report highlights the many considerations and complexities behind such behavioural change and also makes reference that it will not be appropriate to place a speed limit of 20mph on all existing 30mph roads such as principal corridors or where there is little frontage development and that there will be a need for exceptions (circa 17% of the network).

Powys is an extensive county and its staff (and members) are required to travel around the county undertaking many diverse functions from waste and recycling to social care, with employees using a mixture of their own vehicles and those supplied by a service or leased. It also employs many local contractors and suppliers who undertake significant travel such as bus operators. On the whole Powys has a good road safety record and a low accident rate within its urban areas, with the majority of serious accidents occurring on the rural network. As part of the Covid 19 response and building back better, we will plan to reduce our travel where appropriate utilising technology but we currently have no plans

at this time in terms of implementing a voluntary 20mph and it is difficult to foresee how this could be implemented and 'monitored/enforced' pragmatically.

Councillor Powell asked that the Portfolio Holder revisit this in light of the climate emergency motion passed by Council. Councillor Hulme said that this would be on the agenda going forward.

County Councillor B Baynham (Chair)

**COFNODION CYFARFOD O GYNGOR SIR POWYS A GYNHALIWYD TRWY
GYFRWNG TEAMS DDYDD IAU, 30 GORFFENNAF 2020**

YN BRESENNOL

Y Cynghorydd Sir B Baynham (Cadeirydd)

Y Cynghorwyr Sir MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, P Davies, S C Davies, M J Dorrance, E Durrant, D O Evans, J Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, H Hulme, A Jenner, E A Jones, D R Jones, E Jones, G Jones, J R Jones, E M Jones, M J Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, P E Lewis, 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, R G Thomas, T J Van-Rees, E Vaughan, M Weale, A Williams, G I S Williams, D H Williams, J M Williams, R Williams ac S L Williams

1. YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau am absenoldeb gan y Cynghorwyr Sir MC Mackenzie, J Wilkinson a J Williams.

2. DATGANIADAU O FUDDIANT

Roedd gan bob Aelod fuddiannau personol, heb fod yn rhagfarnu, yn eitemau 10 ac 11 ar Dreuliau'r Aelodau.

3. COFNODION

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfodydd a gynhaliwyd ar 28 Chwefror a 5 Mawrth 2020 fel cofnodion cywir.

4. CYHOEDDIADAU'R CADEIRYDD

Oedodd y Cyngor am ennyd i gofio am Sharon Scalon, aelod o dîm gofal cymdeithasol oedolion y Cyngor oedd yn gweithio yn Aberhonddu, a fu farw o'r hyn oedd yn cael ei amau i fod yn Covid-19.

Diolchodd y Cadeirydd i'r holl grwpiau gwirfoddol a oedd wedi cefnogi cymunedau ym Mhowys yn ystod y pandemig. Dywedodd ei bod wedi derbyn negeseuon o werthfawrogiad am y galwadau lles a wnaed i bobl y gofynnwyd iddynt gysgodi. Nododd hefyd lwyddiant y sesiynau briffio ar-lein a drefnwyd ar gyfer yr aelodau a gobeithiai fod hyn yn rhywbeth a allai barhau yn y dyfodol.

5. CYHOEDDIADAU'R ARWEINYDD

Nododd yr Arweinydd fod y Cyngor wedi cadw'r gwasanaethau i fynd yn ystod cyfnod y cloi a gofynnodd i'r Prif Weithredwr drosglwyddo ei diolch i'r staff. Diolchodd i'r Aelodau am y gwaith roeddent wedi bod yn ei wneud yn eu wardiau. Yn ystod y pandemig roedd y Cabinet wedi parhau i gwrdd yn rheolaidd mewn cyfarfodydd ffurfiol a chyda Aelodau Seneddol, Aelodau Senedd Cymru a Gweinidogion. Roedd hi hefyd wedi cynnal cyfarfodydd rheolaidd gydag arweinwyr grwpiau.

Roedd yn falch o nodi bod Cronfa Bensiwn Powys wedi cael ei barnu i fod yn un o'r rhai oedd yn cael ei gweithredu orau yn y wlad, yn y 7^{fed} safle allan o 90. Dywedodd y cytunwyd ar ddechrau'r cyfnod cloi y byddai gwaith yn parhau ar drawsnewid ysgolion a bod y ddogfen gynbig ar gyfer Bargaen Twf Canolbarth Cymru wedi'i chytuno a'i chymeradwyo gan Lywodraethau'r DU a Chymru a bod cyllid cyfalaf wedi'i addo. Byddai gwaith yn dechrau yn awr ar ddatblygu prosiectau ar gyfer Bargaen Twf Canolbarth Cymru.

6.	GWYBODAETH GAN Y PRIF WEITHREDWR
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Cydnabu'r Prif Weithredwr hefyd waith staff yn ystod y pandemig. Rhoddodd deyrnged i'r Parchedig Ian Charlesworth, Cadeirydd PAVO ac aelod o Fwrdd Gwasanaethau Cyhoeddus Powys a fu farw. Cydnabu hefyd y berthynas waith agos â Bwrdd Iechyd Addysgu Powys a Heddlu Dyfed Powys yn ystod y pandemig. Roedd y Cyngor yn parhau i ddilyn cyngor Llywodraeth Cymru y dylai staff weithio gartref os yn bosibl. Roedd y rhan fwyaf o'r prif swyddfeydd gweinyddol yn dal i fod ar gau neu gydag oriau agor cyfyngedig. Roedd asesiadau risg yn cael eu cynnal mewn adeiladau i alluogi mwy o staff i ddychwelyd. Roedd gwasanaethau yn dal ar gael i breswylwyr gyda llawer mwy ar gael ar-lein.

Dywedodd y Prif Weithredwr wrth y Cyngor y byddai Arolygiaeth Gofal Cymru yn cynnal ymweliadau monitro dros yr haf a chynhadledd wella ym mis Hydref. Byddai Estyn yn cynnal cynhadledd wella ym mis Tachwedd.

7.	GWELEDIGAETH 2025: ADRODDIAD PERFFORMIAD BLYNYDDOL EIN CYNLLUN GWELLA CORFFORAETHOL 2019-2020 AC ADRODDIAD MONITRO BLYNYDDOL Y CYNLLUN CYDRADDOLDEB STRATEGOL 2019-2020
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Ystyriodd y Cyngor Weledigaeth 2025: Adroddiad Perfformiad Blynyddol y Cynllun Gwella Corfforaethol (CIP) 2020 ac Adroddiad Monitro Blynyddol y Cynllun Cydraddoldeb Strategol 2019-2020. Roedd yr adroddiad yn nodi perfformiad yn ystod 2019-20 yn erbyn yr amcanion Llesiant a'r gweithgareddau a nodir yn Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol.

Yn seiliedig ar berfformiad yn erbyn mesurau a gweithgareddau, graddiwyd pob un o'r amcanion Llesiant gan ddefnyddio graddfa yn amrywio o ragorol i wael. Cafodd Trigolion a Chymunedau a Gwneud iddo Ddigwydd eu graddio'n dda, graddiwyd yr Economi ac Iechyd a Gofal yn ddigonol. Cafodd Dysgu a Sgiliau ei raddio'n wael oherwydd adroddiad beirniadol Estyn ar y gwasanaethau Ysgolion. Roedd y gwasanaeth yn gweithio'n galed i roi'r cynllun gweithredu ar ôl arolygu ar waith a disgwyliid iddo gael ei raddio'n uwch yn adroddiad y flwyddyn nesaf.

Archwiliwyd y cynllun a derbyniwyd y rhan fwyaf o'r argymhellion a wnaed gan y Pwyllgor Craffu. Roedd yr aelodau yn canmol natur hawdd ei darllen yr adroddiadau.

Ymgorfforwyd y Cynllun Cydraddoldeb Strategol yn y Cynllun Gwella Corfforaethol gan fod angen i gydraddoldeb fod yn thema gref sy'n rhedeg trwy'r cynllun.

Cynigiwyd yr adroddiad gan yr Arweinydd a'i eilio gan y Cynghorydd Sir Rachel Powell ac o 63 pleidlais i 1 gydag 1 yn ymatal

PENDERFYNWYD y dylai cynnwys Gweledigaeth 2025: Adroddiad Perfformiad Blynyddol CIP 2020 ac Adroddiad Monitro Blynyddol y Cynllun Cydraddoldeb Strategol 2019/2020 gael eu nodi a'u cymeradwyo i'w cyhoeddi yn unol â dyletswyddau adrodd statudol.

8. ADRODDIAD BLYNYDDOL SAFONAU'R GYMRAEG 2019-2020

Ystyriodd y Cyngor adroddiad Safonau'r Gymraeg ar gyfer 2019-20. Roedd yr adroddiad yn amlinellu gwaith a wnaed yn ystod 2019-20 i sicrhau cydymffurfiad â Safonau'r Gymraeg o dan Fesur y Gymraeg (Cymru) 2011, a pherfformiad yn erbyn gofynion y Safonau. Roedd yr Aelod Portffolio ar faterion Gofal Cymdeithasol i Oedolion a'r Gymraeg yn dymuno i'r Cyngor symud ymhell y tu hwnt i'r rhwymedigaethau statudol isaf i ddatblygu a chryfhau'r Gymraeg ledled Powys.

Cynigiwyd yr adroddiad gan y Cynghorydd Sir Myfanwy Alexander a'i eilio gan y Cynghorydd Sir Huw Williams ac o 63 pleidlais i 0

PENDERFYNWYD y dylid nodi cynnwys yr adroddiad.

9. TROSGLWYDDIADAU

Ystyriodd y Cyngor nifer o gynlluniau cyfalaf o'r gwasanaethau hamdden a ddygwyd ymlaen o'r blynyddoedd i ddod i'w cwblhau'n gynnar tra byddai llai o ddefnydd o'r safleoedd oherwydd cyfyngiadau Covid 19 sydd ar waith ar hyn o bryd. Mewn ymateb i gwestiynau gan aelodau, cadarnhaodd yr Aelod Portffolio ar faterion Cyllid, Cefn Gwlad a Thrafnidiaeth y byddai cwmnïau lleol yn cael cyfle i gynnig am y gwaith hwn.

Cynigiwyd gan y Cynghorydd Sir Aled Davies ac eiliwyd gan y Cynghorydd Sir Myfanwy Alexander ac o 63 pleidlais i 2 gydag 1 yn ymatal

PENDERFYNWYD cymeradwyo rhyddhau'r £1.59 miliwn o'r llinell Cynlluniau sy'n aros am gael eu Cymeradwyo yn y Gyllideb Gorfforaethol a dwyn ymlaen £1.07 miliwn a ddyrannwyd i'r cynlluniau hyn ym mlynnyddoedd i ddod y rhaglen gyfalaf i sicrhau y gellir cwblhau'r prosiectau hyn.

10. LWFANSAU A THREULIAU AELODAU 2019-20

Atgoffodd y Swyddog Monitro yr aelodau fod ganddynt fuddiant personol a heb fod yn rhagfarnu yn yr eitem hon a'r eitem ganlynol ac y dylent lenwi ffurflen datgan buddiannau.

Derbyniodd y Cyngor fanylion y lwfansau a'r treuliau a dalwyd i Aelodau ac Aelodau Cyfetholedig yn ystod blwyddyn dreth 2019-20, yn unol â gofynion Panel Taliadau Annibynnol Cymru (IRPW).

Cynigiwyd gan y Cynghorydd Sir Kath Roberts-Jones ac eiliwyd gan y Cynghorydd Sir Michael Williams ac o 59 pleidlais i 0 gyda 2 yn ymatal

PENDERFYNWYD y dylid nodi'r adroddiad.

11. CYFLOGAU, LWFANSAU A THREULIAU AELODAU 2020-21

Nododd y Cyngor argymhelliad Panel Taliadau Annibynnol Cymru (IRPW) mewn perthynas â'r symiau i'w talu fel Cyflog Sylfaenol, Uwch Gyflogau a Chyflogau Dinesig. Roedd yr IRPW wedi penderfynu dyfarnu codiad o £350 (2.52%) i'r cyflog sylfaenol i'w gymhwyso o 1 Ebrill 2020. Gofynnwyd i'r Cyngor ystyried dyrannu'r 18 o Uwch Gyflogau.

Cynigiwyd gan y Cynghorydd Sir Michael Williams ac eiliwyd gan y Cynghorydd Sir Kath Roberts-Jones ac o 58 pleidlais i 1 gyda 5 yn ymatal

PENDERFYNWYD

1. **Cymeradwyo'r argymhelliad i ddyrannu hyd at 18 o Uwch Gyflogau fel y manylir yn adran 4.11 yr adroddiad.**
2. **Cymeradwyo cyhoeddi Atodlen Tâl yr Aelodau yn seiliedig ar yr adroddiad hwn.**

Gadawodd y Cynghorydd Sir Jeremy Pugh y cyfarfod am 16.07.

12. ARGYMHELLIAD GAN Y PWYLLGOR GWASANAETHAU DEMOCRATAIDD

Ystyriodd y Cyngor argymhelliad y Pwyllgor Gwasanaethau Democritaidd i fabwysiadu'r system o "Gwestiynau Ffurfiol Unrhyw Amser".

Cynigiwyd gan y Cynghorydd Sir Elwyn Vaughan ac eiliwyd gan y Cynghorydd Sir Les George ac o 62 pleidlais i 0

PENDERFYNWYD

1. **Mabwysiadu "Cwestiynau Ffurfiol Unrhyw Amser" i Aelodau Portffolio a Phenaeithaid Gwasanaeth, gyda Chwestiynau yn y Cyngor Llawn yn parhau;**
2. **diwygio'r Cyfansoddiad fel y nodir yn Atodiad 3 yr adroddiad;**

3. dylid cynnal adolygiad pellach ymhen 12 mis.

13.	PENODIADAU A WNAED GAN GRWPIAU GWLEIDYDDOL AC A GYMERADWYWD GAN Y SWYDDOG MONITRO
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Nododd y Cyngor y penodiadau a wnaed i gyrrf allanol gan grwpiau gwleidyddol ac a gymeradwywyd gan y Swyddog Monitro o dan bŵer dirprwyo cyffredinol a roddwyd gan y Cyngor ar 16 Mai 2013:

y Cynghorydd Sir James Evans a benodwyd i Awdurdod Parc Cenedlaethol Bannau Brycheiniog gan y Grŵp Ceidwadol yn lle'r Cynghorydd Sir Iain McIntosh.

y Cynghorydd Sir Gwynfor Thomas a benodwyd i Awdurdod Tân ac Achub Canolbarth a Gorllewin Cymru gan y Grŵp Ceidwadol yn lle'r Cynghorydd Sir Claire Mills.

14.	TREFNIADAU AR ÔL Y BWRDD GWELLA A SICRWYDD
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Rhoddodd yr Arweinydd a'r Prif Weithredwr fanylion y trefniadau a oedd yn cael eu rhoi ar waith wrth i rôl y Bwrdd Gwella a Sicrwydd gael ei lleihau yn yr hydref er mwyn galluogi'r Cyngor i reoli ei daith wella ei hun yn effeithiol a rhoi sicrwydd i Lywodraeth Cymru. Byddai Bwrdd Gwella Corfforaethol, dan gadeiryddiaeth yr Arweinydd, yn cael ei sefydlu a byddai is-grwpiau yn cwmpasu'r Gwasanaethau Cymdeithasol, Addysg, Tai a Phriffyrdd, Trafnidiaeth ac Adfywio yn cynnwys yr Aelodau Portffolio a'r Uwch Swyddogion perthnasol gyda chefnogaeth arbenigwyr annibynnol yn gweithio ar sail gorchwyl a gorffen.

Byddai rôl fwy i'r Pwyllgorau Craffu y byddai eu gwaith yn cyd-fynd â'r rhaglen drawsnewid a byddai cyfarfodydd rheolaidd parhaus gydag arweinwyr y grwpiau hefyd.

15.	RHYBUDD O GYNNIG: DATGANIAD O ARGYFWNG HINSAWDD A GALWAD I WEITHREDU AR YNNI LLEOL
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Trafododd y Cyngor y rhybudd o gynnig a gynigiwyd gan y Cynghorydd Sir Jake Berriman ac a eiliwyd gan y Cynghorydd Sir Jackie Charlton:

"Mae'r Cyngor hwn yn nodi bod adroddiad Panel yr IPPC ar gynhesu byd-eang yn rhagweld effeithiau difrifol ar iechyd, cartrefi a'r amgylchedd, gyda llifogydd difrifol Hydref 2019 a Chwefror 2020 yn peryglu cymunedau Powys yn dangos yn glir nad ydym wedi'n paratoi yn ddigonol ar gyfer yr heriau sy'n ein hwynebu fel Cyngor.

Mae'r Cyngor hwn yn nodi, trwy ddatgan argyfwng hinsawdd, bod cynghorau'n dangos eu harweinyddiaeth ar y cyd ac yn nodi'r brys y maent, fel corff sy'n atebol i'r cyhoedd, yn ei roi ar fynd i'r afael â newid yn yr hinsawdd a datgarboneiddio'r economi fel sy'n ofynnol gan Ddeddf yr Amgylchedd (Cymru) 2016.

Mae'r Cyngor hwn yn nodi trwy gefnogi'r Mesur Trydan Lleol y bydd y cyngor yn dileu'r rhwystrau i gyflenwi ynni lleol, ac y gallai arwain trwy esiampl wrth leihau

ei ôl troed carbon corfforaethol trwy ddefnyddio ein hystâd ffermydd i ddod yn ddarparwr trydan adnewyddadwy lleol, wrth gefnogi cymunedau i ddod o hyd i ffyrdd arloesol o leihau eu hól troed carbon a buddsoddi yn eu cyfleusterau cymunedol a'u cefnogi.

Mae'r Cyngor hwn yn nodi ymrwymiad Fay Jones, AS i'r ymdrech drawsbleidiol i gael y Mesur Trydan Lleol yn gyfraith, gan helpu Cynghorau i roi hwb i chwyldro ynni lleol sydd â'r potensial i leihau ôl troed carbon Powys unwaith ac am byth a dosbarthu'r buddion i gymunedau lleol am byth.

Felly mae'r Cyngor hwn yn penderfynu:

1. Ymuno â chynghorau eraill ledled Cymru i ddatgan Argyfwng Hinsawdd
2. Cefnogi gweithredu Ffyniant i Bawb: Cymru Carbon Isel (Mawrth 2019) i wneud Cyngor Sir Powys yn awdurdod lleol di-garbon net erbyn 2030.
3. Gofyn i'r Arweinydd ystyried pennu rolau yn y cabinet i arwain ar liniaru Newid Hinsawdd ac ymgysylltu'n weithredol â'r holl aelodau a rhanddeiliaid trwy: A. sefydlu gweithgor trawsbleidiol a, B. sefydlu grŵp rhanddeiliaid lluosog ar draws Powys, i ddatblygu darlun sylfaenol @2020 a chyflwyno strategaeth a chynllun gweithredu @2021 ar gyfer Powys wirioneddol gynaliadwy.
4. Cefnogi ein ASau i sicrhau bod y Mesur Trydan Lleol yn llwyddo mewn Dadl Gohirio i annog a galluogi cyflenwi trydan yn lleol a helpu i greu cymunedau cryfach ym Mhowys.
5. Gofyn i Lywodraethau Cymru a'r DU ddarparu'r gefnogaeth a'r adnoddau angenrheidiol i'w gwneud yn bosibl i sicrhau gostyngiadau effeithiol mewn carbon a phontio i economi werdd ym Mhowys.

Dadleuodd rhai Aelodau y dylai'r gweithgor trawsbleidiol edrych ar hyn tra bod eraill yn dadlau na fyddai hyn ond yn arwain at oedi. Cynigiwyd cynnig i gyfeirio hyn at y gweithgor trawsbleidiol i adrodd yn ôl o fewn 6 mis gyda chynigion penodol gan y Cynghorydd Sir Amanda Jenner ac eiliwyd hyn gan y Cynghorydd Sir James Evans. Datganodd y Cadeirydd fod 28 o aelodau wedi pleidleisio dros gynnig y Cynghorydd Jenner a 28 yn erbyn gydag 2 wedi ymatal ac fe'i collwyd ar bleidlais fwrw'r Cadeirydd.

(DS: Ers y cyfarfod, mae wedi dod yn amlwg y dylai cofnod cywir y bleidlais fod wedi bod 29 wedi pleidleisio dros gynnig y Cynghorydd Jenner a 27 yn erbyn gyda 2 wedi ymatal).

Pleidleisiodd y Cyngor ar rybudd o gynnig y Cynghorydd Berriman a'r Cynghorydd Charlton ac o 30 pleidlais o blaid i 20 pleidlais yn erbyn gyda 4 yn ymatal

PENDERFYNWYD:

1. **Ymuno â chynghorau eraill ledled Cymru i ddatgan Argyfwng Hinsawdd**
2. **Cefnogi gweithredu Ffyniant i Bawb: Cymru Carbon Isel (Mawrth 2019) i wneud Cyngor Sir Powys yn awdurdod lleol di-garbon net erbyn 2030.**

3. **Gofyn i'r Arweinydd ystyried pennu rolau yn y cabinet i arwain ar liniaru Newid Hinsawdd ac ymgysylltu'n weithredol â'r holl aelodau a rhanddeiliaid trwy: A. sefydlu gweithgor trawsbleidiol a B. sefydlu grŵp rhanddeiliad lluosog ar draws Powys, i ddatblygu darlun sylfaenol @2020 a chyflwyno strategaeth a chynllun gweithredu @2021 ar gyfer Powys wirioneddol gynaliadwy.**
4. **Cefnogi ein ASau i sicrhau bod y Mesur Trydan Lleol yn llwyddo mewn Dadl Gohirio i annog a galluogi cyflenwi trydan yn lleol a helpu i greu cymunedau cryfach ym Mhowys.**
5. **Gofyn i Lywodraethau Cymru a'r DU ddarparu'r gefnogaeth a'r adnoddau angenrheidiol i alluogi gostyngiadau carbon effeithiol a phontio i economi werdd Powys.**

Ymataliodd y Cyngorydd Sir Stephen Hayes rhag pleidleisio ar ôl methu rhan o'r ddadl oherwydd bod ei gyfrifiadur wedi colli cysylltiad yn ystod y ddadl.

16. RHYBUDD O GYNNIG: TALIADAU PARCIO CEIR

Ystyriodd y Cyngor y rhybudd o gynnig a gynigiwyd gan y Cyngorydd Sir James Gibson-Watt ac a eiliwyd gan y Cyngorydd Sir William Powell:

“Er mwyn cefnogi busnesau lleol a helpu i adfywio'r economi ym Mhowys mae'r Cyngor hwn yn gofyn i'r Cabinet ystyried gweithredu cyfnod parcio am ddim cychwynol am 1 awr ar gyfer pob cerbyd sy'n defnyddio holl Feysydd Parcio Cyngor Sir Powys, i gael ei adolygu bob 6 mis.

Mae'r Cyngor hefyd yn annog Arweinydd y Cyngor a'r Aelod Portffolio dros faterion Cyllid i ofyn am gymorth ariannol gan Lywodraeth Cymru (trwy'r cynlluniau a ariennir gan y llywodraeth sy'n dod i'r amlwg i gefnogi'r economi yn dilyn yr achosion o Covid 19) am unrhyw incwm a gollir fydd yn deillio o'r mesur hwn. Os methir â gwneud hynny dylai'r Cyngor gefnogi'r defnydd o arian Cronfeydd wrth Gefn o'r tanwariant ym mlwyddyn gyllideb 2019/20 i gynnal unrhyw ddiffyg.”

Wrth wneud y cynnig, dadleuodd y Cyngorydd Gibson-Watt y byddai'r mesur hwn, gydag ailymddangosiad Covid-19, yn helpu pobl i siopa'n lleol a fyddai o fudd i strydoedd mawr lleol. Dadleuodd yr Aelod Portffolio dros faterion yr Amgylchedd y byddai'r cynnig yn cael effaith fawr ar gyllid y gwasanaeth ac y dylid caniatáu i'r gweithgor parcio trawsbleidiol gynnal ei adolygiad.

Collwyd y cynnig o 23 pleidlais i 30 gyda 3 yn ymatal.

17. RHYBUDD O GYNNIG: EFFAITH COVID-19 AR YSTRADGYNLAIS
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Trafododd y Cyngor y rhybudd o gynnig a gynigiwyd gan y Cynghorydd Sir Huw Williams a'r Cynghorydd Sir Sue McNicholas:

Ym mis Ebrill 2020, cyhoeddodd The Centre for Towns ei adroddiad ar effaith pandemig COVID-19 ar ein trefi a'n dinasoedd. Mae'r adroddiad yn canolbwyntio ar 'ble' mae effaith COVID-19 yn fwyaf tebygol o gael ei theimlo.

Mae'r Cyngor hwn yn nodi bod Ystradgynlais yn cael ei ystyried yn un o'r ugain lle mwyaf difreintiedig yng Nghymru a Lloegr yn ôl mesurau The Centre for Towns.

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

1. Ystyried canfyddiadau adroddiad *The Centre for Towns*;
2. Datblygu strategaeth economaidd ar gyfer Ystradgynlais sy'n canolbwyntio ar adferiad, cefnogaeth i fusnesau a sgiliau; a
3. Rhoi cynlluniau mesuradwy wedi'u diffinio'n glir yn eu lle i fynd i'r afael ag amddifadedd ac anghydraddoldeb ym maes iechyd.

Galwodd y Cynghorydd Williams am sefydlu grŵp gorchwyl a gorffen i fynd i'r afael ar frys â materion amddifadedd ôl-ddiwydiannol ac anghydraddoldeb ym maes iechyd a amlygwyd yn adroddiad *The Centre for Towns*.

O 35 pleidlais i 7 gyda 5 yn ymatal

PENDERFYNWYD sefydlu grŵp 'Gorchwyl a Gorffen' brys gydag Aelodau, Swyddogion a rhanddeiliaid i:

1. Ystyried canfyddiadau adroddiad *The Centre for Towns*;
2. Datblygu strategaeth economaidd ar gyfer Ystradgynlais sy'n canolbwyntio ar adferiad, cefnogaeth i fusnesau a sgiliau; a
3. Rhoi cynlluniau mesuradwy wedi'u diffinio'n glir yn eu lle i fynd i'r afael ag amddifadedd ac anghydraddoldeb ym maes iechyd.

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

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

Ymateb gan yr aelod Portffolio ar faterion Llywodraethu ac Ymgysylltu Corfforaethol

Mae'r Cyngor wedi cefnogi gweithwyr mewn sawl ffordd mewn perthynas â'r ymgyrch *Mae Bywydau Du o Bwys* (BLM), fel a ganlyn:

Rhoi cyfle i weithwyr ymuno â phrotest *Mae Bywydau Du o Bwys*

Fe wnaeth y Cyngor ar 12 Mehefin hyrwyddo gwahoddiad gan Race Council Cymru, BAWSO (sefydliad sy'n darparu gwasanaethau arbenigol i BME (cymunedau Pobl Dduon a Lleiafrifoedd Ethnig) a TUC Cymru, i bob gweithiwr, a oedd yn eu gwahodd i gymryd rhan mewn protest *Mae Bywydau Du o Bwys* a gynhaliwyd ar-lein ddydd Sadwrn 13 Mehefin 2020.

Asesiad risg COVID

Gan gydnabod bod pobl o gefndir BAME (Du, Asiaidd a Lleiafrifoedd Ethnig) mewn mwy o berygl o ddal COVID-19 ac yn profi risg uwch o farwolaeth, gofynnodd y Cyngor yn ystod mis Mehefin i reolwyr yr holl weithwyr a oedd wedi nodi eu bod yn dod o gefndir BAME i gynnal asesiad risg COVID gyda'r gweithwyr.

Datblygwyd yr offeryn asesu risg ar-lein a ddefnyddiwyd ar gyfer hyn gan Lywodraeth Cymru ac mae'n helpu i nodi pa weithwyr sydd mewn mwy o risg o effaith COVID. Mae'r offeryn asesu risg yn ddefnyddiol i'r holl weithwyr bennu eu risg o ddatblygu symptomau mwy difrifol os dânt i gysylltiad â'r firws COVID-19. Mae'r offeryn yn edrych ar lawer o ffactorau perthnasol, megis rhywedd, oedran, cyflyrau iechyd ac ethnigrwydd ac mae'n rhoi sgôr risg gyffredinol. Pan fydd gweithiwr yn cael sgôr o 4 neu'n uwch, bydd y rheolwr yn ei gefnogi trwy archwilio a gwneud unrhyw addasiadau angenrheidiol i'w waith.

Er bod yr holl weithwyr wedi'u gwahodd i gwblhau hyn, gofynnwyd i reolwyr staff o gefndir BAME gynorthwyo'r gweithiwr i'w gwblhau a nodi unrhyw addasiadau oedd yn ofynnol mewn perthynas â'u hiechyd a'u diogelwch parhaus.

O ystyried nad oedd holl weithlu'r Cyngor wedi darparu eu data cydraddoldeb pan wnaethant ddechrau gyda'r Cyngor ac nad oeddent wedi gwneud hynny ers hynny, gwnaethom hefyd ofyn i'r staff i gyd yn ystod mis Mehefin a allent ddarparu eu data yn wirfoddol pan nad oeddent wedi eu rhoi. Ein bwriad wrth wneud hyn oedd sicrhau y gallem gefnogi unrhyw aelodau staff eraill nad oeddent wedi nodi o'r blaen eu bod yn dod o gefndir BAME.

Ymateb gan yr Aelod Portffolio ar faterion Pobl Ifanc a Diwylliant

Ar hyn o bryd mae Cyngor Sir Powys yn adolygu ei arteffactau hanesyddol, henebion a chasgliadau archif yng ngoleuni'r Ymgyrch *Mae Bywydau Du o Bwys*, a gofynnwyd am gyngor ynglŷn â hyn gan Is-adran Diwylliant a Chwaraeon Llywodraeth Cymru, yr Archifau Cenedlaethol, Ffederasiwn Amgueddfeydd ac Oriolau Celf Cymru, a Llyfrgell Genedlaethol Cymru.

Mae swyddogion y Cyngor hefyd yn cymryd rhan mewn trafodaeth gyda chydweithwyr mewn amgueddfeydd, archifau a'r celfyddydau ledled Cymru i hyrwyddo'r sgwrs ar hiliaeth strwythurol trwy ymuno gyda'i gilydd i archwilio sut y gallwn ddilyn i fyny ar ddatganiadau diweddar o gefnogaeth gyda champau gweithredu diriaethol i ymdrin ag amrywiaeth hiliol, tegwch, ac amgylcheddau cynhwysol.

Yn Amgueddfa Brycheiniog yn y Gaer er enghraifft, byddwn yn arolygu'r casgliad am unrhyw ddeunydd perthnasol; yn parhau i gysylltu â Chyngor y Dref ynghylch plac Captain's Walk a phlaciau Picton, ac yn dibynnu ar y trafodaethau hynny yn creu cês arddangos yn edrych ar fudiad *Mae Bywydau Du o Bwys* a phrotest yng nghyd-destun Aberhonddu a'r ardal gyfagos. Yn y tymor hir rydym am annog cynulleidfa BAME ac addysgu cynulleidfa wen am Hanes Pobl Dduon. Mae angen i ni barhau i hyfforddi staff ledled y Sir ynghylch amrywiaeth ac yn benodol y gallu i adnabod hiliaeth bob dydd.

Mae Gwasanaeth Celfyddydau Powys yn comisiynu ac yn gweithio mewn partneriaeth ag ystod o sefydliadau a darparwyr celfyddydau sy'n ymrwymo i

Strategaeth Cydraddoldeb Cyngor Celfyddydau Cymru 'Er Budd i Bawb'. Ymhellach, bydd ymrwymiad i gefnogi 10 gweithred feiddgar a gyhoeddwyd yn ddiweddar gan Gyngor y Celfyddydau yn sail i drefniadau cydweithredol ar hyn o bryd ac yn y dyfodol i gyflwyno gweithgareddau celfyddydol a diwylliannol i gymunedau ym Mhowys. Cydnabuwyd ers amser bod amrywiaeth yn hanfodol i ymarfer creadigol a chynhyrchu'r celfyddydau, ynghyd â'r egwyddor o gynhwysiant, cydraddoldeb a hygyrchedd.

Mae Cyngor Sir Powys wedi ymrwymo'n llwyr i adolygu ein harteffectau a'n cofnodion hanesyddol i sicrhau eu bod yn cofleidio gwerthoedd cydraddoldeb, amrywiaeth a chynhwysiant. Rydym yn cydnabod bod gennym lawer o waith i'w wneud, ond fel ceidwad hanes y sir, ein nod yw hyrwyddo a rhannu'r straeon amrywiol yn ein casgliadau i godi ymwybyddiaeth ynghylch anghyfiawnder hiliol. Mae protestiadau *Mae Bywydau Du o Bwys* ledled y byd wedi pwysleisio'r angen i ni gyflawni'r gwaith hwn i sicrhau ein bod yn parchu hanes heb hepgor cyddestun hanfodol.

Gan fod y Cynghorydd Ratcliffe wedi gadael y cyfarfod byddai ei gwestiwn atodol yn cael ei gyflwyno o dan y cynllun cwestiynau ar unrhyw adeg.

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

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

Mae Cyngor Sir Powys yn un o dri ALI sydd wedi cytuno i fabwysiadu hyn. A yw'r Awdurdod hwn wedi ystyried yr effaith y bydd hyn yn ei gael ar addysg pobl ifanc?

Mae'r system "Dal i Fyny" gyfredol, sy'n ymgorffori cadw pellter cymdeithasol, yn cyfateb i bobl ifanc yn mynychu'r ysgol un diwrnod yr wythnos ar gyfer addysgu wyneb yn wyneb am dair neu bedair wythnos.

Ni fydd gan ALI eraill nad ydynt wedi derbyn y system hon ysgolion ar agor am y pedwaredd wythnos, ar ddiwedd mis Gorffennaf ond bydd eu hysgolion nhw ar agor am wythnos lawn ym mis Hydref ar gyfer eu pobl ifanc i gyd: pedwar diwrnod ychwanegol o fynychu'r ysgol.

Ymateb

Diolch am eich cwestiynau yn ymwneud â'r diwedd tymor pedair wythnos y gwnaethom benderfynu ei fabwysiadu, yn dilyn cais y Gweinidog Addysg. Rydych yn gywir i nodi mai dim ond ychydig o awdurdodau sydd wedi mabwysiadu'r dull hwn, ond gwnaed ein penderfyniad ar ôl trafodaeth ddifrifol iawn.

Gwnaethom ymgysylltu'n helaeth â phenaethiaid ac undebau llafur, a chafwyd cyfarfodydd â chadeiryddion llywodraethwyr, i geisio cael ffordd ymlaen a fyddai orau i'n dysgwyr a'n staff. Dim ond ar ôl y trafodaethau hyn y daethom i'r farn y dylem gefnogi cais y Gweinidog, a bwrw ymlaen â gwneud y newid i ddyddiadau'n tymhorau.

Roedd y rhesymau dros ein penderfyniad yn amrywiol, ond ar yr adeg honno roeddent yn cynnwys:

- a) Ceisio gwneud defnydd da o ddyddiau ysgol yn ystod cyfnod pan oedd y gyfradd R a heintiau ledled Cymru (y tu allan i ardal lle roedd problemau ar Ynys Môn) ar bwynt isel, gan roi mwy o sicrwydd inni nag a allai fod gennym yn ddiweddarach yn y flwyddyn.
- b) Dod â dysgwyr yn ôl i amgylcheddau ysgol a reolir yn ofalus ar ôl cyfnod digynsail o fod i ffwrdd o'r ysgol, gyda phryderon cynyddol am iechyd meddwl a lles llawer o'n plant a'n pobl ifanc, ac mewn rhai achosion, pryder am gydweithwyr.
- c) Ceisio defnyddio'r amser hwn i helpu i gynorthwyo dysgwyr gyda'u lles, ond hefyd i ddatblygu eu sgiliau ar gyfer yr hyn a allai fod yn gyfnod estynedig pellach o ddysgu o bell a dysgu cyfunol yn y flwyddyn academaidd nesaf. Mae llawer o gydweithwyr wedi mynegi pryderon yn arbennig am les dysgwyr a chefnogaeth iddynt yn y flwyddyn 10 a'r flwyddyn 12 gyfredol. Mae'r sefyllfa anrhagweladwy sy'n wynebu'r grŵp hwnnw am y flwyddyn nesaf yn bryder difrifol, o ystyried arwyddocâd y flwyddyn honno yn eu bywydau. Mae ein hysgolion uwchradd wedi ymrwymo'n llwyr i'w cefnogi, a gallent ddefnyddio'r amser ychwanegol ym mis Gorffennaf i'w helpu i'w harfogi i fod y gorau y gallant fod wrth wynebu'r misoedd nesaf, gan eu helpu i gynllunio eu gwaith a datblygu eu sgiliau ar gyfer dysgu cyfunol pellach. Yn ystod ein trafodaethau, roedd penaethiaid yn awyddus i bwysleisio y gallai eu dosbarthiadau arholiad elwa o gael mwy o amser yn yr ysgol yn ystod mis Gorffennaf fel y gallent fod wedi'u sefydlu'n dda ar gyfer gweithio dros yr haf a thu hwnt.
- d) Dyrannu gwyliau hanner tymor pythefnos o hyd ym mis Hydref. Ym mis Mehefin, pan oedd yr haint yn fater 'byw' iawn, awgrymai'r modelu ystadegol y gallai mis Hydref fod yn gyfnod arbennig o anodd o ran lledaeniad y pandemig. Felly gallai ein hysgolion fod ar gau am bythefnos yn y mis hwnnw, ond gyda disgyblion mewn gwell sefyllfa ar gyfer cam nesaf y dysgu cyfunol nag y gallent fod wedi'i ddychmygu yn ôl ym mis Mawrth, a'n staff gobeithio yn cael seibiant sylweddol yn yr hyn sydd bob amser yn dymor anodd.
- e) Gwnaethom hefyd geisio cytundeb gan gyfarwyddwyr addysg yr Eglwys yng Nghymru yn y ddwy esgobaeth y mae Powys yn rhan ohonynt, cyfarwyddwr addysg yr eglwys Gatholig a chyrrff llywodraethu pob ysgol wirfoddol â chymorth ac ysgol sylfaen yn unol ag Adran 32A (7) o Ddeddf Addysg 2002, ac roeddent yn gwbl gefnogol i'n penderfyniad.

Gwnaed y penderfyniad yn gyfan gwbl am resymau addysgol, ac o ystyried yr ansicrwydd ar adeg y penderfyniad, roedd yn well defnyddio'r dyddiau a oedd ar gael, a sicrhau y gallai ein dysgwyr gael eu cefnogi hyd eithaf ein gallu cyn eu gwyliau haf.

Nid oedd unrhyw gwestiwn atodol.

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

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

Pa ddyddiad fydd yr Awdurdod hwn yn ailafael yn ei fusnes arferol a phryd fydd swyddfeydd y Cyngor ar agor i aelodau'r cyhoedd?

Ymateb

Daeth Deddf Coronafeirws 2020 i rym ar 25 Mawrth 2020, gan roi pwerau brys i'r Llywodraeth ddelio â'r pandemig; ategir hyn gan Reoliadau Diogelu Iechyd (Cyfyngiadau Coronafeirws) (Cymru) 2020. Defnyddiwyd Cynllun Parhad Busnes Corfforaethol Cyngor Sir Powys ar 18 Mawrth gan alluogi Gwasanaethau'r Cyngor i ganolbwyntio ar weithgareddau allweddol i ymateb i Covid-19. Mae'r Adroddiad Perfformiad am Chwarter 1, a ystyriwyd gan y Cabinet ar 28 Gorffennaf yn rhoi crynodeb o weithgareddau'r Cyngor mewn ymateb i Covid-19 dros y misoedd diwethaf.

Wrth i Lywodraeth Cymru gynnal ei hadolygiadau 21 diwrnod, rydym wedi ailagor llawer o'n gwasanaethau yn raddol, yn unol â Chanllawiau Llywodraeth Cymru. Ar yr adeg hon, mae deddfwriaeth frys yn parhau i fod mewn grym. Mae Covid yn parhau i gylchredeg yn lleol, yn genedlaethol ac yn fyd-eang. Er bod ysgolion yn ailagor, mae hyn yn cael ei wneud yn unol â chanllawiau'r Llywodraeth, yn seiliedig ar gyngor gwyddonol gan Gell Cyngori Technegol Llywodraeth Cymru. Ar yr adeg hon, cyngor Llywodraeth Cymru o hyd yw

“Dim ond os **nad** yw'n rhesymol ymarferol iddynt weithio gartref y caniateir i weithwyr ddychwelyd i'r gweithle. I'r rhai na allant weithio gartref, mae'n bwysig i gyflogwyr wneud asesiad cychwynnol ynghylch a yw'n ddiogel i staff weithio a lle bo hynny'n berthnasol, eu cyfeirio at sefydliadau cymorth priodol”(1) (2).

Er ein bod yn paratoi ein hadeiladau i alluogi staff i ddychwelyd i'n swyddfeydd, rhaid cynllunio hyn yn ofalus yn unol â Chanllawiau a baratowyd gan Lywodraeth Cymru a'r Weithrediaeth Iechyd a Diogelwch; ar hyn o bryd mae hyn yn gofyn am gadw pellter cymdeithasol llym, hylendid, asesiad risg ar gyfer pob man gwaith, ynghyd â threfniadau i gofnodi presenoldeb, rhag ofn y bydd angen Orlhain Cysylltiadau. Felly nid ydym mewn sefyllfa ar hyn o bryd i gyhoeddi dyddiad pan fydd swyddfeydd y Cyngor ar agor i aelodau'r cyhoedd.

Ar hyn o bryd mae dros 2,000 o staff yn gweithio gartref, gan ddefnyddio ein buddsoddiad mewn technoleg ddigidol. Maent yn darparu ystod eang o wasanaethau, sydd ar gael i aelodau'r cyhoedd trwy ein gwefan a thros y ffôn. Mae dros 3,350 o'n staff yn weithwyr rheng flaen, a chyn belled ag y bo modd maent yn parhau i ddarparu gwasanaethau yn ein hysgolion a lleoliadau gofal, ac yn darparu ystod o wasanaethau o'n depos; gwnaed asesiad risg ym mhob un o'r lleoliadau hyn, a rhoddwyd mesurau priodol ar waith i sicrhau diogelwch ein staff a'n cwsmeriaid.

Yn raddol, mae busnes arferol y Cyngor wedi'i ailsefydlu o bell trwy ddefnyddio Teams, a bydd datblygiadau pellach yn digwydd o fis Medi. Ond bydd hyn yn parhau i fod yn amodol ar gynnydd Covid wrth i swyddogion o bob rhan o'r Cyngor barhau i ymateb i'r firws, sy'n parhau i fod yn weithredol yn y Sir. Mae swyddogion wedi cynnal y trefniadau sydd wedi'u rhoi ar waith ers mis Mawrth, ac maent yn gallu ymateb i unrhyw achosion lleol o Covid yn y Sir. Ar hyn o bryd, ac yn absenoldeb brechlyn neu imiwnedd eang, ni wyddys pa mor hir y bydd angen cadw at y trefniadau hyn.

- (1) Canllawiau Llywodraeth Cymru, Cadwch Gymru yn Ddiogel yn y Gwaith, cyhoeddwyd 2 Mehefin 2020 <https://gov.wales/keep-wales-safe-work>
- (2) Canllawiau HSE, Gweithio'n Ddiogel yn ystod Achosion Coronafeirws <https://www.hse.gov.uk/news/assets/docs/working-safely-guide.pdf>

Mewn ymateb i gwestiwn atodol y Cynghorydd Davies ynghylch yr hyn y gallai'r Cyngor ei wneud i wneud ei wasanaethau'n fwy hygyrch i'r cyhoedd dros y ffôn, dywedodd y Prif Weithredwr nad oedd galwadau ffôn yn cael eu cyfeirio at adeiladau ond yn hytrach at liniaduron swyddogion ond y byddai'n gofyn i gydweithwyr ymchwilio i hyn ac os oedd unrhyw broblemau y byddai'n gofyn iddynt eu hateb.

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

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

Ymateb

Mae cyfarfodydd Prif Gontractwyr Cynnal a Chadw Rheolaidd yn cael eu cynnal yn wythnosol rhwng staff CSP a NMWTRA, lle mae'r holl waith sy'n gysylltiedig â'r Rhwydwaith Cefnffyrdd yn cael ei drafod a'i gofnodi.

O ran cau unrhyw ffyrdd ar gyfer cynnal a chadw cylchol, ceir cyfarfod ymlaen llaw â CSP, NMWTRA a Chontractwyr (os yw'n berthnasol), i sicrhau bod yr holl waith yn cael ei gydlynw mewn modd effeithlon a dilynir hyn gan gyfarfod dad-friffio yn dilyn y gwaith i weld a oes angen unrhyw newidiadau ar gyfer achlysuron yn y dyfodol.

Mae'r holl waith mawr ar Gefnffyrdd wedi'i amserlennu trwy gydlynwyr Streetworks. Mae hyn yn sicrhau bod yr holl waith cynnal a chadw ffyrdd a chyfleustodau ac ati yn cael ei gydlynw a bod gofod ar y ffyrdd yn cael ei archebu a'i ddyrannu'n effeithlon.

Mewn ymateb i gais y Cynghorydd Powell i'r cyngor ymgysylltu ag NMWTRA i ymdrin â phryderon preswylwyr ynghylch cau'r A479, dywedodd yr Aelod Portffolio dros yr Amgylchedd y byddai penodi Pennaeth Gwasanaeth newydd yn rhoi cyfle i feddwl o'r newydd.

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

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

Gan y byddai gan y mesur hwn fanteision mawr o ran diogelwch y cyhoedd a cherddwyr, bywiogrwydd ardaloedd manwerthu a'r sector lletygarwch a diogelu'r amgylchedd, a fydd yr Aelod Portffolio yn ymrwymo i gomisiynu arolwg ymarferoldeb, i'w adolygu gan gymheiriaid yng Nghanolfan y Dechnoleg Amgen ym Machynlleth?

Ymateb

Cwblhaodd Grŵp Tasglu 20mya Cymru ei adroddiad a gefnogwyd gan bleidlais mewn cyfarfod Llawn ym mis Gorffennaf 2020 i symud ymlaen gyda therfyn cyflymder diofyn 20mya ar gyfer ffyrdd cyfyngedig yng Nghymru cyn gynted â phosibl, gyda dyddiad targed o Ebrill 2023 ar gyfer sicrhau bod y newid yn y gyfraith yn dod i rym. Mae'r adroddiad yn tynnu sylw at y nifer o ystyriaethau a chymhlethdodau y tu ôl i newid ymddygiad o'r fath ac mae hefyd yn cyfeirio na fydd yn briodol gosod terfyn cyflymder o 20mya ar yr holl ffyrdd 30mya presennol megis prif goridorau neu lle nad oes llawer o ddatblygiad ffryntiad ac y bydd angen rhai eithriadau (tua 17% o'r rhwydwaith).

Mae Powys yn sir enfawr ac mae'n ofynnol i'w staff (a'i aelodau) deithio o amgylch y sir gan gyflawni llawer o swyddogaethau amrywiol o wastraff ac ailgylchu i ofal cymdeithasol, gyda gweithwyr yn defnyddio cymysgedd o'u cerbydau eu hunain a rhai a gyflenwir gan wasanaeth neu ar brydles. Mae hefyd yn cyflogi llawer o gontractwyr a chyflenwyr lleol sy'n teithio'n sylweddol fel gweithredwyr bysiau. Ar y cyfan mae gan Bowys record diogelwch ffyrdd dda a chyfradd damweiniau isel yn ei ardaloedd trefol, gyda mwyafrif y damweiniau difrifol yn digwydd ar y rhwydwaith gwledig. Fel rhan o'r ymateb i Covid 19 ac Ailgodi'n Gryfach, byddwn yn cynllunio i leihau ein teithio lle bo'n briodol gan ddefnyddio technoleg ond ar hyn o bryd nid oes gennym gynlluniau o ran gweithredu 20mya gwirfoddol ac mae'n anodd rhagweld sut y gellid gweithredu hyn a 'monitro / gorfodi' yn bragmatig.

Gofynnodd y Cynghorydd Powell i'r Aelod Portffolio ailedrych ar hyn yng ngoleuni'r cynnig brys ar fater yr hinsawdd a basiwyd gan y Cyngor. Dywedodd y Cynghorydd Hulme y byddai hyn ar yr agenda yn y dyfodol.

Y Cynghorydd Sir B Baynham (Cadeirydd)



Director of Social Services Annual Report 2019/20

Powys County Council



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1. Director's Summary of Performance



In Powys County Council we are committed to working with our health board colleagues and third sector to deliver better outcomes for Powys residents. We are led in this by the Joint Health and care strategy working through the Regional Partnership Board (RPB) and through driving the changes associated with the North Powys Wellbeing programme on which I lead.

As the Director of Social Services in Powys I recognise the improvement journey that both Adults and Children Services are on. Whilst also recognising that some people may have concerns about the pace of our improvement. I want to highlight the commitment to get this right and not just for the 'here and now', but to develop a sustainable, quality social services offer which is fit for purpose and the future. I believe this report will highlight the enormity of what has been delivered to date and transparency on what we have yet to deliver.

After the inspection in July 2017 (Children's Services) & January 2018 (Adult Social Care), I came in to post on the 23rd April with over 25 years of experience of working in and leading Social Care. My personal commitment is not to just oversee the immediate improvements of our service but a long-term investment in working in Powys, to see these improvements through, develop a culture of continuous improvement and deliver the best possible outcomes for Powys Residents working with our partners in the Health Board and voluntary sector.

We have a permanent Chief Executive who has now been in post since February 2019 and we have secured a permanent leadership team including the Senior Management tier who are passionate & committed to driving new ways of working and improved outcomes for our residents whilst taking our workforce with us.

The journey over the last 2 years has been challenging and we are appreciative of all the support and constructive challenge we have had from both Cabinet, Scrutiny committee & Care Inspectorate

Wales. In addition, we have had the support and challenge of Jack Straw (independent Chair) and Phil Hodgson (Board member), and the broader improvement and assurance board who have been instrumental in our journey of improvement. For which I am immensely grateful.

I also want to mention the support of colleagues both in our Corporate support services and in our front-line teams for enabling the improvements to date.

In March 2020, Social Services invoked its business continuity plan in response to the COVID-19 pandemic. I am proud that we have been able to continue to deliver business critical services across Powys during this difficult time, which is testament to the hard work and commitment of our staff.

Alison Bulman

Director of Social Services

2. Introduction



This is the Director of Social Services' report for 2019/20 for Powys County Council. It provides an overview of how well the services achieved the intended outcomes as set out in 2018/19 report, as well as identifying new developments and aspirations for 2020/21 and beyond.

Powys County Council's Social Services Department includes Children's Services and Adults' Services, both supported by a Commissioning team. The Adults' Social Care service adopted new principles of working, as set out in its improvement plan. These included:

How We Will Work Together

We believe that everyone should be seen as unique individuals who have strengths, hopes and aspirations as well as needs or problems. We want to support people to live the best life they can, helping them to find solutions that fit. We will focus on what matters to the individual.

We will:	You can help by:
Listen, be open, honest, friendly and non-judgmental.	Having your say and telling us about your experience.
Ensure that children and young people's voices and opinions are heard and are visible in all aspects.	Making your voice heard, participate in children and young people's forums and panels.
Work with our partners to protect you from abuse and exploitation.	Being aware and raising concerns about people who may be at risk of being harmed.
Support you to maintain your personal dignity, self-respect and to focus on what matters to you.	Staying safe, being healthy and active.
Support you to make informed decisions so that you can do what's important to you.	Engaging with us and taking responsibility for your health and keeping well.
Provide good, accessible information and advice.	Using online services where possible.
Help communities to be inclusive and supportive to minimise loneliness and isolation.	Be aware of what is available in your community and getting involved.
Be open to new ways of working and to embrace technological solutions, enabling a focus on getting value for money.	Providing ideas and trying new ways of working together.

Children's Services
Guide to the Improvement Plan 2018 - 2021

Working together to ensure that Powys children and young people are safe, healthy, fulfilled and have their voices heard, valued and acted upon.

Key Messages:

- The plan has been developed by all parts of the council working together. The Regional Partnership Board and Regional Safeguarding Board will also play a big part in making the changes happen.
- By continuing to work together with our partners we will ensure services which help children and families to achieve the best possible outcomes.

In this plan we will:

- Focus on early intervention and prevention
- Provide good parenting and specialist support
- Provide diverse and high-quality placements for children who need them
- Address the best possible outcomes for children in our care

The Improvement Plan:

- There are seven priority areas to deliver the plan
- Eligibility criteria (thresholds) and Early Help
- Partnership working
- Safeguarding and good care post work practice
- Commissioning arrangements
- Independent reviewing, quality assurance and complaints
- Infrastructure and support services
- Resilience

Links:

- The Children's Services Improvement Plan is linked to and supported by a range of strategies including:
 - The Growth Vision 2025
 - The Star Well Programme to be developed through the Regional Partnership Board
 - Children's Services (Children Looked After) Strategic Framework

To view the plan, visit www.powys.gov.uk

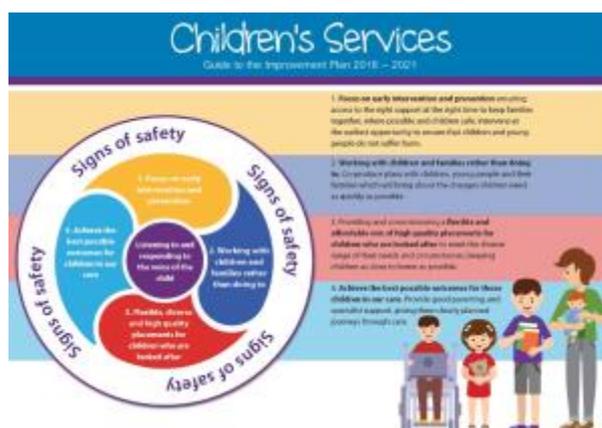
1 - Children's Services set out its principles within the Children's Services Plan on a Page:

Children's Services

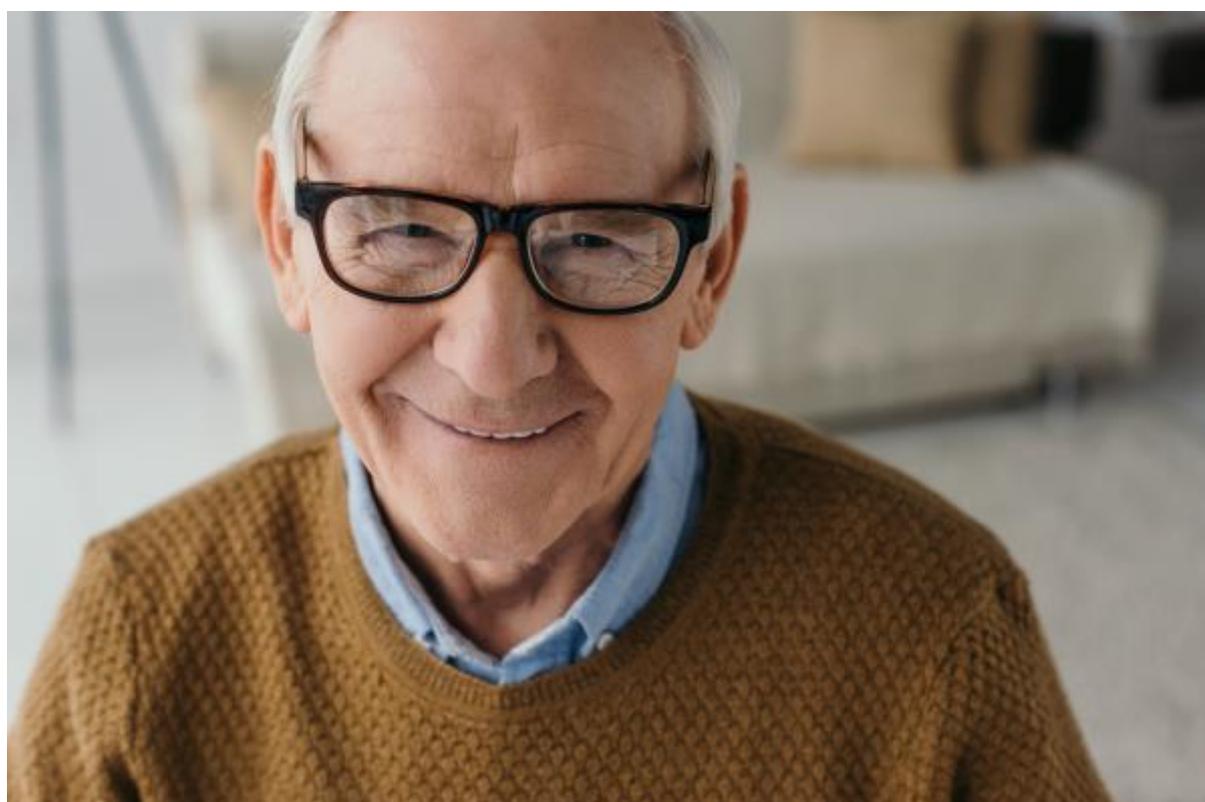
Working together to ensure that Powys children and young people are safe, healthy, fulfilled and have their voices heard, valued and acted upon.

In Children's Services, we will:

- Promote access to a range of Early Help services, which families can access preventing the need for statutory intervention
- 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
- 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
- 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
- Achieve the best possible outcomes for these children in our care by providing good parenting, specialist support and clearly planned journeys through care into adulthood
- 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



3. How are people shaping our services?



Communicating and engaging with the public is important to how we shape the services people need and collectively evaluate how well we perform in delivering care and support to those who need it. Engaging and consulting on service development and delivery is crucial to delivering what the people of Powys require.

We are eager to hear about the services we already deliver and how we can support adults and children better. This is important for all our services and those who access them. In some areas we have done well to engage adults, but we need to improve how children are enabled to voice their opinions on the decisions that affect them.

Both service users and carers have been fully involved in the Carers' Steering Group, the Start Well, Live Well and Age Well Partnerships and other service user forums. Carers including young carers and citizens' representatives are supported through commissioned Credu and PAVO services

to enable their involvement and informed engagement at these groups, as well as at the Regional Partnership Board.

The Carers Steering Group commissioned CREDU to provide two additional Carers Support Projects using ICF Funding. The projects are for two years and will end in March 2021.

The Care Leavers Forum formed a young people's panel for recruitment in Children's Services and a Care Leaver Participation Apprentice role was established in the new structure.

- **Raising Awareness Project**

The project includes the following activities: To raise awareness among hard to reach communities, health settings and intergenerational work. Identify and recognise hidden isolated Carers; target communities with roadshows providing information, advice and assistance. Explore opportunities for young and adult carers to share experiences, use of technology, mobile apps, and intergenerational skill-building events.

- **Co-Production of Respite Project/Short Breaks for Children and Young People**

The project provides the creation of a new role to plan and arrange bespoke and innovative respite opportunities to enable Carers to have breaks when they need them, where services are not currently provided or meeting need. The project includes the following activities - Explore possibility of sharing of Carers' time by supporting Carers to provide some formal paid caring, looking at innovative and new respite opportunities, favour exchange, quick response respite while waiting for Assessments, opportunities for young people to attend residential courses to give families a break.

In response to requests for a wider choice of short breaks options for children and young people we have:

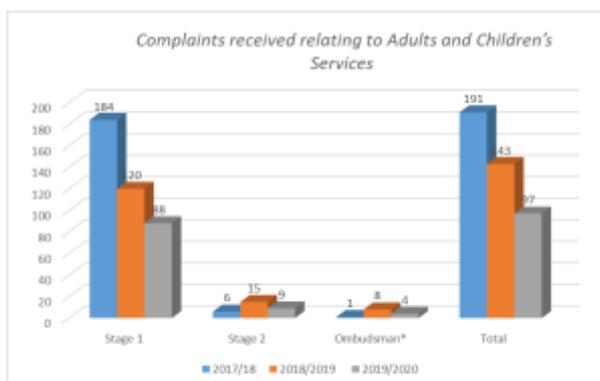
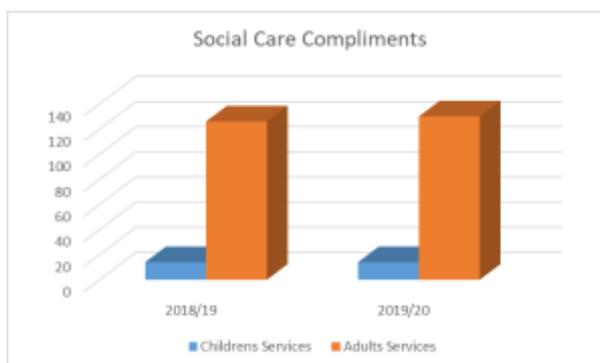
- Provided short breaks for 27 children and young people including 19 family short breaks;
- Increased Direct Payments to 62 families in receipt;
- Recruited additional personal assistants;
- Provided 606 overnight breaks for 18 children and young people at Golwg Y Bannau and Golwg Y Gamlas;
- Supported families through Integrated Disability Service Support Worker sessions.

As the project is about listening to 'What Matters' to Carers the project was able to respond immediately as a result of the COVID 19 pandemic. CREDU were able to help some families cope better with being isolated, creating respite in Carers own homes and gardens.

Feedback from the Public

To help shape our service, we collect Compliments, Comments and Complaints and we discuss this feedback on a regular basis. We categorise them into Stage 1 and Stage 2 Complaints. Stage 1 complaints are dealt with by the team or senior manager of the department. If we are unable to resolve a complaint at Stage 1, then it escalates to Stage 2 where the investigation is undertaken by

an external independent investigator. If the matter is still unresolved, the complaint escalates to the Ombudsman. In 2019/20, there has been a 33% decrease in the total number of complaints made compared to the previous year across both service areas. We are now resolving more cases at the point of enquiry, as opposed to progressing on to the complaint stage, this demonstrates our learning culture and putting things right at the earliest opportunity for the public. The Compliments for this year (144) remained about the same as last year (140). To see the full report, go to <https://en.powys.gov.uk/socialservicescomplaints>.



2 - * The number of the complaints can be double/triple counted as they are included in each stage of the complaints process. However, not all complaints at the Ombudsman or at Stage 2 will have been in Stage 1 in this year.

** Ombudsman Complaints include those that were accepted by the Ombudsman in the year being reported, not those which may still be ongoing from the previous year.

What are our priorities for next year and why?

For *Adult Services*, our aims are set out in our Integrated Business Plan 2020-2023. In Adult services, we will:

- Promote independence wherever possible by identifying what people can do for themselves, alongside community based support to achieve what matters to them.
- Support adults who require care and support through timely and strengths based assessments and care and support planning, and working to ensure that the right level of care and support is available to adults who require this support.
- Provide and commission a flexible and affordable mix of high-quality support services for adults who require care and support and their carers to meet the diverse range of their individual needs and circumstances. With a focus on outcomes.

- To increase the availability of volunteers to work in health and social care during the pandemic (and beyond), and to work with care and support providers to increase use of volunteers to increase service capacity.

For *Children's Services* our aims are set out in our Integrated Business Plan 2020-2023. We have committed to '*Work with* Children, Young People and their Families rather than *do to*, to co-produce plans to bring about the changes children need as quickly as possible.

In 2020-21 we will:

- Embed the Mind of My Own app and promote its widespread use among children and young people.
- Care experienced young people attend and actively contribute to the Corporate Parenting group
- Children who are looked after and Care Leavers fora meet regularly
- Children who are looked after and Care Leavers fora organise at least one participation event
- Children who are looked after and Care Leavers participate routinely and meaningfully in recruitment at all levels in CS
- Organise a Member Development session which enables the Young People's Forum to engage with Elected Members
- As part of our Pathway Planning Children's Services will ensure that 18 year-old care leavers are supported to be registered to vote

4. Promoting and Improving the Well-being of Powys Residents



(a) Working with people to define and co-produce personal well-being outcomes that people wish to achieve

Understanding “what matters” in our conversations with people is paramount to successfully placing the individual at the centre of what we do. “What matters” is the *golden thread* that runs throughout our services and is an important guiding principle of the Social Services and Wellbeing (Wales) Act 2014.

What did we plan to do last year?

In last year’s Annual Report, we set out several priority actions to enhance how we work with people to help them achieve their outcomes, namely that we would:

We Said - We Did!

Streamline information so that it is in one place to ensure that the Information, Advice and Assistance services are better co-ordinated across our third sector organisations. To develop our digital offer including virtual assessments and enquiries. (A-1)

- A-1 A restructure that co-located a Social Worker and Community Connector with the ASSIST team and other front-door restructures have improved call wait times from 7 minutes to under 1 minute.
- A-1 Our website now has an increased focus on getting help at home with daily living, including a service called *Ask Sara*, an online, self-assessment tool is available on both the

internal and external website. The website also has short video animations that illustrate how technology can help people to live at home for longer.

- A-1 Our dedicated front door (ASSIST) website now offers a [multi-agency, bi-lingual enquiry form](#), as well as a direct referral pathway for carers. People can now contact us via webchat.
- Expanded our home-based support services to East Radnorshire, Llanidloes and Llandrindod Wells. These early intervention and prevention pilots were evaluated at the end of the 2019. Feedback from service users and carers does show that most feel able to stay at home and where home support has been a contributing factor to this. Further expansion will be considered.

Work with professionals to develop their understanding and respect for the importance of IAA in enabling the local population to make informed decisions and take personal responsibility for their health and wellbeing. (A-2)

- A-2 Training and support enhanced the quality of the 'what matters' conversation that staff had with individuals to ensure that they got the right level of support as soon as possible. ASSIST staff and Community Connectors are trained to prescribe low level technology to enable independence or enhance care to further resolve enquiries as early as possible and where possible avoid hand offs.
- Adult Services have worked closely with the newly appointed Joint Health and Social Care Workforce Planning Manager to inform a workforce strategy looking from a wider lens to include health, social care, volunteers and the independent sectors. The work which has been undertaken will also inform a national workforce strategy for Wales which is underpinned by the principles of A Healthier Wales.
- In partnership with the Powys Teaching Health Board and PAVO, our Community Connector service comprises 13 Community Connectors and a Senior Officer. The number of referrals into the service rose from 2,189 last year to 2,994 in 2019/20, an increase of 37% over last year. Over 90% of the clients supported to access third sector services said that the Community Connectors helped deliver 'what matters' to them, showing the immense value of third sector support.
- The Community Connectors have seen a huge increase of referral to support clients during the Covid-19 pandemic. They supported 650 people shielding and many others to access help in their local communities for prescription collections, shopping, loneliness, etc. The Connectors have supported 112 local Covid-19 Community Support groups to establish, develop and deliver support to their local community.

Promote further engagement in the Children's Commissioners Ambassador Programme throughout Powys Schools. (A-3)

- We have continued to promote the 4C's Young Commissioner Programme. The 4Cs manages the All Wales Framework for the Provision of Foster Care Services & the All Wales Framework for the Provision of Residential Care Services to Children and Young People.
- Young Commissioners have played an integral part in a number of 4Cs projects since 2017. Their participation ensures the voice of young people is at the heart of their work to support

commissioning, good quality care and improved outcomes for all of the children and young people looked after

Continue to encourage young people or adults and partner agencies to partake in the interview process for positions in Social Services. A-5

- Care Leaver Panels are a routine aspect of recruitment in Children's Services
- Health partners are invited to be part of interview panels within Adult Services.
- Adult Social Services took an active part in the countywide Careers Festival for secondary school pupils which was held at the Royal Welsh Showground in March 2020. We also continue to promote our apprenticeship programme.

Work with partner agencies, particularly the health board, to adopt the Children Looked After Pledge. (A-6)

- The Children and Young People's Pledge, designed by Young People, has been adopted by Powys County Council and Powys Teaching Health Board



Stabilise the work force and drive down the reliance on agency staff. (A-7)

- The Children's Services restructure was completed and has significantly improved the stability of the workforce. All Senior Manager, Team Manager and Team Leader posts were filled permanently. The number of agency social workers was reduced to 29 as of April 2020.

Drive up and maintain the performance across Children's Services. (A-8)

- Performance against key performance indicators has improved significantly and been sustained.
- The percentage of children looked after who have had three or more placements during the year has been sustained well below the Welsh National Average of 10%. At the start of the year Children's Services performance in this indicator was 6% and it was reduced further to 4% in March 2020.
- The percentage of statutory visits for children looked after carried out on time is recorded in June 2019 at 84%, performance dramatically increased from August 2019 onwards and was sustained at 92% or over every month onwards. In December 2019 the service reported that 98% of visits were undertaken within timescales.
- The percentage of child protection statutory visits carried out on time has also remained consistently over 90% since August 2019.
- The percentage of operational staff who received case supervision on a monthly basis has improved greatly and from January 2020 onwards achieved target over 90% or over.
- The number of children on the child protection register reduced from 123 in April 2019 to 90 in March 2020.
- The percentage of contacts to the Front Door service not requiring statutory services but was managed and supported through information, advice and early Help was consistently between 85 and 89% from December 2019 onwards.

What are our priorities for next year and why?

- A1 Goal: Provide care and support for carers which will enable them to be supported to continue their caring role.
- A2 Goal: Further develop our strengths-based approach through promoting individual's own assets and community network support when determining how eligible needs can be best met.
- A3 Goal: Strengthen the Quality Assurance Framework and workforce development arrangements to ensure that assessments include the voices of children, young people and their families and plans are co-produced.
- A4 Goal: Develop the Early Help Strategy to promote Early Help as the multi-agency approach in Powys
- A5 Goal: Launch the rebranded Children's Services Front Door and Early Help Service
- A6 Goal: Review with partners the planned approach to multi-agency Early Help Hubs in the light of the Covid-19 pandemic.

(b) Working with people and partners to protect and promote people's physical and mental health and emotional well-being

What did we plan to do last year?

In the 2019/20 Directorate Plan we said that we would:

We Said - We Did!

Implement the new Health and Wellbeing phone app to supply mobile access to Dewis, Info Engine and NHS111 all in one place.

- The phone app is completed and being used. We will evaluate the effectiveness during the COVID 19 pandemic to ensure it was useful for people.

Support individuals to live independently, within communities of choice and where required deliver care closer to home, by continuing to work with partners to enable integrated or co-located working.

- For a variety of reasons, the provision of domiciliary care in Powys was challenging during the year. To address this, significant work was undertaken to reduce demand for domiciliary care, to provide support from other sources and to meet demand differently, as well as to increase capacity. The number of individuals awaiting care with no current provision reduced to 35 (403 hours per week) from a peak of 40 individuals in September 2019. There was also a reduction in the number of people receiving domiciliary care and in the number of hours of domiciliary care provided. However, the average time for providers to provide care increased to 33 days, reflecting the challenges in obtaining care in rural settings.
- Other work includes significant promotion of direct payments, TEC (Technology Enabled Care) and occupational therapy interventions such as provision of aids and adaptations, as well as specific projects:
- Moving with Dignity (Singled Handed Care) – Following a successful pilot, the Council has invested in two occupational therapists and equipment to enable reduction in the need for two care workers to visit some service users.
- Community Connectors - In collaboration with the Powys Teaching Health Board, we have commissioned a further 4 (total 13) Community Connectors who work across the county to support individuals' to engage with community groups and societies.
- AskSara - In February of 2020, the Council launched its "AskSara" service, an online self-help guide to help people find equipment or services.
- Home Based Support Pilots – The Council has invested in pilots across Radnorshire and the south of Montgomeryshire which provide 24/7 proactive floating support and rapid response service for people who use their Technology Enabled Care alarms.
- Reviews – We are working to ensure that reviews of care packages are undertaken in a prompt and regular manner, alongside providers, and are effective in releasing domiciliary care capacity where appropriate.

What are our priorities for next year and why?

In 2020/21, we intend to address the following priorities around protecting and promoting the physical and mental health and emotional well-being of our residents.

- (B1 Goal) Improve our system of tracking what services people are needing in Powys to support future commissioning decisions.
- (B2 Goal) Enable more people to remain in their own homes and reducing admissions into residential care, aided by effective partnership working in community mental health teams, and working alongside health partners to ensure that those with a primary health need have needs met through timely continuing healthcare funded support
- (B3 Goal) To develop regular conference calls with providers and to communicate effectively with providers via the conference call and by writing to them regularly with updates on national and local developments.
- (B4 Goal) Improve and revamp the Adult Social Care website to ensure that people can easily find what they want and designed to match the Social Services and Well Being Act. Including making sure that we promote greater awareness of AskSara.
- B5 Goal - Work with our partners to review the Start Well Board priorities to refocus how the partnership works together to support children's emotional wellbeing and mental health at the earliest opportunity.
- B6 Goal - Appoint an inhouse Psychologist in partnership with PTHB
- B7 Goal - Establish a trauma informed approach across Children's Services.
- B8 Goal: Increase the number of care leavers that report good wellbeing.
- B9 Goal: Further develop the range of short breaks provision available.
- B10 Goal: To improve our partnership working with the Powys Teaching Health Board's Child and Adolescent Mental Health Service.



(c) Taking steps to protect and safeguard people from abuse, neglect or harm

What did we plan to do last year?

During 2019/20 we said we would:

- C-1 To improve and maintain our practice with regards to safeguarding to ensure, as far as possible, that Adults at risk of abuse or neglect, who have care and support needs and unable to protect themselves of all ages are safe in Powys.
- C-2 To embed strengths-based practice to support people to make informed decisions about living in, and engaging with, their own communities.
- C-3 To support Powys residents (adults and children) who receive services elsewhere to return home where possible and to receive support in Powys.
- C-4 To support our staff to achieve high operational staff receiving case supervisions monthly will be over 85%.
- C-5 Develop an Early Help Hub as part of the Children's Services restructure to increase the level of support which can be provided through early intervention.
- C-6 To undertake a detailed review all Children placed on the Child Protection Register. The statutory timescales within Children's Services will be 95%.
- C-7 Children Looked After (CLA) who have three or more placements in 12 months will continue to be below or in line with the Welsh National average at 10%.
- C-8 The percentage of placements accommodated with in-house foster carers will be 70%.
- C-9 The percentage of assessments completed with an outcome of no further action will be 40% or less.

How far did we succeed and what difference did we make?

- C-1 Adult Safeguarding have completed over 95% of Safeguarding enquiries within statutory timescales.
- C-2 Adults: Strengths Based Working - The department continues to embed a strengths-based approach in all that it does. We have undertaken further redesign of our integrated assessment and care and support plan templates to ensure that we capture the strengths based conversations that we are having with our residents. and aims to empower people and support them to re-engage with their communities.

Children's Services continued to deliver the Signs of Safety implementation plan with:

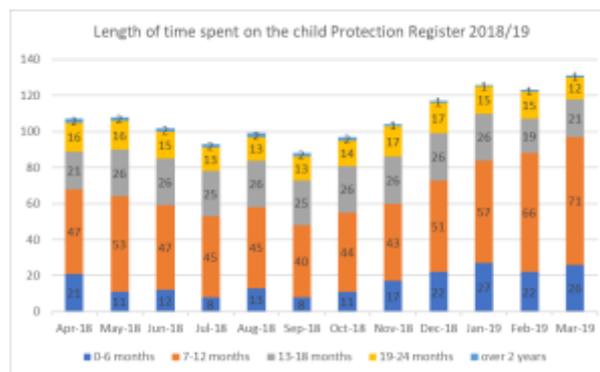
1. 155 practitioners and managers attending the 2-day and 5-day Signs of Safety training,
 2. Practice leads identified in all teams,
 3. Training sessions on a range of subjects including Signs of Safety Multi Agency Partner Workshop Events, Family Network Meetings, Genograms and Reflective Supervision.
 4. Implementation of our Closer to Home Strategy has meant 34 children moved closer to home from out of County placements during 2019/20.
- The Intervention and Prevention Service was established as part of the Children's Services restructure. Practitioners work directly with children, young people and their families and carers to stabilise arrangements which may be at risk of breaking down and prevent escalation. The number of children becoming looked after during 2019-20

was 61. In comparison the number of children becoming looked after during 2018-19 was 82. Therefore 21 fewer children have become looked after this financial year in comparison to the same time period last year.

1. C4 - Following the Children’s Services restructure monthly supervision has been over 90% for every month since January 2020. Adults supervisions averaged 84.7% for the 11 months up to March 2020 when due to Business Continuity supervisions reduced to 57% for that month. Social Services Leadership Team are committed to ensuring all operational staff receive dedicated, formal 1:1 supervision every month, in addition to any informal, group and peer supervision that takes place.

2. C-5 Multi-agency Early Help Panels have been established. The Early Help Service worked with 837 children during the year. Of these only 64 children went on to receive statutory intervention.

3. C-6 We reduced the length of time children remain subject to child protection plans. We improved the process for reviewing the cases of children whose names have been on the child protection register for more than 12 months or who are re-registered within a 12-month period.



The number of children re-registered within a 12-month period was 7. Children’s Services continued to improve compliance with statutory timescales, completing 90% of visits to children with a child protection plan within statutory timescales for the last 3 Months.



4. C-7 Children's Services has worked hard to improve the stability of placements for Children in our care. We introduced placement support workers as part of the new Intervention and Prevention Service to support foster placements and prevent placement breakdown. The figure for the number of children with more than three moves in 12 months has remained consistently low at 4% compared to the Wales average of 10%.

5. C-8 We consulted with foster carers and reviewed the support offer, whilst working with national colleagues on the harmonisation of fees for foster carers across Wales. We have invested in the Fostering Service, which is now made up of two teams covering the North and South of the County respectively. This more stable base has enabled the Teams to focus on improving the support provided and development of our carers as well as on recruiting new carers. We ran recruitment campaigns throughout the year which produced 132 enquiries, 18 assessments beginning and 14 foster families being approved at panel. 40% of children in our care are placed with in-house foster carers and we continue to work hard to recruit more foster carers.

Our children need more foster carers, so how about recommending your friends and family?

As a foster carer, you know how challenging but rewarding it can be to provide a safe, caring home for local children, and the feeling of achievement you feel when you play a huge part of shaping their future.

So, why not encourage your friends and family to join our team of foster carers, and share the rewarding journey with them?

They can help in so many ways, by providing a caring and safe environment for local children full-time or even for a weekend or a week to give carers and families a break.

Simply ask your friends and family members who would be great carers to contact our fostering team on:

0800 22 30 627
fostering@powys.gov.uk
www.powys.gov.uk/fostering

Powys

6. C9 The Assessment Teams completed 692 assessments in the year. Of these, 11% were stepped down to early help. This figure has increased through the year, as our new structure and early help approach has been embedded. 41% progressed to Care and Support and 48% were closed.

- The statutory obligation to complete Deprivation of Liberty assessments (DoLs) within 21 days continues to be a challenge. We have worked together with regional partners to outline guidance to complement the guidance from the Department of Health. Staff responsible for DoLs continue to keep themselves updated with case law and developments during the Covid period. Preparations are ongoing for the transition to the new Liberty Protection Safeguards (LPS) which comes into force sometime in 2021. An audit

of the Council's DoLs service was undertaken in December 2019. This audit resulted in a number of actions which will be coordinated by our Senior Manager for Contact and Adult Safeguarding.

- We have created a Regional Threshold guidance and delivered online training to support staff with a clear process to inform safeguarding referrals. The *Wales Safeguarding Procedures* were launched in November of 2019, which is an essential part of safeguarding children and promoting their welfare. Powys has begun training staff on applying the new procedures in practise.

What are our priorities for next year and why?

During 2020/21 we will be focussed on delivering a range of outcomes, including:

- C1 GOAL: The Regional Safeguarding Board will publish the regional safeguarding response to Safeguarding which is a single document outlining the Safeguarding response to children and adults safeguarding. The purpose of this document is to provide a designated reference point for the specific processes to be followed during the COVID-19 pandemic, and to show the significant work undertaken by all our Board and partners in the development of these policies. The Senior manager has engaged with the board to produce this document and provide clarity during this time.
- C2 Goal: To develop a joint care home escalation matrix with the Powys Teaching Health Board to enable full awareness by the Care Home Steering Group (Section 33) of contract monitoring and concerns.
- C3 Goal: To convene a regular interagency, multidisciplinary team meeting to consider the needs and sustainability of care homes in Powys.
- C4: Work closely with partner agencies to improve our response to child exploitation and lead on the review of the regional arrangements for multi-agency working.
- C5: Complete phase two of the Children's Services restructure to strengthen the Safeguarding and Quality Assurance Service.
- C6: Develop the Powys Child Exploitation Strategy and Implementation Plan
- C7: Establish our Specialist Child Exploitation Intervention team.
- C8: Undertake a review of EDT and implement an out of hours response to child protection and adult safeguarding and mental health which meets demand.

(d) Encouraging and supporting people to learn, develop and participate in society

What did we plan to do last year?

During 2019/20 we said we would:

- D-1 Review our access arrangements, promoting self-service and channel shift wherever appropriate. Ensuring we have the right model to meet the demands on the service. Promoting a culture of getting it right the first time for people who contact us.

- D-2 Review the end to end customer journey/experience and ensure that each step adds value and that our systems are lean and agile.
- D-3 Continue to promote a culture which routinely meets the expectations of the Social Services and Well-being Act and other legislation which encourages co- production and reduced dependence
- D-4 Regional Rural Centre in Newtown – in partnership with health and social care professionals, a proof of concept work has been completed including identification of a preferred site for a multi-agency campus in Newtown. Work has commenced on the design of the new model of care which includes mapping of existing services and local population needs.
- D-5 The proof of concept work has been completed. This includes the identification of a preferred site for a multi-agency campus in Newtown and the testing of how the vision/concept could fit on the preferred site through different layout options. This external report and its recommendations were approved by Council Cabinet on 19th February 2019. Further work is required to develop the multi-agency wellbeing campus model, and this will be undertaken during spring/summer of 2019.
- D-6 Continue to work with Powys County Council Housing Department and Associations on planning opportunities for Residential Units and training flats for Care Leavers.



How far did we succeed and what difference did we make?

- D-1 Significant work has been undertaken during the year to review and create a new single point of contact which provides high quality information, advice and assistance. ASSIST is now functioning more efficiently and is providing excellent results including prescribing low-level Technology Enabled Care (TEC) equipment when needed. The percentage of individuals who have contacted the service for information and advice, but who have not returned to the service in the following six months is 77% (as of April 2020). The key role of the contact officers within the ASSIST team is to get to the heart of “what matters” to the person or their carer and to identify the outcome they are looking to achieve. The team work to a prioritisation framework to assess referrals and have a clear process for prevention and co-production with third sector services. There are clear pathways for any concerns which are raised about safeguarding. A new online enquiry form and carers assessment form have been introduced. In the last Quarter of 2019/2020, 86% of all approaches to Children's Services were supported and managed through the Front Door

with information, advice or via the Early Help Team, rather than a referral to statutory services. This percentage continues to be consistent each month and highlights how Children's Services is embedding the ethos of 'working with' Children, Young People and their Families rather than 'doing to' to enable children and young people to access the right support at the right time. The commissioned services, provided by 3rd sector organisations, have an important role to play with providing information, advice and assistance. Organisations, such as Credu, provide thousands of people with information on a regular basis. It is estimated that there are 1,000 young people and approximately 16,000 adults who are looking after a family member or friend who are ill or disabled. The number of people now registered with Credu as informal carers and who received information regularly is 3,413 as of 31 March 2020, up from 3,172 people at the same time last year.

- D-2 Work continues with the 'end to end' customer journey/experience and meetings with operational managers and Business Intelligence will continue as things return to normal.
- D-3 Since Sept 2019, our department has held quarterly Strengths Based Outcome Focussed trainings hosted by Social Care Wales. We have also added our own monthly Mentor Groups to support staff in embedding the practise. Powys has made the Strengths Based Outcome Focussed training mandatory for all frontline staff and Senior Managers. Monthly reflective practise meetings and a library of webinars, case studies and other resources further support Strengths Based Outcome Focussed practise. We are monitoring staff practise via audits to ensure staff are embedding their learning.
- D-3 In Children's Services, there have been a range of 14 different practice development sessions to promote and embed the Signs of Safety model of social work.
- D-4 Regional Rural Centre in Newtown as a part of the North Powys Programme – After extensive engagement with communities, staff and stakeholders, a new model of care has been developed taking into account population needs, existing service provision and gaps, quality of the estate and the broader challenges and opportunities at a local and national level. The new model of care was approved by the Health Board and is awaiting review by Powys County Council after being on hold due to COVID-19. It is anticipated that the model of care will need to be reviewed in light of COVID-19 to ensure it is still the best model moving forward.
- D-5 Further work has been done to develop a programme business case, but engagement has been limited due to COVID-19. Further work is required to be able to ensure full stakeholder support for the scheme before it can be considered for approval by Cabinet and the Health Board.
- D-6 Children's Services and Powys County Council Housing Department continue to work together to meet the accommodation needs of Children who are Looked After and our Care Leavers. During 2019/20, two Council properties (one in North Powys and one in South Powys) have been developed into our Springboard houses in Newtown and Brecon. These are shared houses for young people aged 16 to 25 who are leaving care and are ready for greater independence. A three-bedroom property in South Powys was also tenanted to Children's Services for use as a 2 bed children's residential home. The works commenced in 2019/20 and have been delayed due to the Covid-19 response. A further house in Mid

Powys was tenanted to Children's Services at the end of 2019/20, for use as emergency accommodation due to Covid-19. Children's Services worked with Newydd Housing Association to secure two one-bedroom flats in North Powys. In January a training flat in Newtown opened its doors to young people. The aim of the flat is to give Young People leaving care a chance to spend short periods of time living there, learning skills and experiencing what it's like to live alone. It gives young people the opportunity to be fully involved with their own programme for independence. This project was set up in partnership with Care Leavers. The other flat has provided floating support accommodation for a Care Leaver.

Technology Enabled Care (TEC) has continued to develop with new services being trialled. The number of unique individuals supported, and technology enabled care prescriptions have continued to grow with 708 new prescriptions in 2019/20. TEC is helping unpaid carers to look after their loved ones with dementia in their homes for longer, some avoiding care home admission altogether or delaying the need for this. Using an average of £1,350 per person in annual savings, the projected costs which have been avoided as a result of the use of technology enabled care was £453,938 for the 2019/20 financial year.

Projected Cost Avoidance to Powys Social Care 2019/20 Number of clients - 708 (1) Estimated Annual Saving per Client - £1,350 (2,3) Estimated saving 2019/20 - **£453,938** (4)

(1) Actual number of unique clients supported with Technology Enabled Care in Powys

(2) Estimated annual net savings per client based on research but at 30% only and assumes 70% of clients retain their TEC for 12 months

(3) Uplift applied for 2019/20 of 2%

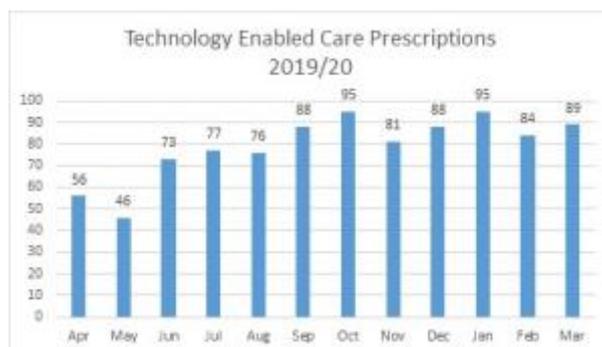
(4) Savings per client reduce each month to reflect diminishing time remaining in the financial year



3 - A series of animations were created to promote the equipment which is available to support people in Powys



Tudalen 52



4 - Technology Enabled Care Prescriptions by month

Especially popular is the *Canary Home Monitoring System* which allow non-invasive monitoring of vulnerable person to know their movements, see video at <https://www.youtube.com/watch?v=KJ350uHTC2k>. “I have gotten fantastic feedback from clients/family using the equipment. The potential cost savings from families being able to maintain their loved one at home without the need for a care package is huge.” - Health Board Occupational Therapist talking about the Canary Home Monitoring System “My gran remained at home without a care package right up until she was hospitalised over a 5-month period, and, unfortunately then required 24-hour care in a nursing home. As a family we strongly feel that the Canary was the main reason we kept her at home for so long.” – Granddaughter Overall, the number of unique individuals supported has continued to grow in line with Vision 2025 targets with a total of 708 individuals being supported using TEC items since April 2019.

What We Will Do Next Year:

D-1 Goal: To enable more adults with a disability to gain training and paid employment as our current commissioned service expires in October of 2020, we will be retendering by reviewing current employment needs and using a locality approach.

D-2 Goal: To review daytime activities for adults and to support people to achieve what matters to them.

D-3 Goal: To increase uptake of technology amongst the people that we support to increase social connection and reduce loneliness and isolation.

D-4 Open a Spring-Board house in mid Powys

D-5 Complete an options appraisal of how a full range of supported accommodation for Care Leavers and Young People aged 16 to 17 who are homeless, can be best delivered.

D-6 Increase the number of young people in care who achieve their educational goals.

D-7 Increase the number of care leavers who are living in permanent accommodation at the age of 25.

D-8 Increase the number of care leavers who are in full time employment, education, or training.

(e) Supporting people to safely develop and maintain healthy domestic, family and personal relationships.

What did we plan to do last year?

During 2019/20 we said we would:

- E-1 Increase awareness and challenge attitudes of violence against women, domestic abuse and sexual violence across Mid and West Wales
- E-2 Increase awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong
- E-4 Make early intervention and prevention a priority
- E-5 Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors
- E-6 Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services throughout the region.
- E-7 Ensure all organisations contracted to provide care services on behalf of Powys Council have a workplace domestic abuse policy and provide the same level of training as required of Council staff under the National Training Framework.

How far did we succeed and what difference did we make?

E-1 Powys Commissions two main providers across Powys who:

- Work in communities and public services to raise awareness of domestic abuse, the signs of an abuse relationship and its impacts, and promote services available to support victims i.e. national helpline
- Provide training to relevant staff, practitioners and volunteers (from a range of statutory and third sector organisations) to raise awareness of domestic abuse as an issue, communicate the responsibilities under 'Ask and Act' and provide information on support/advice and referral routes for those experiencing domestic abuse.
- Support the development and promotion of the 'Ask me' scheme and 'safe disclosure points' in communities
- Develop skills to establish and maintain positive and healthy relationships
- Work with the locality housing related support and other service providers to improve intelligence and early intervention.

E-2. Sessions have been provided across schools in Powys which:

- Promote the importance of healthy relationships and raise the awareness of children, young people and adults about the issues of Violence against Women, Domestic Abuse and Sexual Violence.
- Are delivered by qualified and experienced teachers - sessions can be delivered in Welsh or English and all resources are bilingual.

- Are cross curricular and are designed to promote peer discussion, using a range of techniques.
- Use materials that are thought provoking but are not designed to be so emotive as to cause distress, including the concept of “The Safety Zone”.
- Are designed to promote discussion not disclosure.
- Conclude with information for young people on where they can access help and support both inside and outside the school.
- A parent pack has been developed with activities for all ages, from under 4 to over 14. The pack contains practical activities for children and young people

E-3 The Regional Partnership are still working closely with partners around the academic review and profiling of perpetrators across Mid and West Wales.

- As a result of the Regional MARAC review the Daily Discussion process has been reviewed and is now in practice. Evaluation is also underway with Data Cymru for the Daily Discussions Process.
- The Capital Grant Award has supported implementation of Video Conference facilities across Powys, to support the Daily Discussions Process that was implemented in November 2019.
- We are working on the regional Stalking Perpetrator Intervention Pilot with Professor Jane Monkton-Smith and the Forensic Psychology Service.
- The focus for the next year will be piloting a digital perpetrator intervention in Powys, supported by learning from the recent Powys Domestic Homicide Review.
- E-4 The Children’s Services restructure included a big focus and investment in Early Help Services.
- Our new Early Help Service started their work in April 2019. 927 children received direct work (not including group work) from the team during the year. Of those 927 children only 64 were referred back for statutory assessment. For 50 of these children the reason was that their families did not engage with Early Help. We are confident that the Early Help team are working effectively alongside children, young people and their families at an early stage, avoiding the need for the involvement of statutory services.
- As part of the Early Help approach, we established early help panels to bring together multi agency partners to ensure that children, young people and their families can access the support they need at the earliest opportunity. Our partners Calan Domestic Violence Service and Montgomery Family Crisis Centre (MFCC) participate in those panels.
- The newly established Intervention and Prevention Service worked with 322 Children, Young People and their families to support with a range of issues.

*Figures from June 2019 to March 2020: CE Number of referrals - 33 Number of Children - 38 Number of Adults - 17 **Crisis Work***

Number of referrals - 10
Number of Children - 17
Number of Adults - 18 **CSE**
Number of referrals - 5
Number of Children - 5
Number of Adults - 2 **Family Support**
Number of referrals - 24
Number of Children - 36
Number of Adults - 30 **Parenting Support**
Number of referrals - 2
Number of Children - 4
Number of Adults - 4 **Placement Support**
Number of referrals - 35
Number of Children - 43
Number of Adults - 26 **Reunification**
Number of referrals - 9
Number of Children - 10
Number of Adults - 9 **Support to avoid accommodation**
Number of referrals - 104
Number of Children - 169
Number of Adults - 129 **Grand total**
Number of referrals - 222
Number of Children - 322
Number of Adults - 235

- ***Children and Young People supported by Intervention and Prevention Service to avoid accommodation in Local Authority Care*** = 166 (169 - 3 multiple referrals)
- ***Average cost of a placement for a child in care 2019-20*** = Around £50,000
- ***Total cost avoided 2019-20*** = £8,300,000

- E-5 We appointed a trainer to undertake the VAWDASV training. 75% of the Social Services workforce completed their level 1 training.
- E-6 Powys Commissions Domestic Abuse Support from two main providers, one North one South. Providers provide services which include:
 - Access to safe and appropriate accommodation
 - Crisis Support
 - Recovery Support
 - Preventative Services
 - Services specifically for children and young people effected by domestic Abuse
 - General awareness raising services
 - E-7 All Powys contracts have these requirements within the standard terms and conditions. Compliance is monitored as part of our routine contract monitoring.

What are our priorities for next year and why?

(Supporting people to safely develop and maintain healthy domestic, family and personal relationships.)

- E1 The pandemic has meant that all day services have been closed. It is likely that risk assessments will result in an inability to re-open day centres in the near future due to the requirement to physically distance, especially among vulnerable groups. Therefore, the Council will need to work with day service users to ascertain the best alternative methods of achieving what matters to them. This may mean support to access technology and use technology to maintain relationships in a different manner, or to access physically distanced befriending groups, or other types of support. In addition, we will be working alongside service users to identify suitable volunteering, work experience and employment opportunities. The service will prioritise this work during the year.
- E2 To develop supported living services which are outcome focussed and support individuals to maintain their own wellbeing within society.
- Identify those in our teams who should complete the level two and three VAWDASV training and provide the relevant training opportunities.



5 - Amy published her experiences of Shared Lives in Powys

(f) Working with and supporting people to achieve greater economic well-being, have a social life and live in suitable accommodation that meets their needs

What did we plan to do last year?

In 2019/20 we stated that we would:

- F-1 In 2019/20, the council will work with partners and providers to support their sustainability and find innovative solutions to reduce the numbers of delayed transfers of care.
- F-2 Continue to increase the capacity of carers and number of participants in the Shared Lives Service. (Asking Sandra and Hazel)
- F-3 Work with the housing service and housing associations to develop better accommodation options for older people in Powys. This will include the development of extra care schemes in Welshpool, Ystradgynlais and Brecon.
- F-4 Reduced numbers of persons (per 1000 population) aged 75 and over who experience a delay in return to their own home or social care setting following hospital treatment. (this was 1.5 in 2017/18).

How far did we succeed and what difference did we make?

Effective partnership working is crucial to improving outcomes for residents in Powys. Our service delivery plan sets out what we want to do to enable the speedy transfer of people from hospital to home through a re-abling and recovery-oriented approach. (From CIW Conf notes)

In January 2018, the number of delayed hospital transfers due to social care reasons was 18. In January 2020, the number of delayed transfers due to social care reasons was 3. I'm proud of this improvement for Powys residents, because I know the work that we have undertaken across the system that has contributed to this improvement. The main changes I'd like to highlight are around pathways and processes and creating new teams.

In terms of pathways and processes;

- We have co-developed a clear set of patient pathways, with corresponding pathway response times. We now have clear processes in place that provides a clarity that we didn't have before across social care and health.
- We have held pathway familiarisation sessions with our colleagues in District General and Community Hospitals so that these pathways are embedded.
- Senior Managers across Social Services and Health have instigated twice weekly patient flow meetings and a fortnightly delays forum. We're now managing patient flow in a calmer environment which supports clearer and more focussed discussions.
- We have created a patient flow tracker which is shared across the system. This gives the system real time intelligence on what patients are where, what discharge pathway they are on, and the work that we are undertaking across the system to support transfer to home.

In terms of teams;

- We have created a new hospital social work team that currently covers two acute settings, as well as five of our community hospitals. As soon as a patient is stable enough to start planning their transfer from hospital, our team works with them. Care and support plans, if required are signed off on a daily basis so that there is no additional delay in arranging for care and support. In January 2020, we received 73 referrals, of which 50 were appropriate. 80% of cases were allocated within 24 hours, with the remaining people allocated to a worker within 4 days.
- The reablement service is run jointly between the Council and the Health Board. Since our inspection, we have implemented alternative ways of working to expedite hospital transfers. In the South, we have utilised one worker to follow a *Home-First Model* and in the North, three workers have been seconded to the home first team, led by PTHB. This is helping us to support reductions of referrals to *The reablement service is run jointly between the Council and the Health Board. Since our inspection, we have implemented alternative ways of working to expedite hospital transfers. In the South, we have utilised one worker to follow a Home-First Model and in the North, three workers have been seconded to the home first team, led by PTHB. This is helping us to support reductions of referrals to reablement. Our performance data from January 2020 shows us that 83% of adults who completed a period of reablement had no package of care and support 6 months later.*
- Our performance data from January 2020 shows us that 83% of adults who completed a period of reablement had no package of care and support 6 months later.

Placement	April 2019	May 2019	June 2019	July 2019	August 2019	September 2019	October 2019	November 2019	December 2019	January 2020	February 2020	March 2020	Total
Residential in UK	0	0	0	0	0	0	0	0	0	0	0	0	0
Residential in Foster Care	0	0	0	0	0	0	0	0	0	0	0	0	0
Residential in Non-Independent Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Residential in Supported Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Residential in Respite	0	0	0	0	0	0	0	0	0	0	0	0	0
Residential in Shared Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Shared in Residential	0	0	0	0	0	0	0	0	0	0	0	0	0
Shared in Foster Care	0	0	0	0	0	0	0	0	0	0	0	0	0
Shared in Non-Independent Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Shared in Supported Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Shared in Respite	0	0	0	0	0	0	0	0	0	0	0	0	0
Shared in Shared Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in UK	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in Non-Independent Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in Supported Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in Respite	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in Shared Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in UK	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in Non-Independent Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in Supported Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in Respite	0	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care in Shared Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Supported Lodgings in UK	0	0	0	0	0	0	0	0	0	0	0	0	0
Supported Lodgings in Non-Independent Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Supported Lodgings in Supported Living	0	0	0	0	0	0	0	0	0	0	0	0	0
Supported Lodgings in Respite	0	0	0	0	0	0	0	0	0	0	0	0	0
Supported Lodgings in Shared Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0

6 - In Children's Services we continued to implement our Children who are Looked After Framework to ensure the best possible outcomes for children in our care.

The step-down approach for Powys Children Looked After 2019/2020

Powys continues to make full use of the 4C's Framework and attends 4C's Board, Partnership forums and engage in development workshops. All placement searches are undertaken initially via the 4Cs Framework. The Commissioning Team have undertaken 4C's CSSR training to ensure we maximise the capability of the system including reporting and performance data.

The commissioning team have revised and implemented contract monitoring arrangements for all commissioned placements. An escalation of concerns process has also been developed and implemented. A schedule of all monitoring visits is in place as are systems and processes to record all relevant records.

The Closer to Home Project Group that is chaired by the Head of Service meets fortnightly to review Children's placements, their circumstances and plan for their move closer to home safely and with their needs and views as a priority.

Evidence of how the Closer to Home Project is working can be seen in the step-down table.

We appointed a Children's Residential Home Development Manager to lead the work developing plans for children's homes within Powys. We are continuing with the work to recruit new foster families and supported lodgings hosts in Powys; this is a priority for the service.

Enquiries 2019/20

Foster Carer - 132

Connected Persons - 42

Supported Lodgings - 14

Applications Foster Carer - 18

Connected Persons Assessment - 22

Supported Lodgings - 8

Approvals

Foster Carers - 14

Connected Persons - 9

Supported Lodgings - 1

Our Through Care Teams work with Young People so that they are fully supported as they transition into adulthood.

The newly established Housing Gateway Panels commenced in January 2020. This is a multi-agency panel which has been set up to ensure that Care Leavers are able to access accommodation without having to present as homeless (the previous process).

The Housing options available to young people leaving care have increased, as have the opportunities for young people to prepare for their own homes. The training flat, Spring Board project and Floating Support tenancy are the first of these improvements.

What are our priorities for next year and why?

To support people in 2020/21 to achieve greater economic well-being, have a social life and live in suitable accommodation, we will:

- F-1 Goal: Further embed discharge to recover and assess pathways in partnership with health and third sector to promote as far as possible the recovery and rehabilitation of patients following their transfer from hospital.
- F-2 Goal: Conduct a review of our reablement service. Our joint partnership board has agreed to work together to commission a review of our reablement service to formalise the model we are working under; one that supports both the managing of demand from hospitals and in service users in our communities. (from CIW brief)
- F-4 Goal: To develop wellbeing calls to proactively contact vulnerable individuals in the community to support their independent living.
- F-5 Goal: To continue to develop the extra care schemes across Powys.
- F-6 Goal: To review the older persons' care home market to consider appropriate provision and evaluate provision is appropriate to meet need.
- F-7: We will continue the recruitment drive for foster carers and supported lodgings hosts
- F-8: We will improve the support provided to our foster carers
- F-9: We will increase the number of supported lodgings hosts
- F-10: We will open the first of our new Powys Residential Children's Homes.
- F-11: Undertake an analysis of range and cost of accommodation for care leavers age 18+
- F12: Following the review, we will commission or develop provision to improve the range of accommodation options for young people leaving care and homeless young people aged 16 to 17 years and deliver value for money.
- F-13: Design the model of care and therapeutic model for a Powys Children's Therapeutic Residential Home

5. How We Do What We Do?



(a) Our Workforce and How We Support their Professional Roles

Since the CSSIW inspection of Children's Services in July 2017 a permanent Head of Service has been appointed who has established a clear strategic vision for improving the service. The Service is two years into a journey of improvement.

The restructure of the Service (in 2019-20) from one based on generic teams where workers were required to undertake tasks from referral to adoption, to specialist teams. The restructure enables workers to have clarity of role and manageable workloads and makes Children's Services in Powys an attractive place to work. The specialist teams are now made up of the following:

- Early Help and Assessment
- Intervention and Prevention
- Care and Support
- Corporate Parenting
- Safeguarding and Quality Assurance

Following the restructure, staff morale has improved and colleagues report feeling better equipped to undertake their roles.

The practice framework Signs of Safety has been rolled out and embedded across the service. Training for all staff has been implemented and a Signs of Safety Implementation Group was established and meets monthly to progress the implementation plan. Team Managers and Practitioners report that using Signs of Safety has transformed the way they work with families and the focus is on developing family support networks and keeping children safely at home wherever possible.

In Adult Services strengths-based working is 'what we do'. It means that we take the time to understand what matters to those who approach us for support, to identify what they can do for themselves and what support they can draw upon from friends, family and their wider communities. We have made our Strengths-based outcome focus training a mandatory requirement for all staff in Adult operational teams.

We maintain strong links with Social Care Wales (SCW) to utilise their on-line training videos and other resources. We continue to attend the all Wales mentoring Group facilitated by SCW which enables us to network with other organisations and share their experiences of embedding the approach into practise. We have also attended workshops on outcome focussed case recording facilitated by SCW and researchers from Swansea University.

We have a pool of 36 Strengths-based outcome focussed mentors and have been running monthly support groups to increase their skills and confidence. Mentoring is undertaken formally through supervision, group reflective sessions and informally on day to day basis. We have also created an online library of guidance and good practice.

Powys is fortunate to have dedicated and hard-working social care staff who routinely demonstrate commitment and care for the individuals they serve. Despite that, Powys faces a significant long-term challenge because demographic change is leading to an increase in older people (75+) and a decline in the number of people of working age (see table below).

Age Group	2014	2019	2029	2039	Working Age (16-64)	77,200
73,500	65,200	56,900				
75+	15,100	17,600	24,000	28,200		

(Welsh Government Population Projections (2016))

This is causing recruitment and retention problems for the council. As part of a "One Council" approach, we acknowledge the need to have the right numbers of people in the right roles with the required capabilities to deliver improvement. To achieve that goal, we are investing in the following:

- Workforce planning
- Attracting and recruiting staff
- Leadership and management development
- Performance management of people
- Workforce development
- Pay reward and recognition
- Professional progression

- Workforce health and wellbeing.

The workforce in Powys are highly skilled and demonstrate an eagerness to improve services. The Council was developing agile working systems and policies throughout 2019/20, but this changed rapidly towards the end of March 2020 when the Council invoked business continuity and social services staff were supported to work from home or to be based at home where possible. The previous developments enabled this to be implemented effectively and efficiently and enabled swift transition to a new mode of working.

What we Achieved

To increase our staff engagement, we established an employee representative forum, which provides an opportunity for staff to be briefed on current issues within the Service and to have the opportunity to raise issues and ideas for discussion or escalation. The group is working collaboratively to support the wider engagement and build a stronger culture of continuous feedback and learning across Social Services.

In November 2019 a staff survey was conducted. 1,421 employees (including 35 Commissioning staff, 70 Childrens and Families staff and 207 Adults staff) responded to the survey, compared to 332 in 2018.

The survey found that:

Proud to work for the council Council average - 77% Commissioning - 77% Children and Families - 74% Adults - 81% ***Proud of the work I do*** Council average - 77% Commissioning - 71% Children and Families - 81% Adults - 84% ***I feel confident making decisions without having to seek permission from my line manager***

Council average - 83%

Commissioning - 83%

Children and Families - 78%

Adults - 84% ***I will go that extra mile to get the job done***

Council average - 91%

Commissioning - 89%

Children and Families - 93%

Adults - 95%

- Grow our own – Adults services have 5 and Children’s Services have 1 student on the Open University Degree in Social Work, all of whom are on Level 2 of their degree and have commenced their practice learning opportunity. There are also 4 members of staff in Adult Services undertaking their practice assessor qualification.
- Occupational Therapy – During 2019/20, waiting times for occupational therapy assessments in the south of the county remained a concern, however a combination of innovative working in the form of focussed whole team assessment days in specific locations with the

greatest backlog of referrals, plus a return to full team capacity following one full term team member's maternity leave, resulted in this reducing significantly during the winter months.

Securing a Stable Workforce

We attended the Compass Community Care events in both Manchester (May) and Birmingham (March). We also participated in the Careers Wales event at the Royal Welsh Showground at the beginning of March. Social Care participated in the *We Care Wales* recruitment campaign run by Social Care Wales which included adverts on national television.

A focus for Children's Services has been on stabilising the workforce and the recruitment of a Permanent Senior Leadership Team. This has been achieved alongside key roles within the structure including Children's Services Participation and Engagement Officer, Children's Services Development Manager – Residential and Supported Accommodation, Safeguarding Manager, and Exploitation Manager.

The number of qualified social work vacancies has reduced along with the reliance on agency staff.

Several recruitment campaigns have been run during the year with the latest one at the beginning of 2020 before the Covid-19 pandemic. This included a social media campaign using new promotional videos with Children's Services staff talking about their experiences working in Powys.

The Children's Services workforce development project developed a business case for the "Grow our Own" Social Workers which sets out how we plan to expand the opportunities for existing staff to train as qualified social workers.

A Team Co-ordinator Pilot project was launched in January in the Care and Support South Team. This model has been derived from the Hackney Model. The Team Co-ordinator was allocated to work with 4 Social Workers, to support them with co-ordinating visits, arranging meetings, timely recordings and act as a contact for families. The pilot ran until end of March and delivered the anticipated outcomes – releasing social workers to spend more time doing the job they love – spending time working directly with children, young people and their families.

Children's Services Induction Training was reviewed and revamped in February and sessions were held for all new members of staff around the County. The sessions were attended by 22 new starters and feedback was very positive.

Operational Management Team meetings have been revamped and now have a focus on learning and development for Team Managers and Leaders.

(b) Our Financial Resources and How We Plan for the Future

Many local authorities are experiencing budget challenges and Powys has received one of the worst settlements in Wales every year for the last ten years. The large variation in our expenditures makes resource management especially challenging. Decisions which affect the type and cost of services to be provided are often outside of the council's control and thus are uncontrolled and unpredictable (e.g. decisions taken by the court in children's cases).

Some individual services are very expensive, where placements for children or adults with especially complex needs can easily exceed £150,000 a year and some will cost substantially more. Expenditure incurred in one year may lock the council into financial commitments for many years to come. To balance the competing priorities of managing service demand, improving quality, meeting higher expectations and reducing expenditure is especially problematic in situations where safeguarding children and adults from harm must be the key factor in decision-making. Additionally, there are many factors making the task even more difficult in recent years: increasing demand for services; new requirements from the Welsh and UK Governments; and the need to achieve budget savings in the face of reducing revenue.

As part of the budget setting process Adult Social Care had identified significant service pressures of £9.534 million. To counter the pressures, efficiencies were identified and achieved in full of £5.052 million. The gap was bridged with cost mitigation due to early intervention and prevention through strengths-based practice and Technology Enabled Care (TEC) and the decision not to give an uplift to providers during the year. This has left the care market in a fragile position and may need to be addressed in the future.

The Children's Services budget was set with unfunded pressures of £2.599 million. Pressures of £6.25 million and the savings identified of £3.651 million, of which £1.26 million were delivered. Of the £2.391 million unachieved savings, £1.704 million has been reinstated as part of the 2020/21 budget setting process.

It is recognised that the impact of the global pandemic, COVID-19 will be felt within the service for the year 2020/21. Towards the end of 2019/20 the service had started to increase its spending in preparation for a potential surge in infection rates and demand for support. However, this was funded by the Welsh Government.

(c) Our Partnership Working, Political and Corporate Leadership, Governance and Accountability

Working in partnership our Area Plan identifies which services will receive greatest priority in respect of integrated working between the Council, the health service and others, including:

- Older people with complex needs and long-term conditions, including dementia
- People with learning disabilities;
- Carers, including young carers;
- Integrated Family Support Services;
- Children with complex needs due to disability or illness

In line with the requirements of the Social Services and Well-being Act, the Regional Partnership Board (RPB) provides cross sector leadership through a strong and shared commitment to providing seamless and integrated health and social care services for children, young people and adults living in Powys, with a primary emphasis on prevention and early intervention.

To this end, we have developed a high-level, overarching plan called the Health and Care Strategy which sets out the strategic vision and approach to be taken in Powys. The Area Plan will outline the priorities to be delivered over the first 5 years and identify the lead agency for delivery.

The Health and Care Strategy priority areas are:

- Wellbeing;
- Early help and Support;
- Tackling the Big Four (cancer, circulatory disease, respiratory disease, mental health)
- Joined up Care.

The RPB will also address the key strategic enablers outlined in the Health and Care Strategy which will help us to develop and deliver the proposed model of care including:

- Workforce
- Innovative environments
- Digital First
- Transforming in Partnership.

Our renewed focus on our corporate leadership and governance through our vision 2025 plan sets out many challenges for us:

- The Council will ensure that it's vision for the future is promoted and understood by the officers, partners and residents.
- The Council, members and officers will be open about what the most important issues are and focus on addressing them.
- The Council will create a mutually supportive leadership culture, with clear roles between members and officers.
- By strengthening the corporate centre, the Council can support a more delegated leadership structure.
- Integrated Disability Service – We established the Integrated Disability Service (IDS) to include co-located multi-agency teams and a single management structure. An Integrated Disability Service triage process has been started. What were monthly physical meetings are now weekly meetings using Skype where needed. This gives quicker and more informed advice and action for children with disabilities or complex health needs.



Accessing Further Information and Key Documents

In publishing this annual report, we have relied upon a substantial amount of information, data, progress reports including those that have featured heavily this year following our recent inspections, and surveys.

The annual report identifies the progress of the Council in responding to the wellbeing of those people who need our help and support. This report however is not the only source of information available to members of the public, key partners and service providers.

We have a significant amount of background information that sits behind this report that provide additional detail about what we do and how we do it. Importantly if something is not mentioned in this report as a key priority it doesn't mean we're not doing it, as there is a lot of activity across social services that plays a part in helping us to provide for some of the most vulnerable groups in our community. It's not possible to capture everything which is why we are keen to signpost people to further information.

To access further information about what we do then these are some of the documents that will provide more detail:

- Powys County Council Corporate Leadership & Governance Plan 2017- 2020
- Healthy Caring Powys – Delivering the Vision (Area Plan)
- The Adult Services Improvement Plan 2018-2023
- The Powys Population Needs Assessment
- CIW Inspection Reports 2019 and 2020
- Children's Services Integrated Business Plan 2020-2023
- Vision 2025 Corporate Improvement Plan



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

CYNGOR SIR POWYS COUNTY COUNCIL.**POWYS COUNTY COUNCIL****Date 24th September 2020****REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance****REPORT TITLE: Amendment to the Terms of Reference of the Powys
Local Pension Board**

REPORT FOR: Decision

1. Purpose

To seek agreement on the amendment of the existing terms of reference for the local Pension Board for the Powys Pension Fund, as required by the Public Service Pensions Act 2013.

2. Background

- 2.1 The Powys Pension Fund is administered by Powys County Council as the administering authority which was set out in statute following Local Government Reorganisation in 1996. The County Council has previously Delegated responsibility for the management of pension issues to the Pensions & Investment Committee with day to day operational matters delegated to the Section 151 Officer.
- 2.2 The Public Service Pensions Act (PSPA) 2013 introduced a number of changes to public service pension schemes, including a number of key changes impacting on the governance of public service pension schemes. One of these key changes is the requirement for each Administering Authority in the Local Government Pension Scheme (LGPS) to create a local Pension Board. The local Powys Pension Board was established in 2015.
- 2.3 The role of the Pension Board is to assist the Administering Authority to secure compliance with regulations and requirements imposed by the Pensions Regulator; and, to assist in ensuring effective and efficient governance, management and administration of the LGPS and the Powys Pension Fund. This is accepted to mean that the Pension Board has an oversight role but not a decision-making role.
- 2.4 Current Membership
- a) There must be equal numbers of scheme member representatives and Fund employer representatives.

- b) Members of the Board cannot be either Elected Members of Powys County Council serving on Pensions & Investment Committee or Officers involved with the management of the Powys Pension Fund.
- c) There must be at least two of each of these representatives (so a Pension Board must comprise of at least four individuals).
- d) However, these representatives must have "relevant experience and capacity" as well as meeting an ongoing legal requirement in relation to knowledge of pension matters.
- e) Other members can be appointed to the Pension Board in addition to the representatives, but the number of these other members must be less than the total number of representatives.

2.5 Proposed Membership

The proposed amendments seek to introduce some additional flexibility for retention and appointment of Board members by:

- a) Increasing the membership of scheme member and employer representatives from two, to three.
- b) Introducing some flexibilities in order to stagger Board membership commencement and cessation dates.

The revised Terms of Reference are attached at Appendix 1.

3. **Advice**

- 3.1 It should be noted that local authority legislation, and thus the Council's Constitution, does not automatically apply to local Pension Boards as they are being established under the Public Service Pensions Act 2013.

4. **Resource Implications**

- 4.1 The costs for increasing membership are borne by the Powys Pension Fund and there is scope within the budget for these to be met. The budget is reviewed each year and approved by the Pensions and Investment Committee.
- 4.2 The Head of Finance (Section 151 Officer) can support the recommendation.

5. **Legal implications**

- 5.1 Legal Services: The recommendation can be supported from a legal point of view and legal services will continue to assist with the establishment and maintenance of the Pension Board in line with the Protocol.
- 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 The Terms of reference have been approved by the Pensions and Investment Committee

8. Integrated Impact Assessment

- 8.1 Not Applicable

9. Recommendation

- 9.1 That the revised local Pension Board Terms of Reference set out in Appendix 1 are accepted, approved and take immediate effect.

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Head of Service: Jane Thomas

Corporate Director: Ness Young

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

LOCAL PENSION BOARD OF POWYS COUNTY COUNCIL TERMS OF REFERENCE

Introduction

1. This document sets out the terms of reference of the Local Pension Board of Powys County Council, a scheme manager as defined under Section 4 of the Public Service Pensions Act 2013. The Local Pension Board (hereafter referred to as 'the Board') is established in accordance with Section 5 of that Act and under regulation 106 of the Local Government Pension Scheme Regulations 2013 (as amended).
2. The Board is established by Powys County Council and operates independently of the Council's Pensions & Investment Committee. Relevant information about its creation and operation are contained in these Terms of Reference.
3. The Board is not a committee constituted under Section 101 of the Local Government Act 1972 and therefore no general duties, responsibilities or powers assigned to such committees or to any sub-committees or officers under the constitution, standing orders or scheme of delegation of Powys County Council apply to the Board unless expressly included in this document.
4. Except where approval has been granted under regulation 106(2) of the Regulations the Board shall be constituted separately from any committee or sub-committee constituted under Section 101 of the Local Government Act 1972 with delegated authority to execute the function of Powys County Council.

Interpretation

5. The following terms have the meanings as outlined below:

'the Act'	The Public Service Pensions Act 2013.
'the Code'	means the Pension Regulator's Code of Practice No 14 governance and administration of public service pension schemes.
'the Committee'	means the Pensions & Investment Committee who has delegated decision making powers for the Powys Pension Fund in accordance with Section 101 of the Local Government Act 1972.
'the Fund'	means the Fund managed and administered by Powys County Council.

'the Guidance'	means the guidance on the creation and operation of local pension boards issued by the Shadow Scheme Advisory Board.
'the Regulations'	means the Local Government Pension Scheme Regulations 2013 (as amended from time to time), the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (as amended from time to time) including any earlier regulations as defined in these regulations to the extent they remain applicable and the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (as amended from time to time).
'Relevant legislation'	means relevant overriding legislation as well as the Pension Regulator's Codes of Practice as they apply to Powys County Council and the Board notwithstanding that the Codes of Practice are not legislation.
'the Scheme'	means the Local Government Pension Scheme in England and Wales.

Statement of purpose

6. The purpose of the Board is to assist Powys County Council in its role as a scheme manager of the Scheme. Such assistance is to:
 - (a) secure compliance with the Regulations, any other legislation relating to the governance and administration of the Scheme, and requirements imposed by the Pensions Regulator in relation to the Scheme and;
 - (b) to ensure the effective and efficient governance and administration of the Scheme.

Duties of the Board

7. The Board should at all times act in a reasonable manner in the conduct of its purpose. In support of this duty Board members should be subject to and abide by the code of conduct for Board members.

Establishment

8. The Board is established on 1st April 2015 of the recommendation to establish contained in the report entitled 'Creation of Powys Local Pension Board' that was approved by Powys County Council at a meeting held on 21st January 2015. Subsequent to its establishment, the Board may establish sub-committees.

Membership

9. The Board shall consist of six voting members, as follows:
three Scheme Member Representatives; and
three Employer Representatives.
10. There shall be an equal number of Member and Employer Representatives.
11. There shall also be no other representatives, unless determined by Powys County Council. Any such representatives will not be entitled to vote.

Scheme Member representatives

12. Scheme Member representatives shall either be scheme members (active, deferred or pensioner) or have capacity to represent scheme members of the Fund.
13. Scheme Member representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meetings and participate in training as required.
14. Substitutes shall not be appointed.
15. A total of three Scheme Member representatives shall be appointed from the:
 - a) recognised trade unions representing employees who are scheme members of the Fund.
 - b) An active, deferred or pensioner member of the Powys Pension Fund

Employer representatives

16. Employer representatives shall be office holders or senior employees of employers of the Fund or have experience of representing scheme employers in a similar capacity. No officer or elected member of Powys County Council who is responsible for the discharge of any function of Powys County Council under the Regulations may serve as a member of the Board.
17. Employer representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meetings and participate in training as required.
18. Substitutes shall not be appointed.
19. A total of three employer representatives shall be appointed to the Board from any of the following sources:

- a) Two employer representatives shall be appointed by the Fund Employers' Meeting where that body is open to and representative of all employers in the Fund.
- b) Where a vacancy remains from a) above, then one employer representative may be appointed following a transparent recruitment process which should be open to all employers in the Fund, or representatives thereof, and be approved by Powys County Council.
- c) One employer representative shall be appointed by Powys County Council.

Other members

- 20. A number of other members may be appointed to the Board by the agreement of both Powys County Council and the Board.
- 21. Other members do not have voting rights on the Board.

Appointment of chair

- 22. An independent chair shall be appointed to the Board using the following process:
 - a) An independent chair to be appointed by Powys County Council but shall count as an 'other' member under paragraphs 20-21 above. In this respect the term independent means having no pre-existing employment, financial or other material interest in either Powys County Council or any scheme employer in the Fund or not being a member of the Fund.

Duties of chair

- 23. The chair of the Board:
 - (a) Shall ensure the Board delivers its purpose as set out in these Terms of Reference,
 - (b) Shall ensure that meetings are productive and effective and that opportunity is provided for the views of all members to be expressed and considered, and
 - (c) Shall seek to reach consensus and ensure that decisions are properly put to a vote when it cannot be reached. Instances of a failure to reach a consensus position will be recorded and published.
 - (d) Shall prepare an Executive Summary of the outcomes of each meeting of the Board, for presentation to the Committee
 - (e) shall draft an "Annual Report" from the Board for consideration by the Board, and to be included in the Annual Report of the Pension Fund

Notification of appointments

- 24. When appointments to the Board have been made Powys County Council shall publish the names of Board members, the process followed in the

appointment together with the way in which the appointments support the effective delivery of the purpose of the Board.

Terms of Office

25. The term of office for Board members is four years.
26. Extensions to terms of office by a period of up to two years may be made by Powys County Council with the agreement of the Board.
27. A Board member may be appointed for further terms of office using the methods set out in paragraphs 15 and 19.
28. Board membership may be terminated prior to the end of the term of office due to:
 - (a) A member representative appointed on the basis of their membership of the scheme no longer being a scheme member in the Fund.
 - (b) A member representative no longer being a scheme member or a representative of the body on which their appointment relied.
 - (c) An employer representative no longer holding the office or employment or being a member of the body on which their appointment relied.
 - (d) A Board member no longer being able to demonstrate to Powys County Council their capacity to attend and prepare for meetings or to participate in required training.
 - (e) The representative being withdrawn by the nominating body and a replacement identified.
 - (f) A Board member has a conflict of interest which cannot be managed in accordance with the Board's conflict policy.
 - (g) A Board member who is an elected member becomes a member of the Committee.
 - (h) A Board member who is an officer of Powys County Council becomes responsible for the discharge of any function of Powys County Council under the Regulations.

Conflicts of interest

29. All members of the Board must declare to Powys County Council on appointment and at any such time as their circumstances change, any potential conflict of interest arising as a result of their position on the Board.
30. A conflict of interest is defined as a financial or other interest which is likely to prejudice a person's exercise of functions as a member of the Board. It does not include a financial or other interest arising merely by virtue of that person being a member of the Scheme.
31. On appointment to the Board and following any subsequent declaration of potential conflict by a Board member, Powys County Council shall ensure that any potential conflict is effectively managed in line with both the internal procedures of the Board's conflicts policy and the requirements of the Code.

32. Each member of the LGPS Local Pension Board (as well as any other attendees participating in the meeting) will be expected to declare, on appointment and at each meeting, any interests which may lead to conflicts of interest in the subject area or specific agenda of that LGPS Local Pension Board.

Knowledge and understanding (including Training)

33. Knowledge and understanding must be considered in light of the role of the Board to assist Powys County Council in line with the requirements outlined in paragraph 6 above, including appropriate consideration given towards cyber security risk. The Board shall establish and maintain a Knowledge and Understanding Policy and Framework to address the knowledge and understanding requirements that apply to Board members under the Act. That policy and framework shall set out the degree of knowledge and understanding required as well as how knowledge and understanding is acquired, reviewed and updated.
34. Board members shall attend and participate in training arranged in order to meet and maintain the requirements set out in the Board's knowledge and understanding policy and framework.
35. Board members shall participate in such personal training needs analysis or other processes that are put in place in order to ensure that they maintain the required level of knowledge and understanding to carry out their role on the Board.
36. Board members should complete the Pension Regulator's online Toolkit

Meetings

37. The Board shall as a minimum meet four times each year.
38. Meetings shall normally take place between the hours of 9.00am and 5.00pm at the offices of Powys County Council.
39. The chair of the Board with the consent of the Board membership may call additional meetings. Urgent business of the Board between meetings may, in exceptional circumstances, be conducted via communications between members of the Board including telephone conferencing and e-mails. Matters of urgency must be fully recorded and explained by the Board.

Quorum

40. A meeting is only quorate when at least one scheme member and one employer representative are present and where the independent Chair is in attendance. In addition, where a meeting proceeds with an imbalance between Employer and Scheme Member Representatives, the Chair will

ensure that any vote taken is based on a balance of these Representatives, as and when the situation demands.

41. A meeting that becomes inquorate may continue but any decisions will be non-binding and shall require ratification at the following meeting.

Board administration

42. The Chair shall agree with the Board Secretary an agenda prior to each Board meeting.
43. The agenda and supporting papers will be issued at least ten working days (where practicable) in advance of the meeting except in the case of matters of urgency.
44. Draft minutes of each meeting including all actions and agreements will be recorded and circulated to all Board members within ten working days after the meeting. These draft minutes will be subject to formal agreement by the Board at their next meeting. Any decisions made by the Board should be noted in the minutes and in addition where the Board was unable to reach a decision such occasions should also be noted in the minutes.
45. The minutes may with the agreement of the Board, be edited to exclude items on the grounds that they would either involve the likely disclosure of exempt information as specified in Part 1 of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act and/or they represent data covered by the Data Protection Act 1998 and compliance with the General Data Protection Regulations (GDPR).
46. The Board Secretary shall ensure that Board members meet and maintain the knowledge and understanding as determined in the Board's Knowledge and Understanding Policy and Framework and other guidance or legislation.
47. The Board Secretary shall arrange such advice as is required by the Board subject to such conditions as are listed in these Terms of Reference for the use of the budget set for the Board.
48. The Board Secretary shall ensure an attendance record is maintained along with advising Powys County Council on allowances and expenses to be paid under these terms.
49. The Board Secretary shall liaise with Powys County Council on the requirements of the Board, including advanced notice for officers to attend and arranging dates and times of Board meetings.

Public access to Board meetings and information

50. The Board meetings will be open to the general public (unless there is an exemption under relevant legislation which would preclude part (or all) of the meeting from being open to the general public), but the Board may resolve to

go into confidential session for specific agenda items, on the grounds of commercial sensitivity.

51. The following will be entitled to attend full meetings of the Board in an observer capacity:
- (a) Members of the Committee,
 - (b) The Section 151 Officer and the Monitoring Officer or the designated deputy of either statutory post, of Powys County Council,
 - (c) Any person requested to attend by the Board.
 - (d) Any future Board member appointed in advance of their taking up their appointment

Any such attendees will be permitted to speak at the discretion of the Chair.

52. In accordance with the Act Powys County Council shall publish information about the Board to include:
- (a) The names of Board members and their contact details.
 - (b) The representation of employers and members on the Board.
 - (c) The role of the Board.
 - (d) These Terms of Reference.

53. Powys County Council shall also publish other information about the Board including:
- (a) Agendas and minutes
 - (b) Training and attendance logs
 - (c) An annual report on the work of the Board to be included in the Fund's own annual report.

54. All or some of this information may be published using the following means or other means as considered appropriate from time to time:
- (a) On the Fund's website.
 - (b) As part of the Fund's Annual Report.
 - (c) As part of the Fund's Governance Compliance Statement.

55. Information may be excluded on the grounds that it would either involve the likely disclosure of exempt information as specified in Part 1 of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act and/or they represent data covered by the Data Protection Act 1998.

Expenses and allowances

56. Powys County Council shall meet the expenses of Board members in line with Powys County Council's policy on expenses as set out in the Travel and Subsistence Policy.

57. Powys County Council shall pay allowances for Board members where it is determined to be appropriate.

- a) Powys County Council may determine to pay allowances for Board members who are either employees of scheme employers acting as Employer Representatives, or Scheme Member Representatives, in line with the Council's Schedule of Member Remuneration as applied to co-opted members.

Budget

58. The Board is to be provided with adequate resources to fulfil its role. In doing so the budget for the Board will be met from the Powys Pension Fund and determined by the Board seeking approval from the Section 151 Officer on an annual basis. The budget will be managed by and at the discretion of the Board.

Core functions

59. The first core function of the Board is to assist Powys County Council in securing compliance with the Regulations, any other legislation relating to the governance and administration of the Scheme, and requirements imposed by the Pensions Regulator in relation to the Scheme. Within this extent of this core function the Board may determine the areas it wishes to consider including but not restricted to:

- a) Review regular compliance monitoring reports which shall include reports to and decisions made under the Regulations by the Committee.
- b) Review management, administrative and governance processes and procedures in order to ensure they remain compliant with the Regulations, relevant legislation and in particular the Code.
- c) Review the compliance of scheme employers with their duties under the Regulations and relevant legislation.
- d) Assist with the development of and continually review such documentation as is required by the Regulations including Governance Compliance Statement, Funding Strategy Statement and Statement of Investment Principles.
- e) Assist with the development of and continually review scheme member and employer communications as required by the Regulations and relevant legislation.
- f) Monitor complaints and performance on the administration and governance of the scheme.
- g) Assist with the application of the Internal Dispute Resolution Procedure.
- h) Review the complete and proper exercise of Pensions Ombudsman cases.
- i) Review the implementation of revised policies and procedures following changes to the Scheme.

- j) Review the arrangements for the training of Board members and those elected members and officers with delegated responsibilities for the management and administration of the Scheme.
- k) Review the complete and proper exercise of employer and administering authority discretions.
- l) Review the outcome of internal and external audit reports.
- m) Review draft accounts and Fund annual report.
- n) Review the compliance of particular cases, projects or process on request of the Committee.
- o) Any other area within the statement of purpose (i.e. assisting Powys County Council) the Board deems appropriate.

60. The second core function of the Board is to ensure the effective and efficient governance and administration of the Scheme. Within this extent of this core function the Board may determine the areas it wishes to consider including but not restricted to:

- a) Assist with the development of improved customer services.
- b) Monitor performance of administration, governance and investments against key performance targets and indicators.
- c) Review the effectiveness of processes for the appointment of advisors and suppliers to Powys County Council.
- d) Monitor investment costs including custodian and transaction costs.
- e) Monitor internal and external audit reports.
- f) Review the risk register as it relates to the scheme manager function of Powys County Council.
- g) Assist with the development of improved management, administration and governance structures and policies.
- h) Review the outcome of actuarial reporting and valuations.
- i) Assist in the development and monitoring of process improvements on request of Committee.
- j) Assist in the development of asset voting and engagement processes and compliance with the UK Stewardship Code.
- k) Any other area within the statement of purpose (i.e. ensuring effective and efficient governance and administration of the scheme) the Board deems appropriate.

61. In support of its core functions the Board may make a request for information to the Committee with regard to any aspect of Powys County Council's function. Any such request should be reasonably complied with in both scope and timing.

62. In support of its core functions the Board may make recommendations to the Committee which should be considered and a response made to the Board on the outcome within a reasonable period of time.

Reporting

- 63. The Board should in the first instance report its requests, recommendations or concerns to the Committee. In support of this any member of the Board may attend a Committee meeting as an observer.
- 64. Requests and recommendations should be reported under the provisions of paragraphs 61 and 62 above.
- 65. The Board should report any concerns over a decision made by the Committee to the Committee subject to the agreement of at least 50% of voting Board members provided that all voting members are present. If not all voting members are present then the agreement should be of all voting members who are present, where the meeting remains quorate.
- 66. On receipt of a report under paragraph 65 above the Committee should, within a reasonable period, consider and respond to the Board.
- 67. Where the Board is not satisfied with the response received it may request that a notice of its concern be placed on the website and in the Fund's annual report.
- 68. Where the Board is satisfied that there has been a breach of regulation which has been reported to the Committee under paragraph 63 and has not been rectified within a reasonable period of time it is under an obligation to escalate the breach.
- 69. The appropriate internal route for escalation is to the Monitoring Officer and Section 151 Officer.
- 70. The Board may report concerns to the LGPS Scheme Advisory Board for consideration subsequent to, but not instead of, using the appropriate internal route for escalation.
- 71. Board members are also subject to the requirements to report breaches of law under the Act and the Code and the provisions set out in Powys County Council's Whistleblowing Policy. The Board, and any other reporters, would need to follow the process set out in the Code prior to formally reporting to the Pensions Regulator.)

Review of terms of reference

- 72. These Terms of Reference shall be reviewed on each material change to those parts of the Regulations covering local pension boards and at least every four years.
- 73. These Terms of Reference were adopted on 1st April 2015 and were revised following the Board meeting of 13th February 2020 and the Pensions and Investment Committee meeting of 26th June 2020.

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Signed on behalf of Powys County Council

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Signed on behalf of the Board

Published 1st April 2015
Revised 26th June 2020

13.1

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
24 September 2020

REPORT AUTHOR: County Councillor Heulwen Hulme, Portfolio Holder for Environment

SUBJECT: Question from County Councillor Gareth Ratcliffe

Businesses in Hay are overwhelmingly positive about the impact that 2 hours free parking has had on trade throughout the month of August, with some businesses attributing between 20 and 30% increases on last year to the fact that visitors and residents can now park for longer, for free. This has been a hugely successful initiative - thank you very much for doing it. With this in mind and with many businesses also stating they need all the help they can get as we go into the quieter winter months, has PCC done any impact on the free parking for businesses in Powys and how are the council looking support businesses through the winter. Also in light of the feed back would Powys County Council extend this at least through winter to give businesses the best possible support? It really could make or break things for some businesses in the town and support is vital to ensure we do not have ghost towns in mid Wales come early 2021?

Response

The decision for free parking over the summer holiday period was made in these unprecedented times to reflect our commitment to the #supportlocalpowys campaign, to promote the re-opening of the high street and support our local businesses. It is pleasing to hear that this was greatly received and helped to achieve positive results for the businesses within Hay on Wye.

With no sound baseline from which to measure in such extraordinary times, and no information of the free use, there is unfortunately no formal assessment or measure that can be made of the impact on car parking numbers or footfall associated with the free parking provided, limiting any assessment to anecdotal or subjective opinions that could be drawn.

You will recall that providing free parking for August would generate an additional budget pressure of £85,000 and that this was agreed to be funded Corporately from reserves. The motion to support the extension of this free parking was tabled at the 30 July meeting of full council where it was resolved not to support its continuance with 23 votes for the motion of extending the free parking for 6 months compared to 30 against, with 3 abstentions.

Given this, there is no clear mandate to give this matter any further consideration.

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

13.2

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
24 September 2020

REPORT AUTHOR: County Councillor Aled Davies, Portfolio Holder for Finance, Countryside and Transport

SUBJECT: Question from County Councillor Jeremy Pugh

Who and which department is responsible for the failure to provide face masks for our young people travelling on Powys school transport to and from schools as they did not arrive at the schools until several days after?

Response

On the afternoon of Wednesday 26th August Welsh Government recommended that children over 11 were advised to wear face coverings on School Transport. Powys CC decided that it would provide two reusable face coverings to each pupil in line with the Welsh Government recommendation. This recommendation provided the Council with very little time to provide the response necessary and to be able to source get delivered and distribute the products required

Commercial services sourced 7,000 face coverings and then undertook the necessary checks supporting certification and accreditations including liaison with Health and Safety to check their suitability. The supplier agreed to deliver the 3,500 face coverings on Tuesday 1st September (following the Bank Holiday Monday) with a further 3,500 being scheduled for delivery on Monday 7th September.

The supplier failed to deliver on the agreed time scale but did deliver the 4000 disposable masks as a gesture of goodwill.

1500 reusable masks were delivered on the 3rd September. Face coverings were available to pupils on Friday 4th September, one day after the partial return to school.

Due to the original order not meeting agreed delivery dates the Council responded quickly and sourced masks from another supplier, 4100 which were delivered on Friday 4th September with the balance being delivered w/c 7th September.

All Secondary Schools have now received 2 face coverings for each learner who is transported to school on a Powys CC bus.

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

13.3

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
24 September 2020

REPORT AUTHOR: County Councillor Aled Davies, Portfolio Holder for Finance, Countryside and Transport

SUBJECT: Question from County Councillor Karen Laurie-Parry

Am I correct in my understanding that Powys County Council owns 10 Coaches used for Public Transport, that are used by Coach Operators?

Having recently travelled on a contracted Coach used for Public Transport, in another Authority, I noticed the coach company itself, was able to advertise its full details on the outside of that particular Authority's Public Transport Coach and inside too, along with other advertisements.

As I am sure, my fellow County Councillors are also trying to identify means of income generating to support revenue, do we have a Policy of charging for Advertisements on Coaches which we own? If not, could it possibly be a consideration?

Response

The Council owns 20 service buses which were grant funded by Welsh Government to be deployed on TrawsCymru bus routes across the County. The vehicles are been covered in the TrawsCymru livery which is protected by Welsh Government and does not allow for adverts to be placed on the internal or external surfaces of the vehicles.

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