

Pecyn Dogfennau Cyhoeddus

Cyngor Sir

Man Cyfarfod
**Siambwr y Cyngor, Neuadd y Sir,
Llandrindod**

Dyddiad y Cyfarfod
Dydd Iau, 5 Mawrth 2020

Amser y Cyfarfod
10.30 am

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



Neuadd Y Sir
Llandrindod
Powys
LD1 5LG

Dyddiad Cyhoeddi

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

AGENDA

1.	YMDDIHEURIADAU
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Derbyn ymddiheuriadau am absenoldeb.

2.	COFNODION
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Awdurdodi'r Cadeirydd i lofnodi cofnodion y cyfarfod a gynhaliwyd ar 23 Ionawr 2020 fel cofnod cywir.

(Tudalennau 1 - 40)

3.	DATGANIADAU O DDIDDORDEB
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Derbyn unrhyw ddatganiadau o ddiddordeb gan Aelodau yn ymwneud ag eitemau i'w hystyried ar yr agenda.

4.	CYHOEDDIADAU'R CADEIRYDD
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Derbyn unrhyw gyhoeddiadau gan Gadeirydd y Cyngor.

5.	CYHOEDDIADAU'R ARWEINYDD
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Derbyn unrhyw gyhoeddiadau gan yr Arweinydd.

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

7.	CWESTIYNAU GAN Y CYHOEDD
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7.1. **Cwestiwn i'r Aelod Portffolio ar faterion Cyllid, Cefn Gwlad a Thrafnidiaeth gan Kate Jones**

Rwyf am ofyn beth y mae Cyngor Sir Powys yn ei wneud er mwyn mynd i'r afael â'r argyfwng hinsawdd presennol mae ein planed yn dioddef?

Er enghraifft:

O ran ailgylchu – i le mae e'n mynd yn y pen draw?? A yw e'n cael ei ailgylchu i gyd mewn gwirionedd?

Gwastraff cyffredinol - sut mae tirlenwi'n ymdopi??

Ynni adnewyddadwy - a yw Powys yn buddsoddi mewn ffermydd gwynt, cynlluniau hydro (ry'n ni'n cael digon o law!), pypiau gwres o'r ddaear ac ati ...

A oes safonau eco penodol yn cael eu gosod ar bob adeilad newydd fel eu bod yn niwtral o ran carbon?

Pam mae ein harchfarchnadoedd ym Mhowys yn dal i ddefnyddio CYMAINT o blastig untro???

Pam mai dim ond llond dwrn o siopau 'ail-lenwi' sydd gennym?? Dylai pob archfarchnad roi'r dewis i ni ail-lenwi ein siampŵ, sebon dwylo, hylif golchi llestri, powdr golchi, powdr golchi llestri, pasta, reis, coffi ac ati (ac yn sgil hynny lleihau plastig)

Dewch mlan Powys dylai ein sir werdd ffrwythlon fod yn arwain y ffordd o ran newid yn yr hinsawdd i weddill Cymru a gweddill y DU.

Buddsoddwch fwy yn y diwydiant coedwigaeth. Mae angen plannu mwy o goed i amsugno mwy o CO2 ac i gynhyrchu fwy o ocsigen. Mae gan Bowys yr arwynebedd. Dewch i ni fynd ati i blannu.

A ydych yn mynd i wneud yn siŵr bod newid yn yr hinsawdd a gwyddoniaeth amgylcheddol yn dod yn bwnc allweddol yn ein system addysg o'r cyfnod cyn ysgol i'r Brifysgol?

(Tudalennau 41 - 46)

7.2. **Cwestiwn i'r Aelod Portffolio ar fateiron yr Amgylchedd gan Ann Rooney Evans**

Beth fydd y Cyngor yn ei wneud i gychwyn a chefnogi treial yn y canolfannau ailgylchu sy'n caniatáu i breswylwyr gymryd unrhyw eitemau sy'n ddefnyddiol i'w aildefnyddio, yn hytrach na'u gweld yn cael eu taflu i ffwrdd ar gyfer ailgylchu neu dirlenwi; gan ddilyn yr hierarchaeth o Leihau, Aildefnyddio, Ailgylchu?

Byddai hyn yn gam gwerthfawr tuag at economi gylchol, byddai'n helpu i normaleiddio'r arfer o gynnig pethau i'w haildefnyddio yn hytrach na'u taflu i ffwrdd. Rwy'n cael fy syfrdanu a'm siomi gan y stwff da sy'n cael ei daflu i ffwrdd, ac y gellid ei ail-defnyddio. Mae'n rhaid bod staff y ganolfan ailgylchu yn teimlo'n rhwystredig iawn amdano hefyd. Gallech ofyn am roddion ar gyfer eitemau sy'n cael eu cymryd (gwirfoddol). Mae cynlluniau tebyg ar waith mewn mannau eraill sydd wedi goresgyn unrhyw heriau o ran iechyd a diogelwch, neu hyfforddi staff.

(Tudalennau 47 - 48)

7.3. **Cwestiwn i'r Aelod Portffolio ar faterion yr Amgylchedd gan Wendy Joss**

Cyhoeddodd y Prif Weinidog Boris Johnson yr wythnos diwethaf y byddai gwaharddiad ar geir tanwydd ffosil yn cael ei ddwyn ymlaen i 2035, bum mlynedd yn gynharach na'r disgwyl.

Sut y mae Cyngor Sir Powys yn bwriadu darparu pwyntiau gwefru niferus a dibynadwy ar gyfer ei breswylwyr a thwristiaid er mwyn gallu buddsoddi mewn cerbydau trydan newydd mewn da bryd ar gyfer 2035?

Dim ond 1.8 o bwyntiau gwefru cyhoeddus sydd ym mhob 100000 yng Nghymru.

(Tudalennau 49 - 50)

8.	PENDERFYNIAD TRETH Y CYNGOR AR GYFER 2020/21
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Cymeradwyo penderfyniad Treth y Cyngor a gosod Treth y Cyngor ar gyfer 2020/2021.

(To Follow)

9.	ADOLYGIAD BLYNYDDOL 2020/2021 GWELEDIGAETH 2025 EIN CYNLLUN GWELLA CORFFORAETHOL GAN GYNNWYS EIN HAMCANION CYDRADDOLDEB STRATEGOL 2020-2024
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Derbyn ac ystyried diweddariad 2020 Gweledigaeth 2025 Ein Cynllun Gwella Corfforaethol.

(Tudalennau 51 - 120)

10.	DATGANIAD POLISI CYFLOGAU
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Ystyried y Datganiad Polisi Cyflogau ar gyfer 2020/2021.
(Tudalennau 121 - 144)

11.	RHYBUDD O GYNNIG
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Yng ngoleuni'r ffaith bod Cyngor Sir Powys wedi talu bron i £4m yn y defnydd o orchmynion cau ceg; sy'n cael eu hadnabod yn dechnegol fel cytundebau cyfaddawdu neu setlo; rhwng 2005 i 2019; gyda 105 o gytundebau peidio â datgelu; mae'r Cyngor yn galw i bob cytundeb o'r fath a thaliadau dros 5k i gael eu cymeradwyo gan aelod o'r Cabinet gydag adroddiad chwarterol yn cael ei gyflwyno i'r Pwyllgor Archwilio, gan sicrhau didwylledd a thryloywder.

Cynigiwyd gan y Cynghorydd Sir Elwyn Vaughan
Eiliwyd gan y Cynghorydd Sir Bryn Davies

12.	CWESTIYNAU YN UNOL Â'R CYFANSODDIAD
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12.1. **Cwestiwn i'r Aelod Portffolio ar faterion yr Amgylchedd gan y Cynghorydd Sir David Selby**

A all yr Aelod Portffolio gadarnhau bod y cyn brif ffordd drwy'r Drenewydd (A483) bellach wedi'i hisraddio'n swyddogol, ac felly cadarnhau pa waith sydd bellach ar y gweill ar ffordd Llanidloes i wella wyneb y ffordd a diogelwch ar gyfer cerddwyr a beicwyr?

(To Follow)

12.2. **Cwestiwn i'r Aelod Portffolio ar faterion Llywodraethu ac Ymgysylltu Corfforaethol gan y Cynghorydd Sir Gwilym Williams**

A all yr Aelod Cabinet roi gwybod i mi ac i aelodau eraill, cyfanswm nifer y cytundebau peidio â datgelu (NDA) sydd wedi cael eu gwneud gan Gyngor Powys yn ystod y ddwy flynedd ddiwethaf hyd at y dyddiad cyfredol, gan gynnwys y gost ariannol. A ellir rhestru pob blwyddyn ar wahân? A ellir rhoi cyfanswm y gost ariannol am N D A ar gyfer pob blwyddyn?

(To Follow)

12.3. **Cwestiwn i'r Aelod Portffolio ar faterion Gofal Cymdeithasol Oedolion gan y Cynghorydd Sir Francesca Jump**

Rydym i gyd yn ymwybodol o'r adroddiadau diweddar yn y wasg mewn

perthynas â'r anawsterau mewn rhai rhannau o Bowys o ran darparu adnoddau ar gyfer gofal yn y cartref i bobl sydd ag anghenion gofal a chymorth. A all y deilydd portffolio ar gyfer Gofal Cymdeithasol Oedolion roi gwybod i'r cyngor beth yw'r sefyllfa bresennol o ran pobl sy'n aros am wasanaethau; faint o bobl sy'n aros am ofal yn y cartref ar hyn o bryd heb gymorth? Ar gyfartaledd pa mor hir mae'n rhaid i bobl aros am ofal yn y cartref a pa mor hir yw'r aros hiraf? Hefyd, a all deilydd y portffolio roi gwybod i'r cyngor beth sy'n cael ei wneud i fynd i'r afael â hyn?

(Tudalennau 145 - 148)

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

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNCIL
CHAMBER - COUNTY HALL, LLANDRINDOD WELLS ON THURSDAY, 23
JANUARY 2020**

PRESENT

County Councillor B Baynham (Chair)

County Councillors MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, 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, P E Lewis, MC Mackenzie, I McIntosh, S McNicholas, DW Meredith, C Mills, 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, D Rowlands, D Selby, K S Silk, 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 Williams, J M Williams and R Williams

1.	APOLOGIES
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Apologies for absence were received from County Councillors L Corfield, K Lewis, G Morgan, J Wilkinson and S Williams.

2.	MINUTES
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The Chair was authorised to sign the minutes of the meetings held on 10th October 2019 and 20th December 2019 as correct records.

3.	DECLARATIONS OF INTEREST
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There were no declarations of interest reported.

4.	CHAIR'S ANNOUNCEMENTS
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The Chair advised Council that representatives from Credu were present in the foyer to provide information about the services provided for Carers in Powys.

She thanked Members who had supported her Christmas lunch and advised that the money raised would be shared between her two charities, Radnorshire YFC and Powys Samaritans.

The Chair encouraged members to visit the knife angel sculpture in Newtown and paid tribute to the efforts of Councillor Joy Jones for bringing it to the town.

Finally, on behalf of the Council she expressed condolences to the family of Bryan Rogers who had been for many years the caretaker at County Hall, who had passed away.

5. LEADER'S ANNOUNCEMENTS

The Leader advised that she had written to congratulate the newly elected MPs for the county and also Simon Baynes MP for Clwyd South, who had formerly been a Powys County Councillor.

She referred to the provisional budget settlement and acknowledged the additional funding received from Welsh Government. Powys was ranked 14th of 22 councils in terms of its increase which represented a significant improvement compared to previous years, and she thanked colleagues for their support in successfully lobbying Welsh Government for additional funding. The Leader advised that she had written to the Secretary of State for Wales and the First Minister seeking assurances that Powys would benefit from the UK Shared Prosperity Fund. She congratulated Fiona Stewart on her appointment as Chair of the Economic Strategy Group and reminded Members that there would be a briefing on the Mid Wales Growth Deal at the end of the formal meeting. She had given evidence at the National Assembly's Economy, Infrastructure and Skills Committee on the Growth Deal.

The Leader noted the opening of Y Gaer and the new High School in Brecon and she closed by thanking Councillor Joy Jones for her work in bringing the knife angel to Newtown.

6. CHIEF EXECUTIVE'S BRIEFING

The Chief Executive advised Council that the budget proposals would be considered by the Scrutiny Committees and that the Democratic Services Committee would be consulted on proposals concerning support for Members. She referred to the staff awards held on 10th December which was an important opportunity to recognise the good work of staff. She was pleased to report that the Council had signed the TUC Dying to Work Charter aimed at helping employees who became terminally ill at work.

7. PUBLIC QUESTIONS

7.1. Question to the Portfolio Holder for Finance Countryside and Transport from Gemma Lewis

Could you please confirm how much Powys County Council pay for school transport for children from the Brecon catchment area to attend Welsh education in Calon Cymru or Ystalyfera when their closest provision is the new school in Brecon?

The children access a service bus where passengers have not been DBS checked and there have been instances where the buses are full and children stand for the duration of the journey.

If this transport was no longer funded by the council, I suspect that the numbers would increase in Brecon and therefore the subject provision and standards.

Response

The Council's Home to School Transport Policy states that we will provide free transport to learners to their nearest suitable or catchment school if they meet the eligible criteria. For learners living in the Brecon area, the nearest Welsh-medium secondary provision is at Brecon High School. However, in accordance with the Policy, parents are able to appeal decisions where transport has been refused. This is the case with learners currently being transported to Ysgol Gyfun Ystalyfera and Ysgol Calon Cymru.

Currently, the Council spends £132,575 per annum to transport learners from the Brecon High School catchment area to Welsh Medium education in Ystalyfera and Ysgol Calon Cymru in Builth Wells. It is the Councils' policy to convey entitled learners to school on public transport wherever possible. There are around 1200 learners who are currently taken to school by public transport on a daily basis.

The Council is committed to improving the provision of Welsh-medium education across the whole county. A new vision for education is currently being developed and Welsh-medium education is a key part of the new vision. We will be engaging with all stakeholders in February to develop this vision into reality.

There was no supplementary question.

8.	VIREMENTS
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8.1. Virements for Highways, Transport and Recycling

In response to questions from Members the Corporate Director (Environment) explained that, with the exception of gritters which were leased, the majority of HTR vehicles were purchased and replaced every 7 years. It was moved by County Councillor A Davies and seconded by County Councillor JM Williams and buy 62 votes to 1 with 1 abstention it was

RESOLVED	Reason for Decision:
To approve the virement for the Vehicle Replacement Programme, that increases the budget by £1.1 million.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.

8.2. Virement from Ladywell House to Economic Development Fund

A £1,029,872 Economic Stimulus capital grant had been received from Welsh Government and would be used to support the Ladywell House project. This grant would allow £664,872 of the core capital funding for the project to be reallocated to fund Economic Development projects in future years. Members asked what projects would be funded and were advised that there were a number of projects, some of which were commercially sensitive, in development.

Any project would have to be approved by the Cabinet and be supported by a business case. Members asked about the costs of developing Ladywell House and the Portfolio Holder for Finance, Countryside and Transport offered to bring a report to Scrutiny.

A motion to defer the virement until a business case was available was moved by County Councillor Liam Fitzpatrick and seconded by County Councillor Karen Laurie-Parry was lost by 16 votes to 48.

The recommendation in the report was moved by County Councillor Aled Davies and duly seconded and by 57 votes to 5 with 2 abstentions it was

RESOLVED	Reason for Decision:
To approve the virement of £664,872 from the balance of capital borrowing to fund the development at Ladywell House to fund economic development projects in future years.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.

9. LOCAL AUTHORITY ESTYN IMPROVEMENT CONFERENCE
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The Portfolio Holder for Education and Property advised that Estyn were satisfied that the authority had demonstrated it had a clear commitment to addressing the issues identified in the inspection and had put plans and resources into place to tackle them. The Post Inspection Action Plan had been approved by Estyn and the Education Service had already commenced work on the improvements. Cabinet had approved a strategic review of schools earlier in the week and consultations would commence in February that would inform a further report to Cabinet in April. The Portfolio Holder for Education and Property urged fellow Councillors to read the Transforming Education in Powys – A Vision for Powys Schools document and to engage in the consultation process. The Chair of the Learning and Skills Scrutiny Committee said that officers had given the committee considerable confidence in their commitment to turn the service around with the level of their engagement with Scrutiny.

Council noted the letter received from Estyn and the Post Inspection Action Plan.

10. FORTHCOMING INDEPENDENT MEMBER VACANCY ON THE STANDARDS COMMITTEE
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Council considered arrangements to appoint a new Independent Member of the Standards Committee to replace Mrs Claire Jackson whose term of office ended on 21 June, 2020.

RESOLVED	Reason for Decision:
That the arrangements to make an appointment to the Standards	To fill a vacancy arising in June 2020.

Committee be approved.	
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Council adjourned from 11.40 to 11.58.
 County Councillor Liam Fitzpatrick left. County Councillor Clair Mills arrived.

11. REPRESENTATION ON COMMITTEES AND OUTSIDE BODIES
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1. Committee Representation.

The membership of committees needed to be revised following the election of three new County Councillors and the formation of a new political group. It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Timothy Van-Rees and by 58 votes to 0 with 1 abstention it was

RESOLVED	Reason for Decision:
<p>That the revised membership details for the Council's Committees as set out in the appendix to the report be approved subject to the appointment of Councillor Les Skilton to the Economy, Residents, Communities and Governance Scrutiny Committee in place of Councillor Mark Barnes, Councillor Mark Barnes to the Audit Committee in place of Councillor Les Skilton and Councillor Phil Pritchard to the Licencing Act 2003 Committee in place of Councillor Gwilym Williams.</p>	<p>To revise the membership of committees following the election of new Councillors and the establishment of a new political group.</p>

2. Brecon Beacons National Park Authority Representation.

The Council had been advised by the Deputy Minister for Local Government and Housing that the reduction in Powys County Council representation on the National Park Authority (from the current 8 members to 6 members) would take effect from 1st April 2020. Following consultation with the political groups the proposed revised representation from the Council on the BBNPA from 1st April, 2020 would be:

Independents
 County Councillors Michael J Jones, Phil Pritchard and Edwin Roderick

Conservatives
 County Councillor Iain McIntosh

Liberal Democrats/Greens
 County Councillor Gareth Ratcliffe

Labour
County Councillor Susan McIntosh

It was moved by County Councillor Timothy Van-Rees and duly seconded and by 51 votes to 6 with 3 abstentions it was

RESOLVED	Reason for Decision:
That the revised Council representation on the BBNPA from 1st April 2020 Council be approved.	To revise the Council's representation on the BBNPA in accordance with the decision of Welsh Government.

3. Powys Community Health Council.

County Councillor Edwin Roderick was nominated. A fellow Councillor on the CHC advised that Councillor Roderick had resigned from the CHC. It was moved by County Councillor Gareth Ratcliffe and seconded by County Councillor Jackie Charlton that the appointment be deferred. By 26 votes to 29 with 3 abstentions the motion was lost. Councillor Roderick's nomination was moved and seconded and by 37 votes to 18 with 8 abstentions it was

RESOLVED	Reason for Decision:
That County Councillor Edwin Roderick be nominated to Powys Community Health Council.	To fill a vacancy on the Powys Community Health Council.

4. Community Chest Sportlot

RESOLVED	Reason for Decision:
That County Councillor William Powell be appointed to Community Chest Sportlot.	To fill a vacancy on Community Chest Sportlot.

12. RECOMMENDATIONS FROM THE DEMOCRATIC SERVICES COMMITTEE

1. Constitution

Council considered the recommendation of the Democratic Services Committee on amendments to Section 13 of the Constitution. It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Hywel Lewis and by 60 votes to 0 with 1 abstention it was

RESOLVED	Reason for Decision:
That the amendments to Section 13 of the Constitution be approved.	To review and update the Constitution.

2. Annual Reports from Representatives on Outside Bodies

Council considered the recommendation of the Democratic Services Committee that that the Council should receive an annual report from the representatives appointed to the Mid and West Wales Fire and Rescue Authority, Dyfed Powys Police and Crime Panel, Brecon Beacons National Park Authority and the Welsh Local Government Association. Councillors appointed to other outside bodies could use the Members Bulletin to keep Council informed of their activities. It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Roger Williams and by 64 votes to 0 it was

RESOLVED	Reason for decision:
That representatives on outside bodies appointed by the Council at an AGM provide an annual report on the work of those outside bodies. Such reports will not be taken at the AGM but shall be programmed on the Council agenda.	To provide information from representatives on outside bodies to Council on the work of those outside bodies.

The Chair advised that she was changing the running order of the agenda to take questions next as two Portfolio Holders had to leave to attend another meeting.

13. QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION

13.1. Question to the Portfolio Holder for Finance, Countryside and Transportation from County Councillor Les Skilton

I understand Powys received a grant of about £3 million from the Welsh Government.

Part of this grant was used to purchase 20 new buses for operators within Powys for public transport.

Can the portfolio holder inform me and members have Powys purchased second-hand buses from some of these operators? Could you please confirm if this is correct and why?

Response

The Council was awarded Transport Grant funding provided by the Welsh Government to purchase buses that are provided as part of the local bus service contract that exists between suppliers and the Council to provide services on behalf of the Council. The contract allows for the Supplier or the Council to provide the vehicles, and the Council opted to purchase vehicles. The reason for this is because this reduces the revenue contribution the Council makes to the Contractor to provide the service. The buses are, and remain the property of, the Council throughout the duration of the contract. At the end of the contract, they will be disposed of by the Council and any money achieved by their disposal

will be returned to the Council. The buses are operated by the successful bus companies that successfully bid to operate the contract(s).

The vehicles purchased by the Council were the same vehicles that the contractors had ordered when the contracts were awarded in July 2018 – so in effect the Council paid for the vehicles rather than the Contractor. Where operators had ordered their vehicle and had not received them, the Council secured the funding against other company assets until the vehicles had been delivered. Where the Contractor had already received the vehicles and they were being used to perform the contract, the Council simply paid for them (instead of the Contractor). In all cases, the operator is the legal 'Registered Keeper' of the vehicles, but the vehicles are owned by the Council.

In answer to Councillor Skilton's supplementary question the Portfolio Holder advised that the buses purchased were either new or just a few months old.

13.2. Question to the Portfolio Holder for Finance Countryside and Transport from County Councillor Gareth Ratcliffe

Following concerns raised by residents of Hay that they are seeing an increase in second homes becoming "businesses" to get around the increase in council tax will the council review the impact of second homes on communities to support the local residents as well as the business community to ensure we have a 12 month season and homes are not left empty for large parts of the year thus strengthening our community for future challenges?

Response

When a property in Council Tax is identified as a liable person's second home it means it is furnished but not the person's sole or main residence (i.e. occupied periodically). Therefore it could reasonably be expected to follow that the person or persons may spend significant amounts of time and be involved in community elsewhere where their sole or main residence actually is. There is nothing defined in legislation as to how much time needs to be spent at each home.

Therefore it follows in Council tax that someone may have a second home as defined above and use it as a holiday home for their own purposes. Some may choose to let the property out as a holiday let for others on a commercial basis.

In Business Rates legislation there is then the ability for a person who is commercially letting a property as a holiday home to be moved from the Council Tax rating list to the Business Rates rating list when they reach a threshold. This does then give the liable people the ability to receive a small business rates relief in their circumstances. The liable person(s) as a threshold have to be actively marketing their property for 140 days per year and actually let the property for 70 days per year.

The person must apply to the Valuation Office Agency for Wales (VOA) and be able to evidence the marketing and letting before the VOA would make the decision to change the property to a commercial one on the Business Rates rating list. Following that move of rating lists, it is then the responsibility of the VOA to review the lists regularly to make sure the circumstances still apply in each and any case, and they should then move a property back to Council tax rating list if they do not fulfil the criteria.

I hope you can see from the above that the local authority has very little control or ability in legislation or policy or decision to determine how second homes are managed in that sense in Powys communities.

Also as you will be aware Welsh Government allowed Councils in Wales to introduce premiums for properties identified as second homes or long term empty. Powys Council introduced this change in line with Welsh Government policy in an attempt to encourage properties in both categories back into active use as main homes or into other uses and where the person decides to retain the property as empty or as a second home, then their liability is increased to take account of that lesser use.

Since the inception of the premium for second homes, there has been very little movement in second home numbers and also there has not been a significant move of properties from the Council Tax rating list to the Business Rates rating list for this type of property.

I am aware that Welsh Government are undertaking a review of the legislation and the policy around empty homes and second homes and also how the premiums have impacted these two categories of properties as well.

Also representation has been made to Welsh Government by Welsh Treasurers to look at the crossover between Council Tax second homes and holiday lets in Business Rates and whether this is having a positive or negative impact on revenue raising for Councils, the impact on communities and also the development of tourism in the County.

So I hope you can see we are mindful where we can to ensure that policy and legislation is challenged and reviewed taking account of the impacts on Powys and its communities where possible.

There was no supplementary question.

County Councillor Aled Davies left the meeting to attend another meeting.

13.3. Question to the Portfolio Holder for Environment from County Councillor David Thomas

Residents in the in Tawe Uchaf, Aber-craf, Ystradgynlais, Ynyscedwyn and Cwmtwrch wards received a worse than poor recycling collection service over the Christmas period. This was because of a lack of strategic planning and communication from the Council with Councillors and the community.

What will the Council do to ensure this doesn't happen again?

Response

The Christmas period is a problematic time of year in terms of kerbside waste and recycling collections due to a number of factors. There is understandably a considerable rise in materials to collect, with it being essential to continue to provide a service, whilst recognising the need and value for staff to have time off work with their families.

There is no expectation for collections to be undertaken on Christmas Day, Boxing Day and New Year Day, so with the knock-on effect of missing these days, and with the additional waste and recycling generated at this time of year,

there is a considerable 'catch-up' required. Like most authorities, we do this by providing a service on the weekends following these days, and have had this arrangement in place for a number of years. Staff are asked to work on these weekends, for which they do receive an overtime payment, as opposed to some other Councils where it is a contractual requirement.

The majority of staff recognise the service need and respond well by making the effort to come in to work as necessary. This was the indeed the case in our Rhayader, Newtown and Welshpool Depots, where rounds were collected as planned and advertised, with very few problems. Unfortunately, this was not the case in the Brecon depot, where a significant minority of staff failed to turn in to work, either by refusing to work, or by initially agreeing but then not attending as planned. This was a significant let down and impacted badly on the arrangements that had been planned by supervisors and manager and advertised as such. Despite supervisors and managers attempting to reduce the impact to the public by covering some of the collection rounds themselves, there was as you describe a lower than acceptable performance.

It is simply not possible to get additional staff in at short notice at this time of year to cover for this period, and even if it were, then it would of course be at a considerable extra cost and anyone involved would of course had to have received appropriate training to carry out the work.

The arrangements were planned and advertised well in advance, and as previously stated were honoured in most cases. When the problems became apparent we did use all available channels to let residents know of changes. This is always difficult at short notice, but is helped with the use of social media. We also had notifications on our website when residents reported missed collections.

This is a problem specific to the Christmas period with staff generally willing to work on other Bank Holidays, but work is already underway to address the issue for future years. Many Councils simply make the Christmas working arrangements contractual, which will be considered as one of our options going forward. Unfortunately, should this approach be adopted, it will unfairly penalise those staff who regularly do make the effort. The HTR senior management team has been restructured recently, with all the waste & recycling function now being overseen by one senior manager. Following on from this, the manager is currently reviewing the operational service area and Bank Holiday working will form part of this review. The Senior Manager for Waste and Recycling Services has offered to meet with Council Members in the Tawe Uchaf, Aber-craf, Ystradgynlais, Ynyscedwyn and Cwmtwrch wards to hear and understand their concerns first hand, so that we can work to address them.

County Councillor Thomas said that he would take up the offer to meet the Senior Manager and the Portfolio Holder offered to attend.

13.4. Question to the Portfolio Holder for Environment from County Councillor Gareth Ratcliffe

As banks are withdrawing from Powys communities and some communities are being charged to withdraw cash from the local cash machine when will Powys county council start to introduce card payments

system to their car parking machines across the county to support businesses as cash is becoming harder to handle?

Response

The Council is currently working with suppliers to introduce card payment facilities within the busiest car parks. A total of 20 out of the 55 machines in 17 car parks will have card payment facility shortly. The following list identifies the car parks that will have the card payments installed as part of phase 1 of the programme. Other car parks will also be upgraded in the future should this phase prove successful and funding becoming available.

Church St, Welshpool
Berriew St, Welshpool
Severn Stars, Welshpool
Gravel, Newtown [2 machines]
Back Lane, Newtown
Maengwyn St, Machynlleth
Dark Lane Rhayader
Mount St, Llanidloes
High St, Llandrindod
Knighton Hotel, Knighton
Oxford Rd, Hay [2 machines]
The Groe, Builth Wells
The Watton, Brecon
George St, Brecon [2 machines]
Beaufort Rd, Crickhowell
Kensington, Brecon
Canal Rd, Brecon

In response to the supplementary question the Portfolio Holder advised that installation would take place in February and March.

13.5. Question to the Portfolio Holder for Environment from County Councillor Karen Laurie-Parry

Many residents have read a Social Media post whereby another County Council had reported financial savings in Grass Cutting, by planting wild flowers which are very pleasing to the eye, and encourage the sustainment of butterflies, bees etc.

Residents have asked for consideration where there are very wide grass verges and embankments, would it not be cost-saving and better time management of workers to grass cut just 3 feet of verge and to allow the already planted wild flowers to take effect?

Might this not free-up time, for the Highways Department Manual Workers, to undertake identified much needed highway maintenance work on 'B' Class roads, other side roads and associated drainage?

Response

Powys County Council currently has 127 Roadside Verge Nature Reserves (RVNR's) on the County road network which all have individual management

plans to benefit the species present on that site. The database of these RVNR's will be emailed to Members for information.

The Rural grass verge cutting contract specification is already limited to a 1.2 metre width of cut with additional width of cut only at junctions or where there are visibility issues.

The Urban grass verges are where we are looking to reduce the areas that are currently cut. We have a number of projects ongoing, where we have worked with local groups to identify areas that can be left uncut. Please find below a list of some of the groups we are working with:

- Brecon Beacons National Park
- Presteigne Town Council
- "On the verge" – Creating wildlife havens Talgarth
- Radnorshire Wildlife Trust
- Brecknock Wildlife Trust
- Montgomeryshire Wildlife Trust
- Crickhowell Town Council
- Hay-on-Wye Community Group

If you have any specific areas that you feel would benefit from remaining uncut, then please contact the HGSS Contracts & Programmes Manager Brian Price and I am sure he will be able to arrange for the area to be assessed.

In response to the supplementary question it was explained that the Trunk Road Agency reimbursed the Council for any grass cutting work on trunk roads and that this income helped support other areas of the Highways budget.

13.6. Question to the Portfolio Holder for Environment from County Councillor Karen Laurie-Parry

A number of residents in my Ward are seriously concerned regarding the cut-backs in street lighting. This is particularly more alarming, where there are older residents, who fear for their safety during the night time, due to the County Council decision to withdraw certain street lights. I will give Neuadd Terrace, Bronllys as one example.

Safety and the well-being of particularly older and vulnerable residents is an utmost priority, so please could the Post Holder suggest how we might find the costs to ensure that our concerned residents needs are met?

Response

Thank you for your query regarding the lighting within your ward. The lighting within this area has not been reduced any further since the original energy saving projects in 2009. We are of course always looking at the lighting provision within the county, and looking at further improvements and energy saving that can be made by using new technology e.g. Dimming and reprogramming the existing lights to more specific outputs, due to the inflation of energy costs year on year this is becoming essential. At present any significant changes of the lighting is consulted with the local town and community councils along with the councillors, before any changes are made. In terms of making funding available to ensure that concerns of residents are met, unfortunately it is most unlikely that any additional funding will be available and it should be born in mind that

although the street lighting does provide obvious benefit in some areas, it is not a statutory requirement like the majority of other highway works.

All councillors do have access to the information showing the locations and status of the lights through Geo Discoverer. Details of how to access this information will be emailed to Members.

If there are any lights that are noted to be off when the inventory is showing the light as on, we will be happy to attend to the fault.

We are currently considering arrangements for the future whereby local councils can have a greater input into this provision, and tailor it more to suit their specific locality. Should such an arrangement be considered viable, proper consultation will be held well in advance.

The Portfolio Holder offered to meet Councillor Laurie-Parry to discuss whether it would be possible to get some lights switched on in Bronllys by having others switched off.

13.7. Question to the Portfolio Holder for Environment from County Councillor Elwyn Vaughan

In view of the increasing concerns about the use of Glyphosate as a weed killer within our communities, and the fact that there have been a number of high profile successful multi million pound litigation cases against Monsanto, and a reported 18,400 pending legal cases against Bayer, due to reported health concerns as result of using glyphosate, and the concerns about the effect of the use of glyphosate on the environment, will the portfolio holder undertake a urgent review of the use of glyphosate by the authority and any of its contractors and look at best practice alternatives and report back to Council in due course with firm recommendations?

Response

Welsh Local Government Association have recently issued the attached information from APSE on the topic of glyphosate use by local authorities.

The Trunk Road network is managed by the North & Mid Wales Trunk Road Agency through a Service Delivery Agreement with Powys, where they specify one herbicide treatment of kerbs and channels during May and also one herbicide treatment of filter drains sections, again during May. Welsh Government are reviewing this process and I know a trial was carried out in North Wales with a hot water system this summer, but we have not seen the results from this trial as yet.

As far as Powys' treatments on our own network are concerned, we limit herbicide treatment to the bare minimum. This is to a large degree this is due to the reduced available budget, but also in consideration of the balance between the environmental impact and our duty to maintain the highways. The core areas of town centres and housing estates receive one routine treatment in May, with any other area only receiving treatment on a reactive needs basis. Currently this herbicide application is the 'Nomix Total Droplet' system.

We do have an issue with the presence of Japanese Knotweed and other invasive weeds in some areas of Powys, and these are treated with glyphosate via a stem injector where possibly or with a knapsack sprayer for the larger clumps; whilst all ragwort is removed by hand.

As part of a demonstration of an Infrared system back in August, we treated an urban area in Brecon town, which proved quite successful, so are evaluating this as a viable alternative to adopt.

There was no supplementary question.

County Councillor Heulwen Hulme left the meeting at 12.46 to attend another meeting.

13.8. Question to the Portfolio Holder for Young People and Culture from County Councillor Huw Williams

In a recent Improvement and Assurance Board Bulletin, it was written, that, *'workplace supervision (Children's Services) is vital in a whole variety of ways, current compliance levels are low, although slightly rising, and now that the structure is in place, must be addressed as a matter of urgency'*.

Can the portfolio holder, therefore, provide a comparative progress report, from September 2019 to December, to include:

- i) evidence of the numbers of qualified, newly qualified and agency social workers receiving structured, regular and appropriate level of workplace supervision, and**
- ii) what is the current average case load for each worker and is the work appropriate to each worker's qualification and training level?**

Response

Evidence of the numbers of qualified, newly qualified and agency social workers receiving structured, regular and appropriate level of workplace supervision

Children's 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. The Children's Leadership Team recognise that their performance indicator, the percentage of operational staff who have had case supervision on a monthly basis, is currently not at the percentage level that we aspire to reach as part of our continued improvement journey.

The percentage of operational staff who have had Case Supervision on a monthly basis is one of the services top 5 performance indicators.

Since September when the restructure was completed, performance has ranged between 80% and 85% and our internal target has been set at 90%. During this time period training has been provided to Managers around supervision, the model, process and expectations in line with a new reflective policy adopting Signs of Safety. Further analysis of more in depth supervision data across the whole service is being currently being assessed by the Children's Leadership Team. Findings so far are reassuring that there are no trends showing a particular team, type of post holder or individual that is not receiving supervision each month.

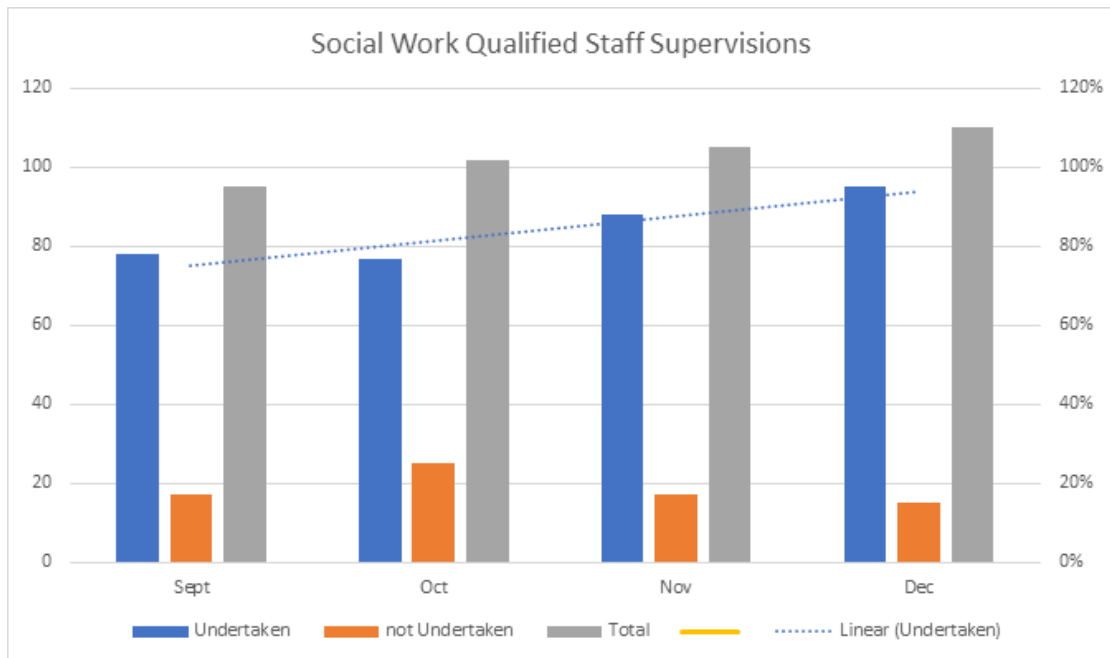
A breakdown of qualified, newly qualified and agency social workers are provided in the tables below.

The numbers in the tables are per individual employee and not full time equivalents (FTE) and the total number has increased each month as staff have been appointed.

Supervisions are not due where staff are absent for 2 weeks or more during the month and are not included in these reports. This may be due to Annual Leave, Sick leave or Maternity leave or end of employment. Staff with absences of less than 2 weeks within the month are included in the reports.

Annual leave and sickness is not recorded for all Agency staff on trent and so this will have impact on the figures above.

All (includes all Qualified Social Workers, Newly Qualified and Agency) Qualified Social Work Staff Supervision – Breakdown of Data



In conclusion supervision recording is part of the weekly data assurance meetings between Senior Managers and Team Managers, supported and facilitated by the Improvement Team. Supervision performance is also scrutinised at the monthly Head of Service and Senior Manager performance meetings. Supervision performance is reviewed and discussed as a group in the monthly Operational Management Team meetings.

Now that Managers have all received supervision training and the new Signs of Safety supervision policy has gone live, the Children’s Leadership Team continues to be committed to embedding the importance of good quality and regular supervision for all staff. The continued monitoring and analysis of the supervision data will allow Senior Managers to identify and forecast if there are

any weaknesses or potential issues that may arise in teams which could have an impact on staff receiving their supervision and aim to address them promptly.

As Portfolio Holder, I am assured on the reasons and rationale for some staff not having had supervision within the Month which includes sickness absence, rescheduled by just a few days which misses the cut off point for reporting.

What is the current average case load for each worker and is the work appropriate to each worker's qualification and training level?

An analysis has been undertaken to compare the average caseload in comparison to the previous year:

In Autumn 2019 the average caseload for qualified social workers was 16.16.

In Autumn 2018 the average caseload for qualified social workers was 23.8.

The majority of cases are held by Social Workers and Senior Social Workers in each team which is appropriate for their social work qualification and training level.

Principal Social Workers hold a smaller number of more complex cases when required. This reflects their managerial level and responsibilities within the team and their increased experienced as a practitioner.

Team Managers do not hold cases, which is appropriate for this leadership position.

In addition to this, of the 8 Newly Qualified Social Workers in the service at this present time:

2 are non-case holding.

2 are very recent newly qualified social workers and they have an average caseload of 8.

4 are at the end of their newly qualified social worker status (April 2020) and they have an average caseload of 14.

These average case load for Newly Qualified Social Workers varies to reflect at what point they are in their first year of practice. The focus is on their continued professional development and supporting them to develop and grow confidently as practitioners as their experience increases.

Senior Managers and Team Managers review their teams individual caseloads on a regular basis and when assigning new cases to staff to ensure workloads and fair and manageable.

In answer to Councillor Williams' supplementary question about supervision for staff which at 80% was below what was required to deliver improvement, the Portfolio Holder advised that she had asked for a more in-depth look into the figures which she would be happy to share with members.

13.9. Question to the Leader from County Councillor William Powell

Whilst acknowledging the resource, both financial and human that is being committed by Powys County Council to its Brexit External Working Group and the significant amount of partnership working, both with public and private sector agencies and elected members, there is one area where we could – and arguably should – do more.

As the newly elected UK Government has refused to grant EU Nationals the automatic settlement rights that were promised by the Vote Leave Campaign in the 2016 Referendum, and all amendments to the Withdrawal Bill to reinstate these rights – and even to create an appeals mechanism - were rejected by HM Government, many EU, EEA and Swiss Nationals in Powys and throughout Wales face a daunting challenge in seeking to secure Settled Status from the Home Office.

I am aware of the Settled Status information link to Gov.UK on our PCC website – and of a ‘first come, first served’ booklet for interested Councillors. However, given the huge challenge that we have recognised over time on our PCC Corporate Risk Register in terms of the sharp decline in Powys residents of working age, it would surely be appropriate for the Authority to adopt a ‘best in class’ approach to supporting this vital category of workers. Proactive measures have already been undertaken in neighbouring authorities, notably Monmouthshire, Carmarthenshire and across the border in Herefordshire, involving drop in sessions, community meetings and a link with the respective library services, all to support EU Nationals wishing to continue living, working and contributing to our communities.

Will the Leader give consideration to a more proactive programme of support, in line with Powys’ reputation for hospitality, humanitarianism and fair play?

Response

According to the latest figures (7th November 2019) since the European Union Settlement Scheme opened 790 applications have been received from Powys. Powys County Council have been promoting the scheme through our social media channels and the Brexit pages on our website. In addition corporate communications have been sent to all staff and elected members. All messaging has been based on Home Office advice. In recent weeks publicity materials provided by the Home Office have been distributed and displayed in libraries throughout Powys, and library staff have received a briefing pack on the scheme. Support has been made available to Powys County Council staff in applying to the EU Settled Status Scheme, if requested.

Since the referendum we have been in constant contact with the commissioned service providers, in order to ensure their business continuity, and that any EU national staff are supported in applying for settled status. As Powys County Council receive updates from UK and Welsh Government, these are distributed to relevant service areas and service providers to ensure that there is clear, authoritative information on the rights of EU citizens.

The Welsh Government have now appointed Community Cohesion Coordinator (hosted by Carmarthenshire County Council, working throughout Dyfed-Powys)

and a Community Cohesion Officer (working throughout Powys and Ceredigion). These are able to offer advice and assistance to citizens, and will be organising a series of events to help with EUSS applications and other community cohesion based information. These first of these will be held in Ystradgynlais Welfare Hall on 31st January 2020 from 09:30 to 13:30. Communications around this have been issued, with further activities planned.

These new appointees are also currently in the process of arranging EUSS scheme training for frontline staff (in collaboration with Travelling Ahead). Once details of this have been confirmed with the Learning and Development team, details will be made available to staff.

Other local authorities are undertaking different activities, however based on the number of EU national citizens in Powys, the Strategic Brexit Coordination Group deems this level of support appropriate, this position is regularly reviewed.

In response to Councillor Powell's supplementary question, the Leader expanded on the actions being taken by the Council. In respect of making direct contact with EU nationals, advice was being sought from the Home Office on whether it would be possible to make use of the electoral roll for this purpose. A firm of solicitors had been engaged by the LGA to work with local authorities in providing drop in sessions for EU nationals. She encouraged Councillors if they knew EU nationals in the wards to point them to where they could get advice.

14. NOTICE OF MOTION

Council debated the following motion proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Phyl Davies:

In view of the fact that having full Council meetings is not a legal requirement as part of the transformation of schools, and hence does not bring anything to the process, and with the importance that we make best use of staff resources and don't waste money, Council agrees to remove the requirement for full Council to meet to discuss school transformation and rather to use the other meetings and opportunities that form part of the legal processes.

A number of members expressed concern that the wording of the motion was too broad.

Council adjourned for lunch from 13.10 to 14.05. County Councillors S Davies, A Jones, E Jones, MJ Jones, F Jump, S McNicholas, C Mills, J Pugh, G Ratcliffe, D Rowlands, L Skilton and M Weale left the meeting.

PRESENT

County Councillor B Baynham (Chair)

County Councillors MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, 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, P E Lewis, MC Mackenzie, I McIntosh, S McNicholas, DW Meredith, C Mills, 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, D Rowlands, D Selby, K S Silk, 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 Williams, J M Williams and R Williams

The following amendment was put forward which the proposer and seconder were happy with.

In view of the fact that having full Council meetings is not a legal requirement as part of the transformation of schools, and hence does not bring anything to the process, and with the importance that we make best use of staff resources and don't waste money, Council agrees to remove the requirement for full Council to meet to discuss school closure and / or mergers rather to use the other meetings and opportunities that form part of the legal processes.

It was moved and seconded and passed by 34 votes to 15. The substantive motion was put and by 35 votes to 17 it was

RESOLVED in view of the fact that having full Council meetings is not a legal requirement as part of the transformation of schools, and hence does not bring anything to the process, and with the importance that we make best use of staff resources and don't waste money, Council agrees to remove the requirement for full Council to meet to discuss school closure and / or mergers rather to use the other meetings and opportunities that form part of the legal processes.

15.	REQUEST FOR LEAVE OF ABSENCE
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RESOLVED to grant County Councillor Les George a four month leave of absence from March to June 2020.

County Councillor B Baynham (Chair)

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

**COFNODION CYFARFOD O'R CYNGOR SIR A GYNHALIWD YN SIAMBR Y
CYNGOR – NEUADD Y SIR, LLANDRINDOD DDYDD IAU, 23 IONAWR 2020**

YN BRESENNOL

Y Cynghorydd Sir B Baynham (Cadeirydd)

Y Cynghorwyr Sir MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, 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, P E Lewis, MC Mackenzie, I McIntosh, S McNicholas, DW Meredith, C Mills, 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, D Rowlands, D Selby, K S Silk, 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 Williams, J M Williams a R Williams

1. YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau gan y Cynghorwyr Sir L Corfield, K Lewis, G Morgan, J Wilkinson a S Williams

2. COFNODION

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfodydd a gynhaliwyd ar 10^{fed} Hydref 2019 ac 20^{fed} Rhagfyr 2019 fel cofnod cywir o'r cyfarfodydd hynny.

3. DATGANIADAU O DDIDDORDEB

Ni dderbyniwyd unrhyw ddatganiadau o ddiddordeb.

4. CYHOEDDIADAU'R CADEIRYDD

Nododd y Cadeirydd fod cynrychiolwyr Credu yn bresennol yn y fynedfa i roi gwybodaeth am y gwasanaethau a ddarperir ar gyfer Gofalwyr ym Mhowys.

Diolchodd i Aelodau am eu cefnogaeth yn ystod y Cinio Nadolig, a nododd y byddai'r arian a godwyd yn cael ei rannu rhwng ei dwy elusen, sef CFfl Maesyfed a Samariaid Powys.

Roedd y Cadeirydd yn annog aelodau i ymweld â'r Angel Cyllyll yn y Drenewydd, a thalodd teyrnged i ymdrechion y Cynghorydd Joy Jones am lwyddo i ddod â'r cerflun i'r dref.

Yn olaf, ar ran y Cyngor mynegodd cydymdeimlad â theulu Bryan Rogers oedd wedi bod yn ofalwr yn Neuadd y Sir am flynyddoedd, oedd wedi marw'n ddiweddar.

5. CYHOEDDIADAU'R ARWEINYDD

Cyhoeddodd yr Arweinydd iddi ysgrifennu i longyfarch yr Aelodau Seneddol oedd newydd gael eu hethol ar draws y sir, yn ogystal â Simon Baynes AS De Clwyd, oedd ar un adeg yn un o Gynghorwyr Sir Powys.

Cyfeiriodd at setliad cyllidebol dros dro, gan gydnabod y cyllid ychwanegol a dderbyniwyd gan Lywodraeth Cymru. Roedd Powys yn y 14^{eg} safle allan o 22 cyngor o ran cynnydd yn y gyllideb, oedd yn cyfateb i welliant sylweddol o'i gymharu â blynyddoedd cynt, a diolchodd i gydweithwyr am eu cefnogaeth wrth lobïo Llywodraeth Cymru i sicrhau cyllid ychwanegol. Nododd yr Arweinydd iddi ysgrifennu at Ysgrifennydd Gwladol Cymru a Phrif Weinidog Cymru i geisio sicrwydd y byddai Powys yn elwa o Gronfa Ffyniant Gyffredin y DU. Llongyfarchodd Fiona Stewart ar gael ei phenodi'n Gadeirydd y Grŵp Strategaeth Economaidd ac atgoffodd Aelodau y byddai sesiwn briffio ar ddiwedd y cyfarfod ffurfiol ar thema Bergen Twf Canolbarth Cymru. Mae hi wedi rhoi tystiolaeth i Bwyllgor Economi, Seilwaith a Sgiliau'r Cynulliad Cenedlaethol ar y Fargen Twf.

Cyfeiriodd yr Arweinydd at agoriad swyddogol Y Gaer ac Ysgol Uwchradd newydd yn Aberhonddu, a therfynwyd ei sylwadau trwy ddiolch i'r Cynghorydd Joy Jones am ei holl waith ar ddod â'r Angel Cylyll i'r Drenwydd.

6. BRIFF GAN Y PRIF WEITHREDWR

Hysbyswyd y Cyngor gan y Prif Weithredwr y byddai'r Pwyllgorau Craffu'n ystyried y cynigion ar y gyllideb ac o'r bwriad i ymgynghori â'r Pwyllgor Gwasanaethau Democrataidd ar gynigion mewn perthynas â chefnogi Aelodau. Cyfeiriodd at y gwobrwyon staff a gynhaliwyd ar 10^{fed} Rhagfyr, oedd yn gyfle pwysig i gydnabod gwaith da aelodau staff. Pleser oedd cael adrodd fod y Cyngor wedi llofnodi Siartr 'Marw i Weithio' y TUC - ei nod yw helpu aelodau staff yn y gwaith sydd â salwch angheuol.

7. CWESTIYNAU GAN Y CYHOEDD

7.1. Cwestiwn i Ddeiliad y Portffolio Cyllid, Cefn Gwlad a Chludiant gan Gemma Lewis

A wnewch chi gadarnhau os gwelwch yn dda faint mae Cyngor Sir Powys yn talu am gludiant ysgol i blant o ddalgylch Aberhonddu fynychu Addysg Gymraeg yn Ysgol Calon Cymru neu Ysgol Ystalyfera, a hynny pan mae'r ddarpariaeth agosaf ar gael yn yr ysgol newydd yn Aberhonddu?

Mae'r plant yn defnyddio bws gwasanaeth sy'n cludo teithwyr heb wiriadau DBS, a bu achlysuron pan mae'r bysiau'n llawn, ac mae'r plant yn gorfod sefyll ar gyfer y daith gyfan.

Os na fyddai'r cyngor yn cyllido'r cludiant yma bellach, rwyf yn amau y byddai niferoedd Aberhonddu'n cynyddu ac felly hefyd y ddarpariaeth o ran pynciau a'r safonau.

Ymateb

Yn ôl Polisi'r Cyngor ar gyfer Cludiant rhwng y Cartref a'r Ysgol, bydd y Cyngor yn darparu cludiant am ddim i ddysgwyr i'r ysgol addas agosaf neu'r ysgol ddalgylch agosaf os maent yn bodloni'r meini prawf cymhwysedd. O safbwynt dysgwyr yn ardal Aberhonddu, mae'r ddarpariaeth uwchradd cyfrwng Cymraeg agosaf ar gael yn Ysgol Uwchradd Aberhonddu. Fodd bynnag, yn unol â'r Polisi, mae rhieni'n gallu apelio penderfyniadau os gwrthodwyd cludiant. A dyna'r achos gyda dysgwyr sydd ar hyn o bryd yn cael eu cludo i Ysgol Gyfun Ystalyfera ac Ysgol Calon Cymru.

Ar hyn o bryd mae'r Cyngor yn gwario £132,575 y flwyddyn ar gludo dysgwyr o ddalgylch Ysgol Uwchradd Aberhonddu i addysg cyfrwng Cymraeg yn Ystalyfera ac yn Ysgol Calon Cymru, Llanfair-ym-Muallt. Polisi'r Cyngor yw cludo'r dysgwyr sydd â'r hawl briodol i'r ysgol ar gludiant cyhoeddus ble bynnag fo'n bosib. Mae rhyw 1200 o ddysgwyr ar hyn o bryd yn cael eu cludo i'r ysgol ar gludiant cyhoeddus bob dydd.

Mae'r Cyngor wedi ymrwymo i wella darpariaeth o addysg cyfrwng Cymraeg ar draws y sir gyfan. Ar hyn o bryd mae gweledigaeth addysg newydd yn cael ei llunio, ac mae addysg cyfrwng Cymraeg yn rhan allweddol o'r weledigaeth newydd. Byddwn yn ymgysylltu â'r holl randdeiliaid ym mis Chwefror i droi'r weledigaeth hon yn realiti.

Doedd dim cwestiwn atodol.

8.	TROSGLWYDDIADAU
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Trosglwyddiadau Cefnffyrdd, Cludiant ac Ailgylchu

Wrth ymateb i gwestiynau gan Aelodau, eglurodd y Cyfarwyddwr Corfforaethol (Yr Amgylchedd), ar wahân i gerbydau graeanu, sy'n cael eu prydlesu, mae mwyafrif y cerbydau Cefnffyrdd, Cludiant ac Ailgylchu'n cael eu prynu, gan brynu rhai newydd bob 7 mlynedd. Cynigiodd y Cynghorydd Sir A Davies ac eiliodd y Cynghorydd Sir JM Williams a, gyda 62 pleidlais o blaid, 1 yn erbyn ac 1 yn atal pleidlais

PENDERFYNWYD	Rheswm dros y Penderfyniad:
Cymeradwyo'r trosglwyddiad ar gyfer y Rhaglen Prynu Cerbydau newydd, sy'n golygu cynydd o £1.1 miliwn i'r gyllideb.	Sicrhau y gwneir trosglwyddiadau priodol i adlewyrchu'r rhagolygon o ran gwariant cyfalaf.

8.2. Trosglwyddiad o Dŷ Ladywell i'r Gronfa Datblygu Economaidd

Derbyniwyd grant cyfalaf Ysgogi Economaidd gwerth £1,029,872 gan Lywodraeth Cymru fyddai'n cael ei ddefnyddio ar brosiect Tŷ Ladywell. Byddai'r

grant yma'n golygu y gellir ail-ddyrannu gwerth £664,872 o gyllid cyfalaf craidd y prosiect i gyllido prosiectau Datblygu Economaidd yn y blynyddoedd i ddod. Gofynnodd Aelodau pa brosiectau fyddai'n cael eu hariannu, a nodwyd bod nifer o brosiectau ar y gweill, rhai ohonynt yn sensitif o safbwynt masnachol. Byddai gofyn i'r Cabinet gymeradwyo unrhyw brosiect, a byddai angen ei ategu gydag achos busnes. Gofynnodd Aelodau am gostau datblygu Tŷ Ladywell a chynigiodd Deiliad y Portffolio Cyllid, Cefn Gwlad a Chludiant ddod ag adroddiad i'r Pwyllgor Craffu.

Cynigiodd y Cynghorydd Sir Liam Fitzpatrick y dylid gohirio'r trosglwyddiad nes bo achos busnes ar gael, ac eiliwyd hyn gan y Cynghorydd Sir Karen Laurie-Parry; collwyd y bleidlais gyda 16 o blaid a 48 yn erbyn.

Cynigiodd y Cynghorydd Sir Aled Davies yr argymhelliad yn yr adroddiad, ac eiliwyd y cynnig, a gyda 57 o blaid, 5 yn erbyn, a 2 yn atal pleidlais

PENDERFYNWYD	Rheswm dros y Penderfyniad:
Cymeradwyo trosglwyddiad o £664,872 o weddill y benthyciad cyfalaf i gyllido datblygu Tŷ Ladywell i ariannu prosiectau datblygu economaidd yn y blynyddoedd i ddod.	Sicrhau y gwneir trosglwyddiadau priodol i adlewyrchu'r rhagolygon o ran gwariant cyfalaf.

9. CYNHADLEDD GWELLA'R AWDURDOD LLEOL AC ESTYN

Eglurodd Deiliad y Portffolio Addysg ac Eiddo fod Estyn yn fodlon bod yr awdurdod wedi dangos ymrwymiad clir i fynd i'r afael â'r problemau a nodwyd yn ystod yr arolwg, a bod cynlluniau ac adnoddau yn eu lle i gyflawni hyn. Roedd Estyn wedi cymeradwyo'r Cynllun Gweithredu Ôl-Arolygiad ac mae'r Gwasanaeth Addysg eisoes wedi dechrau gweithio ar y gwelliannau. Roedd y Cabinet wedi cymeradwyo adolygiad strategol o ysgolion yn gynharach yr wythnos hon, a byddai ymgynghoriadau'n cychwyn ym mis Chwefror er mwyn hysbysu adroddiad arall i'r Cabinet ym mis Ebrill. Roedd Deiliad y Portffolio Addysg ac Eiddo yn annog ei gyd-gynghorwyr i ddarllen dogfen Trawsnewid Addysg ym Mhowys - Gweledigaeth ar gyfer Ysgolion Powys ac i ymgysylltu â'r broses ymgynghori. Nododd Cadeirydd y Pwyllgor Craffu ar Addysg a Sgiliau fod swyddogion wedi ennyn hyder sylweddol ymhlith aelodau'r pwyllgor o ran ymrwymiad i newid y gwasanaeth trwy lefel eu hymgysylltiad gyda'r pwyllgor Craffu.

Nodwyd cynnwys llythyr Estyn gan y Cyngor, a'r Cynllun Gweithredu Ôl-arolygiad.

10. DARPAR LE GWAG I AELOD ANNIBYNNOL AR Y PWYLLGOR SAFONAU

Bu'r Cyngor yn ystyried y trefniadau i benodi Aelod Annibynnol newydd i'r Pwyllgor Safonau yn lle Mrs Claire Jackson; byddai ei thymor yn y swydd yn dod i ben ar 21 Mehefin, 2020.

PENDERFYNWYD	Rheswm dros y penderfyniad:
Cymeradwyo'r trefniadau i benodi aelod i'r Pwyllgor Safonau.	Llenwi lle gwag fydd yn digwydd ym mis Mehefin 2020.

Torrodd y cyfarfod rhwng 11.40 a 11.58.

Gadawodd y Cyngorydd Sir Liam Fitzpatrick y cyfarfod. Cyrhaeddodd y Cyngorydd Sir Clair Mills.

11. CYNRYCHIOLAETH AR BWYLLGORAU A CHYRFF ALLANOL

1. Cynrychiolaeth ar bwyllgorau

Mae angen diwygio aelodaeth pwyllgorau yn sgil ethol tri Chynghorydd Sir newydd a sefydlu grŵp gwleidyddol newydd. Cynigiodd y Chynghorydd Sir Elwyn Vaughan ac eiliodd y Chynghorydd Sir Timothy Van-Rees a gyda 58 o blaid, neb yn erbyn ac 1 yn atal pleidlais

PENDERFYNWYD	Rheswm dros y Penderfyniad:
Cymeradwyo'r manylion aelodaeth diwygiedig ar Bwyllgorau'r Cyngor, fel yr amlinellir yn atodiad yr adroddiad, yn amodol ar benodi'r Chynghorydd Les Skilton i'r Pwyllgor Craffu ar yr Economi, Preswylwyr, Cymunedau a Llywodraethu yn lle'r Chynghorydd Mark Barnes, penodi'r Chynghorydd Mark Barnes ar y Pwyllgor Archwilio yn lle'r Chynghorydd Les Skilton, a phenodi'r Chynghorydd Phil Pritchard ar Bwyllgor Deddf Trwyddedu 2003 yn lle'r Chynghorydd Gwilym Williams.	Diwygio aelodaeth pwyllgorau yn sgil ethol Chynghorwyr newydd a sefydlu grŵp gwleidyddol newydd.

2. Cynrychiolaeth ar Awdurdod Parc Cenedlaethol Bannau Brycheiniog

Roedd y Dirprwy Weinidog dros Lywodraeth Leol a Thai wedi hysbysu'r Cyngor y byddai'r lleihad yn nifer cynrychiolwyr Cyngor Sir Powys ar Awdurdod y Parc Cenedlaethol (o 8 aelod ar hyn o bryd i 6 aelod) yn dod i rym ar 1^{af} Ebrill 2020. Yn dilyn ymgynghori gyda'r grwpiau gwleidyddol, byddai'r cynrychiolwyr diwygiedig arfaethedig ar ran y Cyngor ar APCBB o 1^{af} Ebrill, 2020 fel a ganlyn:

Aelodau Annibynnol

Y Chynghorwyr Sir Michael J Jones, Phil Pritchard ac Edwin Roderick

Y Ceidwadwyr

Y Cyngorydd Sir Iain McIntosh

Y Democratiaid Rhyddfrydol/Plaid Werdd
Y Cyngorydd Sir Gareth Ratcliffe

Llafur
Y Cyngorydd Sir Susan McIntosh

Cynigiodd y Cyngorydd Sir Timothy Van-Rees ac eiliwyd y cynnig yma, a gyda 51 o blaid, 6 yn erbyn, a 3 yn atal pleidlais

PENDERFYNWYD	Rheswm dros y Penderfyniad:
Cymeradwyo'r cynrychiolwyr diwygiedig ar ran y Cyngor ar APCBB fyddai'n dod i rym ar 1^{af} Ebrill 2020.	Diwygio cynrychiolaeth y Cyngor ar APCBB yn unol â phenderfyniad Llywodraeth Cymru.

3. Cyngor Iechyd Cymuned Powys.

Enwebwyd y Cyngorydd Sir Edwin Roderick. Nododd cyd-aelod ar y CIC fod y Cyngorydd Roderick wedi ymddiswyddo o'r CIC. Cynigiodd y Cyngorydd Sir Gareth Ratcliffe ac eiliodd y Cyngorydd Sir Jackie Charlton y dylid gohirio'r penodiad. Gyda 26 o blaid, 29 yn erbyn, a 3 yn atal pleidlais, collwyd y bleidlais. Felly cynigiwyd ac eiliwyd enwebiad y Cyngorydd Roderick, a gyda 37 o blaid, 18 yn erbyn ac 8 yn atal pleidlais

PENDERFYNWYD	Rheswm dros y Penderfyniad:
Enwebu'r Cyngorydd Sir Edwin Roderick fel aelod o Gyngor Iechyd Cymuned Powys.	Llenwi lle gwag ar Gyngor Iechyd Cymuned Powys.

4. Y Gist Gymunedol Sportlot

PENDERFYNWYD	Rheswm dros y Penderfyniad:
Penodi'r Cyngorydd Sir William Powell fel aelod o bwyllgor y Gist Gymunedol Sportlot.	Llenwi lle gwag ar y Gist Gymunedol Sportlot.

12. ARGYMHELLION Y PWYLLGOR GWASANAETHAU DEMOCRATAIDD

1. Cyfansoddiad

Bu'r Cyngor yn ystyried argymhelliad y Pwyllgor Gwasanaethau Democratiaidd ar ddiwygiadau i Adran 13 y Cyfansoddiad. Cynigiodd y Cyngorydd Sir Elwyn Vaughan ac eiliodd y Cyngorydd Sir Hywel Lewis a gyda 60 o blaid, neb yn erbyn, ac 1 yn atal pleidlais

PENDERFYNWYD	Rheswm dros y Penderfyniad:
Cymeradwyo'r diwygiadau i Adran 13 y Cyfansoddiad.	Adolygu a diweddu'r Cyfansoddiad.

2. Adroddiadau Blynyddol gan Gynrychiolwyr ar Gyrrff Allanol

Bu'r Cyngor yn ystyried argymhelliad y Pwyllgor Gwasanaethau Democrataidd y dylai'r Cyngor dderbyn adroddiad blynyddol gan gynrychiolwyr a benodir ar Awdurdod Tân ac Achub Canolbarth a Gorllewin Cymru, Panel yr Heddlu a Throsedd Dyfed Powys, Awdurdod Parc Cenedlaethol Bannau Brycheiniog a Chymdeithas Llywodraeth Leol Cymru. Gall Cynghorwyr sy'n gynrychiolwyr ar gyrff allanol eraill ddefnyddio Bwletin yr Aelodau i hysbysu'r Cyngor am eu gweithgareddau. Cynigiodd y Cynghorydd Sir Elwyn Vaughan ac eiliodd y Cynghorydd Sir Roger Williams a gyda 64 o blaid, a neb yn erbyn

PENDERFYNWYD	Rheswm dros y Penderfyniad:
Y dylai cynrychiolwyr a benodir gan y Cyngor mewn CCB ddarparu adroddiad blynyddol ar waith y cyrff allanol dan sylw. Ni ddaw'r adroddiadau hyn gerbron y CCB, ond byddant yn cael eu cynnwys ar agenda'r Cyngor.	Darparu gwybodaeth i'r Cyngor gan gynrychiolwyr ar gyrff allanol ar waith y cyrff allanol dan sylw.

Cyhoeddodd y Cadeirydd ei bod yn newid trefn yr agenda i gymryd cwestiynau nesaf, oherwydd byddai'n rhaid i ddau o'r Deiliaid Portffolio adael i fynd i gyfarfod arall.

13. CWESTIYNAU'N UNOL A'R CYFANSODDIAD

13.1. Cwestiwn i Ddeiliad y Portffolio Cyllid, Cefn Gwlad a Chludiant gan y Cynghorydd Sir Les Skilton

Rwyf yn deall fod Powys wedi derbyn gwerth rhyw £3 miliwn gan Lywodraeth Cymru. Defnyddiwyd peth o'r arian i brynu 20 o fysiau newydd ar gyfer cwmnïau bysiau ym Mhowys ar gyfer cludiant cyhoeddus.

A wnaiff deiliad y portffolio fy hysbysu i ac aelodau eraill a yw Powys wedi prynu bysiau ail-law gan rai o'r cwmnïau hyn? Fedrwch chi gadarnhau a yw hyn yn gywir, a pham?

Ymateb

Derbyniodd y Cyngor gyllid y Grant Cludiant gan Lywodraeth Cymru i brynu bysiau a ddarperir fel rhan o'r cytundeb ar gyfer gwasanaethau bysiau lleol sy'n bodoli rhwng cyflenwyr a'r Cyngor i ddarparu gwasanaethau ar ran y Cyngor. Mae'r cytundeb yn caniatáu i'r Cyflenwr neu'r Cyngor ddarparu'r cerbydau, a dewisodd y Cyngor brynu'r cerbydau. Y rheswm dros hyn yw ei fod yn lleihau'r cyfraniad refeniw y mae'r Cyngor yn ei dalu i'r Cyflenwr i ddarparu'r gwasanaeth. Mae'r bysiau'n eiddo i'r Cyngor, a byddant yn parhau yn eiddo'r Cyngor, trwy gydol y cytundeb. Ar ddiwedd y cytundeb, bydd y Cyngor yn cael gwared arnynt, a bydd yr arian a dderbynnir yn ystod y broses hon yn cael ei ddychwelyd i'r Cyngor. Mae'r bysiau'n cael eu rhedeg gan gwmnïau bysiau sy'n cystadlu'n llwyddiannus i redeg y contract(au).

Mae'r cerbydau a brynwyd gan y Cyngor yr un rhai ag a archebwyd gan y contractwyr pan ddyfarnwyd y contractau ym mis Gorffennaf 2018 - felly mewn gwirionedd, y Cyngor dalodd am y cerbydau yn hytrach na'r Contractwyr. Os oedd cwmnïau wedi archebu cerbyd ond heb ei dderbyn, roedd y Cyngor wedi llwyddo i sicrhau cyllid yn erbyn asedau eraill y cwmni nes derbyn y cerbydau. Os oedd Contractwr eisoes wedi derbyn y cerbydau, ac roedd y rhain yn cael eu defnyddio i gyflawni'r contract, roedd y Cyngor yn talu amdanynt (yn lle'r Contractwr). Ym mob achos, y cwmni bysiau yw 'Ceidwad Cofrestredig' cyfreithiol y cerbydau, ond mae'r cerbydau yn eiddo i'r Cyngor.

Wrth ateb cwestiwn atodol y Cynghorydd Skilton, nododd Deiliad y Portffolio taw naill ai cerbydau newydd neu ychydig o fisoedd oed oedd y bysiau a brynwyd.

13.2. Cwestiwn i Ddeiliad y Portffolio Cyllid, Cefn Gwlad a Chludiant gan y Cynghorydd Sir Gareth Ratcliffe

Yn dilyn pryderon a fynegwyd gan drigolion y Gelli Gandryll, eu bod yn gweld cynnydd yn nifer yr ail gartrefi sy'n troi'n 'fusnesau' er mwyn delio gyda'r cynnydd yn y dreth gyngor, a wnaiff y Cyngor adolygu effaith ail gartrefi ar gymunedau er mwyn cefnogi trigolion lleol yn ogystal â'r gymuned fusnes, i sicrhau fod gennym dymor o 12 mis, ac na chaiff cartrefi eu gadael yn wag am rannau helaeth o'r flwyddyn, a thrwy hynny cryfhau'r gymuned o safbwynt heriau'r dyfodol?

Ymateb

Pan gaiff eiddo ei adnabod fel ail gartref unigolyn o ran Treth Gyngor, mae'n golygu ei fod wedi'i ddodrefnu ond nid dyna unig neu brif anheddle'r unigolyn dan sylw (h.y. mae'n cael ei feddiannu o dro i dro). Felly gellir disgwyl yn rhesymol y byddai'r unigolyn neu unigolion yn treulio amser sylweddol ac yn rhan o gymuned rhyw le arall lle mae ei unig neu brif anheddle mewn gwirionedd. Does dim diffiniad mewn deddfwriaeth o safbwynt faint o amser y mae angen ei dreulio ym mhob cartref.

Felly o safbwynt Treth Gyngor, mae'n dilyn y gall rhywun gael ail gartref efallai, fel y diffinnir uchod, i'w ddefnyddio fel cartref gwyliau at eu diben ei hun. Hwyrach y bydd rhai'n dewis gosod yr eiddo fel cartref gwyliau i bobl eraill ar sail fasnachol.

O ran deddfwriaeth Trethi busnes, gall unigolyn sy'n gosod eiddo ar sail fasnachol fel cartref gwyliau gael ei symud oddi ar restr cyfraddau Treth Gyngor i'r rhestr Trethi Busnes wrth gyrraedd trothwy. Wedyn mae hyn yn golygu fod pobl sy'n drethadwy yn gallu derbyn rhywfaint o ryddhad rhag treth ar drethi busnes yn yr amgylchiadau hyn. Fel trothwy, mae'n rhaid i'r unigolyn(ion) trethadwy farchnata'r eiddo am 140 diwrnod y flwyddyn, a gosod yr eiddo am 70 diwrnod y flwyddyn.

Mae'r unigolyn yn gorfod gwneud cais i Asiantaeth Swyddfa Prisio Cymru (VOA) a bod yn gallu dangos tystiolaeth o'r gweithgareddau marchnata a gosod cyn y byddai'r VOA yn penderfynu newid yr eiddo i eiddo masnachol ar y rhestr Trethi Busnes. Ar ôl symud rhwng y rhestr trethi, cyfrifoldeb y VOA yw adolygu'r rhestr i'r rheolaidd i sicrhau fod yr un amgylchiadau dal yn berthnasol ym mhob achos a dylid wedyn symud eiddo yn ôl i'r rhestr Treth Gyngor os nad yw'n bodloni'r meini prawf.

Gobeithio y byddwch yn deall o'r wybodaeth uchod, mai ychydig iawn o reolaeth neu allu sydd gan yr awdurdod lleol o safbwynt deddfwriaeth neu bolisi neu benderfyniadau wrth benderfynu sut i reoli ail gartrefi o fewn cymunedau Powys o'r safbwynt yna.

Hefyd, fel y byddwch yn ymwybodol, mae Llywodraeth Cymru wedi caniatáu i Gynghorau Cymru gyflwyno taliadau premiwm ar gyfer eiddo sy'n ail gartrefi neu sy'n wag ers talwm. Cyflwynodd Cyngor Powys y taliadau hyn yn unol â pholisi Llywodraeth Cymru fel rhan o ymdrech i annog eiddo yn y ddau gategori i gael eu defnyddio eto fel prif gartrefi, neu at ddibenion eraill ac os bydd yr unigolyn yn penderfynu cadw'r eiddo'n wag neu fel ail gartref, wedyn bydd cynnydd yn ei atebolrwydd i ystyried y defnydd llai.

Ers cyflwyno taliadau premiwm ar gyfer ail gartrefi, ychydig iawn o wahaniaeth a wnaethpwyd i nifer yr ail gartrefi, ac ni fu newid sylweddol ychwaith yn yr eiddo a symudwyd o'r rhestr Treth Gyngor i'r rhestr Trethi Busnes ar gyfer y math yma o eiddo.

Rwyf yn ymwybodol fod Llywodraeth Cymru'n cynnal adolygiad o'r deddfwriaeth a pholisi ym maes cartrefi gwag ac ail gartrefi a hefyd sut mae'r taliadau premiwm wedi effeithio ar y mathau hyn o eiddo.

Yn ogystal, mae Trysoryddion Cymru wedi cyflwyno cais i Lywodraeth Cymru i ystyried y manau cyffredin rhwng Treth Gyngor ail gartrefi, ac eiddo gwyliau o ran Trethi Busnes, ac a yw hyn yn cael effaith gadarnhaol neu negyddol ar allu Cynghorau i godi refeniw, yr effaith ar gymunedau, yn ogystal â datblygiad twristiaeth yn y Sir.

Felly gobeithio y gwelwch ein bod yn ymwybodol lle gallwn fod, i sicrhau y caiff polisi a deddfwriaeth eu herio a'u hadolygu er mwyn ystyried yr effaith ar Bowys a'i chymunedau lle bo'n bosib.

Doedd dim cwestiwn atodol.

Gadawodd y Cynghorydd Sir Aled Davies y cyfarfod er mwyn mynd i gyfarfod arall.

13.3. Cwestiwn i Ddeiliad Portffolio'r Amgylchedd gan y Cynghorydd Sir David Thomas

Dros gyfnod y Nadolig roedd trigolion wardiau Tawe Uchaf, Abercraf, Ystradgynlais, Ynysgedwyn a Chwmtwrch wedi derbyn gwasanaeth casglu deunyddiau ailgylchu gwael iawn. Roedd hyn oherwydd diffyg cynllunio strategol a chyfathrebu ar ran y Cyngor gyda Chynghorwyr a'r gymuned. Beth fydd y Cyngor yn ei wneud i sicrhau na fydd hyn yn digwydd eto?

Ymateb

Mae cyfnod y Nadolig yn anodd o safbwynt casglu gwastraff ar ochr y ffordd a chasgliadau ailgylchu oherwydd nifer o ffactorau. Fel y gellir deall mae cynnydd sylweddol yn y deunyddiau i'w casglu, ac mae'n hanfodol parhau i ddarparu gwasanaeth, er ein bod yn cydnabod yr angen a gwerth staff yn cael amser i ffwrdd gyda'u teuluoedd.

Nid oes disgwyl i gasgliadau ddigwydd ar Ddydd Nadolig, Gŵyl San Steffan a Dydd Calan, felly gydag effaith ganlyniadol colli'r dyddiau hyn, a'r gwastraff a

deunyddiau ailgylchu ychwanegol adeg yma'r flwyddyn, mae angen casgliadau 'dal fyny' sylweddol. Yn debyg i lawer o awdurdodau eraill, gwneir hyn trwy ddarparu gwasanaeth ar y penwythnos yn dilyn y dyddiau hyn, ac mae'r drefn yma mewn bodolaeth ers nifer o flynyddoedd. Gofynnir i staff weithio ar y penwythnosau hyn, ac maent yn derbyn tâl goramser am wneud hyn, yn wahanol i rai Cyngorau eraill, lle mae'n rhan o'u gofynion cytundebol.

Mae mwyafrif y staff yn sylweddoli beth yw anghenion y gwasanaeth, ac maent yn ymateb yn dda trwy ymdrechu i ddod i'r gwaith fel bo angen. Yn sicr, roedd hyn yn wir am ganolfannau Rhaeadr Gwy, Y Drenewydd a'r Trallwng, lle cafodd y casgliadau eu cyflawni yn ôl y cynlluniau, ac fel y'u hysbysebwyd, heb lawer o drafferthion. Yn anffodus, nid dyna'r achos gyda chanolfan Aberhonddu, lle method lleiafrif sylweddol o staff droi fyny i'r gwaith, naill ai drwy wrthod gweithio neu drwy gytuno yn y lle cyntaf, ond wedyn heb droi allan fel y cynlluniwyd. Roedd hyn yn siom enfawr, a chafodd effaith niweidiol ar y trefniadau a gynlluniwyd gan oruchwylwyr a'r rheolwr, ac a hysbysebwyd felly. Er i oruchwylwyr a rheolwyr geisio lleihau'r effaith ar y cyhoedd trwy fynd allan ar rai o'r casgliadau eu hunain, fel y dywedoch, roedd y perfformiad yn llai na derbyniol.

Yn syml iawn, nid yw'n bosib cael staff ychwanegol ar fyr rybudd adeg yma'r flwyddyn, a hyd yn oed pe byddai hynny'n bosib, yn naturiol byddai'n golygu costau ychwanegol sylweddol, a byddai'n rhaid i bawb dderbyn hyfforddiant priodol i allu cyflawni'r gwaith.

Cafodd y trefniadau eu cynllunio a'u hysbysebu mewn da bryd, ac fel y nodwyd yn barod, roedd mwyafrif y gweithwyr wedi anrhydeddu'r trefniadau hyn. Pan ddaethom yn ymwybodol o'r problemau, defnyddiwyd pob cyfrwng posib i hysbysu trigolion am newidiadau. Mae hyn wastad yn anodd ar fyr rybudd, ond mae defnyddio cyfryngau cymdeithasol wedi helpu yn hyn o beth. Hefyd roedd trigolion yn defnyddio'r wefan i'n hysbysu os nad oedd casgliadau wedi digwydd.

Mae hon yn broblem sy'n berthnasol i gyfnod y Nadolig, oherwydd fel arfer mae staff yn fodlon gweithio Gwyliau Banc eraill, ond mae gwaith eisoes ar y gweill i ddelio gyda'r broblem hon yn y dyfodol. Mae llawer o Gynghorau yn pennu fod trefniadau gwaith dros y Nadolig yn un o'r gofynion cytundebol, a dyma un o'r opsiynau y byddwn yn eu hystyried at y dyfodol. Yn anffodus, os byddwn yn dewis yr opsiwn yma, bydd yn golygu cosb annheg ar y staff sy'n fodlon gwneud yr ymdrech yn rheolaidd. Mae uwch dîm rheoli'r Cefnffyrdd, Cludiant ac Ailgylchu wedi cael ei ailstrwythuro'n ddiweddar, a bellach mae un uwch reolwr yn gyfrifol am oruchwylio'r swyddogaethau gwastraff ac ailgylchu. Yn dilyn o hyn, mae'r rheolwr ar hyn o bryd yn adolygu'r maes gwasanaeth gweithrediadol a bydd gweithio ar Wyliau Banc yn rhan o'r adolygiad hwn. Mae Uwch Reolwr Gwasanaethau Gwastraff ac Ailgylchu wedi cynnig cwrdd ag Aelodau'r Cyngor sy'n cynrychioli wardiau Tawe Uchaf, Abercraf, Ystradgynlais, Ynysgedwyn a Chwmtwrch er mwyn clywed a deall eu pryderon, er mwyn gallu gweithio i ddelio gyda'r rhain.

Dywedodd y Cyngorydd Sir Thomas y byddai'n derbyn y gwahoddiad i gwrdd â'r Uwch Reolwr a chynigiodd y Deiliad Portffolio fynychu'r cyfarfod hefyd.

13.4. Cwestiwn i Ddeiliad Portffolio'r Amgylchedd gan y Cyngorydd Sir Gareth Ratcliffe

Wrth ystyried bod banciau'n diflannu o gymunedau Powys ac mae rhai cymunedau'n gorfod talu i dynnu arian parod allan o beiriant arian lleol, pryd fydd Cyngor Sir Powys yn dechrau cyflwyno talu trwy gerdyn ar beiriannau talu mewn meysydd parcio ar draws y sir er mwyn cefnogi busnesau, oherwydd mae'n anoddach trin a thrafod arian parod?

Ymateb

Ar hyn o bryd mae'r Cyngor yn gweithio gyda chwmnïau cyflenwi i gyflwyno cyfleusterau talu gyda cherdyn yn y meysydd parcio mwyaf prysur. Bydd yn bosib talu gyda cherdyn mewn cyfanswm o 20 allan o'r 55 peiriant mewn 17 o feysydd parcio. Mae'r rhestr ganlynol yn nodi'r meysydd parcio lle bydd yn bosib talu gyda cherdyn fel rhan o gymal 1 y rhaglen. Byddwn yn uwchraddio'r peiriannau mewn meysydd parcio eraill yn y dyfodol os bydd y cymal hwn yn llwyddiannus, ac os bydd cyllid ar gael.

Stryd yr Eglwys, Y Trallwng
Stryd Aberriw, Y Trallwng
Saith Seren, Y Trallwng
Y Gro, Y Drenewydd [2 beiriant]
Lôn Gefn, Y Drenewydd
Stryd Maengwyn, Machynlleth
Lôn Dywyll, Rhaeadr Gwy
Mount St, Llanidloes
Stryd Fawr, Llandrindod
Knighton Hotel, Tref-y-clawdd
Heol Rhydychen, Y Gelli Gandryll [2 beiriant]
Y Gro, Llanfair-ym-Muallt
Y Watton, Aberhonddu
Stryd George, Aberhonddu [2 beiriant]
Heol Beaufort, Crughywel
Kensington, Aberhonddu
Ffordd y Gamlas, Aberhonddu

Wrth ymateb i gwestiwn atodol, nododd Deiliad y Portffolio y byddai'r peiriannau newydd yn cael eu gosod yn ystod mis Chwefror a mis Mawrth.

13.5. Cwestiwn i Ddeiliad Portffolio'r Amgylchedd gan y Cynghorydd Sir Karen Laurie-Parry

Mae llawer o drigolion wedi darllen cyhoeddiad ar Gyfryngau Cymdeithasol lle'r oedd Cyngor Sir arall wedi arbed arian ar Dorri Glaswellt trwy blannu blodau gwyllt, sy'n ddeniadol iawn i'r llygaid, ac er mwyn annog cynnal niferoedd gwenyn, pili palaod ac ati.

Mae trigolion wedi gofyn a fyddai'n bosib ystyried lle mae lleiniau ac argloddiau llydan iawn, oni fyddai'n arbed arian ac yn well defnydd o amser gweithwyr i dorri dim ond tair troedfedd o'r glaswellt, ac er mwyn rhoi cyfle i'r blodau gwyllt a blannwyd sefydlu eu hunain?

Oni fyddai hyn yn rhyddhau amser i Weithwyr yr Adran Priffyrdd i gyflawni gwaith cynnal a chadw mawr ei angen ar ffyrdd Dosbarth 'B', ffyrdd bach a gwaith draenio cysylltiedig?

Ymateb

Ar hyn o bryd mae gan Gyngor Sir Powys 127 o Warchodfeydd Natur ar Ymyl y Ffordd (RVNR) ar rwydwaith ffyrdd y Sir, ac mae gan bob un o'r rhain gynllun rheoli unigol er mwyn i'r rhywogaethau ar y safle dan sylw elwa. Byddwn yn ebostio'r bas data o'r Gwarchodfeydd hyn at Aelodau er gwybodaeth.

Mae cyfyngiad eisoes ar fanyleb torri glaswellt ar leiniau gwledig, sef lled o 1.2 metr, a thorri glaswellt ychwanegol ar gyffyrdd yn unig lle mae'n anodd gweld. Rydym yn ystyried lleihau'r manau a dorri ar hyn o bryd mewn ardaloedd trefol. Mae nifer o brosiectau ar y gwell, lle rydym wedi gweithio gyda grwpiau lleol i adnabod manau y gallwn eu hepgor. Isod mae rhestr o rai o'r grwpiau rydym yn cydweithio gyda nhw:

- Parc Cenedlaethol Bannau Brycheiniog
- Cyngor Tref Llanandras
- "On the verge" – Creu gwarchodfeydd natur - Talgarth
- Ymddiriedolaeth Natur Maesyfed
- Ymddiriedolaeth Natur Brycheiniog
- Ymddiriedolaeth Natur Maldwyn
- Cyngor Tref Crughywel
- Grŵp Cymunedol Y Gelli Gandryll

Os oes gennych unrhyw fannau penodol, fyddai yn eich barn chi'n elwa o beidio cael eu torri, croeso ichi gysylltu â Brian Price, Rheolwr Contractau a Rhaglenni Gwasanaethau Priffyrdd, Gerddi a Strydoedd, ac rwyf yn siŵr y bydd yn gallu trefnu asesu'r ardal dan sylw.

Wrth ymateb i gwestiwn atodol, eglurwyd fod yr Asiantaeth Cefnffyrdd yn talu'r Cyngor am unrhyw waith torri glaswellt ar gefnffyrdd, a bod yr incwm yma'n helpu cefnogi rhannau eraill o gyllideb y Priffyrdd.

13.6. Cwestiwn i Ddeiliaid Portffolio'r Amgylchedd gan y Cynghorydd Sir Karen Laurie-Parry

Mae nifer o drigolion yn fy Ward i'n bryderus iawn ynghylch y toriadau mewn goleuo'r strydoedd. Mae hyn yn fwy o achos pryder lle mae trigolion mewn oed, sy'n ofni mynd allan gyda'r hwyr, oherwydd i'r Cyngor Sir benderfynu peidio goleuo rhai strydoedd. Mae Neuadd Terrace, Bronllys yn un enghraifft.

Mae diogelwch a llesiant pobl hŷn a bregus yn flaenoriaeth uchel, felly a wnaiff Deiliad y Portffolio awgrymu sut gallwn gael hyd i'r arian i sicrhau y diwellir anghenion ein trigolion sy'n poeni am hyn?

Ymateb

Diolch am eich ymholiad mewn perthynas â goleuo'r strydoedd yn eich ward. Ni fu unrhyw newid i'r strydoedd sy'n cael eu goleuo yn yr ardal hon, ers y prosiectau arbed ynni gwreiddiol yn 2009. Wrth gwrs, rydym bob tro'n ystyried y goleuadau a ddarperir yn y sir, a gallwn ystyried gwelliannau pellach ac arbed mwy o ynni trwy ddefnyddio technoleg newydd e.e. gostwng ac ail-raglennu'r goleuadau presennol i roi allbwn mwy penodol, oherwydd y cynnydd mewn costau ynni blwyddyn ar ôl blwyddyn, mae'n hanfodol gwneud hyn. Ar hyn o bryd, byddwn yn ymgynghori â'r cyngor tref a chymuned perthnasol ynghyd â chynghorwyr cyn gwneud unrhyw newidiadau arwyddocaol. O safbwynt sicrhau

bod cyllid ar gael er mwyn lleihau pryderon trigolion, yn anffodus, mae'n bur annhebyg y bydd unrhyw gyllid ychwanegol ar gael, a dylid cofio, er bod goleuadau stryd yn fantais amlwg mewn rhai ardaloedd, nid yw'n un o'r gofynion statudol, yn debyg i fwyafrif y gwaith arall ar briffyrdd.

Mae gan bob Cyngorwr fynediad at wybodaeth sy'n dangos lleoliadau a statws goleuadau trwy 'Geo Discoverer'. Byddwn yn e-bostio manylion at Aelodau ar sut i gael mynediad at yr wybodaeth yma.

Os byddwch yn sylwi bod unrhyw oleuadau wedi eu diffodd, ac mae'r rhestr yn dangos y dylen nhw fod yn gweithio, byddwn yn hapus i ddelio gyda'r sefyllfa.

Ar hyn o bryd, rydym yn ystyried trefniadau at y dyfodol lle bydd gan gynghorau lleol fwy o fewnbwn ar y ddarpariaeth yma, ac i'w deilwra i fod yn addas i leoliadau lleol penodol. Os byddwn yn ystyried fod y fath drefniadau'n hyfyw, byddwn yn cynnal ymgynghoriad priodol ymlaen llaw.

Cynigiodd Deiliad y Portffolio gwrrd â'r Cynghorydd Laurie-Parry i drafod a fyddai'n bosib trefnu cynnau rhai o'r goleuadau ym Mronllys trwy ddiffodd eraill.

13.7. **Cwestiwn i Ddeiliad Portffolio'r Amgylchedd gan y Cynghorydd Sir Elwyn Vaughan**

Wrth ystyried y pryderon cynyddol am ddefnyddio Glyphosate fel chwynladdwr yn ein cymunedau, a'r ffaith y bu nifer o achosion cyfreithiol llwyddiannus, gwerth miliynau o bunnoedd yn erbyn Monsanto, ac amcangyfrif o ryw 18,400 o achosion cyfreithiol dan ystyriaeth yn erbyn Bayer, oherwydd pryderon iechyd o ganlyniad i ddefnyddio Glyphosate, a phryderon ynghylch effaith defnyddio glyphosate ar yr amgylchedd, a wnaiff deiliad y portffolio cynnal adolygiad brys ar ddefnydd yr awdurdod o glyphosate, ac unrhyw gontractwyr perthnasol, ac ystyried dewisiadau amgen o ran arfer orau, ac adrodd yn ôl i'r Cyngor gydag argymhellion pendant maes o law?

Ymateb

Yn ddiweddar mae Cymdeithas Llywodraeth Leol Cymru wedi cyhoeddi'r wybodaeth atodedig gan APSE ar destun awdurdodau lleol sy'n defnyddio glyphosate.

Asiantaeth Cefnffyrdd Gogledd a Chanolbarth Cymru sy'n rheoli'r Rhwydwaith Cefnffyrdd trwy Gytundeb Lefel Gwasanaeth gyda Chyngor Powys, lle maent yn pennu y dylid rhoi un driniaeth o chwynladdwr ar gyrbau a sianeli yn ystod mis Mai, ac un driniaeth o chwynladdwr ar adrannau draenau hidlo, eto yn ystod mis Mai. Mae Llywodraeth Cymru yn adolygu'r broses hon, a gwn y cynhaliwyd treial yng Ngogledd Cymru gyda system dŵr poeth yn ystod yr haf eleni, ond nid ydym wedi gweld canlyniadau'r treial eto.

O safbwynt triniaethau Powys ar ein rhwydwaith ni, cyfyngir triniaeth chwynladdwr i'r lleiaf posib. Mae hyn i raddau helaeth oherwydd diffyg arian yn y gyllideb, ond hefyd oherwydd ystyried y cydbwysedd rhwng yr effaith ar yr amgylchedd a'n dyletswydd i gynnal a chadw'r priffyrdd. Mae ardaloedd craidd canol ein trefi ac ystadau tai'n derbyn un driniaeth arferol ym mis Mai, ac mae ardaloedd eraill ond yn cael eu trin wrth ymateb i angen. Ar hyn o bryd system 'Nomix Total Droplet' yw'r system chwynladdwr a ddefnyddir.

Mae gennym broblem gyda phresenoldeb Japanese Knotweed a chwyn ymwithiol eraill mewn rhai ardaloedd ym Mhowys, a byddwn yn trin y rhain gyda glyphosate trwy chwistrellydd i'r coesau os yn bosib, neu gyda chwistrellydd cefn ar gyfer clympiau mwy; ond byddwn yn tynnu'r benfelen â llaw.

Fel rhan o arddangosfa o system isgoch nôl ym mis Awst, rhoddwyd triniaeth i ardal drefol yn Aberhonddu, oedd yn eithaf llwyddiannus, felly rydym yn gwerthuso hyn fel dewis amgen hyfyw i'w fabwysiadu efallai.

Doedd dim cwestiwn atodol.

Gadawodd y Cynghorydd Sir Heulwen Hulme y cyfarfod am 12.46 i fynd i gyfarfod arall.

13.8. Cwestiwn i Ddeiliad y Portffolio Pobl Ifanc a Diwylliant gan y Cynghorydd Sir Huw Williams

Mewn Bwletin diweddar y Bwrdd Sicrhau Ansawdd, nodwyd, fod, *'goruchwyliaeth o'r gweithle (yn y Gwasanaethau Plant) yn hollbwysig mewn ffyrdd amrywiol, mae lefelau cydymffurfio cyfredol yn isel, er eu bod yn codi rhywfaint, a gan fod y strwythur yn ei le bellach, mae'n rhaid delio gyda hyn fel mater o frys'*.

A wnaiff deiliad y portffolio felly roi adroddiad cynnydd cymharol o fis Medi hyd at fis Rhagfyr 2019, gan gynnwys:

- i) Tystiolaeth o'r niferoedd o weithwyr cymdeithasol cymwys, newydd eu cymhwyso a gweithwyr asiantaeth sy'n derbyn lefelau goruchwyliaeth strwythuredig, reolaidd a phriodol yn y gweithle, a**
- ii) Beth yw'r llwyth gwaith cyfartalog presennol ar gyfer pob gweithiwr ac ydy'r gwaith yn briodol i lefel cymwysterau a hyfforddiant bob gweithiwr unigol?**

Ymateb

Tystiolaeth o'r niferoedd o weithwyr cymdeithasol cymwys, newydd eu cymhwyso a gweithwyr asiantaeth sy'n derbyn lefelau goruchwyliaeth strwythuredig, reolaidd a phriodol yn y gweithle

Mae Tîm Arweinyddion y Gwasanaethau Plant wedi ymrwmo i sicrhau fod unrhyw staff yn derbyn goruchwyliaeth ddynodedig, ffurfiol 1:1 yn fisol, yn ogystal ag unrhyw sesiynau goruchwyllo anffurfiol, mewn grwpiau neu gyda chydweithwyr sy'n digwydd. Mae'r Tîm Arweinyddion Gwasanaethau Plant yn sylweddoli nad yw'r dangosydd perfformiad, sef canran y staff sy'n derbyn goruchwyliaeth ar achosion yn fisol, ar hyn o bryd ar y lefel rydym yn anelu ato fel rhan o'n taith gwella barhaus.

Mae canran y staff sydd wedi derbyn Goruchwyliaeth Achos yn fisol yn un o 5 prif ddangosydd perfformiad y gwasanaeth.

Ers mis Medi, pan gwblhawyd yr ailstrwythuro, mae perfformiad wedi amrywio rhwng 80% ac 85%; a 90% oedd y targed mewnol a osodwyd. Yn ystod y cyfnod hwn, darparwyd hyfforddiant i Reolwyr ar oruchwyllo, y model, proses a disgwyliaidau'n unol â pholisi myfyriol a mabwysiadu Arwyddion o Ddiogelwch. Ar hyn o bryd mae dadansoddiad pellach o ddata goruchwyllo mwy manwl ar draws yr holl wasanaeth yn cael ei asesu gan Dîm Arweinyddion y Gwasanaethau Plant. Hyd yn hyn mae'r canlyniadau'n galonogol, a does dim tueddiadau sy'n dangos nad yw tîm penodol, mathau penodol o ddeiliaid swydd nac unigolion yn derbyn goruchwyliaeth yn fisol.

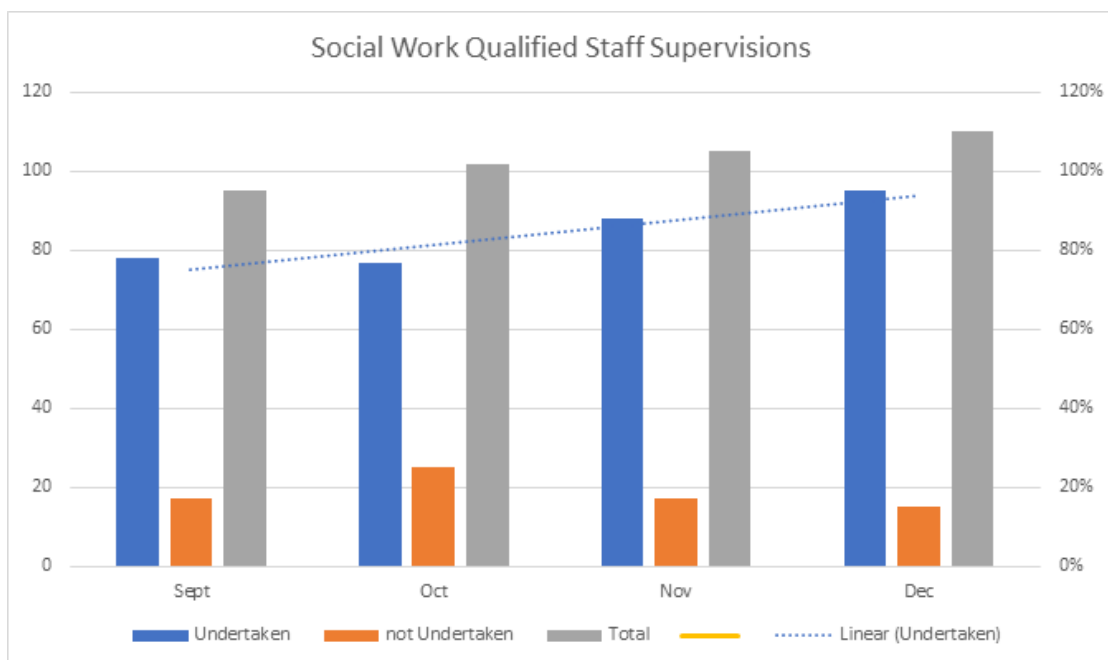
Yn y tablau isod, nodir dadansoddiad o weithwyr cymdeithasol cymwys, newydd eu cymhwyso a gweithwyr cymdeithasol asiantaeth.

Mae'r niferoedd yn y tablau ar sail gweithwyr unigol, yn hytrach na swyddogion sy'n cyfateb i amser llawn (FTE) ac mae'r cyfanswm wedi cynyddu bob mis wrth benodi staff.

Ni chynhelir sesiynau goruchwyllo os bydd staff yn absennol am bythefnos neu fwy yn ystod y mis, ac nid ydynt yn cael eu cynnwys yn yr adroddiadau hyn. Gall hyn fod oherwydd Gwyliau Blynnyddol, Absenoldeb Salwch neu Absenoldeb Mamolaeth neu oherwydd bod cyflogaeth wedi dod i ben. Mae staff sydd ag absenoldebau o lai na phythefnos yn y mis wedi cael eu cynnwys yn yr adroddiadau.

Ni chofnodir gwyliau blynnyddol ac absenoldebau salwch ar gyfer staff asiantaeth ar trent; felly bydd hyn yn effeithio ar y ffigurau uchod.

Pawb (sy'n Cynnwys Gweithwyr Cymdeithasol Cymwys, Newydd eu Cymhwyso a Gweithwyr Cymdeithasol Asiantaeth) Sesiynau Goruchwyllo Staff ym maes Gwaith Cymdeithasol – Dadansoddiad Data



I gloi, mae cofnodi sesiynau goruchwyllo'n rhan o'r cyfarfodydd sicrhau ansawdd data wythnosol a gynhelir rhwng Uwch Reolwyr a Rheolwyr Tîm, a gefnogir ac a hwylusir gan y Tîm Gwella. Hefyd byddwn yn craffu ar berfformiad goruchwyllo yng nghyfarfodydd perfformiad misol rhwng Pennaeth y Gwasanaeth a'r Uwch Reolwr. Mae perfformiad goruchwyllo'n destun adolygiad a thrafodaeth fel grŵp yng nghyfarfodydd misol y Tîm Rheolaeth Weithredol.

Gan fod yr holl Reolwyr wedi derbyn hyfforddiant goruchwyllo bellach ac mae'r polisi goruchwyllo newydd 'Arwyddion o Ddiogelwch' bellach yn fyw, mae

ymrwymiad y Tîm Arweinyddion yn parhau i ymwreiddio pwysigrwydd goruchwyliaeth uchel ei safon a rheolaidd i bob aelod o staff. Bydd y gweithdrefnau monitro a dadansoddi parhaus o'r data goruchwyllo yn caniatáu i Uwch Reolwyr adnabod a rhagweld os oes unrhyw wendidau neu broblemau potensial all godi yn y timau, fyddai'n gallu cael effaith ar staff sy'n derbyn goruchwyliaeth, gyda'r nod o ddelio gyda'r rhain yn brydlon.

Fel Deiliad y Portffolio, rwyf yn hyderus o ran y rhesymau a'r rhesymeg pam nad yw rhai staff wedi cael sesiynau goruchwyllo yn ystod y mis sy'n cynnwys absenoldeb salwch, y gellir ad-drefnu hyn o fewn ychydig ddyddiau fydd yn methu'r amserlen adrodd o ganlyniad.

Beth yw llwyth achosion cyfartalog presennol bob gweithiwr, ac a yw'r gwaith yn briodol i lefel cymwysterau a hyfforddiant pob gweithiwr unigol?

Cynhaliwyd dadansoddiad i gymharu'r llwyth achosion â'r flwyddyn flaenorol:

Yn ystod Hydref 2019 y llwyth achosion cyfartalog ar gyfer gweithwyr cymdeithasol cymwys oedd 16.16.

Yn ystod Hydref 2018 y llwyth achosion cyfartalog ar gyfer gweithwyr cymdeithasol cymwys oedd 23.8.

Y Gweithwyr Cymdeithasol a'r Uwch Weithwyr Cymdeithasol ym mhob tîm sy'n dal mwyafrif yr achosion, sy'n briodol i'w lefel cymwysterau a hyfforddiant mewn gwaith cymdeithasol.

Mae gan Brif Weithwyr Cymdeithasol nifer lai o achosion mwy cymhleth pan fo angen. Mae hyn yn adlewyrchu'r cyfrifoldebau o ran rheolaeth a chyfrifoldebau o fewn y tîm a'r profiad mwy helaeth fel ymarferydd.

Nid oes gan Reolwyr Tîm unrhyw achosion, sy'n briodol i'r swydd hon fel arweinydd.

Yn ogystal, o'r 8 Gweithiwr Cymdeithasol newydd eu Cymhwyso yn y gwasanaeth ar hyn o bryd:

Nid oes gan 2 unrhyw achosion.

Mae 2 newydd gymhwyso'n ddiweddar iawn, ac 8 yw eu llwyth achosion cyfartalog.

Mae 4 yn agosáu at ddiwedd eu statws fel gweithiwr cymdeithasol newydd ei gymhwyso (Ebrill 2020) ac ar gyfartaledd mae ganddynt lwyth achosion o 14.

Mae'r llwyth achosion cyfartalog ar gyfer Gweithwyr Cymdeithasol newydd eu Cymhwyso'n amrywio i adlewyrchu lle maen nhw yn ystod eu blwyddyn gyntaf fel ymarferydd. Mae'r ffocws ar ddatblygiad proffesiynol parhaus a'u cefnogi i ddatblygu a magu hyder fel ymarferwyr wrth i'w profiad gynyddu.

Bydd Uwch Reolwyr a Rheolwyr Tîm yn adolygu llwythi achos y timau unigol yn rheolaidd, ac wrth ddsbarthu achosion newydd i staff i sicrhau fod llwythi gwaith yn deg ac yn ddichonadwy.

Wrth ateb cwestiwn atodol y Cyngorydd Williams am oruchwyliaeth i staff, sydd ar 80% yn is na'r hyn sydd ei angen i sicrhau gwelliant, nododd Deiliad y

Portffolio ei bod wedi gofyn am ffigurau mwy manwl, ac y byddai'n hapus i rannu'r rhain gydag aelodau.

13.9. Cwestiwn i'r Arweinydd gan y Cyngorydd Sir William Powell

Wrth gydnabod yr adnoddau, rhai ariannol a dynol, sy'n cael eu hymrwymo gan Gyngor Sir Powys i'r Gweithgor Allanol ar Brexit a'r gwaith partneriaeth sylweddol, gydag asiantaethau'r sectorau cyhoeddus a phreifat ac aelodau etholedig, mae un maes lle gallwn – a lle gellir dadlau y dylwn – wneud mwy.

Gan fod Llywodraeth newydd y DU wedi gwrthod hawliau gwladychu awtomatig i Ddinasyddion yr UE a addawyd yn ystod yr Ymgyrch i Adael yr UE cyn Refferendwm 2016, ac unrhyw ddiwygiadau i'r Bil Ymadael i adfer yr hawliau hyn - a hyd yn oed i greu gweithdrefnau apêl - mae llawer o ddinasyddion yr UE, AAE ac o'r Swistir ym Mhowys a thrwy Gymru'n wynebu her sylweddol wrth geisio sicrhau Statws Preswlydd Sefydlog gan y Swyddfa Gartref.

Rwyf yn ymwybodol o'r ddolen ar wefan CSP i wybodaeth am Statws Preswlydd Sefydlog ar Gov.UK - ac o'r llyfryn 'cyntaf i'r felin' sydd ar gael i Gynghorwyr sydd â diddordeb. Fodd bynnag, wrth ystyried yr her enfawr a nodwyd ar Gofrestr Risg Corfforaethol CSP o safbwynt dirywiad llym yn y nifer o drigolion Powys o oed gweithio, oni fyddai'n briodol i'r Awdurdod fabwysiadu agwedd 'gorau ar y cae' i gefnogi'r categori gweithwyr hollbwysig yma. Mae awdurdodau cyffiniol megis Sir Fynwy, Sir Gâr a Sir Henffordd dros y ffin, eisoes wedi cymryd camau rhagweithiol, sy'n golygu cynnal sesiynau taro heibio, cyfarfodydd cymunedol a chysylltiad gyda'r gwasanaethau llyfrgelloedd perthnasol, a hyn oll er mwyn cefnogi dinasyddion yr UE sydd am barhau i fyw a gweithio yn a chyfrannu at ein cymunedau.

A wnaiff yr Arweinydd ystyried rhaglen cymorth fwy rhagweithiol, yn unol ag enw da Powys am letygarwch, dyngarwch a chwarae teg?

Ymateb

Yn ôl y ffigurau diweddaraf (7^{fed} Tachwedd 2019) ers agor Cynllun Gwladychu'r Undeb Ewropeaidd, derbyniwyd 790 cais o Bowys. Mae Cyngor Sir Powys wedi bod yn hybu'r cynllun trwy sianeli cyfryngau cymdeithasol ac ar dudalennau Brexit ar ein gwefan. Yn ogystal, anfonwyd negeseuon corfforaethol at ein holl staff ac aelodau etholedig. Seiliwyd yr holl negeseuon ar gyngor y Swyddfa Gartref. Yn ystod wythnosau diweddar, dosbarthwyd deunyddiau cyhoeddusrwydd a dderbyniwyd gan y Swyddfa Gartref, ac rydym wedi eu harddangos mewn llyfrgelloedd ar draws Powys, ac mae staff llyfrgelloedd wedi derbyn pecyn briffio ar y cynllun.

Mae cymorth wedi bod ar gael i staff Cyngor Sir Powys wrth wneud cais i Gynllun Statws Preswlydd Sefydlog yr UE, os gofynnir am hynny.

Ers y refferendwm rydym wedi cael cysylltiad cyson gyda darparwyr gwasanaethau a gomisiynwyd, er mwyn sicrhau parhad busnes, ac i sicrhau y caiff unrhyw ddinasyddion yr UE eu cefnogi i wneud cais am statws sefydlog. Wrth dderbyn diweddariadau gan Lywodraeth y DU a Llywodraeth Cymru, mae Cyngor Sir Powys yn dosbarthu'r rhain i feysydd gwasanaeth perthnasol a

darparwyr gwasanaethau i sicrhau fod gwybodaeth glir ac awdurdodol ar gael ar hawliau dinasyddion yr UE.

Bellach mae Llywodraeth Cymru wedi penodi Cydlynnydd Cydlyniant Cymunedol (trwy Gyngor Sir Gâr, sy'n gweithio ar hyd a lled Dyfed-Powys) a Swyddog Cydlyniant Cymunedol (sy'n gweithio ar hyd a lled Powys a Cheredigion). Mae'r swyddogion hyn yn gallu cynnig cyngor a chymorth i ddinasyddion, a byddant yn trefnu cyfres o ddigwyddiadau i helpu gyda cheisiadau am Statws Dinasyddion Sefydlog yr UE a gwybodaeth arall ym maes cydlyniant cymunedol. Cynhelir y sesiwn cyntaf yn Neuadd Les Ystradgynlais ar 31^{ain} Ionawr 2020 rhwng 09:30 - 13:30. Rydym wedi cyhoeddi manylion y digwyddiad hwn, ac mae cynlluniau ar gyfer gweithgareddau eraill ar y gweill.

Hefyd mae'r swyddogion newydd hyn yn y broses o drefnu hyfforddiant ar gynllun SDS yr UE ar gyfer staff rheng flaen (ar y cyd â Travelling Ahead). Unwaith y byddwn wedi cadarnhau'r manylion gyda'r tîm Dysgu a Datblygu, bydd y manylion ar gael i staff.

Mae awdurdodau lleol eraill yn trefnu gweithgareddau eraill, fodd bynnag, ar sail nifer y dinasyddion yr UE ym Mhowys, ym marn Grŵp Cydlynu Strategol Brexit mae'r lefel hon o gymorth yn briodol, ond mae'r sefyllfa'n cael ei adolygu'n rheolaidd.

Wrth ymateb i gwestiwn atodol y Cynghorydd Powell, rhoddodd yr Arweinydd mwy o wybodaeth ar gamau gweithredu'r Cyngor. Mewn perthynas â chysylltiad uniongyrchol gyda dinasyddion yr UE, mae'r Cyngor yn ceisio gwybodaeth gan y Swyddfa Gartref ynghylch a fyddai'n bosib defnyddio'r gofrestr etholiadol at y diben hwn. Mae'r GLIL wedi penodi cwmni cyfreithwyr i weithio gydag awdurdodau lleol i ddarparu sesiynau taro heibio i ddinasyddion yr UE. Roedd yr Arweinydd yn annog Cyngorwyr, os maent yn adnabod dinasyddion o'r UE yn eu wardiau i'w cyfeirio at leoliadau fyddai'n rhoi cyngor iddynt.

14. RHYBUDD O GYNNIG

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

Wrth ystyried nad yw cynnal cyfarfodydd llawn o'r Cyngor yn un o ofynion cyfreithiol y broses o drawsnewid ysgolion, ac felly nid yw'n cyfrannu unrhyw beth at y broses, a gan ystyried pwysigrwydd gwneud y defnydd gorau o'n hadnoddau staff a pheidio gwastraffu arian, mae'r Cyngor yn cytuno i ddileu'r angen i'r Cyngor llawn gwrdd i drafod y broses o drawsnewid ysgolion, ac i ddefnyddio cyfarfodydd a chyfleoedd eraill yn hytrach sy'n rhan o'r prosesau cyfreithiol.

Derbyniwyd sylwadau gan nifer o aelodau fod geirio'r cynnig yn rhy agored.

Torrodd y Cyngor am ginio rhwng 13.10 a 14.05. Gadawodd y Cyngorwyr Sir S Davies, A Jones, E Jones, MJ Jones, F Jump, S McNicholas, C Mills, J Pugh, G Ratcliffe, D Rowlands, L Skilton ac M Weale y cyfarfod.

YN BRESENNOL

Y Cynghorydd Sir B Baynham (Cadeirydd)

Y Cynghorwyr Sir MC Alexander, M Barnes, J Berriman, G Breeze, J Charlton, 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, P E Lewis, MC Mackenzie, I McIntosh, S McNicholas, DW Meredith, C Mills, 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, D Rowlands, D Selby, K S Silk, 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 Williams, J M Williams a R Williams

Cynigiwyd y gwelliant canlynol i'r cynnig, ac roedd y cynigydd a'r eilydd yn hapus gyda hyn.

Wrth ystyried nad yw cynnal cyfarfodydd llawn o'r Cyngor yn un o ofynion cyfreithiol y broses o drawsnewid ysgolion, ac felly nid yw'n cyfrannu unrhyw beth at y broses, a gan ystyried pwysigrwydd gwneud y defnydd gorau o'n hadnoddau staff a pheidio gwastraffu arian, mae'r Cyngor yn cytuno i ddileu'r angen i'r Cyngor llawn gwrdd i drafod cau ysgol a/neu gyfuno ysgolion, ac i ddefnyddio cyfarfodydd a chyfleoedd eraill yn hytrach sy'n rhan o'r prosesau cyfreithiol.

Cynigiwyd ac eiliwyd hyn, ac fe'i pasiwyd gyda 34 pleidlais o blaid, a 15 yn erbyn. Rhoddwyd y prif gynig gerbron y cyfarfod, a gyda 35 pleidlais o blaid ac 17 yn erbyn

PENDERFYNWYD Wrth ystyried nad yw cynnal cyfarfodydd llawn o'r Cyngor yn un o ofynion cyfreithiol y broses o drawsnewid ysgolion, ac felly nid yw'n cyfrannu unrhyw beth at y broses, a gan ystyried pwysigrwydd gwneud y defnydd gorau o'n hadnoddau staff a pheidio gwastraffu arian, mae'r Cyngor yn cytuno i ddileu'r angen i'r Cyngor llawn gwrdd i drafod cau ysgol a/neu gyfuno ysgolion, ac i ddefnyddio cyfarfodydd a chyfleoedd eraill yn hytrach sy'n rhan o'r prosesau cyfreithiol.

15. CAIS AM ABSENOLDEB GYDA CHANIATÂD
--

PENDERFYNWYD caniatáu cyfnod o bedwar mis o absenoldeb gyda chaniatâd i'r Cynghorydd Sir Les George rhwng Mis Mawrth a mis Mehefin 2020.

Y Cynghorydd Sir B Baynham (Cadeirydd)

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

7.1

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

5th March 2020

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

SUBJECT: Question from Kate Jones

I want to ask what is Powys County Council doing in order to address the current climate emergency our planet is suffering?

For example:

In terms of recycling - where does it end up?? Is it all actually recycled?

Information is provided on our website detailing where all the material we collect is taken and how it is recycled. Apart from a very small percentage that may be rejected during the process, all collected materials are recycled. This is verified through the reporting process to NRW.

General waste - how is landfill coping??

Whilst some of our residual waste does still go to landfill we are now diverting significant amounts to Energy from Waste facilities. This not only means that energy is generated from this waste, but also means that even more material can be extracted for recycling and the bottom ash used in the building industry.

Renewable energy - Is Powys investing in windfarms, hydro schemes (we get enough rainfall!), ground source heat pumps etc...

Response

Mid Wales Growth Deal

The region has been given the opportunity to negotiate a Growth Deal for Mid Wales with UK and Welsh Governments. Working in partnership, Powys County Council, Ceredigion County Council & the Growing Mid Wales Partnership have undertaken a significant programme of work to date. Efforts have focussed on gathering, testing and refining evidence and data whilst building strong co-ordination and support from a wide range of stakeholders, across political, institutional and sectoral interests through engagement workshops and consultations. Activity will support the region in creating a strong case for investment through a Mid Wales Growth Deal but also support the identification of strategic economic priorities that will enact sustainable change in the Mid Wales economy. It is important that we develop the Growth Deal

and our ways of working to be able to respond flexibly to a changing economic, policy and funding landscape. Global challenges, leaving the EU and political shifts will all require us to be flexible.

A key area of focus for the Mid Wales region is Energy (Low Carbon, Hydrogen and Circular Economy) this is reflected in the emerging vision and strategic economic plan for the Growing Mid Wales Partnership but is also a key theme for the emerging Mid Wales Growth Deal.

The UK has committed to legally binding targets of a reduction in carbon emissions of 80% by 2050. Welsh Government has said that it wants to go further and reach net zero by 2050. Mid Wales is abundant in the natural resources that, if harnessed properly, can help both governments achieve their targets. The awareness and impacts of climate change are becoming more prevalent forcing global, national and local priorities to rapidly work towards a decarbonised future. The need for systematic change in the way we view, produce and consume energy in the region is key and can provide opportunities for economic growth, supporting our key sectoral strengths such as high value manufacturing, Agriculture, tourism & transport as well as supporting our communities and future generations prosperity, health and wellbeing. Mid Wales has the ambition to act upon the economic opportunities which will arise in the transition from fossil fuels to a low carbon economy. Using our wealth of natural resources, expertise in low carbon technology, business and educational institutions we will build resilience within the region, which is inclusive and sustainable.

Mid Wales Energy Strategy

The Growing Mid Wales Partnership alongside Powys and Ceredigion County Councils with support from the Welsh Government Energy Service & the Carbon Trust have undertaken a year-long project to produce a regional energy vision and action plan for Mid Wales. Once finalised the strategy and action plan will be key documents for the region to work with partners and Welsh Government to develop proposals alongside growth deal activity which will meet our decarbonisation targets and tackle climate change.

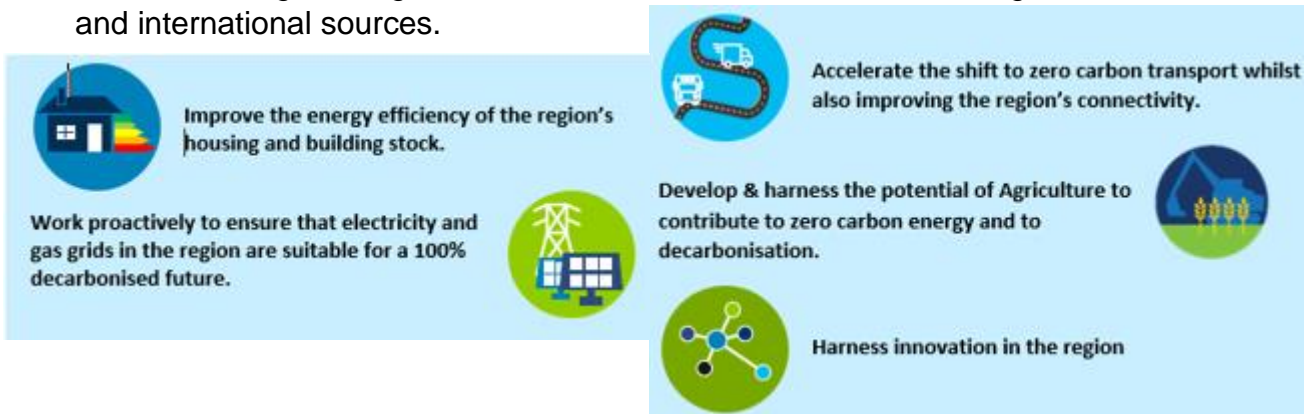
This work seeks to provide a strategic direction for the future of a decarbonised energy system including heat, power and transport within Mid Wales. It will define steps to begin to overcome the challenges we face.

Mid Wales Energy Strategy Vision

“To achieve a zero carbon energy system that contributes to wider UK decarbonisation and delivers community and economic benefits, eliminates fuel poverty, and better connects Mid Wales to the rest of the UK.”

Mid Wales Energy Plan priorities

The energy strategy has identified several key priorities for the region to take forward and prioritise activity within the action plan between now and 2035. The vision and priorities were developed through various stakeholder events, consultations and feedback along with significant evidence and data collated from regional, national and international sources.



Are all new builds given specific eco standards so they are carbon neutral?

Planned Maintenance/WHQS - Powys County Council's Housing Services has been committed to tackling climate change for a number of years, this has been achieved through installation of systems of renewable energy, improved window and door specifications, and increased and new levels of insulation, all with the objective of reducing carbon emissions and improving the lifestyles of our tenants. We will continue to look at, and pilot, new and innovative ways in which we can achieve decarbonisation. However, we cannot compromise current systems with an impetus that could force tenants into fuel poverty.

Affordable housing & Wood Knowledge Wales- Powys County Council are committed to building new energy efficient homes across the County with a focus on ways in which construction and build specification can reduce the carbon footprint. The affordable housing programme will see the development of new homes which are 16% above building regulations, Passivhaus homes, timber framed construction, a reduction in the use of PVC materials, homes achieving EPC A, the use of renewable energy sources such as solar panels and air source heat pumps, and where the supply chain permits, using as many locally skilled consultants and contractors as possible. Powys County Council continue to work collaboratively with Welsh Government Housing Policy colleagues to ensure healthy and sustainable new homes are delivered in Powys.

Powys County Council has led the Home Grown Homes initiative. A partnership project between housing associations, the Welsh Local Government Association (WLGA), Community Housing Cymru (CHC), Welsh Government and Natural Resources Wales, which has increased the use of locally grown and processed timber in the construction of new homes. This will help support local economic activity and contribute positively towards a more sustainable environment. As part of its commitment to the Home Grown Homes project the council has adopted a Wood Encouragement Policy. This commits the Council to maximising wherever practicable the use of timber in the construction process. The Wood Encouragement Policy is issued when procuring all new Council House developments.

Green Powys - Housing

As the 'Green Heart of Wales' Powys County Council will be working to improve the thermal comfort of its council-owned homes and at the same time, help reduce the carbon footprint of the county.

The results of the Welsh Audit Office Customer Experience Survey, has shown over 20% of our residents do not feel that all rooms in their homes are warm enough. The Green Powys programme is designed to increase fuel efficiency and reduce fuel poverty for tenants of the Council. It will also build a solid foundation for the Council to contribute towards the Welsh Government's proposals to decarbonise homes across Wales.

The cost of decarbonising all of the homes currently owned by the Council is difficult to quantify. However, a broad brush estimate based on the costs estimated by other Welsh landlords suggest a possible investment of £135m will be needed for

Powys. The Council is considering scaling back the installation of fossil fuel heating systems and begin ramping up more sustainable systems, such as air source heat pumps, and begin developing 'whole home' solutions. Progress will increase once further details are known about potential new decarbonisation standards with further guidance likely to be received from Welsh Government in 2020.

New Builds

Powys County Council Building Control are required to apply current national building regulation standards to all new dwellings.

Building Regulations are minimum standards therefore builders of new dwellings are at liberty to design their dwellings to a standard that exceeds that of the current regulations if they so wish.

Why are our supermarkets in Powys STILL using SO MUCH single use plastic???

As a Council we have no control over the activities of international companies such as the supermarkets in Powys. However, with the increasing public and media scrutiny since the Blue Planet documentary, supermarkets are now competing with each other to reduce the plastic that they use.

Why do we only have a handful of 'refill' shops?? Every supermarket should give us the option to refill our shampoo, hand soap, washing liquid, washing powder, dishwasher powder, pasta, rice, coffee etc. (thus reducing plastic)

Again this is not in the control of the Council. Market forces will control whether shops set up and they will only do so where there is a demand from the public.

Come on Powys our lush green county should be leading the way on climate change for the rest of Wales and the rest of the UK.

Please invest more in the forestry industry. We need more trees planted to absorb more CO2 and to emit more oxygen. Powys has the surface area. Let's get planting it.

Are you going to make sure that climate change and environmental science becomes a key topic in our education system from pre-school to university?

We encourage schools to build awareness of environmental issues into the curriculum by undertaking a range of activities. We also encourage pupil voice in all of our schools in the classroom through participative pedagogy and through their school councils. All schools have a school council and most schools also have an eco-committee. Pupil voice is a key element in the Estyn framework for the inspection of schools and is something that is promoted by school improvement officers in school visits. We will also be taking on board the publication from the

Children's Commissioner for Wales 'The Right Way – A Children's Rights Approach for Education in Wales. (May 2019)

At primary level there are numerous examples of climate change and responsible citizenship re recycling, energy use built into units of work but also through their eco clubs – some of our schools have the platinum eco awards such as Newbridge on Wye, Hay on Wye and from the secondary sector Crickhowell HS and Llanidloes HS.

It carries through to secondary schools with eco clubs, but is covered intensively in numerous subject areas:

- Geography & Science (all key stages) – the science behind climate change (natural and human causes) but more importantly how to address the issues – both mitigation and adaptation. Also renewable and non-renewable energies are discussed at length.
- Personal/ Social Education (PSE) – citizenship
- Welsh Baccalaureate – as part of the Global Citizenship skills challenge – where frequently pupils work independently or in groups to come up with schemes / methods to combat the effects of climate change.
- Another good example is the rich task that Crickhowell HS did on minimising plastic use as part of the four purposes as global citizens. They undertook a beach clean after looking at the impact of plastic on food webs, in Design and Technology produced clothing from waste material & developing renewable energy etc. Other schools would have examples of similar rich tasks too.

7.2

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

5th March 2020

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

SUBJECT: Question from Ann Rooney Evans

What will the Council do to initiate and support a trial at the recycling centres of allowing residents to take for re-use, any items that are useful, rather than see them thrown away for recycling or landfill; thus supporting the hierarchy of Reduce, Re-use, Recycle?

This would be a valuable step towards a circular economy, it would help to normalise the practice of offering things for re-use rather than throwing them away. I am shocked and dismayed by the perfectly good stuff that is thrown away, and that could be re-used. The staff at the recycling centre must be very frustrated by it too. You could ask for donations for items taken (voluntary). There are similar schemes running elsewhere that have overcome any perceived challenges around health and safety, or staff training.

Response

Our Household Waste Recycling Centres are currently operated under contract with the contractor currently entering into such a trial for re-use at the new site at Newtown with a local community group. A purpose built shed has been put in place at this site for this purpose.

Space is a limiting factor at many of our sites as re-use shops are popular with the public, which can result in congestion at the facilities. Other options are to take the material for re-use off site and this is what happens at our site at Lower Cwmtwrch.

There is a re-use area at Welshpool with income generated being donated to local communities.

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

7.3

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

5th March 2020

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

SUBJECT: Question from Wendy Joss

Prime Minister Boris Johnson announced last week that a ban on fossil fuel cars would be brought forward to 2035, five years earlier than initially expected.

How are PCC intending on delivering the ability of its occupants and its tourists to have frequent and reliable charging points so as to invest in new Electric Vehicles in time for 2035?

There are only 1.8 public charging points per 100000 in Wales.

Response

A number of fast electric vehicle charging points will be installed in several council owned long stay car parks across the county following a successful bid for funding from the Office for Low Emission Vehicles (OLEV) and Powys CC funding.

The funding was awarded under a criteria which would enable charging points to be installed in areas, which could benefit residents who do not have a drive or garage, and park their electric vehicle on their street. Chargers will also be open to the public or visitor use.

The funding given will allow Powys to install charging points in 8 of our car parks. It signals the start of our Phase I programme which will see us begin to build up a network of charging points across the county and we'll be looking to lever in more funding to increase our provision going forward.

The charging points will ensure that both local residents and tourists with electric vehicles can access charging points at various locations throughout the county.

The nine car parks chosen for the Phase I installation are:

- High Street Car Park, Llandrindod Wells, LD1 6BG
- The Groe Car Park, Builth Wells, LD2 3BL
- Mount Street Car Park, Llanidloes, SY18 6BZ
- Maengwyn Street Car Park, Machynlleth, SY20 8DY
- Back Lane Car Park, Newtown, SY16 2NH
- Church Street Car Park, Welshpool, SY21 7DD
- Hereford Street Car Park, Presteigne, LD8 2AT
- The Watton Car Park, Brecon, LD3 7ED

This is part of a longer term aspiration to create a network of EV charging points across the county, provided by a range of parties such as County Council, Welsh Government (rapid chargers) and Private sector.

We are currently seeking grant funding from Welsh Government for completion of phase 1 to install charging points in the following locations

Rhayader – Dark Lane Car Park

Knighton – Bowling Green Lane Car Park

Ystradgynlais – Heol Eglwys Car Park

Hay-on-Wye – Oxford Street Car Park

Further phases are yet to be developed and are subject to wider National plans and funding

CYNGOR SIR POWYS COUNTY COUNCIL.**POWYS COUNTY COUNCIL****28th February 2020****REPORT AUTHOR: County Councillor Rosemarie Harris
Leader of Council****REPORT TITLE: 2020/2021 Annual Review of Vision 2025 Our Corporate
Improvement Plan, including our Strategic Equality
Objectives 2020-2024**

REPORT FOR: Decision

1. Purpose

1.1 The purpose of this report is to present an update of Vision 2025: Our Corporate Improvement Plan (CIP) (outlined in Appendix A) for consideration and approval. The updated CIP is the result of an in-depth review of the current activities and performance measures.

1.2 The CIP 2020 Update also includes a set of proposed new Equality Objectives for implementation from April 2020 onwards. These will replace the seven objectives in the current Strategic Equality Plan 2016-20 which comes to an end in March 2020.

2. Background

2.1 Vision 2025: Our Corporate Improvement Plan 2018-2023 was first published in April 2018, setting out a series of public commitments for how the council will deliver its four external facing well-being objectives and one internal facing objective:

- We will develop a vibrant economy
 - We will lead the way in providing effective, integrated health and care in a rural environment
 - We will strengthen learning and skills
 - We will support our residents and communities.
- *We also have an internal facing objective called Making it Happen.*

1.2 During quarter 3 of 2019/2020, each service has been given the opportunity to review the activities and performance measure in Vision 2025: Our CIP. As part of the review, services looked at the strengths and weaknesses in relation to delivery of the current plan, as well as opportunities and threats which need to be addressed in future years. In response, services

have proposed some change to the planned activities to ensure we focus on the biggest priorities and those that we can realistically afford.

1.3 During 2019-20 we have been engaging with residents and reviewing the challenges both locally and nationally, to check whether our current strategic equality objectives are still relevant or whether we need to focus on new priorities for the next four year (statutory period). After reviewing the current issues, we have decided to focus on six new equality objectives from 2020 onwards. These include, improving outcomes for children living in poverty, preventing homelessness, enabling people with a disability to gain valued occupation and improving the availability of accessible homes. Our new equality objectives have been informed by the findings of a regional engagement exercise, together with evidence from research conducted by the Equality and Human Rights Commission (EHRC), published in their 2018 report called "is Wales Fairer?". Where possible we also used Powys level data to prioritise areas of most need, where the council is able to influence improvement.

1.4 We have taken the opportunity this year to integrate our new equality objectives into the 2020 update of the Corporate Improvement Plan. In previous years, our equality objectives have been published separately in our Strategic Equality Plan. By bringing our plans together, we want to ensure that our equality objectives become integral to delivering the outcomes of Vision 2025.

1.5 The CIP Update 2020 has been developed in accordance with the statutory requirements of the Well-being of Future Generations (Wales) Act 2015. This requires the council to implement well-being objectives in accordance with the 5 Ways of Working and show how it will maximise its contribution to the 7 Well-being goals. The CIP Update 2020 also ensures that the Council meets its statutory obligations under the Local Government (Wales) Measure 2009 (Part 1) and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales).

3. Advice

3.1 It is proposed that the 2020 Update to Vision 2025: Our CIP (outlined in Appendix A) is approved for publication, and is implemented and reported from 1st April 2020. It is also proposed that the council's new equality objectives are integrated into the CIP and published as part of the 2020 update.

3.2 Annually reviewing the activities and measures in the CIP ensures that they are still the most relevant for delivering improved outcomes for Powys residents and communities as well as ensuring the plan remains realistic and achievable within the current financial climate. The recommended changes also aim to ensure that the CIP is streamlined going forward, that it focusses on key transformation and improvement activity, rather than business as usual and that it removes duplication in terms of reporting.

3.3 Integrating the new equality objectives into the Council's CIP, not only allows the council to rationalise the number of plans it publishes, but also ensures that equality becomes part of delivering the Vision 2025 outcomes.

3.4 It is also proposed that the timeframe of the CIP is extended to 2025 to align with Vision 2025. Originally, the 4-year plan (2018-2023) was intended to align with the electoral term of the current Cabinet, and that the next full review of the plan would coincide with the next local government election in May 2023. However, in order to show that the council is committed to seeing Vision 2025 through to fruition, it is proposed that the delivery plans are set out with longer term outcomes in mind.

3.5 The CIP should also remain aligned to the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners are working towards the same outcomes for the people of Powys.

4. Resource Implications

4.1 The development of the Integrated Business Plans for each service ensures that the financial and workforce requirements for the delivery of each CIP activity are identified and considered. This ensures that resources are prioritised to deliver the objectives of the CIP and the Vision 2025 outcomes.

4.2 The Section 151 Officer can support the recommendations on this basis.

5. Legal implications

5.1 Legal: The recommendation can be supported from a legal point of view.

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

6. Comment from local member(s)

6.1 N/A

7. Integrated Impact Assessment

7.1 An Impact Assessment of the CIP Update 2020 has not been undertaken. However, each service is required to undertake an Impact Assessment of the individual activities within the CIP, as part of developing their Integrated Business Plan.

8. Recommendation

8.1 It is recommended that the 2020 Update of Vision 2025: Our CIP (as outlined in Appendix A) is approved for publication, with implementation from April 2020.

8.2 It is recommended that the six new Equality Objectives including their supporting activities and measures (outlined in Appendix A), are approved for publication in the CIP Update 2020, with implementation from April 2020.

8.3 It is recommended that the timeframe of the CIP is extended from 2023 to 2025 to align with Vision 2025.

8.4 The recommendations above will ensure:

- Vision 2025: Our CIP has a clear delivery plan and that all activity is focussed on delivery of the intended outcomes.
- That the council meets its statutory obligations as outlined in the Well-being of Future Generations (Wales) Act 2015, Local Government (Wales) Measure 2009 (Part 1) and the 2010 Equality Act and more specifically, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

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Corporate Improvement Plan 2020-25

Vision 2025

“By 2025 Powys will be widely recognised as a fantastic place in which to work, live and play”

Published March 2020



In April 2018 we launched Vision 2025: Powys County Council's Corporate Improvement Plan which set out our seven-year vision for the county and our plans for how we would achieve it.

We review Vision 2025 annually, reflecting on the progress we have made and updating our plans to ensure that we are on track to deliver the commitments contained within it and to achieve the wellbeing objectives we set in 2018. This year, for the first time, we have also incorporated our Strategic Equality Objectives into Vision 2025 to ensure they are fully embedded in our plans.

You can track our recent performance against Vision 2025 by looking at the performance management reports that go to Cabinet on a quarterly basis. We will also publish an Annual Performance Report in July 2020.

Accessibility / Contacting Us

We are committed to making our services including our websites and applications accessible to all, removing barriers (where reasonable) and giving due regard to all groups when making decisions.

Please let us know what you think of this plan or about any problems you have experienced or are currently experiencing. We value your views and will use them to change and improve services in the future. Get in touch using our contact details below.

If you would like this publication in an alternative format or larger font please contact us using the details below.

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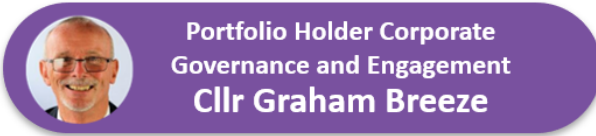
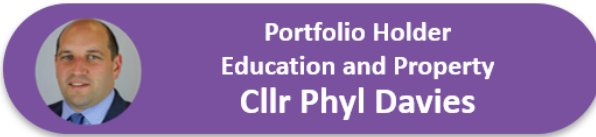
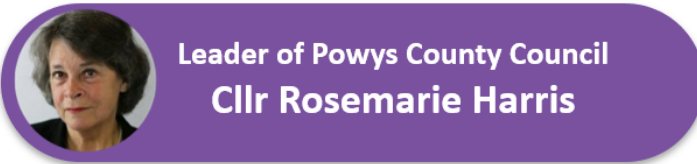
Youtube: Cyngor Sir Powys County Council

Instagram: @powyscountycouncil

About Us

The Cabinet: Powys County Council's Cabinet is made up of the Leader of the Council and seven other county councillors, called Cabinet Members, who are appointed by the Leader. Each Cabinet Member looks after an individual area of responsibility. They make decisions on how your money is spent and how services are delivered. The Cabinet drives forward Vision 2025: Our Corporate Improvement Plan and oversees its delivery.

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Powys County Council (info graphic)

- We serve a population of 132,447 residents, 17% of which are 16 and under and 27% are over 65. Powys' projected population in 2039 is 122,415, an 8% decrease. 98.4% of the population of Powys are white (Wales: 95.6%). Powys also has a mix of other ethnicities, with the highest BME populations living in Brecon and Newtown. The predominant Religion is Christianity (62%) but there are small areas where other religions are more represented. Although there is no Powys specific data for sexual orientation, a large majority of the population identify as Heterosexual (around 95%) and 1-2% of people identify as Gay/Lesbian or Bisexual. Around half of the population are married and 0.2% are registered same-sex civil partnership. In Powys, we have more than triple the rate of people with a registered disability compared to Wales. Powys' average rate per 1,000 population is 35.67 (Wales 9.17).
- There are 58,345 households in Powys, with 33% being one-person households.
 - 19% of Powys residents are Welsh speakers. However, Welsh language proficiency varies widely across the county, for example 51% of residents in Glantwymyn lower super output area (LSOA*) can speak, read and write in Welsh compared to 3% of people in Churchstoke LSOA.
 - 'Ystradgynlais 1' LSOA ranks lowest in Powys on the Welsh index of multiple deprivation (WIMD) and there are known pockets of deprivation throughout Powys. In 2016 it was estimated that 23% of all households in Wales were fuel poor.
- The council's gross annual revenue expenditure is approximately £451 million. It employs around 2600 staff and there are an additional 3100 schools' staff, all of whom provide a large range of services to meet the needs of local people. The council has 73 elected Councillors representing 73 council wards with a male/female split of 69%/31% respectively. County Councillors play a key role in determining future plans and representing the residents voice. One of the key ways they do this is through scrutiny committees and working groups. As corporate parents all Councillors also have a collective responsibility to ensure that Children Looked After and care leavers can have the outcomes every good parent would want for their children.

*Definition of a Lower Super Output Area (LSOA): An LSOA is a geographical area designed to improve the reporting of small area statistics. The minimum population is 1000 and the mean population is 1500 people. The Office for National Statistics produce output areas based on postcodes.

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Section 1: Introduction

Our vision:

“By 2025 Powys will be widely recognised as a fantastic place in which to work, live and play”

Our Well-being and Equality objectives:

- We will develop a vibrant **ECONOMY** (Well-being Objective 1)
 - We will enable people with a disability to have improved opportunities for valued occupation including paid employment (Equality Objective 1)
 - We will ensure equality of opportunity for all our staff and take action to close the pay gap (Equality Objective 2)
- We will lead the way in providing effective, integrated **HEALTH AND CARE** in a rural environment (Well-being Objective 2)
 - We will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations (Equality Objective 3)
 - We will help people to get the support they need to prevent homelessness (Equality Objective 4)
- We will strengthen **LEARNING AND SKILLS** (Well-being Objective 3)
 - We will improve opportunities and outcomes for children living in poverty (Equality objective 5)
- We will support our **RESIDENTS AND COMMUNITIES** (Well-being Objective 4)
 - We will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life (Equality Objective 6)

Our Values:

Professional: Whatever role we play in the council, we act with professionalism and integrity

Positive: We take a positive attitude in all we do

Progressive: We take a proactive and responsible approach to planning for the future

Open: We keep each other informed, share knowledge and act with honesty and integrity

Collaborative: We work constructively and willingly on joint initiatives

Our approach:

We are an open and enterprising council:

- Working with communities, residents and businesses
- Willing to look at new ways of working and delivering services
- Focussing on solutions rather than problems

Our Guiding Principles¹

Long-term - Balancing short-term needs with the need to safeguard the ability to also meet long-term needs

Prevention - Putting resources into preventing problems occurring or getting worse

Integration (cross-cutting) - Considering how our priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies

Collaboration - Working together with other partners to deliver our priorities

Involvement (communications and engagement) - Involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area

¹ Our guiding principles are based on the Well-being of Future Generations (Wales) Act 2015 sustainable development principles

A message from the Council Leader

Our Vision is that: “By 2025 Powys will be widely recognised as a fantastic place in which to work, live and play”

We are confident that the well-being objectives set out in this plan will enable us to deliver better outcomes for Powys residents as well as contribute to the wider well-being goals for Wales.

As a council, we are also committed to promoting equality and diversity and improving our services and employment practices to meet the different needs of our residents and employees. In doing so, we aim to contribute towards improving outcomes for those who experience disadvantage in life. Since 2016 we have focussed on seven key equality objectives which included, closing the attainment gap in education, encouraging fair recruitment and eliminating violence in the community. During 2019-20 we have been engaging with residents and reviewing the challenges both locally and nationally, to check whether our current objectives are still relevant or whether we need to focus on new priorities for the next four years.

After reviewing the current issues, we have decided to focus on six new equality objectives from 2020 onwards. These include, improving outcomes for children living in poverty, preventing homelessness, enabling people with a disability to gain valued occupation and improving the availability of accessible homes. We have also taken the opportunity this year to integrate our new equality objectives into this update of the Corporate Improvement Plan. In previous years, our equality objectives have been published separately in our Strategic Equality Plan. By bringing our plans together, we want to ensure that our equality objectives become integral to delivering the outcomes of Vision 2025.

Our plan is ambitious, but we have the passion to achieve real change and believe by working together with our partners and supporting each other we will have a council everyone can be proud of. Since the start of our plan in 2018 we have:

- Opened five new primary schools in the Gwernyfed catchment area as part of a £25m investment programme.
- Developed a new cultural hub (Y Gaer) in Brecon involving refurbishment of the town’s Grade II listed museum and provision of a new library.
- Spent nearly £100 million with local businesses as part of our Powys Pound initiative
- Supported more than a thousand adults with Technology Enabled Care
- Ensured 72% of children and young people are supported through Early Help services that are not stepped up to statutory intervention
- Completed the Welsh Housing Quality Standard refurbishment works, replacing over 11,000 components including kitchens, heating systems, door, windows and roof improvements in county houses
- Supported 24 apprentices
- Developed our website with 12 services now available to access on-line, 24-7
- Achieved £22.9 million cost reductions by becoming more efficient

I am looking forward to working with my Cabinet, our dedicated workforce and our partners to make further progress on our transformation and improvement journey. For the first time in many years we have received a cash increase in our settlement from Welsh Government, which is much needed. A decade of austerity has taken its toll on council services and our financial position. The Council will continue to make cost reductions to balance our budget while at the same time putting additional investment into education, roads maintenance and social care to improve the quality of the services we provide. We will also remain committed to ensuring that our most vulnerable children and adults are safe.

Listening to the views of the public, our staff and our partners is crucial if we are to deliver what matters to you. We hope you find our plan inspiring and exciting and that you will work with us to achieve our shared vision for Powys in 2025.

Councillor Rosemarie Harris, Leader of Powys County Council

Chief Executive's introduction

Each year we review our progress in the previous year to learn what has worked well and what could be improved. We listen to what our residents, members, regulators and workforce are telling us, and we review our service and financial performance. Sometimes this means changing aspects of our Vision 2025 plan to ensure we remain on course to deliver our well-being and equality objectives within the resources that we expect to be available to us. 2019-20 has been an exciting and challenging year which has seen the appointment of a new Senior Leadership Team, the establishment of our Vision 2025 Transformation Programme and the delivery of some important improvements in key services.

Why is this plan important for our residents, employees and partners?

Vision 2025 is the overarching plan for the council, setting out our vision for the future of Powys, the well-being and equality objectives we need to priorities and the activities we will take to get us there. It lets our stakeholders know where we plan to invest our resources and what improvements they can expect to see when our plans are delivered. It provides a vision for the workforce from which service plans and individual objectives can be drawn to ensure that as an organisation we are all working towards the same outcomes. And, it sets out our commitment to work with partners to deliver programmes and projects aligned to Vision 2025 through the Powys Public Service Board Well-being Plan (Towards 2040) and Regional Partnership Board's Health and Care Strategy (Healthy, Caring Powys).

Vision 2025 is supported by the council's Medium-Term Financial Strategy and is underpinned by the workforce and digital strategies we have developed during 2019-20. The Plan is translated into twelve service area operational integrated business plans for 2020-23. It does not include everything the council does but focusses on the things that matter most to our residents and actions that we believe will have the greatest impact.

Informing you of our plans is important to us as is ensuring that it shows how we will meet our duties under the following legislation:

- **Well-being of Future Generations (Wales) Act 2015** which requires the council to publish well-being objectives and a supporting statement by the beginning of each financial year to show how it will contribute to the seven national well-being goals set out in the Act. The council's four well-being objectives contribute to one or more of the well-being goals that will help us improve Powys now and over the long term. We must also demonstrate how we are adopting the 'sustainable development' principle in the way we plan and deliver our objectives.
- **Local Government (Wales) Measure 2009 Part 1** which requires the council to set and publish key priorities for improvement on an annual basis.
- **Equalities Act 2010** which places a general duty on public sector organisations to have 'due regard' to the need to:
 - Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
 - Foster good relations between persons who share a relevant protected characteristic² and persons who do not share it

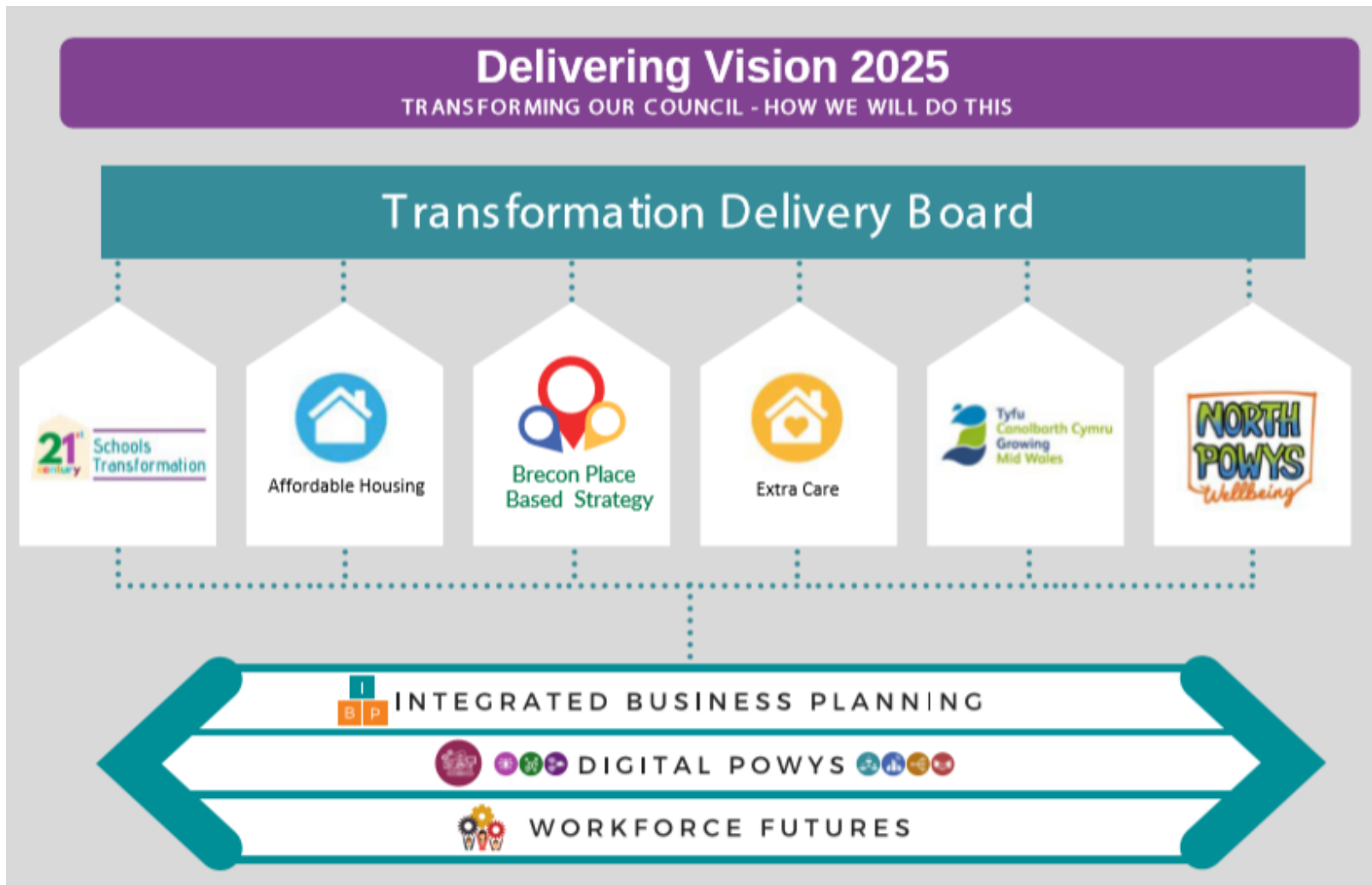
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The Specific Public Sector Equality Duties for Wales which requires the council to: set equality objectives and publish a Strategic Equality Plan; engage with people in relation to the protected characteristics; collect and publish information relevant to compliance with the General Duty; carry out equality impact assessments and publish the results; annually publish employment monitoring information; promote knowledge and understanding of the General Duty amongst staff and provide training; set a gender pay equality objective where a gender pay difference is identified and establish relevant conditions to meet the general duty in procurement processes.

Our transformation journey

To successfully achieve the aspirations in Vision 2025, fundamental changes are needed in key areas. That's why we have established a transformation programme which brings together nine key projects for transforming Powys.

²Technically, everyone is protected under the Equality Act. However, the General and Specific Public Sector Equality Duties refer to people who have particular 'protected characteristics'. This is the term used to identify the types of things that affect how people could be treated and the law is designed to protect people who are discriminated in relation to these characteristics: Sex – being male or female; Age – being a certain age; but often being younger or older; Disability – all disabled people, both physically and mentally; Race – being a particular colour, ethnic origin, national origin or nationality; Gender Reassignment – people who change their gender from the one assigned at birth; Religion or Belief – having a recognised religion or belief, or a lack of belief; Sexual Orientation – how people feel as well as act, in respect of people of the same sex, people of the opposite sex, or both sexes; Pregnancy and Maternity – woman who are pregnant or on maternity leave; and Marriage and Civil partnership – being in a marriage or civil partnership



You will find more detail about each project in section 2 of this plan, as well as other activities we have planned to help achieve our vision.

With continuing financial pressures, there’s no doubt that the council of the future will be smaller, more agile, with a greater emphasis on performance and delivery. It will be very different from the council of the past, but I am confident we can deliver the outcomes our residents expect and deserve.

Dr Caroline Turner, Chief Executive

Section 2: Our plans for 2020 onwards

Well-being objective 1: We will develop a vibrant economy

What outcomes are we aiming to achieve?

Strengthening the economy of Powys is at the heart of Vision 2025. A strong, vibrant, enterprising economy will provide high quality jobs, create and nurture our local companies, attract inward investment and encourage people of all ages to work and live in Powys.

1. New business start-ups and relocations will increase
2. Skilled employment opportunities will increase
3. A greater supply and mix of suitable workspace to support employment
4. More job opportunities and apprenticeships for young people
5. Local businesses benefit from good advice and support that help them thrive
6. Regulation supports business and communities and is proportionate
7. Powys is established as an innovation base for learning, skills and research for:
 - Farming and land-use innovation
 - Health and care
 - Rural teacher training accreditation
8. The economically active population will increase
9. Tourism and leisure-based activity and attractions will increase
10. Local businesses and consortia competing for public sector contracts will increase
11. Council priorities are used to develop new industries and supply chains
12. There is significant investment in the development of affordable and sustainable housing

How will we achieve these outcomes?

Between 2020 – 2025 we will:

Provide support for businesses to grow

What we will do	How we will know we are succeeding	Outcomes that our activities will support											
		1	2	3	4	5	6	7	8	9	10	11	12

We will develop business units at the Abermule business park for local businesses to establish and expand.	By 2022 we will have developed at least two business units at the Abermule Business Park	•		•									
We will continue to provide a signposting and advice service to support new and established businesses in the county.	By March 2021 working in partnership with key agencies we will have engaged with and informed at least 400 businesses across the county.					•	•						
By 2020 we will ensure our policies and processes make it easier for local private and third sector companies to become suppliers to the council.	By March 2021 we will have increased in real terms the total amount spent with Powys based suppliers above the total amount spent in 2019-20. By March 2021 we will have increased the number of local suppliers engaged in the council's procurement process and the number of tenders awarded to local suppliers, compared to 2019-20.					•	•				•	•	
We will take all opportunities to work with neighbouring Local Authorities on regionally important economic development projects and programmes.	Measure yet to be developed.	•	•		•					•		•	

Promote Powys as a place to live, visit and do business

Transformation Project: Mid Wales Growth Deal	Outcomes that this project will support												
	1	2	3	4	5	6	7	8	9	10	11	12	
We will work in partnership with Ceredigion County Council, the private sector, Welsh Government, UK Government, and other partners to develop a Mid Wales Growth Deal. The region will identify key economic objectives, projects and funding sources to drive transformational economic growth over the next decade.	•	•	•				•	•					
This transformation will achieve:													
<ul style="list-style-type: none"> An investment programme over 10-15 years that delivers focused, transformational economic growth which is strategically aligned, innovative, additional and unique to the mid Wales region. 													

The proposed Growth Deal themes are:

- Agriculture, food and drink
- Advanced research and innovation
- Tourism
- Energy
- Supporting Enterprise
- Transport
- Skills and employment
- Digital

How we will know we are succeeding:

- In 2020-21 we will have secured a Mid Wales Growth Deal
- By 2030 we will have increased Gross Value Added* across the Mid Wales region

*Gross Value Added - In economics, gross value added (GVA) is the measure of the value of goods and services produced in an area, industry or sector of an economy.

Improve the availability of affordable and sustainable housing

Transformation Project: Affordable Housing

We will ensure there is an increased range of affordable housing, so people have greater variety of where to live and stay in their communities.

Outcomes that this project will support

1	2	3	4	5	6	7	8	9	10	11	12
											•

This transformation will achieve:

- Increased and better-quality output of affordable homes
- Increased housing that meets need at affordable, social rent levels
- Homes that make significant contributions to the lives and well-being of their occupants
- New homes will be energy efficient, and where possible, use locally sourced materials and locally based tradespeople in their construction

*** This project also contributes to our Equality Objective 3.**

How we will know we are succeeding:

- By the end of 2023 we will have built 250 new council homes, let at social rents on secure tenancies, in areas where they are most needed across the county

Improve our infrastructure to support regeneration and attract investment

What we will do	How we will know we are succeeding	Outcomes that our activities will support											
		1	2	3	4	5	6	7	8	9	10	11	12
We will actively compete for any grant funding opportunities, and subject to such funding, deliver transport infrastructure projects, develop active travel, support sustainable transport options, road safety and flood alleviation.	By March 2021 we will have completed the brief, design or construction phases for the: <ul style="list-style-type: none"> • Transport Interchange Improvements at Machynlleth, and Welshpool • Pedestrian and Cycle Links from Crickhowell to Llangattock and at Newtown Severn Crossing 	•											
We will support the delivery of improved digital connectivity and encourage businesses to take advantage of technology.	By March 2021 we will have supported more than three communities through advice and assistance regarding community broadband solutions. (three communities were supported during 2018-19 and two communities have been supported during April to December 2019).					•							
We will look for opportunities to secure external grant funding to support investment in economic development and community regeneration projects.	By March 2021 we will have supported the submission of at least ten relevant funding applications to support Powys Communities and the economy (we supported eight applications in 2018/19)			•		•				•			

Improve skills and support people to get good quality jobs

What we will do	How we will know we are succeeding	Outcomes that our activities will support												
		1	2	3	4	5	6	7	8	9	10	11	12	
Help address barriers to employment by supporting people into work and better paid opportunities.	By 2022, more than 150 people will have progressed to employment as a result of taking part in employability activities (34 were supported into work in 2018/19 and a further 20 from April to December 2019)		•		•					•				

Equality Objective 1: By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment.

Why is this objective important and how will it support people with protected characteristics?

- Disabled people's employment rate is less than half that for non-disabled people and disabled people are less likely than non-disabled people to work in managerial or professional occupations, which tend to have higher pay.
- UK-wide research indicates that employment rates for disabled people vary considerably according to the type of disability or health condition, and that people with mental health conditions and those with learning difficulties have the lowest rates (Brown and Powell, 2018).
- Disabled people are more likely to live in poverty and experience severe material deprivation than non-disabled people. Median hourly earnings were higher in 2016/17 for non-disabled (£10.67) than for disabled (£9.72) employees, a disability pay gap of 8.9%.
- As well as helping disabled people to become independent, self-sufficient and feel valued, paid employment will provide social opportunities and support them to live full and productive lives.
- Findings from our regional engagement showed that the groups rated as having the worst experiences of work, compared with the population as a whole were disabled people and older people.

What we will do	How we will know we are succeeding
Explore commissioning options to ensure that people have optimum opportunity to gain employment.	Each year we will see an increase in the number of people with disabilities in paid employment in the county
Use strengths-based approaches to ensure that supported employment converts to independent employment where possible.	

Create a work, leisure and learning partnership (including citizens and carers) to lead to the development of employment opportunities.	Each year we will see an increase in the number of people receiving social service support to access employment
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Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap.

Why is this objective important and how will it support people with protected characteristics?		
Tudalen	<ul style="list-style-type: none"> Women continue to earn less than men on average. The council’s mean gender pay gap in hourly pay for males is £13.34 and females £12.04, a difference of £1.31 (for full time relevant employees). The underlying reasons for this are often quite complex and not necessarily addressed through processes such as Job Evaluation which do promote like-for-like pay but do not address other issues such as part time and flexible working. According to the ‘Is Wales Fairer- The State of Equality and Human rights Report 2018’, seven out of 10 mothers in Wales have had a negative or possibly discriminatory experience during pregnancy or maternity leave, or on returning from maternity leave. The council believes in creating a diverse and gender balanced workforce which reflects the residents and communities we serve. We believe in job opportunities for everybody regardless of gender and will challenge ourselves to be more inclusive as a public organisation. Findings from our regional engagement showed that the groups rated as having the worst experiences of rates of pay than the population as a whole were younger people, disabled people, females and pregnant women or those who had recently given birth. Males and Welsh speakers are perceived to have better experiences of rates of pay in comparison to the wider population. 	
	What we will do	
	How we will know we are succeeding	
	Ensure that all interview panels are equality and diversity trained.	<p>By March 2021, we will have increased the number of people who have been trained in equality and diversity (e-learning)</p> <p>Each year we will continue to reduce the gender pay gap</p> <p>Each year we will obtain feedback from staff in relation to this objective, from survey(s) and/ or focus group(s).</p>
	Continue to review the gender pay gap and action plan. The action plan can be found in Appendix B.	
	Collect and identify information about differences in pay and their causes between employees who have a protected characteristic and those who do not.	
	To promote Leadership and Development training for all staff.	
Explore developing/establishing a range of workforce forums, e.g. women’s, disability, LGBT.		
Identify and promote return to work opportunities, ensure that the recruitment processes are returner friendly.		
Identify funded training opportunities to encourage returners.		

Maintain and develop a range of workplace flexibilities for all staff.	
Promote and advertise jobs to encourage all applicants, whether part-time, job-share or full-time.	
Ensure our Senior Leadership Team role model flexible working.	

Well-being objective 2: We will lead the way in providing effective, integrated health and care in a rural environment

What outcomes are we aiming to achieve?

High quality health and care services are a priority for all of us and we are committed to working with our partners in the NHS and the third sector to provide seamless health and social care services at the right time and in the right place. We will continue to do all we can to provide as many caring services within the boundaries of Powys, whilst using a strengths'-based approach to promote independence and self-care wherever possible.

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1. We focus on what matters to the individual
2. Young people, adults and families are able to create the foundations of good physical and mental health throughout their life
3. We concentrate on safeguarding and supporting vulnerable people and those at risk
4. The physical environment helps people maintain their health and well-being
5. There is an increasing supply of housing with care
6. People have good access to information, advice and assistance
7. Technology enables people to care for themselves more easily and remain independent
8. In the first 1,000 days of a child's life, we strive to ensure the maximum positive impact on their well-being
9. Families are supported to build resilience and stay together
10. Young people, adults and families experience health and care services as joined up and effective
11. Positive partnerships which promote co-production in service design and delivery
12. Significant investment in integrated health and care facilities and infrastructures
13. Health and care teams support each other to get things right first time
14. Accessible and equitable services fit around people's busy lives
15. We work together to deal with the major causes of illnesses which limit people's lives, especially cancer, circulatory diseases, mental health, and respiratory diseases

How will we achieve these outcomes?

During 2020 – 2025, we will:

Ensure that Powys children and young people are safe, healthy, resilient, learning, fulfilled and have their voices heard, valued and acted on

What we will do	How we will know we are succeeding	Outcomes that our activities will support															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Promote access to a range of Early Help services, which families can access, preventing the need for statutory intervention.	<p>By March 2021:</p> <ul style="list-style-type: none"> The number of Children Looked After per 10,000 population will be lower than the number in 2019-20 and the Wales average (this was 99 at the end of 2018/19 year compared to the Wales average of 109 and was 97.37 at the end of December 2019) The number of children subject to child protection plans per 10,000 population will be lower than the Wales average (this was 58 at the end of 2018/19 year compared to the Wales average of 45 and was 47.84 at the end of December 2019) There will be an increased number of children at Edge of Care who do not become a Child Looked After (from June 2019 to the end of Dec 2019 the Edge of Care Service worked with 239 children. Of these, 131 were at Edge of Care, 12 of these became looked after and 119 were prevented from coming into care). 	•	•				•		•	•	•						
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 change's 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		•		•	•					•			•				

<p>circumstances, keeping children as close to home as possible.</p>	<ul style="list-style-type: none"> The number of qualified social worker vacancies will be lower (as at 01.01.2020 there were 32 qualified social worker vacancies) 															
<p>Achieve the best possible outcomes for those children in our care by providing good parenting, specialist support and clearly planned journeys through care into adulthood</p>	<ul style="list-style-type: none"> The number of children out of county, placed with Independent Fostering Agencies or residential placements will be lower than the number in 2019-20 (as at 5.02.2020, there are 54 out of county placements) 	•				•	•	•								
<p>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.</p>	<ul style="list-style-type: none"> 70% of children, young people and their families will report that they achieve their family goal through accessing Early Help 75% of audits will demonstrate that the child's voice is evidenced in the child's plan. There will be an increased number of Powys foster carers (as at the end of January 2020 there were a total of 75 full time foster carers) 90% of statutory visits for Children Looked After will be carried out on time (this was 89% at the end of 2018/19 year and 96% at the end of December 2019) Feedback from 75% of young people demonstrates satisfaction with the service for children and young people 	•		•			•	•		•			•			

Ensure that Powys adults are safe, resilient, fulfilled and have their voices heard, valued and acted on

What we will do	How we will know we are succeeding	Outcomes that our activities will support														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

<p>Front Door – Adult Social Care operate an effective front door which provides information, advice and signposting which enables residents to make informed choices in relation to their care and well-being. A service which focuses on resolution at the earliest opportunity for the resident.</p>	<ul style="list-style-type: none"> • During 2020-2021 we will establish the percentage of new contacts who are referred to or receive: <ul style="list-style-type: none"> • Information and advice • Community Connector support • By March 2021 100% of adult safeguarding enquiries will be completed within statutory timescales (this was 97.2% at the end of December 2019) 	•		•			•	•							•	
<p>Hospital - To work with NHS Partners to have in place a set of arrangements that allow for the speedy transfer of people home from hospital, to achieve the best possible outcomes for those people.</p>	<ul style="list-style-type: none"> • By March 2021, the number of persons (per 1000 population) aged 75 and over who experience a delay in returning to their own home or social care setting following hospital treatment will be lower than in 2019/20 (this was 1.36 at the end of December 2019) • By March 2021, the rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over will be lower than in 2019/20 (this was 1.13 at the end of December 2019) 	•	•	•	•	•				•	•	•	•			
<p>Community - There is timely, targeted and effective use of reablement, rehabilitation and support that has a focus on enabling independence and self-management and avoiding the over-prescription of care.</p>	<p>During 2020-2021 we will establish:</p> <ul style="list-style-type: none"> • The percentage of adults who complete a period of reablement and have a reduced package of care and support six months later • The percentage of adults who complete a period of reablement and have no package of care and support six months later 	•		•	•		•	•		•	•		•			

<p>Long Term Care - People with long-term care needs have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances) and delivers the desired outcome. Plans are regularly reviewed based on outcomes achieved.</p>	<ul style="list-style-type: none"> • By March 2021, the number of adult clients supported in their own home through assistive technology will be higher than in 2019-20 (from April 2019 to December 2019, 510 individuals were supported) (This measure will also be used to report progress against our Equality Objective 6). • By March 2021, the number of adults receiving direct payments will increase (this was 472 at the end of December 2019) 	•		•	•	•		•		•				•		•
<p>Workforce – The workforce is fully trained and supported to work with people needing social care which fits with the ethos and principles of the organisation.</p>	<ul style="list-style-type: none"> • During 2020-2021 we will establish the number of social workers/Occupational Therapists who have qualified as a result of training supported by the local authority within the financial year 	•		•										•		

<p>Transformation Project: Extra Care</p> <p>We will work with partner housing associations to secure the development of extra care housing schemes across the county</p> <p>What we will do.</p>	Outcomes that this project will support														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
				•	•										
<p>How we will know we are succeeding.</p>															

This transformation will achieve:

- Improved range of accommodation options available to older people across Powys
 - Reduced council's reliance on the provision of residential care for vulnerable older people
 - In time, enable the council to review spend on residential care provision
 - Significant investment in the communities where extra care housing is proposed
 - A contribution to [Equality Objective 3](#).
- New extra care facilities are open and utilised by the end of 2022 with 60+ additional apartments in use
 - Reduction in admissions into residential care
 - Delayed admissions into residential care (increasing average age on admission)

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Work with our partners through the Regional Partnership Board and continue to play our part in delivering the priorities set out in the Joint Area Plan:

Wudalen 77

- Focus on well-being*
- Providing joined up Care*
- Develop a workforce for the future*
- Innovative environments*
- *Digital solutions*
- *Working in partnership*

Transformation Project: North Powys Well-being Programme

We are looking at the options for developing a Rural Regional Centre in Newtown to address the issues around older buildings, ensuring we support future population needs and provide services in north Powys.

What we will do.

This transformation will achieve:

- Active involvement of citizens, staff and partners in the delivery of the new integrated model and supportive of a new delivery approach in north Powys
- An embedded change management approach to enable us to deliver a whole system change across public sector partners in north Powys – which can initially upscale across Powys
- Wider connectivity across mid Wales to improve equality of service to a rural population through delivery of integrated health and care pathways across counties
 - Multi-agency wrap-around services with focus on prevention and risk stratification tools to reduce emergency admissions
 - Strengthened access and delivery of local neighbourhood services by improving co-ordination and connectivity between partners to meet holistic needs of individuals in a timely way
 - More people will be enabled to live independently and remain at home safely through technology enabled care and more integrated working to prevent needs from escalating and immediate intervention at time of crisis
 - Virtual social care and care home assessments within various settings to reduce staff travel and release additional capacity within the system
 - Ask Sara our virtual OT service will enable people to identify and purchase equipment which supports their needs and remain independent

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Outcomes that this project will support

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
•										•	•			

How we will know we are succeeding.

- Improved health outcomes and reduced health inequalities for children in deprived communities in north Powys
- Reduced out of county travel through more integrated pathways and greater utilisation of digital
- More people remaining at home and a reduction in unnecessary admissions to hospital or care.
- More information on anticipated activity changes can be found in the [North Powys Well-being Programme Draft Model of Care Narrative](#).

- Strengthened access to information and advice services via digital information kiosks located in areas with high footfall across Powys
- A strengthened team around the individual/family – to meet holistic needs through multi-agency single point of access and early help and support services
- Development of a workforce model that is sustainable and meets the holistic needs of individuals – extending the model across public, independent, voluntary and carer sectors so that it is no longer confined to the employed contributions of health and care delivery.

Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations

Why is this objective important and how will it support people with protected characteristics?

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- Disabled people face a shortage of accessible and adaptable homes and long delays in making existing homes accessible. Powys is recording a high number of applicants that are in need of appropriate accommodation due to a medical need or a disability and whose existing home is not appropriate.
- The Equality and Human Rights recent housing inquiry showed that disabled people are demoralised and frustrated by the housing system and living in homes that do not meet their right to live independently.
- Disabled people can experience serious deterioration in their mental wellbeing due to living in unsuitable accommodation. Nearly three times as many disabled people report poor mental health than non-disabled people. By providing disabled people with suitable accommodation we aim to reduce the number of disabled people reporting poor mental health.
 - Findings from our regional engagement showed that the groups rated as having the worst experiences of accessing housing than the population as a whole were, younger people and disabled people. Other groups were seen to have an approximately neutral experience of housing.

During 2020 to 2022 we will be on site in six locations developing new council dwellings.	<ul style="list-style-type: none"> We will deliver adaptations within 130 calendar days (at the end of December 2019, the average number of calendar days to deliver adaptations was 136 days) <p><i>The measures for our Affordable Housing and Extra Care Transformation projects will also be used to monitor progress of this equality objective.</i></p>
Through our Housing Revenue Account, we will invest £ 9,650,000 in our Fit for Purpose Housing Programme during 2020 -2024.	
We will allocate £1.3 million for the disabled facility grant.	

Equality Objective 4: By 2024, we help people to get the support they need to prevent homelessness

Tudalen 80	Why is this objective important and how will it support people with protected characteristics?	
	<ul style="list-style-type: none"> Rough sleeping has increased, and levels of homelessness remain a concern. Between February 2019 and January 2020, 697 people across Powys have sought advice and assistance with regards to homelessness. 515 (74%) of these are age 25+ and 182 (26%) are aged 16-24. Anyone might be at risk of being homeless, however the young, single men, single females and single females with children are more likely to be in need. The top two reasons for being at risk of homelessness in Powys s were a breakdown in relationship, followed by parents no longer able, or willing to accommodate their children. Findings from regional engagement showed that the group rated as having the worst experience of accessing housing were younger people, reflecting the difficulties of young people finding affordable housing. 	
	What we will do	How we will know we are succeeding
	Develop a system of continuous learning and improve the effectiveness of locality-based support in preventing homelessness and social isolation.	<ul style="list-style-type: none"> Number of people supported directly and indirectly Percentage of times people are on an even keel at the end of each support session The amount of demand The amount / percentage of failure demand Barriers to preventing homelessness / social isolation are removed successfully
	Increase the number of localities where support is based to be accessible to people according to demand.	
	Develop a system of support to prevent the risk of eviction of people who hoard.	
Develop housing options for young people (including a Housing First project) and people experiencing domestic abuse.		
Learning and improving the housing and support options for people with learning disabilities.		
Improve the access to services for people with disabilities and sensory impairment.		

Develop intelligence and partnership working across localities for the prevention of homelessness.

Develop a Housing First Approach.

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Well-being Objective 3: We will strengthen learning and skills

What outcomes are we aiming to achieve?

Learning and skills is a cornerstone of our vision, providing high quality educational opportunities for all our learners. We need to embrace the challenges of being a large rural organisation and use technology to improve access for all.

1. All school leavers have the right qualifications to progress
2. Access to education provision and good career advice is equitable for all ages
3. Working in partnership with schools, colleges, universities and businesses will improve career opportunities
4. High quality teaching and learning environments embrace new technology for the population
5. Pupils have access to remote/alternative learning opportunities
6. Early years provision is helping families to return to meaningful employment

How will we achieve these outcomes?

During 2020 – 2025 we will:

Improve educational attainment of all pupils

What we will do	How we will know we are succeeding	Outcomes that our activities will support					
		1	2	3	4	5	6
We will improve pupil outcomes in secondary schools particularly Capped 9 scores and A-A*.	<p>By July 2023, 70% of secondary schools will have an average capped 9-point score above 385 (this was 27% in July 2019) and 40% will have an average score above 400 (this was 9% in 2019).</p> <p>Through increased challenge and support from the council, nine secondary schools will have above 20% of pupils with 5A*-A GCSEs (this was four schools in 2019), eight secondary schools above 22% pupils with 5A* - A GCSEs</p>	•	•				

	(this was one in 2019) and two secondary schools above 25% by July 2021.						
We will support all schools to improve pupil attendance rates.	By July 2021, attendance rates in secondary schools will increase from 94% (2018/19) to 95%^ and will increase in primary schools from 95.1% (2018/19) to 95.5% by 2020/21.	•	•				
We will develop a new Welsh in Education Strategic Plan, and ensure that proposals are brought forward at pace to deliver the priorities in that plan	By July 2021, the number of pupils educated through the medium of Welsh in Year 1 will increase by 1% (2020/21). The total number of Year 1 Powys pupils in 2019/20 is 1293, of these 270 pupils in Year 1 are educated through the medium of Welsh (20.89%).	•	•				

Improve the evaluation, planning and coordination of provision for learners with special educational needs and other pupils who may require extra support

What we will do	How we will know we are succeeding	Outcomes that our activities will support					
		1	2	3	4	5	6
We will implement a joined-up system for supporting children and young people with Special Educational Needs (SEN) / Additional Learning Needs (ALN) to improve their experiences and outcomes by 2023.	During 2020-2021 we will establish the satisfaction level of pupils, families and Governing Bodies, regarding the ALN service. By September 2021 we improve the satisfaction level.		•				

Support children and families to have the best start in life

What we will do	How we will know we are succeeding	Outcomes that our activities will support					
		1	2	3	4	5	6
We will ensure that the planning of provision for early years settings meets the needs of the children and their families.	By March 2021, all early years children will have access to 10 hours funded education in an Early Years setting within their cluster through a medium of their choice.						•

We will work with partners to support parents by building a strong bond / attachment with their children and promote social, emotional and academic development, and to support children to transition effectively into school	By March 2021, the number of families accessing the Incredible Years programme will increase from 50 in 2018/19 to 160		•				•
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Improve our school's infrastructure

Transformation Project: Schools Transformation (21st Century Schools)		Outcomes that this project will support					
		1	2	3	4	5	6
<p>We will implement our new School Organisation Policy and Delivery Plan to develop a more efficient schools' network, with a greater focus on working in partnership with schools and the communities they serve. The Delivery Plan will focus on improving primary, secondary, post-16 and Welsh-medium language provision.</p> <p>Our school buildings will be transformed through delivery of a £114m capital investment scheme. We will ensure that our new and re-furbished schools provide modern environments that are fully equipped for 21st century learning and are central to community life. We will complete the first round of capital investment by 2020 (Band A) and second round (Band B) by 2025.</p>				•	•	•	
What we will do.	How we will know we are succeeding.						
<p>This transformation will achieve:</p> <ul style="list-style-type: none"> • Inclusive schools that are encouraged to work together to develop high-quality teaching, learning and leadership • A curriculum that is responsive to the need of learners, the community and the economy, and meets statutory requirements • Welsh medium provision across all key phases of education, where growing numbers of learners can be confident that they will have access to provision in schools that are financially stable and sustainable, and where leaders can concentrate on pupil and staff learning and well-being instead of resolving financial pressures 	<p>How we will know we are succeeding:</p> <ul style="list-style-type: none"> • By March 2021, the number of primary schools that are categorised as an overall condition standard of A and B will increase from 46 in 2019/20 to 49 • By March 2021, 100% of Powys schools will have the digital infrastructure in place to enable learners, teachers and staff to embrace the digital learning options that improved Wi-Fi, broadband and improved speeds bring. (This measure will also be used to report progress against our Equality Objective 6). 						

<ul style="list-style-type: none"> • Provision from the age of 14 that offers a breadth and balance of specialist academic, vocational and work-based learning to meet the needs of all learners • Appropriate provision for pupils with additional learning needs, as near to home as is practically possible, in a way that best combines the specialisms and facilities needed to provide effective support • A safe, digitally rich, learning environment that is fit for purpose • School environments that provide attractive spaces for community activities, including sport, active citizenship and culture • A local authority where teachers and others are valued and are encouraged to work collaboratively with partners to develop the new curriculum • An open and transparent process for change 	<ul style="list-style-type: none"> • By March 2021, the curriculum offer available to learners through the medium of English in Year 12 in Powys school sixth forms will improve. In 2019/2020 there were 177 courses across the county. Our target is 275 (based on the legislative requirement for all learners under the Learning and Skills Measure 2009). By March 2021, the curriculum offer available through the medium of Welsh to learners in Year 12 in Powys schools will improve. In 2019/2020 there were 18 courses across the county. Our target is 48 (based on a core offer of eight subjects)
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Improve the skills and employability of young people and adults

What we will do	How we will know we are succeeding	Outcomes that our activities will support					
		1	2	3	4	5	6
We will improve routes to employability by: <ul style="list-style-type: none"> • Strengthening work-based learning across the council, providing opportunities that encompass a diversity of formal, non-formal and informal arrangements including apprenticeships, work experience and informal learning on the job for all age groups by 2025. 	By March 2021, the number of apprentices employed by the council will increase to 65 (at the end of 2018/19 the number of apprentices employed totalled 51).			•			
We will improve routes to employability by: <ul style="list-style-type: none"> • Working with our partners to provide high quality careers advice and guidance on further / higher education, to support students with their future career pathways 	By March 2021, we will establish the perceptions of students on the quality of careers advice they receive and will aim to increase satisfaction thereafter. By March 2021, the percentage of all learning activities through the Powys Adult Community Learning Partnership			•			

<ul style="list-style-type: none"> Working with our partners to deliver adult community learning activities 	will be maintained at 94% or above. (During 2018/19, 1460 learners benefitted from adult learning programmes)						
By 2020 we will ensure that we have effective systems in place to improve the identification and support for young people who are at risk of disengagement	By March 2021, the percentage of 16 years olds who are NOT in education, employment or training will be maintained below 2% (this was 1.7% in 2018/19)	•	•	•			

Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.

Tudalen 86	Why is this objective important and how will it support people with protected characteristics?	
	<ul style="list-style-type: none"> Poverty has increased and a quarter of adults and a third of children are now living in poverty in Wales. In 2015/16 one in three (34.1%) children in Wales was living in poverty. In 2016, 9% of households across Wales were classified as 'food insecure'. Evidence from food banks suggests their use continues to rise. In 2017/18, the Trussell Trust's network of food banks in Wales provided 98,350 three-day emergency food supplies to people in crisis compared with 85,656 in 2015/16, an increase of 13% <p>A survey of Trussell Trust food bank users across Britain found that certain groups may be more affected by food poverty. Single male households were the most common household type (38%), followed by female lone parents with children (13%).</p> <p>Features of socio-economic disadvantage are complex and are often interlinked. Early adverse life experiences, such as community or family poverty, have a detrimental effect on young adults' social economy attainment, such as income, assets and job quality.</p> <ul style="list-style-type: none"> As part of developing our equality objectives, targeted focus groups were run with some mother and toddler groups and feedback from these confirmed that this should be a priority area for the council. 	
	What we will do	How we will know we are succeeding
	<p>Appropriately target the Pupil Deprivation Grant grant and annual evaluation of the effectiveness / impact.</p> <p>We will deliver the School Holiday Enrichment Programme (SHEP).</p> <p>Ensure that the Welsh Government's Period Dignity programme is fully supported in all of our schools.</p> <p>Ensure that Governing Bodies give due consideration to the statutory guidance from Welsh Government on school uniform as affordability and financial impact on families is a key element.</p>	<p>Improve outcomes for all learners at all key stages, with clear emphasis on the outcomes up to aged 16 for pupils entitled to free school meals:</p> <ul style="list-style-type: none"> The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator will be 75% by July 2020. The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 2 will be 75% by July 2020.

Our Income and Awards department will identify children who are entitled to free school meals and target advice in order to encourage take up.

Our Schools Service and Catering department will raise awareness of Free School Meal entitlement and provide information to parents through Parent Pay and parents evenings.

We will provide clothing grants for children at the start of primary and secondary school education.

We will support families who are 'in work' poverty in individual cases through, debt / budgeting / benefits maximisation and fuel support.

We will undertake a fuel poverty take up exercise with NEST (Welsh Government energy efficiency scheme).

We will look at the provision of additional support by reducing council tax for foster carers.

We will complete additional support for reducing council tax for care leavers.

We will provide Financial Hardship support through a Council Tax Scheme.

We will provide Housing Support through a Discretionary Housing Payment Scheme

- The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 3 will be 78% by July 2020.
- The average Capped 9-point score of pupils in receipt of Free School Meals will be 340 points by July 2020.

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Well-being Objective 4: We will support our residents and communities

What outcomes are we aiming to achieve?

We want communities to feel supported, have a say in what is provided for them locally and feel they play a key role in local service delivery, which is why this objective centres on engaging and working with our community and third sector partners to promote and strengthen community relationships, development and resilience.

1. Residents take responsibility for their actions and support one another
2. Communities have access to a choice of both affordable and market housing
3. Communities have access to services that allow all to flourish and enjoy life
4. Communities have an active role in the design and delivery of the services they need

How will we achieve these outcomes?

During 2020 – 2025 we will:

Strengthen community development and resilience

What we will do	How we will know we are succeeding	Outcomes that our activities will support			
		1	2	3	4
We will continue to improve the quality of the environment that our housing tenants live in and the services they receive through the delivery of the 'Love Where You Live' tenancy sustainability strategy.	By March 2022, the levels of tenant satisfaction with the quality of their neighbourhood will be higher than in 2019/20. (Overall, 66% of respondents to the STAR survey were satisfied with services provided by the council's Housing Services')	•			•

Strengthen our relationship with residents and communities

What we will do	How we will know we are succeeding	Outcomes that our activities will support			
		1	2	3	4
<p>We will work with partners and organisations to support and deliver a range of opportunities for culture and leisure throughout Powys, with a focus on the health and well-being agenda.</p>	<p>By March 2021:</p> <ul style="list-style-type: none"> At least 2% more people will be physically active throughout Powys as a result of participating in the range of schemes on offer (there was an increase of 2% in 2018/19) Attendance at arts and cultural events; performances; exhibitions will be higher than in 2019/20 (this was 260,303 in 2018/19) Attendance (footfall) at libraries and museums (includes virtual visits for libraries) will be higher than in 2019/10 Participation in arts and cultural events; activities; workshops will be higher than in 2019/20 (this was 39,155 in 2018/19) Attendance at events and activities held in libraries, museums, festivals will be higher than in 2019/20 (this was 20,286 in 2018/19) The percentage of pupils using the SHEP programme over the summer holidays will increase, benefiting their health and well-being (average attendance in the 2019 summer holidays was 64.6%) 			•	

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Transformation Project: Brecon Place Based Strategy	Outcomes that this project will support			
	1	2	3	4
<p>We will improve the availability of housing; promote Powys as a place to live, visit and do business; create innovative environments; transform in partnership; and strengthen our relationship with residents and communities.</p>		•		

This transformation will:

- Ensure that we are making the best use of council and community assets in Brecon, working with public sector and community partners to meet the needs of our residents and our organisation to deliver a range of services in the town/
- Provide agile office accommodation for Powys County Council staff in Brecon
- Provide front-line service delivery space in Brecon

How we will know we are succeeding:

- By July 2020, council, partner and community needs will be identified.
- By July 2020, office and front-line service accommodation requirements will be clearly defined.
- By July 2020, a delivery programme will be prepared.

Safeguard and enhance the natural environment for residents and communities

What we will do	How we will know we are succeeding	Outcomes that our activities will support			
		1	2	3	4
We will develop steps to actively maintain and enhance biodiversity when delivering our services and comply with our duties under Section 6 of the Environment (Wales) Act 2016.	<ul style="list-style-type: none"> • Our success measures will be developed as part of developing the Section 6 Plan. 	•			

Equality Objective 6: By 2024, we will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life.

Why is this objective important and how will it support people with protected characteristics?

- Those who are considered “digitally excluded” are not able to enjoy the benefits of being online and use technology confidently to improve their day-to-day lives.
- Digital is unavoidable in our daily lives. Digitally excluded people miss out on the social and economic benefits the internet provides.
- With increasing digitalisation of services and communication, being older, a disabled person, having no qualifications, low income or living in social housing remain risk factors for digital exclusion, particularly in rural areas of Wales. The proportion of older people who use the internet was 22% in 2012/13 increasing to 40% in 2016/17. In 2016/17 they remained the age group with the lowest proportion of internet users.

- In Wales, households in social housing were less likely to have access to the internet in 2016/17 (72%) compared with those in privately rented or owner-occupied housing (88% and 87%).
- Findings from our regional engagement survey showed that the groups rated as having the worst experiences of access to information and digital services than the population as a whole were older People, disabled people and BME people. Younger people were perceived to have a much greater positive experience of accessing information and digital services.
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What we will do	How we will know we are succeeding
Improve accessibility for our residents by providing training to our staff in how to make information more accessible and easier to view on our website	The measures for monitoring this equality objective are referenced elsewhere in this plan. Please see Well-being objectives 2 and 3.
Promote Powys’s version of ‘Ask Sara’, an online self-help guide providing expert advice and information on products and equipment for older and disabled adults and children.	
Through the Hwb programme enable safe smart technology in schools and give pupils equitable access, through improved network infrastructure.	
Inspire and encourage our local digital economy to use the transformative power of technology and encourage engineers and developers to build the next wave of inclusive technology for people with disabilities.	
Engage with our residents to understand how contact with the Council could be improved for those with accessibility issues where digital could be a barrier.	

How do our well-being objectives contribute to the Seven Well-being goals?

Tudalen 92	A prosperous Wales	Economy	Providing effective support and suitable premises will enable existing businesses to grow, generating wealth and jobs. Supporting vocational training and apprenticeships will provide opportunities for people to develop their skills and meet local business needs. Supporting the delivery of improved digital connectivity and helping businesses to take advantage of the technology will generate greater economic opportunities. Transport improvements is a key driver for the economy, especially in Mid-Wales which is a rural county with many Small and Medium-sized Enterprises (SMEs) across the county. Transport relies on good infrastructure and a high standard of frequent transport services.
		Health and care	Our health and care services will provide local job opportunities. Children and young people will be supported to have the best start in life, laying the foundations for good qualifications and securing employment.
		Learning and skills	Providing effective learning interventions will support schools to improve and produce well-qualified individuals, more able to contribute to the prosperity of the county. Good education is a key driver in removing the negative impact of poverty on young people's life chances.
Tudalen 92	A resilient Wales	Health and care	Using new technology enabled care (telecare and telehealth) we aim to reduce the need for carers to travel, reducing the impact on the environment.
		Learning and skills	We are committed to modernising our schools to provide sustainable, low-carbon buildings with high quality educational environments fit for the 21 st Century.
		Residents and communities	Through implementation of our Section 6 Plan, we will look for opportunities to maintain and enhance biodiversity.
Tudalen 92	A healthier Wales	Economy	Using our influence to develop a healthy and enterprising economy with good quality job opportunities and good quality housing will be major contributors to improving social and mental well-being.
		Health and care	Working with our partners in Powys Teaching Health Board to provide an integrated approach to health and care will enable people to make healthier choices, feel supported and connected to health and care providers.
		Learning and skills	Through implementation of the new education curriculum, we will support improvement of good quality, targeted education which will allow individuals to make more informed healthy life choices throughout their lives.
Tudalen 92	A more equal Wales	Economy	Encouraging the growth of businesses and jobs in the county will provide better job opportunities and increased wage rates, which in turn will reduce deprivation and in-work poverty.
		Health and care	Providing integrated health and care will help to reduce health inequality and ensure services meet individual needs.
		Learning and skills	We are committed to ensuring our learners have equitable access to education provision regardless of their background or where they live.

	Residents and communities	Retaining valued local services such as culture and leisure facilities will ensure they are more accessible to the communities they serve.
A Wales of cohesive communities	Economy	Supporting local events and festivals will help to strengthen communities and bring cultures together.
	Health and care	Helping people to stay healthier for longer will enable them to contribute to their communities in a range of ways. Providing suitable accommodation will ensure that people can remain within their communities and stay connected to family and friends. Carers feel valued and supported as a vital part of their community.
	Learning and skills	Where possible, the council will work to ensure the co-location of council services and other services on school sites, as part of new build projects so that they are central to community life.
	Residents and communities	Working with communities will increase community engagement, capacity building and cohesion. As part of this work we will support our communities to develop the skills, capabilities and confidence necessary to be able to 'do things for themselves'. We will also support communities to have a voice and feel confident they are listened to.
A Wales of vibrant culture and thriving Welsh language	Health and care	We will improve the Welsh language offer across health and social care services to improve equity. We are committed through our early intervention and prevention approach to encourage participation in arts, sports and recreation.
	Learning and skills	Implementing our Welsh in Education Strategic Plan will improve equality of access to Welsh medium education and provide the best possible opportunities for our children and young people.
	Residents and communities	Building on the arts and cultural opportunities available will encourage participation by all and contribute to the local economy.
A globally responsible Wales	Economy	Better access to improved digital connectivity will provide global market opportunities for Powys businesses.
	Residents and communities	Through the Love Where You Live project, the council and Powys residents will be focused on looking after and maintaining their environment.

Making it happen

Our well-being and equality objectives set out how we plan to deliver our vision for Powys, but we recognise that in order to make our vision happen, there are key building blocks we must have in place to transform how we work, find innovative ways to improve and reduce our costs.

To help make our plans happen, during 2020 – 2025 we will:

Engage and communicate - *Listen, share information and build trust with our residents, communities and staff*

What we will do	How we will know we are succeeding
<p>We will implement our new digital engagement platform to enable residents to be heard and engage in ongoing communication and dialogue with our communities to inform decision making.</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Tudalen 94</p>	<ul style="list-style-type: none"> • By March 2021, the Powys Citizens Panel will be established on the 'My Powys Account'. • By March 2024, we will have undertaken a Residents Survey. • By March 2021, the number of engagement and consultation activities undertaken to engage residents and staff will be maintained. • By March 2021, Microsoft Office 365 Welsh translation will be widely used by services as the main source for internal translation and first draft external translation. • By March 2021 we will have engaged residents and third sector partners using existing networks facilitated by Powys Association of Voluntary Organisations

Strengthen leadership and governance - *Our staff and members work together with our partners, using the right systems and information to make sure the council is well-run*

Transformation Project: Workforce Futures

- We will remodel our staffing structure to embed changes in culture.

This transformation will:

- Develop the council’s staffing structures and organisational culture to support the delivery of Vision 2025 and to ensure our staffing spend is affordable.
- Equip the workforce with the right skills, attitude, behaviours and experience. We will develop our own talent through apprenticeships and training to enable staff to reach their potential.

How we will know we are succeeding:

- Improvement in the number of employees who are proud to work for Powys County Council.
- Reduction in the total number of working days/shifts per full time equivalent employee lost due to sickness absence (12-month cumulative). At the end of December 2019, 8.44 days/ shifts per council employee, on average were lost due to sickness absence.
- Increase in the percentage of staff who have completed an annual appraisal and the percentage of staff that have completed a 6-month review (at the end of December 2019, 51% of staff had completed an annual appraisal).

Change how we work – Make best use of what we have and working in new, innovative ways to deliver our priorities for the benefit of the county’s residents and communities

What we will do	How we will know we are succeeding
We will review and re-design our services to ensure that they are more efficient and focus on our customers’ requirements.	<ul style="list-style-type: none"> • By March 2021, the value of efficiencies identified through reviewing and re-designing our services will be greater than or equal to £250k. • By March 2021, customer satisfaction will improve in the services we have reviewed and re-designed
We will continue to embed a Performance Management and Quality Assurance Framework to ensure our decisions are underpinned by accurate information which is aligned to the council's vision and priorities.	<ul style="list-style-type: none"> • By March 2021, all council services will have a 3-year integrated business plan • By March 2021, there will be an increase in the proportion of positive assessments we receive from our external regulators (during 2018/19, 25 recommendations or proposals for improvement were received)
The Local Authority Trading Company will explore the opportunities for greater income generation as well as a significant drive to reduce council expenditure on a case by case basis.	<ul style="list-style-type: none"> • By March 2021, the Local Authority Trading Company will have considered a minimum of four business cases, for potential development (e.g. housing) of council owned land.
We will continue to embed the council’s values and guiding principles (5 ways of working) into strategic and service planning and staff appraisals	<ul style="list-style-type: none"> • By 31 May 2020 at least 80% of staff will have had an annual appraisal including a discussion on values and behaviours

to encourage staff to think differently, act differently and therefore deliver differently.

- By 31 March 2021 a new behaviour competency framework will have been developed and will be used to evaluate staff performance in 2020-21.

Transformation Project: Digital Powys

- We will implement our Digital Powys strategy, which includes ambitious projects to ensure residents can access council services using multi channels (including face to face and telephony) and those that have a broadband or mobile signal can access information and services 24 hours a day. Our projects are focussed on delivering:
 - A digital workforce
 - Digital infrastructure and systems
 - Customer Centred; Digital Solutions - **Under this workstream we will develop digital solutions to promote independent living, which is an activity that will also support our equality objective 5.**
 - Information Excellence
 - Digital Places – **Under this workstream we will support communities to gain digital skills, which is an activity that will also support our equality objective 5.**

This transformation will:

- Ensure our processes and interactions are designed around our customers and what they need through their preferred method (eg digital, face to face or on the telephone)
- Develop our capability and capacity - creating leaders that are digitally focussed and developing the digital capability in our workforce and our communities
- Provide a fit, robust and safe infrastructure to support digital capability and an agile workplace
- Use digital capabilities in decision making to enable value-driven choices, working closer with our partners, and making our information open and accessible wherever possible
- Create location-specific digital services across Powys to connect and support businesses, communities and individuals
- Maximise joint digital opportunities and improve data sharing capacity and capability for the benefit of our businesses, communities and citizens.

How we will know we are succeeding:

- By March 2023, the number of automated processes available to our customers will have increased from 17 to 93.
- By March 2023, the number of residents with a My Powys Account will have increased from 28,000 to 50,000.
- By March 2023, the number of staff attaining digital core skills (bronze level) will reach 100%.
- By March 2023, the percentage of our leaders who are digitally capable and reach the Gold Standard will increase to 100%.
- By March 2022, we will improve open access to data regularly sought through Freedom of Information requests by improving our Powys Well-being Information Bank from our current 36 dashboards to 72.
- By March 2023, we will create the capability to share data with our partners where this can improve customer outcomes
- By March 2025, broadband take-up for fibre to the cabinet (Open Reach telephone exchanges situated on streets and in villages) will improve from 53% to 75%.

Transformation Project: Integrated Business Planning

- **We will make evidence-based decisions underpinned by accurate information; focus our service, financial and workforce planning on the outcomes the Council has committed to achieve instead of activity; and make the best use of resources by improving productivity and continually improving customer satisfaction.**

This transformation will:

- Develop a single plan that connects the council's Corporate Improvement Plan/statutory obligations to service area operational plans, budget and workforce plans
- Develop and implement a model using Outcomes Based Budgeting to allocate resources to achieve the council's key priorities
- Make best use of the Council's financial and workforce resources by investing available funding and staff time in activities that will have the greatest impact on the outcomes we are seeking to achieve while also delivering our statutory obligation

How we will know we are succeeding:

- By March 2021, the Council will be able to explain how much of the Council's net revenue budget is supporting the forty outcomes included in this plan
- By March 2022, the Council will have integrated performance, finance and workforce ICT systems using Power BI
- By March 2023 the Council will have set an outcome-based budget for 2023-24

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Section 3: Financial Strategy

Background

The Council sets out how it will develop its financial plans and manage its finances over the short to medium term in its Medium-Term Financial Strategy. This is supported by a new approach to allocating resources which ensures that limited resources are prioritised on securing outcomes that matter most to our residents. It is called the Integrated Business Planning process. This new approach informs the overall Council's Budget Plan, defining the key vision and objectives of each service and highlights its key roles and responsibilities in supporting the Council's Vision 2025. There is also a significant transformation programme in place which is starting to deliver at pace and will bring substantive benefits to citizens and communities as well as to the way the council works.

There is a need to plan carefully in challenging and uncertain times, and for the first time in a decade Powys has received a much welcome improvement in the funding that it receives from Welsh Government. This will go some way to ease the pressure on council services. However, the Council's budget remains under significant pressure as service demand, our costs and investment requirements continue to rise.

Revenue Budget

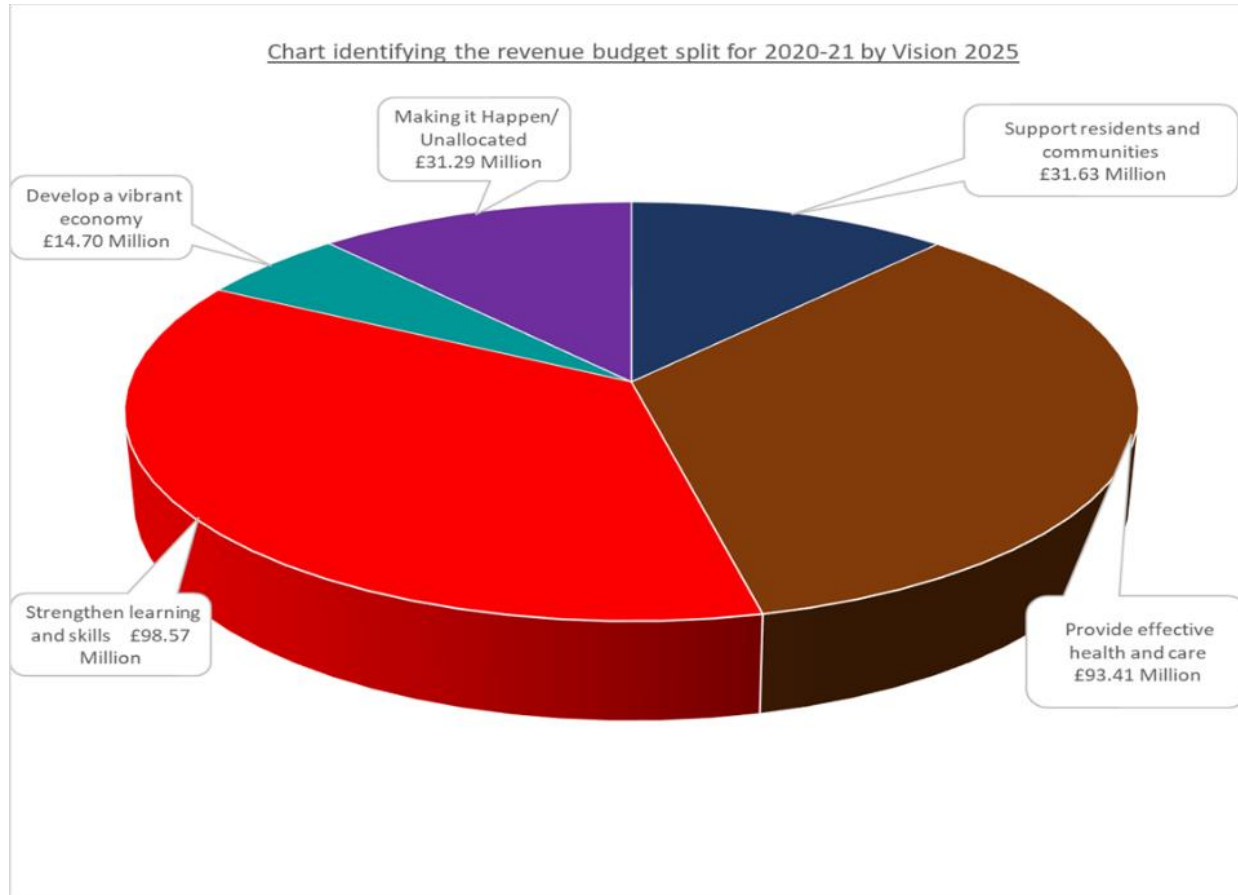
In setting our budget for 2020-21 the council continues to protect the services our residents' value and need, whilst ensuring that there is continuity of efficient statutory services that evidence value for money. This has been evidenced through a budget consultation in October 2019. The council will make cost reductions of £11m next year, but these alone are not enough to balance the overall position and a council tax rise of 5% is also necessary to provide an additional £4.4m. In 2020-21 the council plans to spend a net budget of £269.6 million, Table 1 shows the indicative budget allocations over the next 5 years across all services.

Table 1

	£M	2020/21	2021/22	2022/23	2023/24	2024/25
Financial Services		4.88	4.65	4.54	4.49	4.64
Unallocated Budget to meet Pressures		-	5.00	10.00	15.00	20.00
Corporate Activities inc. Cost of Capital		15.82	19.36	25.63	27.78	29.60
Corp Legal And Democratic Serv		2.99	2.99	2.82	2.89	2.96
Highways Transport Recyding		31.21	30.57	31.42	32.71	33.81
Housing & Community Development		9.07	8.31	7.77	8.08	8.40
Prop. Planning & Public Protection		6.06	5.51	5.12	5.32	5.52
Education (Inc Schools Delegated)		98.57	99.86	101.70	101.81	102.04
Adult Services, Commissioning		63.86	62.52	60.85	62.29	64.15
Childrens' Services		26.04	25.36	25.62	25.88	26.15
Commissioning Social Care		3.51	3.58	3.65	3.73	3.81
Workforce & Organisational Dev		1.45	1.36	1.36	1.43	1.51
Digital Services		4.43	3.93	3.62	3.76	3.89
Transformation & Communication		1.72	1.75	1.73	1.72	1.76
Revenue Total		269.60	274.74	285.85	296.89	308.23

Making it Happen / Unallocated includes Corporate Service budgets which support delivery of the council's vision, it includes the budget that funds the cost of borrowing for the capital programme, and this budget increases in future years in line with the ten year capital programme. The unallocated budget will fund potential service pressures arising from increased demand.

The Chart below allocates the revenue budget across the Vision 2025 priorities



The Capital Strategy is fundamental to the effective delivery of the council priorities and Vision 2025. It facilitates a seamless interface between business planning within the Council and the management of assets and capital resources. This will ensure that the provision of resources and future investment are prioritised. The provision of the right asset in the right place at the right time will ensure the effective and efficient delivery of a comprehensive range of quality services. It is aligned to the Asset Management Plan and the major investment plan for 21st Century Schools, jointly funded with Welsh Government.

The Council's capital programme is fundamental to the effective delivery of our priorities and has a significant regeneration impact on the economy of Powys, alongside the direct effect of better infrastructure to deliver services. Capital investment also has a significant input into the delivery of revenue savings, and it is essential that both budget revenue and capital strategies are developed in tandem.

A programme for capital investment totalling £132.8 million is planned for 2020/21 as part of a five-year investment programme of £398.5 million. Within these figures £35.2 million (2020/21) and £125.5 million (five-year plan) is ring fenced for the Housing Revenue Account that will continue to maintain and improve the Council's Housing stock and support the building of 250 new council dwellings using locally sourced materials. This is funded from a combination of borrowing, grants, receipts from sales of assets and reserves. Table 2 below provides the indicative five-year capital budget allocated across all services.

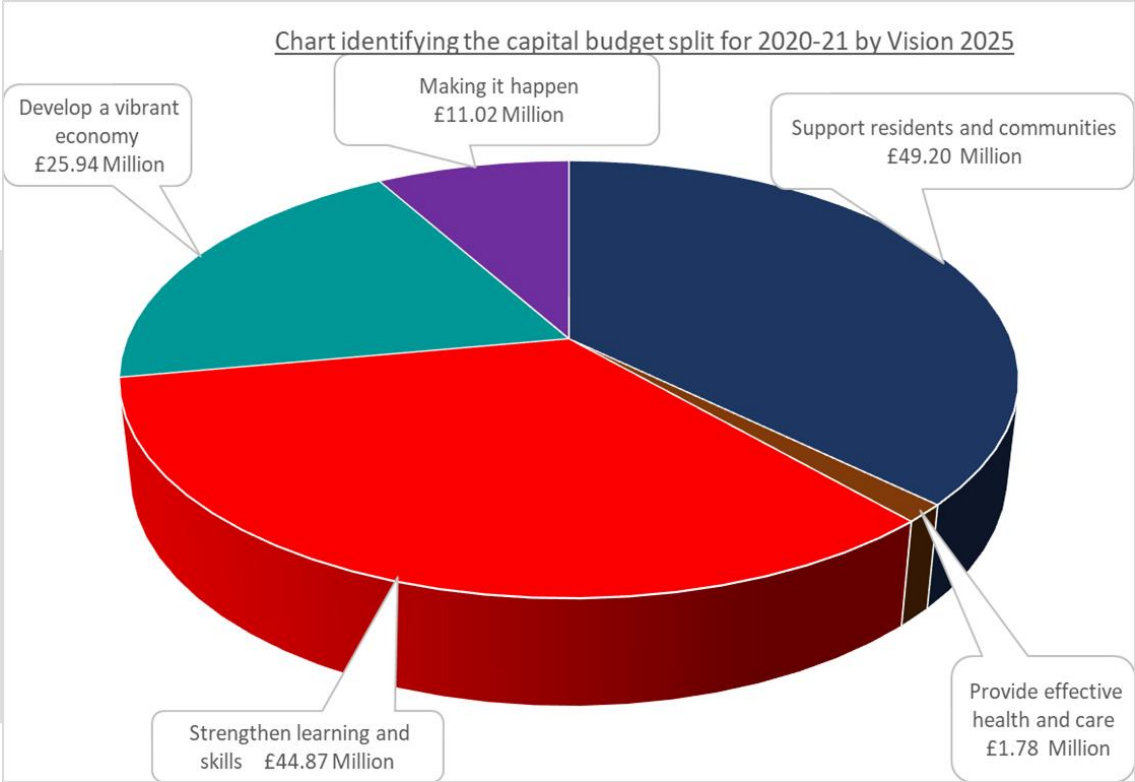
Table 2

	£M	2020/21	2021/22	2022/23	2023/24	2024/25
Centrally held		10.02	6.82	5.96	1.37	3.32
Highways Transport Recycling		22.02	13.38	10.77	10.96	12.70
Housing & Community Development		48.96	51.53	29.68	12.33	11.86
Prop. Planning & Public Protection		4.17	0.50	0.10	0.10	-
Education (Inc Schools Delegated)		44.87	49.85	25.70	12.16	4.40
Adult Services, Commissioning		0.69	0.40	0.10	0.11	-
Childrens' Services		1.09	-	-	-	-
Digital Services		1.00	0.65	0.25	0.37	0.35
Revenue Total		132.82	123.13	72.55	37.40	32.63

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The chart below allocates the capital budget across the Vision 2025 priorities



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Section 4: Planning, Monitoring and Review

How we set our objectives

To help us set our well-being objectives we used the information from the [Powys Public Services Board's Well-being Assessment](#) which gave us a clear picture of our assets, opportunities and challenges. Key findings included:

- Powys has a high proportion of micro businesses, but they don't tend to develop into larger ones. Those that do grow often move out of county
- Powys is the 6th most expensive local authority in Wales to buy a house, based on a ratio of full-time earnings compared to Land Registry house prices.
- Older people want to live independently for as long as possible and need a good choice of accommodation options. At the moment, provision is available but not necessarily in the right place
- There is not enough consistency in the quality and breadth of provision across our High Schools making it difficult for some pupils to achieve their full potential.
- Powys has one of the most challenging remits in Wales in terms of access to services, in particular access to areas by foot or public transport is poor.

We listen to feedback from residents through an ongoing programme of engagement and consultation. We also act on feedback from our key regulators and work in partnership with them to ensure our plans and objectives focus on the required service improvements. We also use information in the Welsh Government's Future Trends report to inform whether our well-being objectives need to be refined.

Similarly, our equality objectives were developed using evidence from research conducted by the Equality and Human Rights Commission (EHRC), published in their 2018 report called "is Wales Fairer?". This looked at people's experiences of important areas of life such as health, education, work, justice and individuals' role in society. Where possible, we also captured Powys level data to identify areas of greatest need. We used feedback received from residents via a partnership survey conducted with colleagues from councils, health boards, the police and fire service across Powys, Ceredigion, Carmarthenshire and Pembrokeshire. Views were sought on whether certain groups of people were likely to receive a better or worse outcome in key service areas like education, housing and social care. The survey also asked about employment and community cohesion. Powys residents who responded to the survey told us that in their view:

- disabled and older people had a worse experience in trying to gain employment than the other groups listed in the survey.
- young, old and single people had much more difficulty in obtaining suitable housing
- the increase in the digital information channels excludes certain sections of society and the biggest division relates to age and disability.

We also asked for resident’s views on our draft equality objectives through an online survey and a series of face to face engagement sessions, targeting groups who may be affected by the proposals.

The survey helped to clarify and check if residents supported the draft equality objectives, and actions being put forward or if they had any concerns or alternative ideas. Objective two is an internal objective for the council and as such was not featured in the public consultation. The findings told us:

- Most respondents were supportive of all objectives. There were slightly more respondents agreeing strongly with Objective 4 and 5.
- Fewer respondents felt strongly about Objective 6 but overall, all five were supported. One or two residents disagreed with each of the objectives however after considering all the engagement feedback the council feels these are the right priorities.
- 84% of respondents agreed that **“improving the availability of accessible homes”** should be a priority.
- 91% of respondents felt similarly regarding the objective to **“improve outcomes for children living in poverty.”**
- 93% of respondents agreed that **“preventing homelessness”** should be a priority.
- 73% of respondents felt that **“enabling communities in Powys to become more digitally inclusive”** was an important objective.
- 87% of respondents agreed that **providing disabled residents with paid employment** was a priority objective.
- Some supporting actions were altered as a result of the engagement and a new one created.

We have not taken the approach of setting an individual objective for each protected characteristic but have set overarching objectives based on the needs and issues that people with protected characteristics face. Where a specific protected characteristic is particularly disadvantaged, we have recorded this in the ‘Why is this objective important and how will it support people with protected characteristics?’ The issue of ‘equality’ as a whole is now much more focused on fairness for people and communities, rather than individual ‘equality strands’. The table below shows which of our objectives aims to positively impact which protected characteristics.

Objective	Sex	Age	Disability	Race	Gender reassignment	Religion/Belief	Sexual Orientation	Pregnancy and Maternity	Marriage & civil partnership
1			✓						
2		✓	✓						

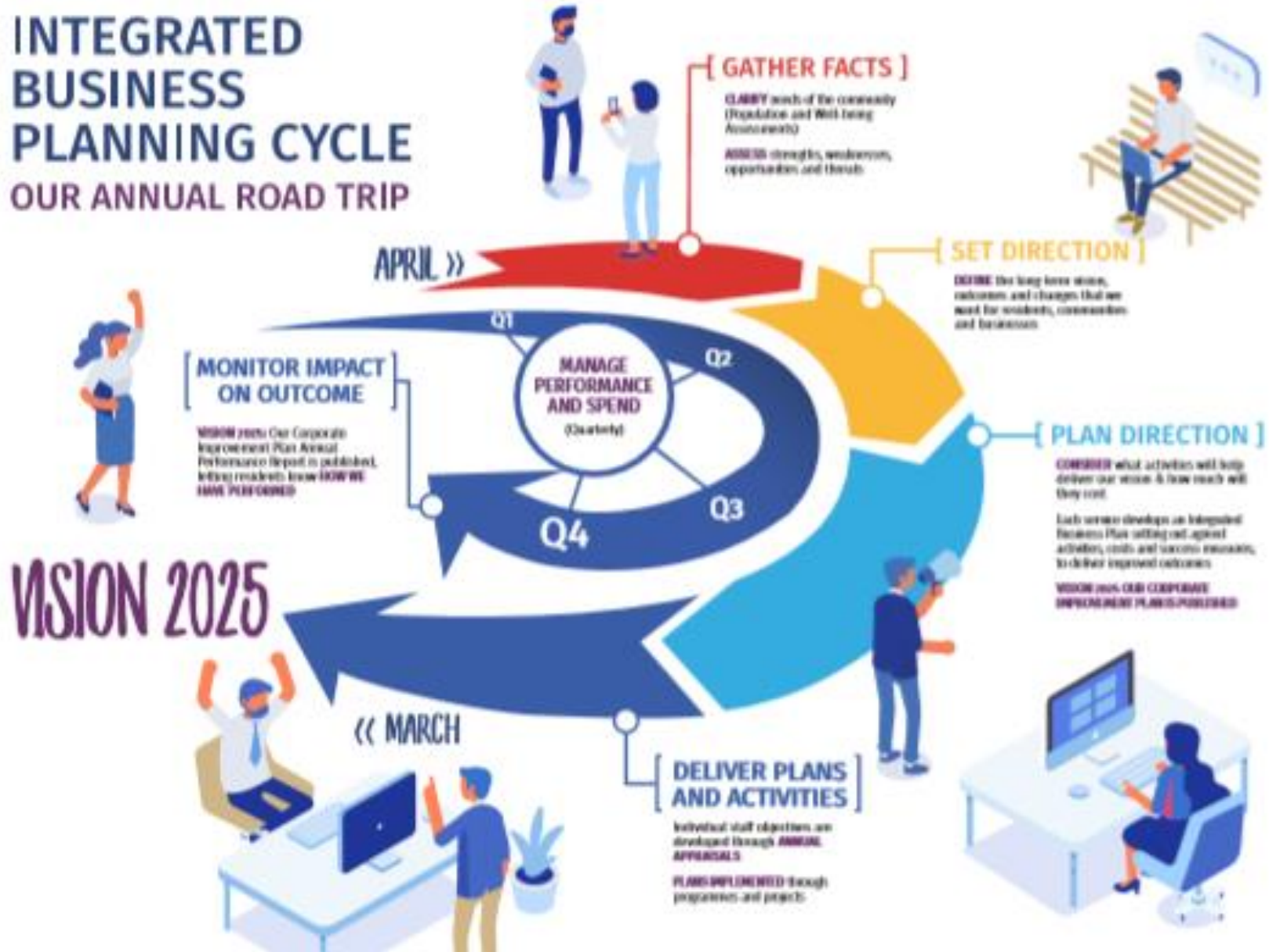
3	✓	✓							
4		✓							
5		✓	✓						
6	✓	✓	✓	✓	✓	✓	✓	✓	✓

Impact Assessment are also an important tool we use to determine how our planned objectives, services and polices impact upon different types of people. Before key decisions are made the impact assessment process requires us to consider potential negative and positive impacts including equalities, Welsh language, the Well Being of Future Generations Wales Act, sustainable development principles, communication and engagement.

We are committed to supporting the Welsh language in the area and are committed to delivering our Welsh language promotion strategy, which is available in [English](#) and [Welsh](#).

The purpose of this Strategy is to develop and build on this work, and to establish an infrastructure that will ensure that more people are able to speak Welsh; to make it easier and normal for people to use the Welsh language; and to provide more opportunities to use the Welsh language. We will ensure the Welsh language is considered fully in the development of policies and services and that people are aware of their rights to receive services through the medium of Welsh, and that they can have confidence in the services provided through the medium of Welsh. The council appreciates the importance of the maintenance of Welsh as a community language and will work to support the areas linguistic status.

The diagram below shows the key steps in the council's annual business planning cycle, which is used to set and review our objectives.



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How will we work more sustainably?

The Well-being of Future Generations (Wales) Act 2015 places a duty on local councils' to consider how it can work more sustainably across 7 core areas of change. This means, thinking more about the **long term, collaborating** better with people, partners and communities, **involving** people and other stakeholders in decision making, trying to **prevent** problems occurring or getting worse, and taking a more **integrated** approach. The council made a commitment to adopt these as its overarching guiding principles and outlined below are some of the ways we plan to apply them.

Sustainable development principle	How are we changing the way we think, plan and act?
<p>Long Term</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Tudalen 109</p>	<p>We will continue to develop the Powys 'Well-being Information Bank,' an online tool providing up to date information on a range of well-being issues. Easy access to this data helps services understand current trends and provides evidence for decision-making and longer-term planning.</p> <p>The council is embedding analytics into its business processes to turn data into insight. This intelligence enables us to model future scenarios to ensure our transformation looks to the long-term. Predictive analytics and a master data management system are a key focus for us to ensure that we use the intelligence that we have effectively. Targeting resource where it is needed most and using data at a locality level to understand the subtle differences amongst the communities in Powys.</p> <p>We will continue to strengthen our workforce planning through our Workforce Futures Transformation Programme. This will ensure we have the right people, with the right skills at the right cost, now, and in the longer term.</p> <p>Through our Digital Powys Transformation Project, we will look for opportunities to keep pace with technologies that are fast evolving. We want to ensure we can meet the expectations of our current and future generations.</p> <p>We will continue to work in an agile way, developing a flexible workforce that requires less building space. In parallel, we are working with partners to re-configure our property portfolio and provide shared accommodation where suitable.</p>
<p>Prevention</p>	<p>One of our new equality objectives will focus on improving the opportunities and outcomes for children living in poverty. We are committed to reducing poverty and putting in place preventative measures to break the cycle of intergenerational poverty.</p> <p>We will continue to strengthen our internal business intelligence support and performance management system, to allow early sight of background data and information, that will help services shape better preventative provision, in place of costly intervention and support. Our methodology for Service Redesign is also based on addressing root causes and driving out failure demand.</p> <p>In Childrens Services one of our priorities is to promote access to a range of Early Help services, which families can access, preventing the need for statutory intervention.</p>

<p>Integration</p>	<p>We will continue to assess the potential impact of our major decisions using the Impact Assessment tool. This requires consideration of the proposal and its impact against the corporate well-being objectives, the national well-being goals, the five ways of working as well as equalities and Welsh language requirements. This helps to facilitate integrated decision-making.</p> <p>We will continue to take a more integrated approach to our business planning, where we focus on outcomes to prioritise our spending and where our workforce, financial and service plans all align.</p>
<p>Collaboration</p>	<p>We will continue to engage in key regional partnerships such as the Powys Public Service Board and Regional Partnership Board and be proactive in seeking opportunities for delivering services in a more joined up way for residents. Many of our Transformation Projects will rely on effective collaboration with our partners, such as the North Powys Well-being Project and the Brecon Place Based Strategy. As part of the Mid Wales Growth Deal we are also working closely with the private sector and with bordering authorities.</p>
<p>Involvement</p> <p>Tudalen 110</p>	<p>We will continue to focus on the 'What Matters' conversations, where our Adult Social Care staff focus on what matters to the individual. We will also take a 'strengths based' approach when talking to service users and carers about their needs.</p> <p>We will implement our new digital engagement platform to enable residents to be heard and engage in ongoing communication and dialogue with our communities to inform decision making. We will also continue to utilise social media channels to ensure we hear from as many stakeholders as possible when we are looking to change the way we deliver services.</p> <p>We will continue to involve and engage representatives of our communities through our forums, such as the youth forum, carers forum and local tenant participation strategy group.</p> <p>County Councillors also play a key role in determining future plans and representing the residents' voice. We will continue to facilitate these discussions through effective scrutiny committees and working groups.</p>

What are our key equality principles?

Gathering data and sharing information

We aim to collect effective quantitative and qualitative equality data and information to inform our decision making and service delivery, as it is important that our plans are based on sound evidence. To determine where inequality exists over time, we need to continually gather relevant equality information and data for analysis. This means services need to ensure systems are in place to capture, analyse and share appropriate data and decide how best to use that

information to design and deliver services to meet users' needs. We will continue collecting workforce data to embed equality-related evidence into our employment policies and practices. The wellbeing of our future generations needs to be considered in the design of our services. To enable this our data must look at trends over time along with information from our service users to understand future requirements. This will enable us to plan for future scenarios to meet the needs of our service users in the future.

Publishing information

To ensure that we are treating people fairly and fulfilling the requirements of the General Duty in our employment practices, we will conduct equalities monitoring and analysis of staff, and those who apply for positions. We will publish an employment information report at the end of each financial year based on the figures as of the 31 March which can be found on our website: www.powys.gov.uk/equalities.

Promoting knowledge, awareness and training

It is important that all our staff and elected members are aware of the general and specific duties of the Equalities Act and its impact on their work, considering equalities when setting strategic direction and policy, reviewing performance and ensuring good governance. In order to achieve this, we need to communicate our equality objectives throughout the organisation and ensure that learning and development resources are targeted towards enabling individuals to fulfil their roles. Learning and development opportunities are available to all with equality and diversity being a core part of corporate learning and development and e-learning.

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Equalities 111

How we monitor and scrutinise our performance

In order to know whether we are achieving the outcomes and objectives set out in this plan, we must have a robust and timely way of monitoring and measuring performance against them.

We have in place a [Performance Management and Quality Assurance Framework](#) under which we operate a regular reviewing cycle that effectively monitors our performance and helps us to learn from what is working, and what is not. Self-evaluation is an important part of our performance framework. It allows us to effectively evaluate our work and provides assurance to our regulators and residents that we are doing the right thing. Performance information allows us to direct resources to the right areas to improve outcomes.

To ensure we give sufficient challenge to service improvement we also have in place scrutiny arrangements that:

- continuously ask whether we are doing what we set out to do, and whether we are doing it well
- Are member-led, including the views of the public, partners and regulators
- Balance community concerns with issues of strategic risk and importance
- Are well communicated allowing the voice of citizens to be heard in the decision-making process

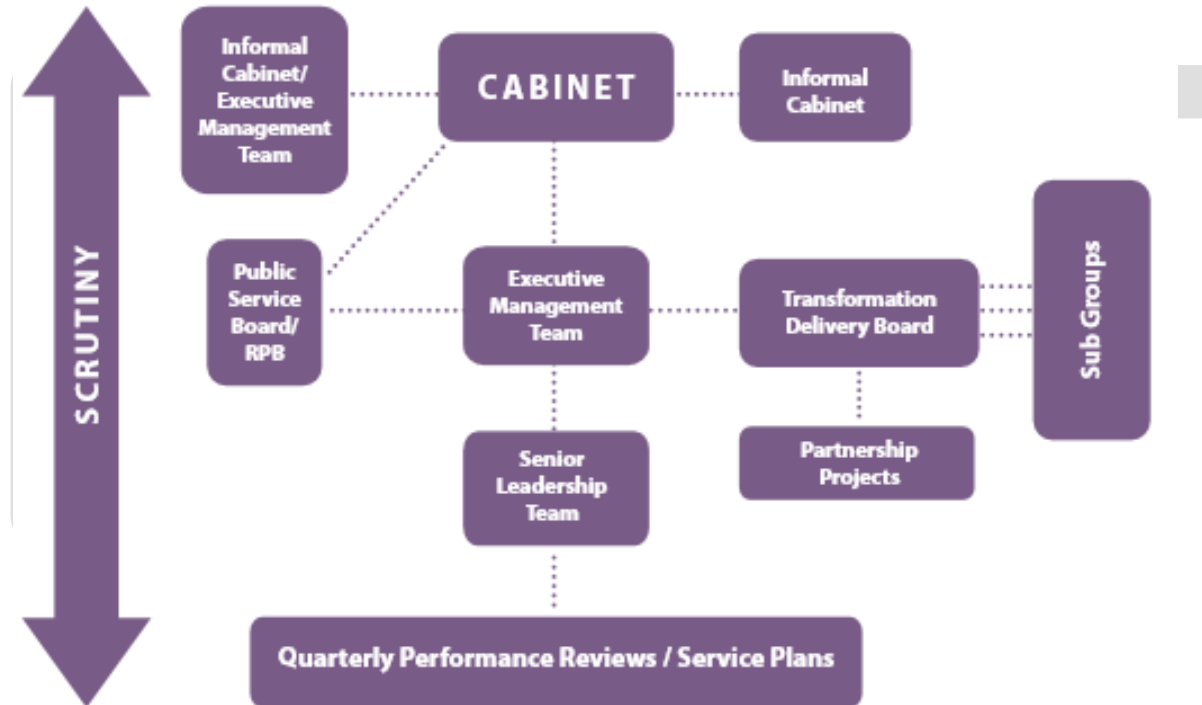


How we govern the delivery of our plan

To manage delivery of this plan, we have the following governance structure in place. The structure ensures that each activity within our plan is managed by an accountable officer and reported effectively.

The council has a Transformation Programme which focusses on significant transformational activities that need to be delivered by more than one service.

Tudalen 113



- **Cabinet:** The Cabinet receives an overview of performance information to provide assurance against delivery of Vision 2025: Our CIP on a quarterly basis. The Cabinet also provides Strategic decisions to manage delivery of agreed outcomes
- **Executive Management Team/ Senior Leadership Team:** These are the senior teams within the council who are accountable for evaluating and challenging performance against delivery of strategic outcomes.
- **Powys Public Services Board (PSB):** The statutory partnership body required under the Well-being of Future Generations (Wales) Act 2015. The PSB is responsible for developing the well-being plan for Powys in response to the well-being assessment.

- **Regional Partnership Board (RPB):** The statutory partnership required under the Social Services and Well-being (Wales) Act 2014 whose role is to manage and develop services to secure strategic planning and partnership working between local authorities and local health boards and to ensure effective services, care and support are in place to best meet the needs of their respective population.
- **Transformation Delivery Board:** This board will manage the delivery of cross cutting projects within Vision 2025 to ensure the outcomes identified are realised.
- **Quarterly Service Performance Reviews:** Corporate Directors, Heads of Service and Portfolio Holders evaluate performance and quality assurance against agreed standards and objectives to ensure activities and performance improvement is on track.

How we work in partnership

Powys Public Service Boards Vision 2040

The council is a key partner of the Powys Public Service Board – a partnership responsible for delivering improvements for local people and communities by combining their knowledge and resources.

PSB partners have made a commitment to work together to deliver 'Towards 2040 – The Powys we want'. This identifies long term well-being objectives for improving the social, economic, environmental and cultural well-being of Powys:

- People in Powys will experience a stable and thriving economy
- People in Powys will enjoy a sustainable and productive environment
- People in Powys will be healthy, socially motivated and responsible
- People in Powys will be connected by strong communities and a vibrant culture

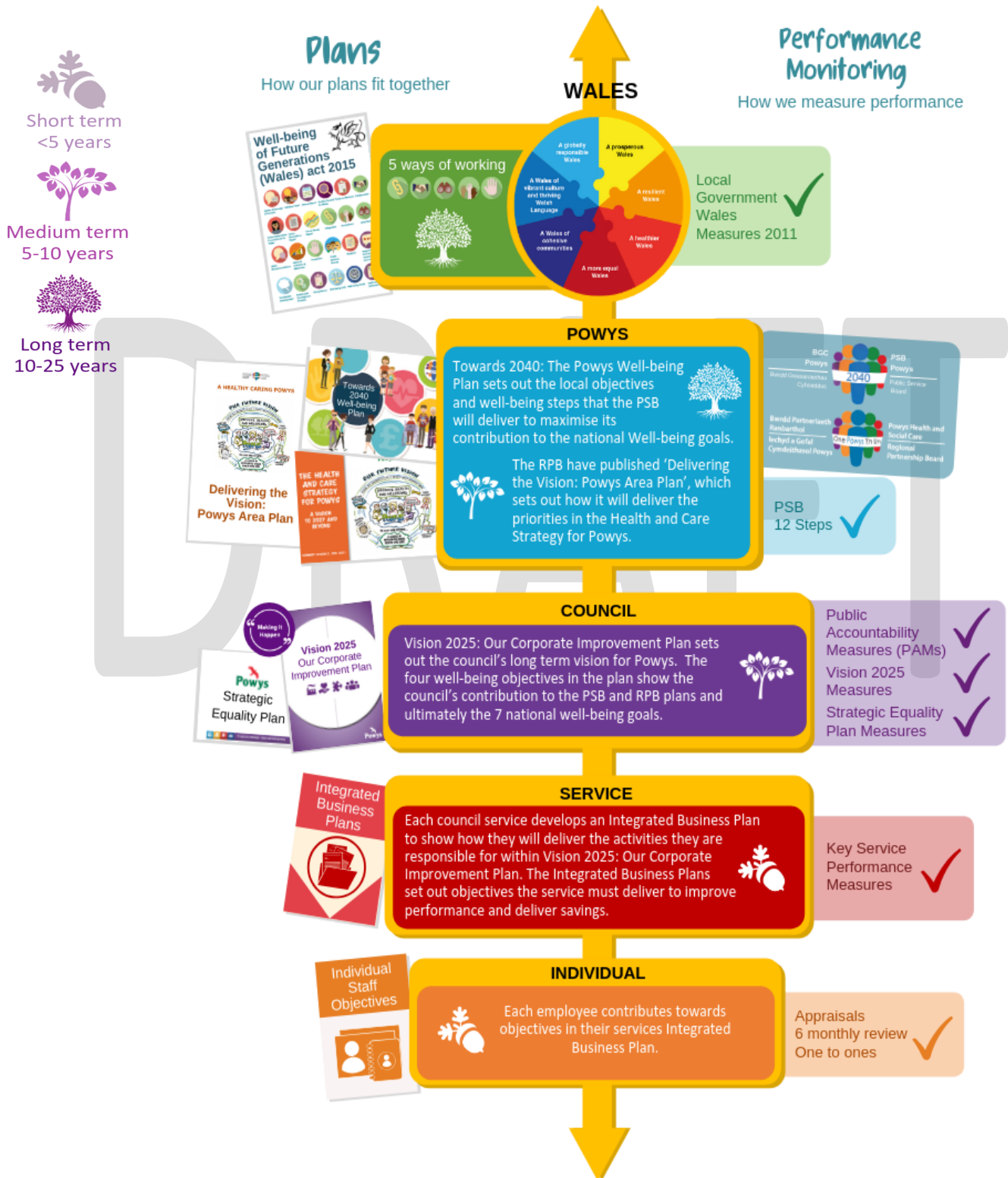
The council is currently leading on delivery of four out of the 12 PSB well-being steps, which are aligned to the activities in this plan. More detail can be found in [Towards 2040, The Powys Well-being Plan](#).

Powys Regional Partnership Board

The council is also a key partner of the Powys Regional Partnership Board - its key role is to identify key areas of improvement for care and support services in Powys. The Board has also been legally tasked with identifying integration opportunities between Social Care and Health.

We will continue to play our part in delivering the priorities set out in the RPB Joint Area Plan. More detail about these priorities can be found here <https://en.powys.gov.uk/article/1741/Powys-Regional-Partnership-Board>

We have ensured that our own well-being objectives are aligned to achieving our shared long-term vision for Powys. The Golden Thread below shows how our plans fit together.

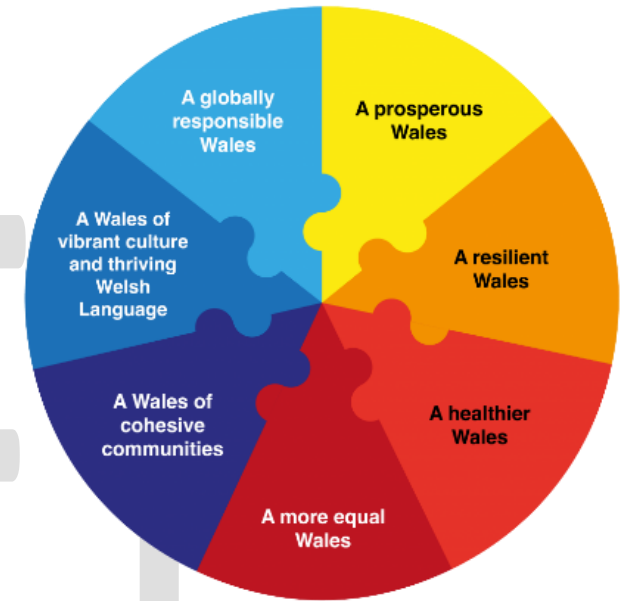


Appendix A

The Well-being of Future Generations (Wales) Act 2015

Seven Well-being goals:

- A prosperous Wales - An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
- A resilient Wales - A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
- A healthier Wales - A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
- A more equal Wales - A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio- economic background and circumstances).
- A Wales of cohesive communities - Attractive, viable, safe and well-connected communities.
- A Wales of vibrant culture and thriving Welsh language - A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
- A globally responsible Wales - A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.



Appendix B

Powys County Council - Gender Pay Action Plan 2020 / 2021

	Issue	Action	Status / Outcome / Achievement	Success criteria / measurement	Lead officer	Delivery date
Tudalen 117	Ensure that PCC is an attractive place for all employees to work and appeals equally to all genders.					
		Promotion at Career Fairs using examples of all employees given the opportunity to flourishing in a typically gender dominated areas. e.g. HTR female apprenticeship gaining permanent roles	Completed for previous years Career Fairs, planned to include again for 2020 Careers Fair	Increase in school leaver applications, attracting female/males to dominated roles. Gender nor date of birth is not mandatory on application form, therefore cannot accurately set KPI	Amanda Thomas	March 2020
		Introduce work experience / Apprenticeships programmes to attract to ensure all roles are attractive, regardless of gender	Work with Service Area to identify roles where apprenticeships / work experiences are possible	Increase in number of apprenticeships	Lynne Griffin	March 2020

Career Progression	Need to understand barriers to career progression	Write and issue questionnaires to a sample of employees to understand their reasons for joining PCC, their experience of promotion and development.	Establish whether this could be included within Pulse Survey or does it need to be stand alone exercise (to be agreed by Paul Bradshaw)	Understand barriers to ensure retention of staff.	Paul Bradshaw	January 2020
Retention Tudalen 118	Support part-time and flexible working	Ensure part-time and flexible working is built into all posts (where possible) and advertised accordingly. Encourage managers to consider flexible working / job share posts.	Challenge managers when all jobs are advertised (is it hard to fill?, would they consider job share?)	Staff survey, employee satisfaction	Amanda Thomas	March 2020
				-		
	Support all returners to PCC	Enable returners to register for refresher training e.g. former teachers/social workers Offering work shadowing opportunities in areas of interest Audit and review training available in the workplace -	Continue to raise at Head of Service level, forms part of some Service Area recruitment strategies	Increase numbers of returners in their professions	Myfanwy Davies	March 2020

	professional areas for refresh training				
Review Family Friendly and Work-life balance policies to ensure best opportunities	Continual policy review to ensure policies encourage best practice	Policy Schedule of Work to ensure policies are continually reviewed or created where required – reported through Achievements, Issues and Actions	Link to policy review re: Agile Working Pulse surveys – increase Reduction in staff turnover Reduction in absence levels Exit questionnaires	John Bevan	March 2020

DRAFT

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

CYNGOR SIR POWYS COUNTY COUNCIL.**County Council****05 March 2020****REPORT AUTHOR: Chief Executive and Head of Paid Service****SUBJECT: Pay Policy Statement 2020/21**

REPORT FOR: Information

1. Background and Purpose

All English and Welsh Local Authorities are required under local government legislation to produce and publish a Pay Policy Statement each financial year.

This Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. It takes account of the Revised Guidance relating to Pay Policy statements issued by the Welsh Government on 25th February 2014, on Pay Accountability in Local Government in Wales.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying the methods by which salaries of all employees are determined. This requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year detailing:

- The Council's policies towards all aspects and elements of the remuneration of Chief Officers;
- The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
- The Council's policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
- The relationship between the remuneration of its Chief Officers and other employees.

2. Legislative Framework

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. The Council will aim to ensure there is no pay discrimination within its pay structures by complying with Equal Pay requirements and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

3. Proposal

The attached Pay Policy Statement sets out the Council's arrangements for the pay and remuneration of its employees for financial year 2020-21.

It is proposed that the Council approves the Pay Policy Statement to ensure compliance with Section 38 (1) of the Localism Act 2011.

4. Statutory Officers

The Head of Financial Services and Deputy Section 151 Officer comments that:

"The attached statement ensures we comply with the relevant legislative requirements."

The views of the Solicitor to the Council (Monitoring Officer) are:

"The Council is required by the Localism Act 2011 to have a Pay Policy Statement."

Members' Interests

Recommendation:	Reason for Recommendation:
To approve the attached pay policy statement.	Ensure compliance with section 38 (1) of the Localism Act 2011.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Aled Wyn Davies Cllr Graham Breeze
----------------------------------	--

Person(s) To Implement Decision:	Graham Evans – Professional Lead, Employment Services
Date By When Decision To Be Implemented:	1 st April 2020

Contact Officer Name:	Tel:	Fax:	Email:
Graham Evans – Professional Lead, Employment Services	01597 826609		graham.evans@powys.gov.uk

Background Papers used to prepare Report:

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



POWYS COUNTY COUNCIL

Pay Policy Statement 2020/21

POWYS COUNTY COUNCIL

Pay Policy Statement 2020/21

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POWYS COUNTY COUNCIL

Pay Policy Statement 2020/21

1. Introduction and Purpose

- 1.1 This Pay Policy statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 (1) of the Localism Act 2011. The Act requires English and Welsh local authorities to produce and publish a pay policy statement each financial year, detailing:
- The authority's policies towards all aspects and elements of the remuneration of chief officers
 - Their approach to the publication of and access to information relating to all aspects of the remuneration of chief officers
 - The authority's policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
 - The relationship between the remuneration of its chief officers and other employees.
- 1.2 Local authorities are large complex organisations with multi-million-pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.
- 1.3 The Council will continue to develop a Pay Policy and Strategy in this context and will seek to align rewards systems with business objectives. Once approved by the full Council, as required by the legislation prior to 31 March 2020, this pay policy statement will come into effect from 1 April 2020, and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

2. Legislative Framework

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes:
- Equality Act 2010
 - Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
 - The Agency Workers Regulations 2010
 - Transfer of Undertakings (Protection of Earnings) Regulations.
- 2.2 With regard to the Equal Pay requirements contained within the Equality Act, the Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality

proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

3. Scope of the Pay Policy

- 3.1 The Localism Act 2011 requires authorities to develop and make public their pay policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the authority, explaining their policy on the relationship between remuneration for Chief Officers and other groups.
- 3.2 Nothing within the provisions of the Localism Act 2011 detracts from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers.

4. Development of Pay and Reward Strategy

- 4.1 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the organisation can perform at its best. The biggest challenge for the council in the current circumstances is to maximise productivity and efficiency within current resources. The pay policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.
- 4.2 In this context it does need to be recognised that at the more senior grades in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.3 In addition the council is a major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of the County. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy.
- 4.4 In designing, developing and reviewing Pay and Reward strategy the council will seek to balance these factors appropriately to maximise outcomes for the organisation and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs.

5. Specific Local Factors Affecting Pay Policy

5.1 Local Labour Market Factors

Data from the 2011 Census and other statistics relating to Powys population trends and labour market information indicates a low birth rate and a large outward migration of young people coupled with a large inward migration of older people. Powys is seen as an attractive place to retire and there are limited opportunities for higher education and employment opportunities for young people. Currently the Council employs very few young people under the age of 21 and opportunities for school leavers and graduates have been limited, mainly due to the economic climate and the constraints on budgets. The Council's workforce reflects the community which is steadily getting older. The Council has reacted to this trend by introducing employment and training opportunities for young people, through increasing the number of apprentices. In this way the Council aims to have sufficient skills to sustain services in the future.

5.2 Current Recruitment and Retention Issues

Traditionally Powys County Council has difficulties attracting large numbers of candidates for 'hard to fill' posts in a number of areas across the Council. Examples are in the areas of Social Care, in particular, Social Workers and Children's Residential Care Workers. This difficulty also exists with Chief Officer roles and in other professionally qualified areas such as Planning, Engineering, Legal, Human Resources, Health and Safety and Finance. The Council also has an ageing population in comparison to other Local Authorities in Wales and this, combined with the rural nature of the county and large geographic area, means that the Council can experience difficulties with recruitment and retention. As such the Council has introduced an Apprenticeship initiative including career graded pay rates.

6. Pay Structure

6.1 Current Position

The Council applies the National Joint Council (NJC) negotiated pay spine as the basis for its main grading structure. This determines the salaries of the larger majority of the workforce.

On 10th April 2018, agreement was reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from 1 April 2018 and 1 April 2019.

The NJC pay agreement, effective from 1 April 2020 has yet to be agreed with discussion between Trade Unions and the Employers side on-going. Once agreed, the Council are contractually obliged to implement.

6.2 Job Evaluation

The Council's systematic approach to determining the value and worth of posts that are currently subject to the NJC nationally agreed pay spine was implemented from the 1st April 2013. This revised pay and grading structure was subject to an equal pay audit. Payment protection paid to staff suffering a detriment was agreed for a 12-month period and ended on the on 31st March 2014. All qualifying posts continue to be job evaluated to ensure that the integrity of the single status is maintained, ensuring that staff are remunerated fairly whilst also protecting the Council from any future Equal Pay claims.

6.3 Terms and Conditions

In conjunction with the job evaluation process a review of associated terms and conditions has been undertaken which has consolidated the range of nationally and locally negotiated terms which have been agreed through previous collective bargaining. The objective is to apply a single status approach across the authority which is fair for all staff and which also complies with the equality impact assessment.

6.4 National Living Wage / National Minimum Wage

Through contractually adopting the NJC pay rates with a minimum of £9.00 per hour (currently based on 2019 pay rates), the Council continues to pay the lowest paid staff above the Statutory National Living Wage and National Minimum Wage rates, which are as follows:

Year	25 and over	21 to 24	18 to 20	Under 18	Apprentice
1 st April 2020	£8.72	£8.20	£6.45	£4.55	£4.15

6.5 Living Wage Foundation

Through the 2019/20 Pay Policy, Council agreed that any pay rates falling below the non-statutory Living Wage Foundation rate should '*increase in-line with the Living Wage Foundation Rate in future years*'.

Whilst there was no impact from 1st April 2019 as both rates were £9.00 per hour, the 2020 LWF has since increased to £9.30 per hour. As the National Pay Bodies are yet to agree the pay rates from 1st April 2020, Council employees receiving less than £9.30 per hour will have their rates uplifted to £9.30 per hour, effective from 1st April 2020. This impacts on scale point 1 and scale point to 2 of the Council pay Grades, which based on 2019 rates are currently £9.00 and £9.18 per hour respectively.

6.6 Acting Up/Honoraria

On occasions when employees undertake additional responsibilities for a limited period of time, the Head of Service will have the discretion to award an honorarium or acting up payment. This will be applied in line with the Guidance attached at Appendix B.

6.7 Pay and Performance

The Council introduced a new appraisal process in October 2018 and expects high levels of performance from all its' employees. Individual performance is managed and supported by line managers, with the relationship between line manager and staff member being key to ensuring we have engaged and motivated staff, who are enabled in their work and can utilise their ideas to improve services. This is vital to ensure all employees and services contribute to meeting the priorities set out in the Councils Vision 2025. There are no bonus related pay incentives in place.

7. Accountability and Decision Making

7.1 In accordance with statutory requirements and the Constitution of the Council policies relating to the recruitment, pay, terms and conditions, and severance arrangements of all employees of the Council is the responsibility of the Council.

8. Chief Officer Remuneration

8.1 Definition of Chief Officer:

For the purposes of this statement, 'chief officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition are set out below:

Chief Executive (Head of Paid Service)
Corporate Director (Children & Adults) (Director of Social Services)
Corporate Director (Resources and Transformation)
Corporate Director (Economy and Environment)
Head of Commissioning (Children & Adults)
Head of Legal and Democratic Services (Monitoring Officer)
Head of Transformation and Communications
Head of Childrens Services
Head of Finance (Section 151 Officer)
Head of Highways, Transport and Recycling
Head of Workforce and Organisational Development
Head of Adult Services
Head of Housing and Community Development
Head of Property, Planning and Public Protection
Interim Head of Digital Services
Interim Head of Education

The above posts are governed by JNC terms and conditions of employment.

The 2018-2020 nationally agreed pay award applied a 2% uplift to salaries from 1st April 2019. The JNC pay agreement, effective from 1 April 2020, has yet to be agreed with discussion between Trade Unions and the Employers still on-going. Once agreed, the Council are contractually obliged to implement.

The Council also has a category of employees employed on Senior Manager (SM) grades. These grades fall between the top of the NJC pay spine and the bottom of the Head of Service range. These posts are governed by NJC terms and conditions of employment, with national pay awards applied accordingly.

The grades ranges for all the above posts are agreed locally and are attached at Appendix C.

The Council has a number of posts within the Schools Service and Youth Service that are employed under Soulbury or Youth & Community terms and conditions. The Soulbury grades are attached at Appendix D, with Youth & Community attached at Appendix E. The last pay award agreed for both bodies was 2% effective from 1st September 2019. The pay award effective from 1st September 2020 is yet to be agreed at national level.

8.2 Recruitment of Chief Officers

The Council's policy and procedures with regard to the recruitment of Chief Officers is set out within Part 4 of the Constitution. When recruiting to all posts the Council will take full and proper account of its Equal Opportunities, Recruitment and Redeployment policies. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

8.3 Policy on the Payment of Chief Officers on ceasing to hold office or to be employed by the Council

Should a Chief Officer be in a redundancy situation and no alternative employment can be found they will, like all other employees, be entitled to compensation in line with the Council's Redundancy Compensation Scheme.

The Councils approach to statutory and discretionary payments on termination of employment of chief officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement and Redundancy Policy, in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 30 weeks would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).

Decisions relating to any other payments falling outside the provisions or the relevant periods of contractual notice will be taken by those officers and members authorized to do so by the Constitution.

9. Re-employment of Staff

9.1 The Council has a Re-employment of Former Employees Policy which came in to effect from 1 September 2014, updated in November 2018.

9.2 The purpose of the policy is to set out the Council's approach to the re-employment of certain categories of ex-employees.

9.3 Redundancy / Efficiency Cases

The Council will not engage such former employees on a contract of employment, or through an employment agency, nor engage them in a [contract for services](#), for a period of 12 months from the date of termination of their employment. After this period, restrictions on their re-employment are removed.

9.4 Engagement in a "[contract for services](#)" means appointing a genuinely self-employed individual such as a consultant where the relationship between the parties is not that of employer and employee.

Exceptions – Redundancy and Efficiency

9.5 Where there is a compelling case for re-employment or re-engagement inside the 12-month period, driven by the needs of the Council (for example, because of the skills and experience of a particular individual) or the circumstances of the former employee, approval must be sought from the Head of Workforce and Organisational Development.

9.6 The recruiting manager must submit a case in writing stating why an exception to the general policy should be made. No offer of employment, or contract for services, may be offered, nor arrangement with an employment agency be made until the Head of Workforce and Organisational Development has given express written permission to do so.

9.7 The following factors may make it likely that a request for re-employment or a contract for services will be agreed, although not guaranteed:

- The new employment is for a short period (temporary), or casual, or for very few hours a week, and/or is on a lower job grade than the original job;
- The new employment is in a markedly different capacity (job role or service area) to the original job;
- The employee has scarce skills which the Service has demonstrated (through a detailed business case) it cannot secure easily elsewhere.

9.8 There is no right of appeal against the decision of the Head of Workforce and Organisational Development.

9.9 Misconduct/ Lack of Capability Cases:

The Council will not re-employ such ex-employees, nor engage their services through an employment agency nor under a contract for services, and there is no qualifying period, subject to the following exceptions outlined below.

Exceptions – Misconduct or Lack of Capability Cases

- 9.10 The Council recognises that there may be a case for re-employment in some circumstances, although it is highly unlikely.
- 9.11 The Council will not normally re-employ an employee who was dismissed on the grounds of gross misconduct. However, there may be very exceptional circumstances (such as a significant period of time since the dismissal) when re-employment may be considered. The final decision rests with the Head of Workforce and Organisational Development who will take account of the reasons for dismissal and the potential and/or likelihood for future misconduct.
- 9.12 The Council may re-employ an ex-employee who was dismissed on the grounds of lack of capability, or on grounds of misconduct short of gross misconduct. Re-employment will be subject to an assessment by the respective Head of Service and the Head of Workforce and Organisational Development of the applicant's suitability for the new role in the light of the previous case.

10. Remuneration at the Lowest Grades

- 10.1 The lowest paid employees employed under a contract of employment with the Council, are remunerated on full time equivalent salaries in accordance with the minimum NJC spinal column point currently in use within the Council's grading structure. From 1st April 2020 this is spinal column point 1, currently £17,364 FTE per annum (£9.00 per hour) until the 2020 pay award is agreed. This hourly rate will however increase in-line with the Living Wage Foundation Rate (see paragraph 6.5), resulting in the lowest paid employees being paid at least £9.30 per hour (£17,943 FTE per annum).
- 10.2 The Council does run an apprenticeship scheme where individuals are engaged under a fixed term contract for a period of up to three years. During this time their rates of pay comply with the nationally applied rates for an apprentice and therefore they do not fall into the category of lowest grade or lowest paid in the council.
- 10.3 The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement

11. Pay Relativities within the Authority

- 11.1 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the Organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authority's workforce.
- 11.2 The multiples of pay for Powys County Council are as follows:
1. The multiple between the lowest paid full time equivalent employee (£17,364) and the chief executive (£135,005) is 1:7.78 (*Previous year 1:7.90*)
 2. The multiple between the lowest paid employee (£17,364) and mean average chief officer (£87,839) is 1:5.06 (*Previous year 1:5.11*) (*mean average Chief Officer includes Chief Executive*)
 3. The multiple between the median (average) full time equivalent earnings (£22,462) (excluding schools) and the chief executive (£135,005) is 1:6.01 (*Previous year 1:5.97*)
 4. The multiple between the median (average) full time equivalent earnings (£22,462) (excluding schools) and mean average chief officer (£87,839) is 1:3.91 (*Previous year 1:3.86*)
- (*information based on Payroll data February 2020*)

12. Publication

- 12.1 Upon approval by the full Council, this statement will be published on the Council's website before 31 March 2020.

13. Partnership with Trade Unions

- 13.1 The Council will endeavour to maintain the constructive partnership approach that it has developed with the recognised Trade Unions and will continue to work closely with them on pay related matters. Collective bargaining will be followed as appropriate for any proposed changes to pay and /or allowances.

14. Reviewing the Policy

- 14.1 This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure that it meets

the principles of fairness, equality, accountability and value for money for the citizens of Powys. The Policy will be reviewed annually and reported to Council.

**Pay Scales for NJC Employees – applicable from 1 April 2020*
(*pending Pay Award)**

01/04/2019 Pay Grades				Living Wage Foundation 01/04/2020	
NEW Scale Point (SCP)	Grade	FTE Salary	Hourly Rate	FTE Salary	Hourly Rate
1	Grade 1	17,364	9.0002	17,943	9.30
1	Grade 2	17,364	9.0002	17,943	9.30
2		17,711	9.1801	17,943	9.30
3	Grade 3	18,065	9.3636		
4		18,426	9.5507		
5	Grade 4	18,795	9.7419		
6		19,171	9.9368		
7	Grade 5	19,554	10.1354		
8		19,945	10.3380		
9		20,344	10.5448		
11	Grade 6	21,166	10.9709		
12		21,589	11.1902		
13		22,021	11.4141		
14		22,462	11.6427		
15	Grade 7	22,911	11.8754		
16		23,369	12.1128		
17		23,836	12.3548		
18		24,313	12.6021		
19		24,799	12.8540		
19	Grade 8	24,799	12.8540		
20		25,295	13.1111		
21		25,801	13.3733		
22		26,317	13.6408		
23	Grade 9	26,999	13.9943		
24		27,905	14.4639		
25		28,785	14.9200		
27	Grade 10	30,507	15.8126		
28		31,371	16.2604		
29		32,029	16.6015		
30	Grade 11	32,878	17.0415		
31		33,799	17.5189		
32		34,788	18.0315		
33	Grade 12	35,934	18.6255		
34		36,876	19.1138		
35		37,849	19.6181		
37	Grade 13	39,782	20.6201		
38		40,760	21.1270		
39		41,675	21.6013		
41	Grade 14	43,662	22.6312		
42		44,632	23.1340		
43		45,591	23.6310		

Acting Up / Honoraria and Relief Arrangements**Cover for Managers /Supervisors**

Acting up allowances will be paid in the event of a temporary and unforeseen absence of a manager or supervisor where an employee is required to cover the duties of the post for more than one calendar month. Cover provided for absences less than this will not be paid.

Where an absence is likely to be lengthy, e.g Maternity Leave, managers must consider making an appointment to the temporary vacancy through advertisement to a wider field of potential applicants.

Once cover extends beyond one month then employees will be paid the difference between their own rate and the job evaluated rate for the job being covered, backdated to the beginning of the period of cover. A minimum of one spinal column point higher will be paid. A percentage of the difference in rate may be made to reflect a lesser range of responsibilities being covered. Percentage acting up allowances may be paid to more than one member of a team if responsibilities are being shared. Where full duties are shared the acting allowances should be equal to the full difference in salary.

Honoraria

On occasion when employees undertake additional responsibilities for a limited period of time the Head of Service will have the discretion to award an honorarium. This will not be a full job evaluated rate given the time limits on the responsibilities however the job evaluation scheme can be used to help establish a reasonable honoraria rate. If the additional duties are outside the usual knowledge and skill requirements it maybe necessary to use market information (in accordance with the market supplement policy) to establish a payment level. Honoraria should cease after 12 months. If the additional duties continue then an evaluated rate must be established, if necessary with a market premium, in accordance with the market Supplement Policy.

Relief / Casual Arrangements

Where there is a business requirement for a relief duty officer e.g as part of a duty roster a single fixed job evaluated rate for the relief role should be established and paid as a change of rate for the period during which the employee covers the duty requirements.

Casual workers are entitled to the evaluated rate for the job unless they are not required to cover the full duties of the job. If this is the case then a casual worker job evaluated rate must be established. The casual worker is entitled to any allowances arising from non-standard working in the same circumstances as an established employee.

Chief Officer & Senior Manager Pay Scales
National Pay Rates applicable from 1 April 2020* (*pending Pay Award)

Rates pending pay award			
Senior Manager 2	SM2	003	£50,967.00
		004	£52,903.00
		005	£53,486.00
		006	£54,843.00
Senior Manager 1	SM1	009	£58,138.00
		010	£59,687.00
		011	£61,239.00
		012	£62,790.00
Heads of Service 3	HS3	013	£62,743.00
		014	£64,280.00
		015	£65,803.00
		016	£67,337.00
Heads of Service 2	HS2	017	£68,191.00
		018	£70,466.00
		019	£72,736.00
		020	£75,011.00
Heads of Service 1	HS1	021	£77,282.00
		022	£79,556.00
		023	£81,830.00
		024	£84,102.00
Director 2	D2	025	£85,500.00
		026	£87,849.00
		027	£90,197.00
		028	£92,547.00
Director 1	D1	029	£96,987.00
		030	£99,335.00
		031	£101,684.00
		032	£104,032.00
Strategic Director	SD1	033	£104,372.00
		034	£106,723.00
		035	£106,932.00
		036	£109,234.00
Chief Executive	CE1	037	£132,035.00
		038	£135,005.00
		039	£137,975.00
		040	£140,946.00

The Chief Executive is also the Returning Officer and payment for these duties for each electoral division or community ward is made as follows:

Contested Election	£110
Uncontested Election	£ 55

Returning Officer fees for national elections and referenda are paid by central government.

Soulbury Pay Agreement

National Pay Rates applicable from 1 September 2019

Educational Improvement Professionals (EIPs)

Spinal point	Rates effective from 1-Sep-19
001	35,444
002	36,713
003	37,912
004	39,127
005	40,334
006	41,542
007	42,811
008	44,032
009	45,455
010	46,724
011	47,976
012	49,188
013	50,561
014	51,785
015	53,137
016	54,359
017	55,585
018	56,788
019	58,029
020	58,670
021	59,902
022	60,976
023	62,158
024	63,218
025	64,351
026	65,457
027	66,588
028	67,734
029	68,883
030	70,030
031	71,167
032	72,322
033	73,477
034	74,661
035	75,841
036	77,055
037	78,250
038	79,457
039	80,648
040	81,838
041	83,035
042	84,230
043	85,424
044	86,624
045	87,821
046	89,020
047	90,224
048	91,416
049	92,613
050	93,812

Educational Psychologists

SCALE A

SCP	01-Sep-19
1	37,175
2	39,062
3	40,949
4	42,834
5	44,721
6	46,607
7	48,383
8	50,159
9	51,822
10	53,488
11	55,040

SCALE B

SCP	01-Sep-19
1	46,607
2	48,383
3	50,159
4	51,822
5	53,488
6	55,040
7	55,678
8	56,869
9	58,050
10	59,251
11	60,428
12	61,628
13	62,849
14	64,029
15	65,266
16	66,490
17	67,723
18	68,954

Young People's / Community Service Managers Spine

SCP	01-Sep-19
1	36,761
2	37,964
3	39,166
4	40,394
5	41,641
6	42,857
7	44,101
8	45,515
9	46,295
10	47,500
11	48,697
12	49,897
13	51,088
14	52,291
15	53,495
16	54,703
17	55,917
18	57,124
19	58,323
20	59,548
21	60,797
22	62,075
23	63,377
24	64,707

**JNC for Youth & Community Workers
National Pay Rates applicable from 1 September 2019**

Support Worker Range

SCP	01/09/2019
1	-
2	-
3	18,117
4	18,431
5	18,791
6	19,106
7	19,389
8	20,038
9	20,865
10	21,512
11	22,558
12	23,580
13	24,636
14	25,729
15	26,474
16	27,252
17	28,017

Professional Range

SCP	01/09/2019
13	24,636
14	25,729
15	26,474
16	27,252
17	28,017
18	28,787
19	29,551
20	30,318
21	31,179
22	32,155
23	33,105
24	34,060
25	35,022
26	35,983
27	36,945
28	37,918
29	38,884
30	39,851
31	40,503
32	41,575

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

12.3

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

5th March 2020

REPORT AUTHOR: County Councillor Myfanwy Alexander, Portfolio Holder for Adult Social Care

SUBJECT: Question from County Councillor Francesca Jump

We will all be aware of the recent reports in the press in relation to the difficulties experienced in some parts of Powys in resourcing domiciliary care for people who have care and support needs. Can the Portfolio Holder for ASC inform Council what the current position is in relation to people waiting for services; how many people are currently waiting for domiciliary care without support? What is the average wait for a domiciliary care and what is the longest wait? In addition, can the Portfolio holder advise Council what is being done to address this?

Response

As all Councillors, and especially as the Portfolio Holder for Adult Social Care, I am concerned about the difficulties we are having in providing domiciliary care for individuals within Powys. The service works hard to ensure that individuals who need care are supported appropriately.

As at 1st February 2020, Powys County Council provides/commissions 12,285 hours of domiciliary care per week to 749 individuals across the county. This is made up of direct domiciliary care provision, commissioned domiciliary care services, 24/7 care at home services and sitting services. As of the 1st February 2020, the in-house domiciliary care service delivered 1418 hours of care and support per week, which equates to 14.01% of the market. The remaining 85.99% is delivered by private and charitable organisations.

There are also 490 individuals who receive direct payments to purchase care every week, along with people who receive care and support through their extra care living arrangements.

For a variety of reasons, including the failure of the domiciliary care commissioning of 2014, the Council's financial pressures, and the demographic pressures impacting on recruitment, provision of domiciliary care in Powys is challenging.

Significant work is being undertaken to manage the demand for domiciliary care; to provide support from other sources and to meet demand differently; as well as to increase capacity.

At the time of writing the number of individuals awaiting care with no current provision is 35 (403 hours per week). This was 40 individuals in September 2019. Of the current

35 individuals, seven of them have either refused offers of care for a variety of reasons, or have decided that other care provision would be more suitable to meet their needs. Of those who have been waiting and have not received any offers of care, there is one individual who has been waiting 169 days. This is exceptional, however, with this individual being one of two who have been waiting for longer than 100 days without an offer of care provision.

The average time for providers to provide care from brokerage start in Quarter 3 of 2018/19 was 28 days. In Quarter 3 of 2019/20 it was 33 days. This demonstrates the challenges in procuring care and reflects the rural challenges also felt by neighbouring authorities.

Work already undertaken is showing some signs of success. The total number of individuals in receipt of domiciliary care has reduced and the number of hours provided has also reduced. The average package of domiciliary care in February 2018 was 15.1 hours per week per person. It is now 14.5 hours per week. At the end of 2017 the percentage of domiciliary care calls which were doubled handed was 42%. It is now 36%.

The work being undertaken to support the situation includes:

- Reshaping Demand
- o TEC (Technology Enabled Care) – Powys County Council has invested heavily in new forms of support at home and this includes Technology Enabled Care. The number of unique individuals supported since April 2019 is over 500; The projected total net cost avoidance to social care for 2019/20 for the 510 individuals prescribed with TEC, is estimated at £420k;
- o 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;
- o Strengths Based Working – The social services department in general has adopted a strengths-based approach to social care and aims to empower people and support them to re-engage with their communities.
- o Community Connectors & 3rd Sector Capacity – The Powys Teaching Health Board in partnership with Powys County Council have commissioned a further 4 (total 13) Community Connectors who work across the county aiming to support individuals' engagement with community groups and societies;
- o Ask Sara – The Council is investing in its information and advice services in order to enable people to make informed decisions as to their needs and how to meet them. This includes the commissioning of "AskSara";
- o 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;

- o Reviews – the Council is working to ensure that reviews of care services are undertaken in a timely and regular manner, alongside providers, and are effective in releasing domiciliary care capacity where appropriate.
- Meeting Demand
- o Reablement – the reablement service works with therapists from the health board and is very successful at supporting people returning home and in reducing dependency;
- o Direct Payments – Powys is one of the leaders in Wales in provision of direct payments (currently 490 people with a Direct Payment, purchasing their own self-directed care. The numbers continue to increase, and the value of the care provided by direct payments is now approximately half of the domiciliary care budget. We intend to put in place a digital solution to create further incentives and efficiencies in the processing and take up of Direct Payments and enabling people using Direct Payments to be matched with potential Personal Assistants;
- o Dynamic Purchasing System (DPS) – Social Services’ Commissioning Unit have adopted a new method of procuring from domiciliary care providers.
- o Outcome Focused Care – we are working with a provider to develop an outcome focused care service in one area of north Powys.
- o Short Term alternatives – we have booked residential care beds so that people may move out of hospital nearer to home while they await provision of domiciliary care. These are used regularly;
- o Supporting Providers •
- RISCA Registration – We have paid the registration fees of all domiciliary care workers in Powys;
- Recruitment – We have been working with providers to hold recruitment events in different areas of Powys. These have been well attended and are ongoing;
- o Best use of existing capacity – we are working on different ways of providing medication visits, lunch preparation visits and home-based respite.
- o Extra care - Powys are developing Extra Care Housing alternatives
- Increasing Capacity
- o Micro Enterprise work – we have commissioned a not for profit company called Community Catalysts who work to support development of small care businesses in rural areas.
- o Increase in-house care provision – we have increased the hours available to the in-house domiciliary care service over the winter period in order to support transfers of care from hospital;

- o The prioritisation criteria for the in-house “bridging’ team has been reviewed and updated. Priority is given to people who have been waiting for care and support for longer periods.
- o Package swapping – we are working with domiciliary care providers to swap packages between providers where possible to make more efficient ‘runs’. This increases the capacity of the wider market;
- o A communications plan has been developed and is currently being implemented in order to raise awareness and attract more people to work in social care.

Work is also being undertaken to prepare a strategic approach to funding domiciliary care in Powys for the longer term.

I trust, therefore, that it is clear that much work is being undertaken to improve the situation around provision of domiciliary care in Powys.

Finally, it is also worth noting that Powys is not alone in this situation. The shortage of domiciliary carers and challenges around service provision are faced across Wales as recent national media coverage of challenges in a neighbouring authority confirms. The funding of social care is a national challenge and it is pleasing to note that work is ongoing at Welsh Government level to consider how best to fund social care into the future.