

# Pecyn Dogfennau Cyhoeddus

## Cyngor Sir

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

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Dyddiad y Cyfarfod  
**Dydd Iau, 20 Gorffennaf 2023**

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Amser y Cyfarfod  
**12.00 pm**

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I gael rhagor o wybodaeth cysylltwch â  
**Stephen Boyd**  
01597 826374  
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Neuadd Y Sir  
Llandrindod  
Powys  
LD1 5LG

Dyddiad Cyhoeddi

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

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## AGENDA

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

<b>2.</b>	<b>COFNODION</b>
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Awdurdodi'r Cadeirydd i lofnodi cofnodion y cyfarfodydd a gynhaliwyd ar 23 Chwefror 2023, 2 Mawrth 2023 ac 18 Mai 2023 fel cofnodion cywir.

([Tudalennau 1 - 52](#))

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

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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Derbyn unrhyw gyhoeddiadau gan Gadeirydd y Cyngor.

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

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

<b>7.</b>	<b>CWESTIYNAU GAN Y CYHOEDD</b>
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**7.1. Cwestiwn i'r Aelod Cabinet ar gyfer Cysylltu Powys gan David Williams**

Beth all preswylwyr eu gwneud i atal Cyngor Sir Powys rhag rhoi caniatad cynllunio newydd ac ar gyfer estyniadau i Unedau Dofednod Dwys (IPUs), yn sgil y difrod y maen nhw'n eu hachosi i gyrsiau dwr a'r potensial i ledaenu'r Ffliw Adar?

(Tudalennau 53 - 54)

**7.2. Cwestiwn i'r Aelod Cabinet ar gyfer Powys Wyrddach oddi wrth Alison Jones**

Mae'n siwr bod hyn wedi cael ei godi o'r blaen. Fodd bynnag, mae'n dal i fy synnu cyn lleied mae Powys yn ei wneud i gefnogi ein trefi a busnesau lleol yn ystod y cyfnod cyn y Nadolig.

Rwy'n darllen/clywed yn aml am gynghorau eraill yn cynnig cynllun parcio am ddim er enghraifft ar ddydd Sadyrnau ym mis Rhagfyr. Oni allai Powys ddangos ychydig o ewyllys da a gwneud yr un peth eleni?

(Tudalennau 55 - 56)

**7.3. Cwestiwn i'r Aelod Cabinet ar gyfer Powys Fwy Llewyrchus gan Colin Olivant**

Yma ym Mhowys mae gennym Ysgolion gwych sy'n addysgu plant ag Anghenion Arbennig, fodd bynnag, mae'n ymddangos nad yw'n mynd ymhellach na hynny. Unwaith y bydd plant yn gadael yr ysgolion hynny mae'r opsiynau'n gyfyngedig o ran colegau preswyl, mae'n rhaid i ni neidio dros nifer o rwystrau a chwblhau gwaith papur diddiwedd dim ond i gael lle addas sydd y tu allan i'r Sir. A yw Powys wedi ystyried cael Coleg preswyl fel Coleg Elidyr yn Llanymddyfri ym Mhowys lle gall plant ag Anghenion Addysgol Arbennig fynychu? Byddai hyn yn lleihau'r straen a'r pwysau y mae rhieni'n eu hwynebu wrth wneud cais a chael gwybod yn anffodus ei fod y tu allan i'r Sir. Mae hyn yn fy marn i yn cyfyngu ar addysg bellach i blant AAA. Rwy'n deall bod Powys eisiau i'w harian aros ym Mhowys ond nid yw NPTC yn cynnig yr hyn sydd ei angen drwy'r amser ac fel mae'r teitl yn dweud "Castell-nedd Port Talbot" mae'r arian

yn dal i fynd allan o'r Sir.  
(Tudalennau 57 - 58)

#### 7.4. **Cwestiwn i'r Dirprwy Arweinydd ac Aelod Cabinet ar gyfer Powys Decach oddi wrth Phoebe Jenkins**

Mae trigolion lleol yn cael eu prisio allan o'r farchnad dai, boed hynny'n brynwyr tro cyntaf neu'n deuluoedd sydd angen rhagor o le. Nid oes unrhyw ddatblygiadau tai fforddiadwy newydd, nac unrhyw eiddo presennol ar gael.

Mae eiddo sydd ar y farchnad yn fwy na gallu ariannol y rhai sy'n gweithio yn yr ardal. Mae eiddo 3 ystafell wely yn nhref Y Gelli Gandryll yn dechrau ar £300k, gyda'r rhan fwyaf ohonynt yn agosach neu dros £400k. Os cymerwch gyflog cyfartalog teulu o ddau oedolyn, a blaendal mawr, mae dal yn amhosibl ei gyrraedd.

Mae eiddo sydd o fewn y gyllideb, fel arfer yn gyn-gartrefi cyngor, sydd hefyd yn anodd iawn i gael morgais arnynt, gyda'r rhan fwyaf o fenthycwyr yn gwrthod ceisiadau. Ymhlith y rhesymau a ddyfynnir yw isadeiledd, lleoliad ac agosrwydd at unedau diwydiannol. Os na ellir cael morgais ar gyfer yr unig tai fforddiadwy, nid ydynt o fewn cyrraedd!

Ar ben hyn, gan fod gan y rhan fwyaf o'r teuluoedd hyn gynilion ariannol, nid ydynt yn gallu cael tai cymdeithasol (am lawer o resymau). Hefyd, mae rhentu preifat ar gyfer cartrefi teulu mwy o faint yn llawer uwch na'r hyn sy'n fforddiadwy. Felly, maent yn aml yn cael eu gadael heb fawr ddim dewis ond symud allan o'r ardal, a fydd yn cael effeithiau cymdeithasol ac economaidd enfawr ar gymunedau. Sut y bydd Cyngor Sir Powys yn helpu teuluoedd lleol i aros yn eu trefi cartref?

(Tudalennau 59 - 62)

<b>8.</b>	<b>TROSGLWYDDIADAU REFENIW</b>
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Ystyried trosglwyddiadau sydd angen eu cymeradwyo gan y Cyngor.

(Tudalennau 63 - 64)

<b>9.</b>	<b>ADRODDIAD BLYNYDDOL Y PWYLLGOR SAFONAU</b>
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Ystyried adroddiad blynyddol y Pwyllgor Safonau.

(Tudalennau 65 - 84)

<b>10.</b>	<b>ADRODDIAD BLYNYDDOL Y CYFARWYDDWR GWASANAETHAU CYMDEITHASOL</b>
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Ystyried adroddiad blynyddol y Cyfarwyddwr Gwasanaethau Cymdeithasol.  
(Tudalennau 85 - 134)

11.	<b>LWFANSAU A THREULIAU AELODAU 2022 - 23</b>
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Derbyn adroddiad y Pennaeth Cyllid, er gwybodaeth.  
(Tudalennau 135 - 144)

12.	<b>RHYBUDD O GYNNIG - TWRISTIAETH GYNALIADWY - NAWS AM LE</b>
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Ar sawl achlysur, mae'r Cyngor wedi datgan pwysigrwydd cynaliadwyedd, ac felly mae'n nodi ac yn llongyfarch Parc Cenedlaethol Bannau Brycheiniog ar fabwysiadu Bannau Brycheiniog fel ei enw swyddogol, gan adlewyrchu pwysigrwydd y Gymraeg a breuder cynaliadwyedd yr iaith fel iaith gymunedol a thrwy hynny, efelychu polisi'r Cyngor hwn, un a gynigiwyd ac a basiwyd yn dilyn cynnig gan y grŵp Ceidwadol.

Rydym hefyd yn croesawu'r ffaith bod cymaint o fentrau yn y sector twristiaeth yn Ne Powys wedi dweud yn ddiweddar yr hoffent weld gweithrediadau dwyieithog yn ardal Bannau Brycheiniog. Fodd bynnag, nodwn **nad oes gan yr un ohonynt** rhan Gymraeg ar eu gwefannau ac nid oes ganddynt gynlluniau i ddatblygu gwasanaethau dwyieithog. Mae'r Cyngor eisoes yn credu bod y Gymraeg yn perthyn i bawb yn ein cymunedau, a bod ein henwau Cymraeg lleol yn adlewyrchu'r cyfoeth hanesyddol, ein treftadaeth, ein cynefin a'i fod yn adlewyrchu ein blaenoriaethau cynaliadwyedd presennol gan roi Naws am Le ii'r ardal dan sylw.

Mae'r Cyngor hwn yn datgan:-

1. O ystyried y brwdfrydedd newydd hwn o blaid dwyieithrwydd, rydym yn annog y sector twristiaeth i ddefnyddio enwau Cymraeg brodorol ar gyfer mentrau masnachol newydd er mwyn sicrhau'r egwyddor o Naws am Le i'r eithaf, a thrwy hynny wneud y gorau o'r hyn sy'n gwneud yr ardal dan sylw mor unigryw ac arbennig. Hefyd eu bod yn defnyddio'r gwasanaeth cyfieithu Cymraeg am ddim, 'Helo Blod' sydd ar gael drwy Lywodraeth Cymru, er mwyn darparu gwasanaeth a delwedd ddwyieithog, a'u bod yn defnyddio cynnyrch bwyd a diod o Gymru.
2. Gofynnwn i adran dwristiaeth Cyngor Powys a'r partneriaid yn y sector hwnnw, megis Cynghair Twristiaeth Cymru, Twristiaeth Canolbarth Cymru ac eraill i dynnu sylw holl ddarparwyr y sector twristiaeth at fodolaeth gwasanaeth Helo Blod a'u bod yn ymarfer hyn fel mater o arfer da.
3. Gofynnwn i'r adran gynllunio fabwysiadu'r egwyddor hon wrth ymdrin â cheisiadau cynllunio yn y maes gwasanaeth hwn ac i dynnu sylw asiantau ac ymgeiswyr at wasanaeth Helo Blod. Rydym yn atgoffa pob menter twristiaeth sy'n derbyn grantiau cyhoeddus neu gontract o Bowys neu'r sector cyhoeddus, o'r disgwyliad eu bod yn cydnabod y Gymraeg, a'u bod yn gweithredu yn unol â safonau iaith y Cyngor.
4. Rydym yn annog dinasyddion i ddefnyddio enwau Cymraeg, hanesyddol a chyfredol ar dai ac adeiladau ac atal yr arfer o gael gwared ar enwau tai Cymru.

Cynigydd: Cynghorydd Elwyn Vaughan  
Eilydd: Cynghorydd Bryn Davies

<b>Ymateb Cyllid</b>
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Ar ol trafod y cynnig gyda Thwristiaeth a Chynllunio i wirio eu gallu/capasiti i gefnogi'r cais i "annog" a "thynnu sylw at fwy o ddefnydd o'r Gymraeg, maen nhw wedi cadarnhau bod llawer o'r hyn sy'n cael ei gynnig yn cael ei wneud yn barod a lle gellir gwneud rhai gwelliannau maen nhw wedi cadarnhau y gallent gael eu datblygu o fewn yr adnoddau sy'n bodoli eisoes.

### 13. RHYBUDD O GYNNIG - Y LLUOEDD ARFOG A'R ARGYFWNG COSTAU BYW

Mae gan ein lluoedd arfog hanes hir a balch o wasanaeth ac ymroddiad i'r genedl hon. O deithiau i ochr ddwyreiniol NATO i gadw gwasanaethau hanfodol yn rhedeg gartref, mae personél y gwasanaeth yn parhau i wasanaethu ein gwlad gyda dewrder a rhagoriaeth. Maen nhw'n cael eu siomi gan Lywodraeth y DU. Ar ôl degawd o doriadau cyflog mewn termau real, yr argyfwng costau byw, a'r oedi yn y dyfarniad cyflog i'r Lluoedd Arfog eleni, rydym bellach yn gweld bod Personél y Lluoedd Arfog yn cael eu gorfodi i ddefnyddio banciau bwyd<sup>1</sup>, tra bod elusennau a chymdeithasau catrodol y lluoedd arfog yn parhau i ddarparu grantiau costau byw a thalebau bwyd i gyn-filwyr a'u teuluoedd<sup>2</sup>

Mae galw ar bersonél y lluoedd arfog fel mater o drefn i wneud gwaith llanw am ddiffyg gwytnwch ar draws y sector cyhoeddus ac i wneud gwaith llanw gyfer rhai gwasanaethau hanfodol yn ystod gweithredu diwydiannol. Maen nhw'n gwneud hyn yn y dull ymroddedig a phroffesiynol y byddem yn ei disgwyl gan ein lluoedd. Heb hawl i streicio, dyletswydd foesol eu harweinwyr yw cynnal Cyfamod y Lluoedd Arfog, a chyfrifoldeb cyrff etholedig yw cynnal eu rhan hwy o'r rhwymedigaeth hon a mynnu bod personél ein lluoedd arfog a'u teuluoedd yn derbyn y gefnogaeth y maen nhw eu hangen ac yn eu haeddu.

#### **Felly, mae'r cyngor hwn yn nodi:**

- Ei fod yn destun pryder mawr iddo bod personél y lluoedd arfog yn gorfod troi at fanciau bwyd.
- Mae'n destun pryder mawr bod elusennau y lluoedd arfog a chymdeithasau catrodol yn parhau i orfod darparu grantiau costau byw a thalebau bwyd i gyn-filwyr a'u teuluoedd.

#### **Mae'r cyngor hwn yn credu:**

- Y dylwn gondemnio esgeulustod Llywodraeth y DU o'n personél lluoedd arfog yn y ffordd cryfaf posibl.

#### **Mae'r cyngor hwn yn galw ar Lywodraeth y DU:**

- I ryddhau adroddiad y bwrdd adolygu cyflogau'r lluoedd arfog 2023/4 a'r dyfarniad cyflog sydd eisoes yn hwyr.

<sup>1</sup> [Revealed: The military personnel turning to food banks as cost of living crisis hits | UK News | Sky News](#)

<sup>2</sup> [Cost of Living Grants \(britishlegion.org.uk\)](https://www.britishlegion.org.uk)

- Darparu cymorth ariannol sylfaenol ychwanegol i bersonel y lluoedd arfog trwy gapio taliadau bwyd a llety am y 12 mis nesaf.

Cynigydd: Cynghorydd David Meredith  
Eilydd: Cynghorydd Sarah Williams

### **Ymateb Cyllid**

Mae'r cynnig arfaethedig yn gofyn i'r cyngor ysgrifennu at Lywodraeth y Du, a fydd yn golygu rhywfaitn o amser swyddog y gellir ei wneud o fewn yr adnoddau presennol.

## **14. RHYBUDD O GYNNIG - ADOLYGIAD MEYSYDD PARCIO**

### **Cefndir**

Cytunodd y Cyngor Sir i gyrraedd y targed incwm ychwanegol o £50,000 ar gyfer taliadau parcio o fewn ei strategaeth gyllideb 2023-24 drwy gynyddu prisiau parcio hyd at 40% yn unol â'r tabl isod,

Byddai cymhwyso'r taliadau hyn i ffigurau defnydd 2021-22 isod yn golygu cynnydd mewn incwm i'r awdurdod o oddeutu £317,000, chwe gwaith yn fwy na'r targed a ddynodwyd.

Ochr yn ochr â chynyddu'r ffioedd ar gyfer y tri band amser is gwnaed y cynnig ac fe'i dderbyniwyd i gael gwared ar yr opsiwn o docyn "hyd at awr" yn y meysydd parcio arhosiad hir niferus ledled y sir, gan arwain at gynnydd yn y pris i rywun sy'n galw heibio'r siopau am ychydig o bethau neu goffi cyflym gyda ffrindiau o £1.00 i £2.50 cynnydd o 150%.

Mae'r tabl yn dangos bod 40% o'r tocynnau Parcio a brynwyd rhwng Awst 2021 a Gorffennaf 2022, blwyddyn pan oedd y Wlad yn dal yn dod allan o bandemig COVID 19, ar gyfer arosiadau o hyd at awr, gyda thua 80% o'r tocynnau hyn yn cael eu prynu mewn meysydd parcio arhosiad hir gan olygu y byddai 272,000 o docynnau yn gweld cynnydd yn y pris o 150% gan roi cynnydd pellach o £299,000 mewn incwm. Pan fydd hyn yn cael ei ychwanegu at y £317,000 a nodwyd uchod, bydd cyfanswm o £616,000 o incwm ychwanegol yn erbyn y targed o £50,000, cyn unrhyw addasiad ar gyfer gostyngiad yn nifer y tocynnau a brynwyd. Mae'n debygol y byddai'r flwyddyn lawn, heb fod yn ystod y pandemig, gyda gwerthiant tocynnau ychydig yn uwch.

Gyda chynnydd mor sylweddol mewn prisiau, mae'r awdurdod wedi disgwyl ac wedi cyfrif am ostyngiad yn nifer y tocynnau a brynwyd, yn enwedig y rhai yn y ddau fand amser isaf. Mae aelodau sy'n cynrychioli'r trefi mwy yn yr awdurdod ac fel yr adroddwyd yn y wasg leol yn gwbl ymwybodol o'r cynnydd yn nifer y cerbydau sy'n cael eu parcio ar y strydoedd ac o fewn ystadau lleol ac mae llawer o siopwyr yn y trefi wedi dweud eu bod wedi gweld gostyngiad mewn masnach a oedd yn cyd-fynd â chyflwyno'r taliadau parcio newydd.

### **Cynnig**

Er mwyn cefnogi bywyd economaidd canol ein trefi, lleihau lefel y parcio amhriodol yn ein trefi ac ystadau a chynyddu lefel yr incwm parcio a dderbynnir gan y sir, cynigir :-

1. I beidio newid y taliadau parcio yn y meysydd parcio arhosiad byr neu hir dynodedig ar hyn o bryd.
2. Bod adolygiad llawn o daliadau a chategorïau meysydd parcio yn cael ei gynnal o holl feysydd parcio sy'n cael eu rhedeg gan y Cyngor Sir o fewn yr Awdurdod gyda chanlyniadau ac argymhellion yr adolygiad hwnnw yn cael eu dwyn yn ol i gyfarfod nesaf y Cyngor llawn ar 5 Hydref.
3. Bod swyddogion, fel rhan o'r adolygiad y manylir arno yn 2 uchod, yn darparu amcangyfrif o gost llawn yr incwm meysydd parcio ar gyfer 2023-24 i aelodau o'i gymharu â'r gyllideb sylfaenol ynghyd â manylion o unrhyw drosglwyddiadau cyllideb fyddai eu hangen i ailalinio'r cyllidebau perthnasol.

Cynigydd: Cynghorydd Gareth E Jones

Eilydd: Cynghorydd Graham Breeze

### **Sylwadau Cyllid**

Er mwyn cynnal adolygiad erbyn mis Hydref mae'r gwasanaeth yn cynghori y byddai angen iddynt gyflogi Ymgynghorwyr gydag arbenigedd mewn rheoli parcio. Byddai'r gost oddeutu £40k. Gellid ariannu hyn o unrhyw or-gyflawni'r incwm o fewn y gwasanaeth.

Ym mis Hydref 2022 cefnogwyd fy nghynnig yn unfrydol gan y Cyngor i ganiatáu mwy o hyblygrwydd o ran cludiant ysgol am ddim lle gellid ei ddarparu heb unrhyw gost ychwanegol i'r cyngor. Ers hynny, rwyf wedi bod yn ymladd nifer o achosion unigol ar gyfer preswylwyr sydd eisoes â brodyr a chwiorydd yn yr ysgol o'u dewis a lle, am resymau daearyddol, mae bysiau'n rhedeg i ddau gyfeiriad. Mae swyddogion wedi dadlau, os ydyn nhw'n hyblyg mewn un lle, y bydd yn rhaid iddyn nhw fod yn hyblyg mewn mannau eraill hefyd (siawns mai dyna'r pwynt os gellir bodloni'r meini prawf o ddim cost ychwanegol) ac wedi gwrthod apeliadau. Mae rhannu teuluoedd yn achosi pryder mawr i rieni a phlant a bydd yn cyfyngu'n ddifrifol ar gyfleoedd y disgyblion i gymryd rhan mewn gweithgareddau ar ôl ysgol. Os na all aelodau gael rhyw fath o ddylanwad ar y broses gwneud penderfyniadau'r cyngor, beth yw'r pwynt o fod yma.

Felly, rwy'n galw ar aelodau i gefnogi cynnig i argymhell i'r cabinet bod grŵp trawsbleidiol bach o gynghorwyr yn delio ag apeliadau cludiant ysgol, gyda chymorth swyddog a all arwain aelodau ynghylch unrhyw gostau neu faterion ychwanegol posibl a allai godi o'u penderfyniad, ac y dylai hyn fod yn berthnasol i unrhyw apeliadau sydd ar ol ar gyfer derbyniadau 2023 ac i ganiatáu ail-wrandawiad o unrhyw apeliadau cam 2 ar gyfer y flwyddyn hon sydd eisoes wedi cael eu gwrthod.

Cynigydd: Cynghorydd Lucy Roberts  
Eilydd: Cynghorydd Gwynfor Thomas

#### **Sylwadau Cyllid**

Mae'n annhebygol y bydd y gost o gynnal yr apeliadau'n newid yn sylweddol o ganlyniad i bwy sy'n mynychu. Mae canlyniad y gwrandawriad yn cael ei gyfeirio gan bolisi a lle mae hyblygrwydd yn ddibynnol ar yr egwyddor o ddim cost ychwanegol, nid oes unrhyw effaith ariannol.

<b>16.</b>	<b>RHYBUDD O GYNNIG - CYNNIG GAN LYWODRAETH CYMRU A CHYFOETH NATURIOL CYMRU I WAHARDD RHYDDHAU ADAR HELA YNG NGHYMURU</b>
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Mae Cyngor Sir Powys yn galw ar Lywodraeth Cymru a Chyfoeth Naturiol Cymru i dynnu eu cynnig yn ôl i wahardd rhyddhau adar hela yng Nghymru, gan ganiatáu rhyddhau drwy drwydded yn unig, a fydd yn effeithio'n fawr ar bobl Cymru. Ni chyflwynwyd digon o dystiolaeth i gyfiawnhau'r cynnig hwn gan Gyfoeth Naturiol Cymru. Rydym yn galw ar Lywodraeth Cymru i gydnabod manteision economaidd, cadwraeth a lles saethu gêm i Gymru, ei werth i gymunedau gwledig, ein treftadaeth, ein diwylliant a'r iaith Gymraeg.

Cynigiwyd gan y Cynghorydd Aled Davies  
Eiliwyd gan y Cynghorydd Iain McIntosh

#### **Sylwadau Cyllid**

Nid oes unrhyw oblygiadau ariannol i'r cyngor o ganlyniad i'r cais hwn.



## 17. RHYBUDD O GYNNIG - FFOSFFADAU

Mae'r cyngor hwn ac awdurdodau cyfagos yng Nghymru a Lloegr wedi wynebu cyfyngiadau cynllunio difrifol oherwydd y lefelau ffosffad yn ein hafonydd. Mae hwn yn fater cenedlaethol sy'n cael ei basio o gwmpas, ac mae cymunedau'n cael eu rhannu ar bwy sy'n gyfrifol a sut i ddelio â'r mater.

Rydym wedi clywed droeon bod crynodiadau uchel o ffosfforws yn ein hafonydd o ganlyniad i arferion amaethyddol, dŵr ffo o ardaloedd trefol, systemau septig sy'n gollwng neu ollyngiadau o weithfeydd trin carthion, i enwi dim ond ychydig y mae'r cyhoedd yn eu dyfynnu fel yr achos. Mae'r holl systemau hyn yn gweithredu'n bennaf o fewn y deddfau a roddwyd iddynt, ac mae hynny'n caniatáu iddynt ollwng i mewn i'n hafonydd. Mae angen i ni gydnabod eu bod yn gweithredu o fewn y rheolau a osodwyd gan y llywodraeth genedlaethol.

Er mai ychydig iawn o effaith y mae ddatblygiadau o'r fath yn eu cael yn unigol, gyda'i gilydd maent yn achosi difrod enfawr i'n hamgylchedd, ac yn effeithio ar y broblem prinder tai sy'n wynebu ein sir yn ogystal â datblygiadau eraill.

Edrychwn ar Gyfoeth Naturiol Cymru, a ddylai, fel rheolwr ein hadnoddau Cymreig naturiol, fonitro ein hafonydd. Ei ddiben yw "dilyn rheolaeth gynaliadwy ar adnoddau naturiol" a "chymhwyso egwyddorion rheoli cynaliadwy ar adnoddau naturiol" fel y nodir yn Deddf yr Amgylchedd (Cymru) 2016.

Bydd monitro ansawdd dŵr yn briodol, a gorfodi polisi amgylcheddol newydd yn allweddol wrth leihau effaith ffosffadau ar ein hafonydd. Dywedir bod angen i Gyfoeth Naturiol Cymru gyflogi 85 o staff ychwanegol i gyflawni'r gwasanaeth monitro cadarn angenrheidiol, ond mae angen y cyllid gan Lywodraeth Cymru arnynt i allu gwneud hyn. Nid oes gan Gyngor Sir Powys ei hun y pŵer na'r gallu i achosir newid. Nid yw cartrefi'n cael eu hadeiladu, mae cymunedau ym Mhowys ar stop, ac mae angen gwneud rhywbeth i'w cefnogi.

### Y cynnig

1. Rydym yn galw ar Lywodraeth Cymru i osod fframwaith monitro clir ar gyfer llygredd afonydd.
2. Rydym yn galw ar Lywodraethau Cenedlaethol i gyflymu'r cyllid ar gyfer ein cyrff monitro fel Cyfoeth Naturiol Cymru er mwyn eu galluogi i fonitro a gorfodi lefelau diogel o fewn ein hafonydd.
3. Rydym yn galw ar Dŵr Cymru i gyflymu ei fuddsoddiad yn y system garthffosiaeth a'u rhaglen uwchraddio.

Cynigydd: Y Cynghorydd Gareth Ratcliffe

Eilydd: Y Cynghorydd Corinna Kenyon-Wade

### Sylwadau Cyllid

Tybir y byddai'r cynnig yn cael ei gefnogi gan ohebiaeth i Lywodraeth Cymru ac y byddai'r

adnodd staff yn fach iawn ac y gellir ei wneud o fewn cyllidebau presenol.

**Sylwer bydd ffotograff grwp yn cael ei gymryd amser cinio.**

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNTY HALL  
AND ON ZOOM ON THURSDAY, 23 FEBRUARY 2023**

**PRESENT**

County Councillor G W Ratcliffe (Chair)

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

<b>1. APOLOGIES</b>
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Apologies for absence were received from County Councillors D Bebb, T Colbert, H Hulme, DW Meredith, G Pugh and J Wilkinson

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

<b>3. CONSTITUTION - SECTION 4 - SPEAKING ON MOTIONS</b>
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Council considered the recommendation of the Democratic Services Committee proposing an amendment to the Constitution to set the speaking times for proposers of motions at five minutes and for everyone else at three minutes. It was proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Beverley Baynham and by 60 votes to 1 it was

<b>RESOLVED</b>	<b>Reason for Decision:</b>
<p><b>1. To amend the Rules 4.47.2, 4.54.8.2 and 4.54.8.4 of the Constitution with immediate effect to provide for speaking times in relation to motions of five minutes for proposers and three minutes for everyone else ( including portfolio holders) on a permanent basis.</b></p> <p><b>2. That the Head of Legal Service and the Monitoring Officer be required to amend Section 4 of</b></p>	<p><b>To revise the speaking time for motions in Section 4 of the constitution following the trial agreed by Council in November 2020.</b></p>

<p><b>the Constitution to reflect the decision in 1 above at the earliest opportunity.</b></p>	
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<b>4.</b>	<b>DRAFT MEDIUM-TERM FINANCIAL STRATEGY 2023-2028, DRAFT 2023-24 BUDGET AND CAPITAL PROGRAMME FOR 2023-2028</b>
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Council considered the draft Medium-Term Financial Strategy 2023-2028, the draft 2023-24 Budget and the Capital Programme for 2023-2028. The budget was proposed by County Councillor D Thomas, the Cabinet Member for Finance and Corporate Transformation, and seconded by the Leader County Councillor J Gibson-Watt. In moving the budget, Councillor Thomas thanked members for their contributions at briefings and the Scrutiny Committees for their feedback. He thanked the Independents for Powys group for their engagement, particularly in respect of the £500,000 fund being proposed for schools to support energy efficiency schemes.

The budget proposal included additional funding of £4.395 million directly into schools delegated budgets, which together with a further £1.1 million for the Education Service, passported all of the additional education funding included in the settlement from Welsh Government to schools. The Cabinet Member for Finance and Corporate Transformation recognised that this would not meet all of the additional costs faced by schools and that Governing Bodies, like other council services, would need to consider how they managed these pressures, including utilising reserves.

The Cabinet Member for Finance and Corporate Transformation explained that the reductions proposed in the budget were focused on delivering services more efficiently. He argued that the Council in its current form was unsustainable and that work had begun on reimagining how the Council would deliver services in the future. The 5% Council Tax rise proposed was made with careful consideration of affordability for residents. It was made up of 3.8% to support Council services and 1.2% for the Fire Levy.

The Section 151 Officer gave her opinion that the estimates used in the budget proposal for 2023-24 were adequately robust but a heightened level of risk remained. Based on the assessment of reserves, the overall level was adequate but remained at the lower end of acceptability given the ongoing economic challenge and the scale of savings required and the financial uncertainty facing the Council over the medium term.

The Leader of the Conservative group and the Deputy Leader of the Independents group criticised the budget saying that it would be damaging to schools, particularly those without reserves and would lead to teachers losing their jobs.

The Chairs of the Scrutiny Committees provided feedback expanding on the comments and recommendations in the notes circulated as part of the report. They thanked the members of their committees and the Heads of Service for engaging so effectively in the process and noted the need for ongoing scrutiny

throughout the year. The Chair of the Health and Scrutiny Committee asked for responses to the questions on the costs of children's placements to the Quarter 1 financial performance meeting. The Chair of the Learning and Skills Scrutiny Committee expressed his concerns over schools' budgets and insufficient resources being put into schools maintenance which may result in unsafe and unfit buildings and the school build building stock deteriorating. He reported that the Committee wished to be given the opportunity to scrutinise the proposed energy efficiency fund for schools. The Chair of the Economy Residents and Communities Scrutiny Committee reported that the Committee had provided a robust challenge to officers and had been satisfied by the responses given by them and by the mitigations put in place. The Chair of the Finance Panel expressed his concern at the heightened level of risk in the budget.

Council adjourned at 12.40 pm and reconvened at 1.30 pm.

## PRESENT

County Councillor G W Ratcliffe (Chair)

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

Council continued the debate on the budget with Cabinet members responding to questions and comments made by Scrutiny Chairs and Councillors.

### **Recommendation 1**

By 42 votes to 14 with 4 abstentions

**RESOLVED that the Medium Term Financial Strategy for 2023-2028 as set out in Appendix A to the report be agreed in principle.**

### **Recommendation 2**

By 41 votes to 18 with 2 abstentions

**RESOLVED to approve the Revenue Budget for 2023-24 with the inclusion of a 5% increase in Council Tax in 2023-24 shown in the Financial Resource Model in Appendix B and Table 4 of the report.**

### **Recommendation 4**

By 43 votes to 14 with 3 abstentions

**RESOLVED to approve the Fees and Charges Register in Appendices D and E of the report.**

County Councillor A Jenner left the meeting at 14.19.

**Recommendation 3 & 5 – 9**

By 45 votes to 12

**RESOLVED that any additional funding received following publication of the Local Government Final Settlement will be applied in the budget as prescribed.**

**RESOLVED to approve Capital Strategy and Capital Programme for 2023-28 shown in Appendix H of the report.**

**RESOLVED to approve the Minimum Revenue Provision Statement as set out in Appendix H of the report.**

**RESOLVED to approve the Treasury Management Strategy and the Annual Investment Strategy in Appendix H of the report.**

**RESOLVED that the authorised borrowing limit for 2023-24 as required under section 3(1) of the Local Government Act 2003 is set at £490 million and the Operational Boundary is set at £476 million as set out in section 3.84 of the report.**

**RESOLVED to approved thee Prudential Indicators for 2023-24 as set out in section 3.80 to 3.87 of the report and Appendix H.**

<b>5. CORPORATE AND STRATEGIC EQUALITY PLAN (2023-2027)</b>
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The Leader, the Cabinet Member for a Connected Powys and the Deputy Leader and Cabinet Member for a Fairer Powys presented the Council's new Corporate and Strategic Equality Plan: Stronger, Fairer, Greener (2023-2027). The Plan set out the new well-being objectives and the actions that needed to be taken to deliver them. It introduced the three corporate objectives that were its core aim:

- We will improve people's awareness of services, and how to access them, so that they can make informed choices.
- We will provide good quality, sustainable, employment and training opportunities, whilst pursuing real living wage employer accreditation.
- We will work to tackle poverty and inequality to support the well-being of the people of Powys.

The plan had been developed using the priorities in the progressive partnership for Powys, which had been presented to Cabinet in May 2022 and since then Cabinet had collaborated with councillors and colleagues from across the council to determine the corporate direction for 2023-27. The plan had been aligned to the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners were working towards shared outcomes for the people of Powys. The Council was also working jointly with Ceredigion County Council and the Brecon Beacons National Park Authority on joint strategic development plans and transport plans.

Publication of the plan would ensure that the Council met statutory obligations set out in the Well-being of Future Generations (Wales) Act 2015 and that activities and resources were focused on delivering the objectives.

County Councillor L George left the meeting at 14.35.

Engagement and consultation took in December 2022 and feedback from those activities was considered along with feedback from the Scrutiny Committees.

Responding to comments on the cost of delivering net zero by 2030, the Leader noted that the cost of not achieving net zero would far outweigh the costs of achieving it.

The Corporate and Strategic Equality Plan 2023-27 was moved by County Councillor J Berriman and seconded by County Councillor M Dorrance and by 50 votes to 0 with 7 abstentions it was

**RESOLVED that the proposed Corporate and Strategic Equality Plan (as outlined in Appendix B to the report) is approved for publication, with implementation from 1st April 2023 considering the recommendations provided in Appendix A, based upon engagement and scrutiny activity.**

**County Councillor G W Ratcliffe (Chair)**

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



**COFNODION CYFARFOD O'R CYNGOR SIR A GYNHALIWDY YN NEUADD Y SIR  
AC AR ZOOM DDYDD IAU, 23 CHWFROR 2023**

YN BRESENNOL

Y Cynghorydd Sir G W Ratcliffe (Cadeirydd)

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

**1. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am absenoldeb gan y Cynghorwyr Sir D Bebb, T Colbert, H Hulme, DW Meredith, G Pugh a J Wilkinson.

**2. DATGANIADAU O DDIDDORDEB**

Ni dderbyniwyd unrhyw ddatganiadau o ddiddordeb.

**3. CYFANSODDIAD - ADRAN 4 – SIARAD AR GYNIGION**

Bu'r Cyngor yn ystyried argymhelliad y Pwyllgor Gwasanaethau Democrataidd, oedd yn cynnig diwygio'r Cyfansoddiad er mwyn gosod amseroedd siarad ar gyfer cynigwyr, sef pum munud, ac i bawb arall – tri munud. Cynigiwyd hyn gan y Cynghorydd Sir Elwyn Vaughan ac fe'i eiliwyd gan y Cynghorydd Sir Beverley Baynham, a gyda 60 o blaid ac 1 yn erbyn

<b>PENDERFYNWYD</b>	<b>Rheswm dros y Penderfyniad:</b>
<p>1. Diwygio Rheolau 4.47.2, 4.54.8.2 a 4.54.8.4 y Cyfansoddiad ar unwaith i ddarparu amseroedd siarad mewn perthynas â chynnis cynigion, sef pum munud, a thri munud ar gyfer pawb arall (gan gynnwys deiliaid portffolio) ar sail barhaol.</p> <p>2. Bod gofyn i Bennaeth y Gwasanaeth Cyfreithiol a'r Swyddog Monitro ddiwygio Adran 4 y Cyfansoddiad i</p>	<p>Diwygio'r amser siarad ar gyfer cynigion yn Adran 4 y Cyfansoddiad, yn sgil y treial a gytunwyd gan y Cyngor ym mis Tachwedd 2020.</p>

<b>adlewyrchu'r penderfyniad yn 1 uchaf, ar y cyfle cyntaf posibl.</b>	
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<b>4.</b>	<b>STRATEGAETH ARIANNOL TYMOR CANOLIG DRAFFT 2023-2028, CYLLIDEB DDRAFFT 2023-24 A RHAGLEN GYFALAF 2023-2028</b>
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Bu'r Cyngor yn ystyried y Strategaeth Ariannol Tymor Canolig drafft ar gyfer 2023-2028, cyllideb ddrafft 2023-24 a'r Rhaglen Gyfalaf ar gyfer 2023-2028. Cynigiwyd y gyllideb gan y Cynghorydd Sir D Thomas, Aelod y Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol, ac fe'i eiliwyd gan yr Arweinydd, y Cynghorydd Sir J Gibson-Watt. Wrth gynnig y gyllideb, diolchodd y Cynghorydd Thomas i aelodau am eu cyfraniadau mewn sesiynau briffio ac i'r Pwyllgorau Craffu am eu hadborth. Diolchodd i Grŵp Annibynnol Powys am eu hymgysylltiad, yn enwedig mewn perthynas â'r gronfa o £500,000 ar gyfer ysgolion i gefnogi cynlluniau effeithlonrwydd ynni.

Roedd y cynnig o ran y gyllideb yn cynnwys cyllid ychwanegol gwerth £4.395 miliwn yn uniongyrchol i gyllidebau dirprwyedig ysgolion, sydd, ynghyd â £1.1 miliwn arall ar gyfer y Gwasanaeth Addysg, yn pasbortio'r holl gyllid addysg ychwanegol yn y setliad gan Lywodraeth Cymru i ysgolion. Roedd Aelod y Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol yn cydnabod na fyddai hyn yn bodloni'r holl gostau ychwanegol oedd yn wynebu ysgolion, ac y byddai gofyn i Gyrrff Llywodraethu, yn debyg i wasanaethau eraill y cyngor, ystyried sut i reoli'r pwysau hyn, gan gynnwys defnyddio arian wrth gefn.

Eglurodd Aelod y Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol bod y gostyngiadau a gynigiwyd yn y gyllideb yn canolbwyntio ar gyflenwi gwasanaethau mewn ffordd fwy effeithlon. Ei ddadl oedd nad yw'r Cyngor ar ei wedd gyfredol, yn gynaliadwy a bod y gwaith o ail-ddychmygu sut y gall y Cyngor gyflenwi gwasanaethau yn y dyfodol wedi cychwyn. Cynigiwyd y cynnydd o 5% yn Nhreth y Cyngor yn sgil ystyriaeth ofalus o ran fforddiadwyedd i drigolion. Roedd yn cynnwys 3.8% i gefnogi gwasanaethau'r Cyngor ac 1.2% ar gyfer yr Ardoll Tân.

Nododd y Swyddog Adran 151 ei barn, fod yr amcangyfrifon a ddefnyddiwyd yn y cynnig o ran y gyllideb ar gyfer 2023-24 yn ddigon cadarn, ond mae'r lefel risg uwch yn parhau. Ar sail asesiad o'r cronfeydd wrth gefn, roedd y lefel gyffredinol yn ddigonol, ond roedd yn parhau tua gwaelod y lefel o ran bod yn dderbyniol gan ystyried yr her economaidd sy'n parhau a graddfa'r arbedion sydd ei hangen a'r ansicrwydd ariannol sy'n wynebu'r Cyngor yn y tymor canolig.

Beirniadwyd y gyllideb gan Arweinydd y Grŵp Ceidwadol a Dirprwy Arweinydd y Grŵp Annibynnol gan ddweud y byddai'n achosi niwed i ysgolion, yn enwedig y rhai heb gronfeydd wrth gefn, a byddai'n arwain at athrawon yn colli swyddi.

Derbyniwyd adborth gan Gadeiryddion y Pwyllgorau Craffu, oedd yn ehangu ar y sylwadau a'r argymhellion a ddosbarthwyd yn y nodiadau fel rhan o'r adroddiad. Diolchodd y cadeiryddion i aelodau eu pwyllgorau a'r Penaethiaid Gwasanaeth am eu hymgysylltiad mor effeithiol gyda'r broses, a nodwyd yr angen ar gyfer craffu parhaus trwy gydol y flwyddyn. Gofynnodd Cadeirydd y Pwyllgor Craffu lechyd a Gofal am ymatebion i'r cwestiynau ynghylch costau lleoliadau plant ar gyfer

cyfarfod perfformiad ariannol Chwarter 1. Mynegodd Cadeirydd y Pwyllgor Craffu Dysgu a Sgiliau ei bryderon ynghylch cyllidebau ysgolion, a'r diffyg adnoddau oedd yn cael eu dyrannu ar gyfer gwaith cynnal a chadw ar ysgolion, a all arwain at adeiladau anniogel ac annaddas, fyddai'n golygu bod cyflwr y stoc adeiladau ysgol yn dirywio. Nododd bod y Pwyllgor yn dymuno cael cyfle i graffu ar y gronfa effeithlonrwydd ynni arfaethedig ar gyfer ysgolion. Nododd Cadeirydd y Pwyllgor Craffu Economi, Trigolion a Chymunedau fod y Pwyllgor wedi cynnig her gadarn i swyddogion, ac y'u bodlonwyd gan ymatebion y swyddogion a'r camau lliniaru oedd yn bodoli. Mynegodd Cadeirydd y Panel Cyllid ei bryderon o ran y lefel risg uwch yn y gyllideb.

Torrodd y Cyngor am 12.40 pm ac ail-gychwynnwyd y cyfarfod am 1.30 pm.

## YN BRESENNOL

Y Cynghorydd Sir G W Ratcliffe (Cadeirydd)

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

Parhaodd y Cyngor gyda'r ddadl ar y gyllideb, gydag aelodau'r Cabinet yn ymateb i gwestiynau a sylwadau gan Gadeiryddion Pwyllgorau Craffu a Chynghorwyr.

### **Argymhelliad 1**

Gyda 42 o blaid, 14 yn erbyn, a 4 yn atal pleidlais

**PENDERFYNWYD cytuno mewn egwyddor gyda'r Strategaeth Ariannol Tymor Canolig ar gyfer 2023-2028, fel y'i amlinellwyd yn Atodiad A yr adroddiad.**

### **Argymhelliad 2**

Gyda 41 o blaid, 18 yn erbyn, a 2 yn atal pleidlais

**PENDERFYNWYD cymeradwyo'r Gyllideb Refeniw ar gyfer 2023-24 gan gynnwys cynnydd o 5% yn Nhreth y Cyngor yn 2023-24 a ddangosir yn y Model Adnoddau Ariannol yn Atodiad B a Thabl 4 yr adroddiad.**

### **Argymhelliad 4**

Gyda 43 o blaid, 14 yn erbyn a 3 yn atal pleidlais

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

Gadawodd y Cynghorydd Sir A Jenner y cyfarfod am 14.19.

**Argymhelliad 3 & 5 – 9**

Gyda 45 o blaid, a 12 yn erbyn

**PENDERFYNWYD** y byddai unrhyw gyllid ychwanegol a dderbyniwyd yn sgil cyhoeddi Setliad Terfynol Llywodraeth Cymru'n cael ei ddefnyddio yn y gyllideb fel y'i bennwyd.

**PENDERFYNWYD** cymeradwyo'r Strategaeth Gyfalaf a Rhaglen Gyfalaf 2023-28 a ddangosir yn Atodiad H yr adroddiad.

**PENDERFYNWYD** cymeradwyo'r Datganiad Darpariaeth Isafswm Refeniw fel y'i amlinellwyd yn Atodiad H yr adroddiad.

**PENDERFYNWYD** cymeradwyo Strategaeth Rheoli'r Trysorlys a'r Strategaeth Buddsoddiad Blynyddol yn Atodiad H yr adroddiad.

**PENDERFYNWYD** gosod y cyfyngiad benthyg awdurdodedig ar gyfer 2023-24 yn unol ag adran 3(1) Deddf Llywodraeth Leol ar £490 miliwn a gosod y Ffin Weithredol ar £476 miliwn fel y'i amlinellwyd yn adran 3.84 yr adroddiad.

**PENDERFYNWYD** cymeradwyo'r Dangosyddion Darbodus ar gyfer 2023-24 fel y'u hamlinellwyd yn adran 3.80 - 3.87 yr adroddiad ac Atodiad H.

<b>5.</b>	<b>CYNLLUN CYDRADDOLDEB CORFFORAETHOL A STRATEGOL (2023-2027)</b>
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Cyflwynwyd Cynllun Cydraddoldeb Corfforaethol a Strategol newydd y Cyngor: Cryfach, Tecach, Gwyrddach (2023-2027) gan yr Arweinydd, Aelod y Cabinet ar gyfer Cysylltu Powys, a'r Dirprwy Arweinydd ac Aelod y Cabinet ar gyfer Powys Decach. Mae'r Cynllun yn olrhain yr amcanion llesiant newydd a'r camau gweithredu er mwyn eu gwireddu. Roedd yn cyflwyno tri amcan corfforaethol newydd sy'n greiddiol i'r cynllun:

- Byddwn yn gwella ymwybyddiaeth bobl ynghylch gwasanaethau, a sut i gael mynediad atynt, er mwyn gallu gwneud penderfyniadau deallus.
- Byddwn yn darparu cyfleoedd gwaith a hyfforddiant uchel eu safon a chynaliadwy, a mynd ati i gael statws cyflogwr achrededig Cyflog Byw Gwirioneddol.
- Byddwn yn gweithio i drechu tlodi ac anghydraddoldeb er mwyn cefnogi llesiant trigolion Powys.

Datblygwyd y cynllun gan ddefnyddio blaenoriaethau partneriaeth flaengar Powys, a gyflwynwyd i'r Cabinet ym mis Mai 2022 ac ers hynny, roedd y Cabinet wedi cydweithio gyda chynghorwyr a chydweithwyr ar draws y cyngor i benderfynu ar y cyfeiriad corfforaethol ar gyfer 2023-27. Roedd y cynllun yn gweddu i Gynllun Llesiant Bwrdd Gwasanaethau Cyhoeddus Powys a Chynllun Ardal y Bwrdd Partneriaeth Ranbarthol i sicrhau fod partneriaid yn gweithio tuag at ganlyniadau cyffredin ar gyfer trigolion Powys. Roedd y Cyngor hefyd yn cydweithio gyda

Chyngor Sir Ceredigion ac Awdurdod Parc Cenedlaethol Bannau Brycheiniog ar gynlluniau datblygu strategol a chynlluniau trafnidiaeth.

Byddai cyhoeddi'r cynllun yn sicrhau fod y Cyngor yn bodloni rhwymedigaethau statudol a amlinellir yn Neddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 ac y byddai gweithgareddau ac adnoddau'n canolbwyntio ar gyflawni'r amcanion.

Gadawodd y Cynghorydd Sir L George y cyfarfod am 14.35.

Cynhaliwyd gweithgareddai ymgysylltu ac ymgynghori ym mis Rhagfyr 2022 a chafodd adborth y gweithgareddau hynny eu hystyried ynghyd ag adborth y Pwyllgorau Craffu.

Wrth ymateb i sylwadau mewn perthynas â'r gost o wireddu sero net erbyn 2030, nododd yr Arweinydd y byddai'r gost o beidio gwireddu sero net yn llawer uwch na'r costau o'i wireddu.

Cynigiodd y Cynghorydd Sir J Berriman gymeradwyo'r Cynllun Cydraddoldeb Corfforaethol a Strategol ar gyfer 2023-27, ac fe'i eiliwyd gan y Cynghorydd Sir M Dorrance a gyda 50 o blaid, 0 yn erbyn, a 7 yn atal pleidlais

**PENDERFYNWYD cymeradwyo cyhoeddi'r Cynllun Cydraddoldeb Corfforaethol a Strategol (fel y'i amlinellir yn Atodiad B yr adroddiad), a'i weithredu o 1af Ebrill 2023 gan ystyried yr argymhellion a nodir yn Atodiad A, a seilir ar weithgareddau ymgysylltu a chraffu.**

**Y Cynghorydd Sir G W Ratcliffe (Cadeirydd)**

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

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNTY HALL  
AND ON ZOOM ON THURSDAY, 2 MARCH 2023**

**PRESENT**

County Councillor G W Ratcliffe (Chair)

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

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors H Hulme, J Pugh and P Roberts and from the Chief Executive.

<b>2.</b>	<b>MINUTES</b>
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The Chair was authorised to sign the minutes of the meeting held on 8<sup>th</sup> December 2022 as a correct record.

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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County Councillor Lucy Roberts declared a pecuniary interest in item 10 on the agenda in respect of the senior salary for the Chair of the Employment and Appeals Committee.

Council gave consent for the Professional Lead Employment Services, the Scrutiny Manager, the Cabinet Manager and the translator to remain in the meeting during consideration of the Pay Policy Statement to assist in the running of the meeting.

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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The Chair congratulated Councillor Danny Bebb on the birth of his son. He advised that he had given two Silver Kite awards to Powys residents in recognition of their service to the community.

<b>5. LEADER'S ANNOUNCEMENTS</b>
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The Leader gave an outline of some of the work which had been going on in addition to the work to produce the budget. A Child Poverty Task Conference chaired by the Deputy Leader, County Councillor Matthew Dorrance, had taken place on 8<sup>th</sup> February. Julie Morgan MS the Deputy Minister for Social Services had visited the new family centre in Newtown on 17<sup>th</sup> February. The Leader further advised that a 26 flat complex would be opening in Newtown the following week, adding to the Council's social housing stock. He also advised Council that military veterans would be guaranteed job interviews.

The Cabinet Member for Finance and Corporate Transformation advised that the Business Rates Retail, Leisure and Hospitality Rates Relief scheme was being extended to 2023-24 by Welsh Government. Cabinet would be considering the scheme on 7<sup>th</sup> March and, subject to approval, applications could be made from 8<sup>th</sup> March. Details were available on the Council's website and businesses were being encouraged to apply.

<b>6. CHIEF EXECUTIVE'S BRIEFING</b>
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Details would be circulated by email.

<b>7. PUBLIC QUESTIONS</b>
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**7.1. Question to the Cabinet Member for Finance and Corporate Transformation from Mike Hall**

**Can you tell me what all the spending budgets have been from 2010 to present and what services have been cut? You can include + or - percentages if that helps and could include council tax rises to give a rounded view of the question.**

**RESPONSE**

Year	Total Budget	Council Tax increase	Savings	Further details on the budgets, including details of cuts to services can be found on the webpages linked below
2010/11	£232.945m	4.25%	£2.262m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2569&amp;DF=28%2f01%2f2010&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2569&amp;DF=28%2f01%2f2010&amp;Ver=2</a>
2011/12	£233.060m	2.99%	£5.365m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2580&amp;DF=02%2f03%2f2011&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2580&amp;DF=02%2f03%2f2011&amp;Ver=2</a>
2012/13	£233.841m	2.25%	£5.992m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2590&amp;DF=01%2f03%2f2012&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2590&amp;DF=01%2f03%2f2012&amp;Ver=2</a>
2013/14	£248.238m	2.75%	£21.985m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2600&amp;DF=04%2f03%2f2013&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2600&amp;DF=04%2f03%2f2013&amp;Ver=2</a>



2014/15	£242.430 m	4.5%	£17.576 m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&amp;MeetingId=2610&amp;DF=05%2f03%2f2014&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&amp;MeetingId=2610&amp;DF=05%2f03%2f2014&amp;Ver=2</a>
2015/16	£237.980 m	4%	£11.634 m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&amp;MeetingId=2617&amp;DF=11%2f02%2f2015&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&amp;MeetingId=2617&amp;DF=11%2f02%2f2015&amp;Ver=2</a>
2016/17	£237.100 m	4.25%	£10.004 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=2800">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=2800</a>
2017/18	£240.600 m	3.9%	£9.616 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=3268">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=3268</a>
2018/19	£247.215 m	5%	£8.357 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=3966">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=3966</a>
2019/20	£255.186 m	9.5%	£11.653 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=4521">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=4521</a>
2020/21	£269.440 m	4.8%	£10.797 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=5459">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=5459</a>
2021/22	£280.664 m	2.9%	£11.829 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=6442">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=6442</a>
2022/23	£302.323 m	3.39%	£7.668 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=7070">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=7070</a>
2023/24	£326.554 m	5%	£16.516 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=7702">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=7702</a>

There was no supplementary question.

## 7.2. Question to the Cabinet Member for Finance and Corporate Transformation from Nigel Williams

**How, at time when the council is struggling to cover its statutory obligations, does the council justify spending £300,000 of tax payers money on “reimagining” the council? The public want services not snappy catch phrases which mean nothing.**

### Response

Growing financial and workforce pressures are having an impact on the ability of public services to meet the needs of the population. A radical transformation of Powys County Council is needed, making use of a reduced number of assets across the County, breaking down silos between services and reducing fragmentation in service delivery.

We must become more effective, perform better and be more connected to the population we serve.

We need to reimagine Powys County Council in 2025, the type and volume of services that we can offer to put the organisation on a more sustainable footing, moving away from annual service cuts.

There is no doubt the organisation will be smaller and more efficient using technology where appropriate to improve service delivery. It will need to hold less assets whilst providing accessible services across community areas.

Once we have identified the type and volume of service that the Council will provide, we will ensure it is of quality whilst also being the best value option for the people of Powys.

It is for these reasons it is felt necessary to use the COVID recovery fund to put in the temporary additional capacity. This will mean the appointment, into temporary roles, to programme manage, support and cost the future Council.

There was no supplementary question.

**7.3. Question to the Cabinet Member for a Connected Powys from James Holloway**

**Is Powys County Council supportive of Land based Wind Turbine Farms and if so has the Council considered the means i.e. infrastructure required to convey the energy to the National Grid?**

**Response**

Powys County Council has declared climate and nature emergencies and has just adopted its stronger fairer greener corporate plan in which our collective responsibilities in meeting the nett zero target by 2030 and commitments to the natural environment run through like a golden thread. The Council is therefore supportive of the principle of generating renewable and low carbon energy to meet future energy needs in line with Welsh Government's renewable energy targets. This will include onshore wind as part of a range of renewable solutions. Where wind farm or transmission infrastructure proposals come forward for the Authority's consideration or determination, these will be considered on their own merits in accordance with relevant planning policies and material considerations.

Mr Holloway's supplementary question was "When it comes to conveying energy to the National Grid will Powys County Council oppose overhead transmission?"

**Response**

I would like to thank James Holloway for his supplementary question as it allows me to expand on what I have already said.

As a Local Planning Authority, Powys Council is bound to consider proposals for energy transmission on an individual basis, based on relevant national and local planning policies, and all other material planning considerations. In respect of Development Proposals of National Significance, these will be referred for consideration to the Welsh Government Minister for Climate Change, Julie James and not fall to Powys for determination, although officers will be asked to prepare a Local Impact Report on any such proposals.

Let us be clear, the climate crisis is bearing down on us all and swift and decisive action is needed. The Council recognises that a more sustainable future for Powys communities requires us to deliver on our nett Zero and nature recovery targets and to help individuals and communities to make more informed choices, offering greater energy security and transitioning to a point where we are all less reliant on imported fossil fuels. The Welsh Government and Powys Council recognise that in the short to medium, term onshore wind energy will form part of our energy mix.

In much the same way that supplying our homes and communities with the necessary capacity to heat our buildings, and charge our cars using green

electricity, will require the need for new and upgraded transmission infrastructure, so will new energy projects. All such developments will need to demonstrate net biodiversity gain and mitigate visual harm, especially in areas of high landscape value, with this infrastructure being placed underground where practicable. In any event, I shall be calling upon developers to hold meaningful consultations with communities to explain their proposals alongside the costs and benefits of helping us to decarbonise our energy supply chain and how Powys Communities can benefit from our wind resource.

**7.4. Question to the Cabinet Member for a More Prosperous Powys from David Balmer-Cribb**

**What progress has the PCC made in reviewing the Leisure Centres in the County and putting in place a plan to improve facilities and ensure their long-term future? Leisure Centres are right at the heart of remote communities providing education, social interaction and wellbeing. As part of this question, I refer to the review promised in December 2022. <https://en.powys.gov.uk/article/13732/Statement-on-a-review-of-leisure-services>**

**Response**

The planning stages of the comprehensive Leisure Review has commenced, with draft Terms of Reference for the Project Group established. The ToR will be considered by a Scrutiny Working Group, due to be established within coming weeks. The Leisure Review will have a number of officers who will make up a project board and will -

- Agree the scope and intended outcomes / outputs of the review.
- Co-ordinate the work and the agreed workstreams.
- Support and progress the Leisure Review process in Powys County Council – providing consistent detail to inform the review and any recommendations.
- Be open and transparent with regards all undertakings, demonstrating positive, proactive, professional and appropriate collaboration / sharing of information.
- Manage and provide consistent, appropriate communications through agreed channels.
- Ensure public engagement is undertaken in a timely and professional manner, involving a wide range of stakeholders and interested parties.
- Raise issues as soon as they arise and work collaboratively to reach a solution.
- Seek assurance / challenge from Council Scrutiny on a periodic basis.
- Ensure roles and responsibilities and levels of commitment to the project are understood by those involved/required.
- Escalate matters to senior leadership within the Council.
- Regularly report to Powys involving Freedom Leisure where appropriate.

The purpose/outcome of the review is to - determine the long-term, sustainability of leisure provision in Powys and ensure fit for purpose facilities for communities in the future - which will support, contribute and align to the Corporate Plan's objectives, outcomes and priorities.

It is also intended that a full public engagement exercise is undertaken over coming months, with details of how to contribute to this being available shortly. The timescale for the project is expected to last for around seven months with

options / recommendations presented to Cabinet. Further consultation will then be undertaken with all interested parties and stakeholders.

There was no supplementary question.

<b>8. COUNCIL TAX RESOLUTION FOR 2023/24</b>
--

Council considered the Council Tax resolution for 2023/24. It was moved by County Councillor Jake Berriman and seconded by County Councillor Sandra Davies and by 48 votes to 3 with 11 abstentions it was

**RESOLVED**

- 1. THAT the amounts contained in paragraph 3.1 in the report be accepted by the Council for the year 2023/2024 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992.**
- 2. THAT, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the amounts contained in paragraph 3.3 as the amounts of Council Tax for the year 2023/2024 for each of the categories of dwellings shown.**

<b>9. PAY POLICY STATEMENT FOR 2023/24</b>
--

Council gave consent for the Professional Lead Employment Services, the Scrutiny Manager, the Cabinet Manager and the translator to remain in the meeting to assist in its running. All other officers left the meeting while the item was being considered.

Council considered the Pay Policy Statement setting out the Council's arrangements for the pay and remuneration of its employees for financial year 2023/24.

It was moved by County Councillor Jake Berriman and seconded by County Councillor David Thomas and by 62 votes to 1 it was

**RESOLVED to approve the Pay Policy Statement for 2023/24.**

Officers returned to the meeting.

<b>10. PROPOSAL FOR REVISIONS TO THE SCRUTINY COMMITTEE STRUCTURE AND NUMBERS OF SEATS ON COMMITTEES</b>
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Council considered the recommendations of the Democratic Services Committee on revisions to the structure of the Scrutiny Committees and the number of seats on committees. Political Group Leaders had asked for the numbers of seats on committees to be reviewed following the reduction in numbers of Members in May 2022 from 73 to 68.

Democratic Services Committee had recommended no change to the Pensions and Investment Committee, the Governance and Audit Committee and the Finance Panel. It was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Matthew Dorrance and unanimously

**RESOLVED**

**(1) that there is no change to the following committees:**

- **Pensions and Investment Committee**
- **Governance and Audit Committee**
- **Finance Panel.**

Recommendations 2, 3 and 4 to reduce the number of members on Scrutiny Committee to 11 were moved by County Councillor Elwyn Vaughan and seconded by County Councillor Gareth Morgan. A number of members spoke against the recommendation arguing that having more members provided greater diversity of opinion. It was moved by County Councillor Aled Davies and seconded by County Councillor Iain McIntosh to refer recommendations 2 – 11 back to Democratic Services Committee for consideration in 12 months time. This was lost by 28 votes to 31 with 4 abstentions.

Council voted on Recommendations 2, 3 and 4 to reduce the number of members on Scrutiny Committee to 11 and by 34 votes to 28 with 2 abstentions it was

**RESOLVED**

- (2) that the numbers of seats on all three scrutiny committees should be reduced to 11 Members, (plus the addition of co-opted Members where required).**
- (3) that the Head of Legal Services and the Monitoring Officer prepare revisions to Section 7 of the Constitution to reflect the decision in recommendation 2 above.**
- (4) that the Head of Legal Services and the Monitoring Officer monitor attendance by Members at scrutiny meetings.**

Recommendations 5, 6 and 7 to reduce the number of members on the Democratic Services Committee, the Employment and Appeals Committee and the Licensing Act 2003 Committee were moved by County Councillor Elwyn Vaughan and seconded by County Councillor Gareth Morgan, and by 34 votes to 27 with 3 abstentions it was

**RESOLVED**

- (5) that the numbers of members on Other Committees (Democratic Services Committee; Employment and Appeals Committee; Licensing Act 2003 Committee) be reduced to 11 Members.**

- (6) **that the Head of Legal Services and the Monitoring Officer prepare revisions to Section 9 of the Constitution to reflect the decision in recommendation 5 above.**
- (7) **that the Head of Legal Services and the Monitoring Officer monitor attendance by Members at scrutiny meetings.**

Recommendations 8 and 9 to reduce the number of members on the Planning, Taxi Licensing and Rights of Way Committee to 17 members were moved by County Councillor Elwyn Vaughan and seconded by County Councillor Jake Berriman, and by 34 votes to 28 with 2 abstentions it was

**RESOLVED**

- (8) **that the numbers of seats on the Planning, Taxi Licensing and Rights of Way Committee be reduced to 17 Members.**
- (9) **that the Head of Legal Services and the Monitoring Officer prepare revisions to Section 9 of the Constitution to reflect the decision in recommendation 8 above.**

Recommendations 10 and 11 to change the titles and remit of the Scrutiny Committees was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Danny Bebb. The Chairs of the Health and Care Scrutiny Committee and the Learning and Skills Committee spoke against the proposal. By 23 votes to 36 with 3 abstentions the motion was lost.

Recommendations 12 and 13 to change the membership of the Public Service Board Scrutiny Committee was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Glyn Preston and by 51 votes to 4 with 3 abstentions it was

**RESOLVED**

- (12) **That the membership of the Public Service Board Scrutiny Committee be amended as follows with effect from the AGM in May 2023:-**

**9 Members in total.**

- **Vice-Chairs of the 3 Scrutiny Committees**  
**Plus**
- **2 additional representatives from each of the scrutiny committees (on a politically balanced basis based on a Committee of 6)**

**Political balance: Independents (1); Conservatives (1); Liberal Democrats (2) Labour (1), Independents for Powys (1)**

- (13) That the Head of Legal Services and the Monitoring Officer prepare revisions to Section 7 of the Constitution to reflect the decision in recommendation 12 above.**

County Councillor Lucy Roberts declared a pecuniary interest in the following recommendation and left the meeting while it was being considered. Recommendation 14 to retain the salary for the Chair of the Employment and Appeals Committee was moved by County Councillor Elwyn Vaughan and seconded by County Councillor Ange Williams. It was argued that as the Chair no longer chaired appeals panel, the position should not attract a senior salary. By 21 votes to 31 with 7 abstentions the motion was lost.

County Councillor Lucy Roberts returned to the meeting.

Recommendation 15 that the Chair of the PSB Scrutiny Committee should not receive a senior salary was moved by County Councillor Glyn Preston and seconded by County Councillor Matthew Dorrance and by 55 votes to 1 with 3 abstentions it was

**RESOLVED**

- (15) that the role of Chair of the PSB Scrutiny Committee should not receive a Senior Salary in accordance with the IRPW report.**

Council adjourned for lunch from 13.40 to 14.35.

**PRESENT**

County Councillor G W Ratcliffe (Chair)

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

<b>11. APPOINTMENT TO THE FOSTER PANEL</b>
--

County Councillor Amanda Jenner who was stepping down from her role on the Foster Panel was thanked for all her work by County Councillor Sue McNicholas, the joint Cabinet Member for Future Generations. County Councillor Liz Rijnenberg was nominated by County Councillor Matthew Dorrance and seconded by Councillor Huw Williams.

**RESOLVED that County Councillor Liz Rijnenberg be appointed to the Foster Panel.**

**12. NOTICE OF MOTION CYNNIG IAITH 2023 / 2023 LANGUAGE PROPOSAL**

Council considered the following motion proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Bryn Davies:

“The results of the recent Census have revealed the desperate need to act immediately and comprehensively in relation to the Welsh language in Powys. We have heard much about environmental sustainability and the need for action, well the same is true of our Welsh communities.

Between 2011 and 2021 Powys lost over 2,600 Welsh speakers, and the percentage is now down to 16%. This also includes a fall of 1,864 in the number of children 3-15 years of age who can speak Welsh.

Powys is the only County during recent years, where a lower percentage had access to Welsh education than the percentage of Welsh speakers in the community. It's no surprise therefore that we are seeing figures decline every decade.

Of course there are a number of reasons for the decline: economic weakness; a change in the agricultural pattern with less people working on the land, which is traditionally is the sector with a high percentage of Welsh speakers; young people moving from the area, and older people moving in; overdevelopment of houses in some communities which do not truly reflect those communities; but also the historical lack of action by Powys county council in favour of the Welsh language, and the lack of status afforded the language and Welsh education. That is why we need to promote the economic foundation and have a development body similar to the old Development Board for Rural Wales.

If sustainability is to mean anything, and if we want to change the situation by the next Census, then we must act now. Don't think that Powys is alone in this situation; traditional communities or other historically linguistic communities across Europe have faced similar challenges, and there are lessons to be learned, especially from the Basque country in respect of the language and the economy. We must do this with a package of actions which include –

Therefore the Council would like to -

- Accept the principle that the Welsh language belongs to every part of Powys
- Support the call for a rural economic development agency
- Call on the Welsh Government to extend the ARFOR scheme (a linguistic economic scheme worth £11m in West Wales) to Montgomeryshire to promote the Welsh language and the economy
- Learn lessons and mirror what has happened in ANDOAIN in the Basque country by intertwining economic activity and language by creating an enterprise space, which there is called Kulturparkea
- Support the development of a cultural tourism plan making the most of the wealth of history in the county such as Sycharth, Brynglas, Cilmeri, Canolfan Glyndŵr etc, ensuring that Powys is as much part of the future as the past.



- Ensure sustainability for the Welsh language to be an integral part of the new Local Development Plan
- Ensure that commercial signs are bilingual throughout the County in the New Development Plan
- Set an aim of increasing the percentage of fluent Welsh speakers in the Council's workplaces to 16% to represent society
- A language awareness workshop for all members of the Council as well as the workforce
- Move 12 primary schools along the language continuum or create new Welsh provision/Welsh schools where that option does not exist as a matter of urgency
- Establish 3 new Welsh medium high schools as soon as possible
- Increase the IMMERSION provision in order to facilitate bilingualism.

County Councillor Richard Church moved an amendment seconded by County Councillor Glyn Preston proposing the addition of the following:

“To add the following to the list of actions:-

- Note the growing evidence that bilingual people benefit from a number of advantages that help their health, learning skills and lifestyles, including improved concentration, better performance in IQ tests and examinations, slowing the onset of dementia and the ability to learn further languages, and ask Council to promote the benefits of bilingualism through Welsh medium education to people's health, learning skills and lifestyles within the resources already available for Welsh Medium Education.”

The proposer of the motion indicated that he was happy to accept the amendment. He accepted a further amendments to call on the Welsh Government to extend the ARFOR scheme to the whole of Powys to promote the Welsh language and the economy and to ask the LDP Working Group to request that the Local development Plan Working Group, in addressing the replacement Development Plan, consider the introduction of an appropriate planning policy to require applications made under the Advisement Regulations for commercial premises to display bilingual signage. In response to questions about the provision of new schools, Councillor Vaughan noted that this was already in the Welsh Education Strategic Plan approved by the previous administration and confirmed by the current administration and by the Welsh Government. It was not about building new schools, but moving schools along the language continuum.

The motion as amended was passed by 46 votes to 2 with 5 abstentions becoming the substantive motion. The substantive motion was put to the vote and by 49 votes to 0 with 3 abstentions it was

**RESOLVED to**

- **Accept the principle that the Welsh language belongs to every part of Powys.**
- **Support the call for a rural economic development agency.**

- **Call on the Welsh Government to extend the ARFOR scheme (a linguistic economic scheme worth £11m in West Wales) to Powys to promote the Welsh language and the economy.**
- **Learn lessons and mirror what has happened in ANDOAIN in the Basque country by intertwining economic activity and language by creating an enterprise space, which there is called Kulturparkea.**
- **Support the development of a cultural tourism plan making the most of the wealth of history in the county such as Sycharth, Brynglas, Cilmeri, Canolfan Glyndŵr etc, ensuring that Powys is as much part of the future as the past.**
- **Ensure sustainability for the Welsh language to be an integral part of the new Local Development Plan.**
- **Request that the Local development Plan Working Group, in addressing the replacement Development Plan, consider the introduction of an appropriate planning policy to require applications made under the Advisement Regulations for commercial premises to display bilingual signage.**
- **Set an aim of increasing the percentage of fluent Welsh speakers in the Council's workplaces to 16% to represent society.**
- **A language awareness workshop for all members of the Council as well as the workforce.**
- **Move 12 primary schools along the language continuum or create new Welsh provision/Welsh schools where that option does not exist as a matter of urgency.**
- **Establish 3 new Welsh medium high schools as soon as possible.**
- **Increase the IMMERSION provision in order to facilitate bilingualism.**
- **Note the growing evidence that bilingual people benefit from a number of advantages that help their health, learning skills and lifestyles, including improved concentration, better performance in IQ tests and examinations, slowing the onset of dementia and the ability to learn further languages, and ask Council to promote the benefits of bilingualism through Welsh medium education to people's health, learning skills and lifestyles within the resources already available for Welsh Medium Education.**

**County Councillor G W Ratcliffe (Chair)**

**COFNODION CYFARFOD O'R CYNGOR SIR A GYNHALIWDY YN NEUADD Y SIR  
AC AR ZOOM DDYDD IAU, 2 MAWRTH 2023**

**YN BRESENNOL**

Y Cynghorydd Sir G W Ratcliffe (Cadeirydd)

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

**1. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau gan y Cynghorwyr Sir H Hulme, J Pugh a P Roberts a gan y Prif Weithredwr.

**2. COFNODION**

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfod a gynhaliwyd ar 8fed Rhagfyr 2022 fel cofnod cywir.

**3. DATGANIADAU O DDIDDORDEB**

Datganwyd diddordeb ariannol gan y Cynghorydd Sir Lucy Roberts yn eitem 10 ar yr agenda mewn perthynas â chyflog uwch Cadeirydd y Pwyllgor Cyflogaeth ac Apeliadau.

Rhoddwyd caniatâd gan y Cyngor i Arweinydd Proffesiynol y Gwasanaethau cyflogaeth, y Rheolwr Craffu, Rheolwr y Cabinet a'r cyfieithydd aros yn y cyfarfod yn ystod y broses o ystyried y Datganiad Polisi Cyflog i gynorthwyo gyda rhedeg y cyfarfod.

**4. CYHOEDDIADAU'R CADEIRYDD**

Llongyfarchwyd y Cynghorydd Danny Bebb gan y Cadeirydd, ar enedigaeth ei fab. Nododd iddo ddsbarthu dwy wobwr Barcud Arian i drigolion Powys i gydnabod eu gwasanaeth i'r gymuned.

**5. CYHOEDDIADAU'R ARWEINYDD**

Rhoddodd yr Arweinydd amlinelliad o rai o'r eitemau gwaith oedd ar y gweill yn ogystal â'r gwaith i lunio'r gyllideb. Cynhaliwyd Cynhadledd Tlodi Plant dan gadeiryddiaeth y Dirprwy Arweinydd, y Cynghorydd Sir Matthew Dorrance, ar 8fed Chwefror. Roedd Julie Morgan AS, Dirprwy Weinidog ar gyfer Gwasanaethau Cymdeithasol wedi ymweld â'r ganolfan deuluol newydd yn Y Drenewydd ar 17<sup>eg</sup> Chwefror. Nododd yr Arweinydd hefyd y byddai adeilad gyda 26 o fflatiau'n agor yn Y Drenewydd yr wythnos ganlynol, gan ychwanegu at stoc tai cymdeithasol y Cyngor. Nododd hefyd y byddai cyn aelodau'r lluoedd arfog yn cael gwarant o gyfweliad ar gyfer swyddi.

Nododd Aelod y Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol bod y cynllun Rhyddhad rhag Trethi Busnes ar gyfer busnesau Manwerthu, Hamdden a Lletygarwch yn cael ei ymestyn gan Lywodraeth Cymru i 2023-24. Byddai'r Cabinet yn ystyried y cynllun ar 7fed Mawrth ac yn amodol ar ei gymeradwyo, byddai'n bosibl gwneud ceisiadau o 8fed Mawrth. Roedd manylion ar gael ar wefan y Cyngor, ac anogir busnesau i wneud cais i'r cynllun.

**6. NODYN BRIFFIO'R PRIF WEITHREDWR**

Byddai manylion yn cael eu dosbarthu trwy ebost.

**7. CWESTIYNAU GAN Y CYHOEDD****7.1. Cwestiwn i Aelod y Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol gan Mike Hall**

**Fedrwch chi fy hysbysu beth yw'r cyllidebau gwariant wedi bod o 2010 i'r presennol, a pha wasanaethau sydd wedi cael toriadau? Gallwch gynnwys canrannau + neu – os bydd hynny o gymorth, a gallwch hefyd gynnwys codiadau yn nhreth y cyngor er mwyn cynnig safbwynt cynhwysfawr ar y cwestiwn.**

**YMATEB**

Blwyddyn	Cyfanswm Cyllideb	Cynnydd yn Nhrefn y Cyngor	Arbedion	Ceir rhagor o fanylion ar y cyllidebau, gan gynnwys manylion o ran toriadau i wasanaethau trwy'r dolenni isod
2010/11	£232.945m	4.25%	£2.262m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2569&amp;DF=28%2f01%2f2010&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2569&amp;DF=28%2f01%2f2010&amp;Ver=2</a>
2011/12	£233.060m	2.99%	£5.365m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2580&amp;DF=02%2f03%2f2011&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2580&amp;DF=02%2f03%2f2011&amp;Ver=2</a>
2012/13	£233.841m	2.25%	£5.992m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2590&amp;DF=01%2f03%2f2012&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2590&amp;DF=01%2f03%2f2012&amp;Ver=2</a>

2013/14	£248.238m	2.75%	£21.985 m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2600&amp;DF=04%2f03%2f2013&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2600&amp;DF=04%2f03%2f2013&amp;Ver=2</a>
2014/15	£242.430m	4.5%	£17.576 m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2610&amp;DF=05%2f03%2f2014&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2610&amp;DF=05%2f03%2f2014&amp;Ver=2</a>
2015/16	£237.980m	4%	£11.634 m	<a href="https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2617&amp;DF=11%2f02%2f2015&amp;Ver=2">https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeeld=149&amp;MeetingId=2617&amp;DF=11%2f02%2f2015&amp;Ver=2</a>
2016/17	£237.100m	4.25%	£10.004 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=2800">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=2800</a>
2017/18	£240.600m	3.9%	£9.616m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=3268">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=3268</a>
2018/19	£247.215m	5%	£8.357m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=3966">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=3966</a>
2019/20	£255.186m	9.5%	£11.653m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=4521">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=4521</a>
2020/21	£269.440m	4.8%	£10.797 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=5459">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=5459</a>
2021/22	£280.664m	2.9%	£11.829 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=6442">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=6442</a>
2022/23	£302.323m	3.39%	£7.668m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=7070">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=7070</a>
2023/24	£326.554m	5%	£16.516 m	<a href="https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=7702">https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&amp;MId=7702</a>

Doedd dim cwestiwn atodol.

## 7.2. Cwestiwn i Aelod y Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol gan Nigel Williams

**Sut, ar adeg pan mae'r cyngor yn cael trafferth bodloni ei rwymedigaethau statudol, gall y cyngor gyfiawnhau gwario £300,000 o arian trethdalwyr ar "ail-ddychmygu'r" Cyngor? Mae'r cyhoedd am gael gwasanaethau yn hytrach nag arwyddeiriau bachog sy'n golygu dim.**

### Ymateb

Mae pwysau ariannol cynyddol a phwysau cynyddol ar y gweithlu'n effeithio ar allu gwasanaethau cyhoeddus i fodloni anghenion y boblogaeth. Mae angen trawsnewid Cyngor Sir Powys mewn ffordd radical, gan ddefnyddio llai o asedau ar draws y Cyngor, chwalu seilos rhwng gwasanaethau a lleihau'r darnio o ran cyflenwi gwasanaethau.

Mae'n rhaid inni fod yn fwy effeithiol, perfformio'n well a chael gwell cysylltiadau gyda'r boblogaeth rydym yn ei gwasanaethu.

Mae angen inni ail-ddychmygu Cyngor Sir Powys yn 2025, y math a nifer y gwasanaethau y gallwn eu cynnig er mwyn sicrhau fod y sefydliad yn fwy cynaliadwy, gan symud i ffwrdd o doriadau blynyddol i wasanaethau.

Does dim amheuaeth y bydd y sefydliad yn llai ei faint ac yn fwy effeithlon trwy ddefnyddio technoleg lle bo'n briodol i wella'r ffordd o gyflenwi gwasanaethau. Bydd gofyn dal llai o asedau, ond ar yr un pryd darparu gwasanaethau hygyrch ar draws ardaloedd cymunedol.

Ar ôl inni adnabod y math a nifer y gwasanaethau i'w darparu gan y Cyngor, byddwn yn sicrhau eu bod o safon, gan gynnig yr opsiwn gorau o safbwynt gwerth i drigolion Powys.

Oherwydd y rhesymau hyn, teimlir ei fod yn angenrheidiol defnyddio'r gronfa adfer yn sgil COVID i drefnu capasiti ychwanegol dros dro. Bydd hyn yn golygu penodi, i swyddi dros dro, swyddogion i reoli'r rhaglen, cefnogi a chostio Cyngor y dyfodol.

Doedd dim cwestiwn atodol.

### **7.3. Cwestiwn i Aelod y Cabinet ar gyfer Cysylltu Powys gan James Holloway**

**Ydy Cyngor Sir Powys yn cefnogi Ffermydd Tyrbinau Gwynt ar y Tir, ac os felly, ydy'r Cyngor wedi ystyried y cyfrwng h.y. y seilwaith sydd ei angen i anfon ynni at y Grid Cenedlaethol?**

#### **Ymateb**

Mae Cyngor Sir Powys wedi cyhoeddi argyfyngau hinsawdd a natur, a newydd fabwysiadau'r cynllun corfforaethol 'cryfach, tecach, gwyrddach' lle mae ein cyfrifoldebau cyffredin o ran bodloni'r targed o sero net erbyn 2030 ac ymrwymadau i'r amgylchedd naturiol, yn edefyn aur. Felly mae'r Cyngor yn cefnogi'r egwyddor o greu ynni adnewyddadwy a charbon isel i fodloni anghenion ynni'r dyfodol yn unol â thargedau ynni adnewyddadwy Llywodraeth Cymru. Bydd hyn yn cynnwys ynni gwynt ar y tir fel rhan o ystod o atebion adnewyddadwy. Lle daw cynigion ar gyfer ffermydd gwynt neu'r seilwaith trosglwyddo gerbron yr Awdurdod i'w hystyried neu eu penderfynu, caiff y rhain eu hystyried yn eu hawl eu hunain yn unol â pholisïau cynllunio perthnasol a phrif ystyriaethau.

Cwestiwn atodol Mr Holloway oedd "Mewn perthynas â danfon ynni i'r Grid Cenedlaethol, a fydd Cyngor Sir Powys yn gwrthwynebu trosglwyddiad uwchben?"

#### **Ymateb**

Hoffwn ddiolch i James Holloway am ei gwestiwn atodol oherwydd mae'n caniatáu imi ehangu ar yr hyn a ddywedais eisoes.

Fel Awdurdod Cynllunio Lleol, mae'n rhaid i Gyngor Sir Powys ystyried cynigion i drosglwyddo ynni ar sail unigol, yn seiliedig ar y polisïau cynllunio cenedlaethol a lleol perthnasol, ac unrhyw ystyriaethau cynllunio perthnasol eraill. Mewn perthynas â Chyngion Datblygu o Arwyddocâd Cenedlaethol, caiff y rhain eu hatgyfeirio i'w hystyried gan Weinidog Newid Hinsawdd Llywodraeth Cymru, Julie James ac nid Powys fydd yn eu penderfynu, er gofynnir i swyddogion lunio Adroddiad Effaith Lleol ar unrhyw gynigion o'r fath.

Gadewch inni fod yn glir, mae'r argyfwng hinsawdd yn effeithio ar bob un ohonom, ac mae angen cymryd camau gweithredu cyflym a phendant. Mae'r Cyngor yn cydnabod bod dyfodol mwy cynaliadwy ar gyfer cymunedau Powys yn golygu bod angen inni wireddu ein targedau Sero nett ac adfer natur ac i helpu unigolion a chymunedau i wneud dewisiadau mwy deallus, gan gynnig mwy o sicrwydd o ran ynni a phontio i bwynt lle bydd pawb yn llai dibynnol ar danwydd ffosil a fewnforir. Mae Llywodraeth Cymru a Chyngor Powys yn cydnabod yn y tymor byr i ganolig, y bydd ynni gwynt ar y tir yn rhan o'n cymysgedd ynni.

Mewn ffordd ddigon tebyg, o ran cyflenwi'r capasiti angenrheidiol ar gyfer ein cartrefi a'n cymunedau er mwyn cynhesu adeiladau a gwefru ein ceir gyda thrydan gwyrdd, bydd gofyn seilwaith trosglwyddo newydd a gwell, ar gyfer prosiectau ynni. Bydd gofyn i unrhyw ddatblygiad o'r fath ddangos mantais bioamrywiaeth net a'r gallu i liniaru niwed gweledol, yn enwedig mewn ardaloedd lle mae gwerth y dirwedd yn uchel, gan osod y seilwaith dan y ddaear lle bo'n ymarferol. Beth bynnag, byddaf yn galw ar ddatblygwyr i gynnal ymgynghoriadau arwyddocaol gyda chymunedau i egluro eu cynigion ochr yn ochr â'r costau a buddion ein helpu i ddatgarboneiddio ein cadwyn cyflenwi ynni a sut y gall Cymunedau Powys elwa o'n hadnoddau gwynt.

#### 7.4. **Cwestiwn i Aelod y Cabinet ar gyfer Powys fwy Llewyrchus gan David Balmer-Cribb**

**Pa gynnydd a wnaeth CSP mewn perthynas ag adolygu Canolfannau Hamdden y Sir a chael cynllun yn ei le i wella cyfleusterau a sicrhau eu dyfodol hirdymor? Mae Canolfannau Hamdden wrth galon cymunedau anghysbell, gan ddarparu addysg, cyfle i ryngweithio ar lefel gymdeithasol a llesiant. Fel rhan o'r cwestiwn hwn, cyfeiriaf at yr adolygiad a addawwyd ym mis Rhagfyr 2022.**  
[Datganiad ynghylch adolygiad o wasanaethau hamdden - Cyngor Sir Powys](#)

#### **Ymateb**

Mae camau cynllunio'r adolygiad cynhwysfawr o'r Gwasanaethau hamdden wedi dechrau, a sefydlwyd Cyrch Gorchwyl ar gyfer y Grŵp Prosiect. Bydd Gweithgor Craffu, sydd i fod i gael ei sefydlu yn ystod yr wythnosau nesaf, yn ystyried y Cylch Gorchwyl. Bydd nifer o swyddogion ynghlwm wrth yr Adolygiad Hamdden, fydd yn rhan o fwrdd prosiect, a byddant yn -

- Cytuno cwmpas a chanlyniadau / allbynnau arfaethedig yr adolygiad.
- Cydlynu'r gwaith a'r ffrydiau gwaith a gytunir.
- Cefnogi ac yn symud proses Adolygiad Hamdden Cyngor Sir Powys ymlaen – gan ddarparu manylion cyson i hysbysu'r adolygiad ac unrhyw argymhellion.
- Agored a thryloyw o ran unrhyw ymrwymadau, gan ddangos cydweithredu/rhannu gwybodaeth mewn ffordd gadarnhaol, ragweithiol, broffesiynol a phriodol.
- Rheoli ac yn cyfathrebu mewn ffordd gyson a phriodol trwy sianeli a gytunir.
- Sicrhau y cynhelir ymgysylltiad â'r cyhoedd mewn ffordd amserol a phroffesiynol, gan gynnwys ystod eang o randdeiliaid a phartion sydd â diddordeb.
- Codi problemau cyn gynted ag y byddant yn dod i'r amlwg, a chydweithio i gyrraedd ateb. Ceisio sicrwydd / her gan Graffu'r Cyngor o dro i dro.
- Sicrhau fod pawb sy'n gysylltiedig/angenrheidiol yn deall rolau a chyfrifoldebau a lefelau ymrwymiad y prosiect.
- Uwchgyfeirio materion i uwch arweinyddion y Cyngor.
- Adrodd yn rheolaidd i Bowys, gan gynnwys Freedom Leisure lle bo'n briodol.

Diben/canlyniad yr adolygiad yw – penderfynu ar gynaliadwyedd hirdymor darpariaeth hamdden ym Mhowys, a sicrhau cyfleusterau addas i'w pwrpas ar gyfer cymunedau yn y dyfodol – fydd yn ategu, yn cyfrannu ac yn gweddu i amcanion, canlyniadau a blaenoriaethau'r Cynllun Corfforaethol.

Y bwriad hefyd yw cynnal ymarfer ymgysylltiad llawn â'r cyhoedd yn ystod y misoedd nesaf, a bydd manylion o ran sut i gyfrannu at hyn ar gael yn fuan. Disgwylir i'r prosiect barhau am ryw saith mis, a chyflwynir opsiynau / argymhellion i'r Cabinet. Wedyn cynhelir ymgynghoriad pellach gyda phawb sydd â diddordeb a rhanddeiliaid.

Doedd dim cwestiwn atodol.

## 8. TRETH Y CYNGOR – PENDERFYNIAD 2023/24

Bu'r Cyngor yn ystyried y penderfyniad ar gyfer Treth y Cyngor 2023/24. Cynigiodd y Cynghorydd Sir Jake Berriman ac eiliodd y Cynghorydd Sir Sandra Davies a gyda 48 o blaid, 3 yn erbyn ac 11 yn atal pleidlais:

### **PENDERFYNWYD**

- 1. Y DYLAI'R Cyngor dderbyn y symiau a nodir ym mharagraff 3.1 uchod am y flwyddyn 2023/2024 yn unol ag Adrannau 32 -36 Deddf Cyllid Llywodraeth Leol, 1992.**
- 2. Y DYLAI'R Cyngor, yn unol ag Adran 30 (2) Deddf Cyllid Llywodraeth Leol, 1992, osod y symiau a nodir ym mharagraff 3.3 uchod fel symiau Treth y Cyngor ar gyfer y flwyddyn 2023/2024 ar gyfer pob yn o'r categorïau anheddiadau a ddangosir.**

## 9. DATGANIAD POLISI CYFLOG AR GYFER 2023/24

Roedd y Cyngor wedi rhoi caniatâd i Arweinydd Proffesiynol Gwasanaethau Cyflogaeth, y Rheolwr Craffu, Rheolwr y Cabinet a'r cyfieithydd aros yn y cyfarfod i helpu gyda rhedeg y cyfarfod. Gadawodd yr holl swyddogion eraill y cyfarfod wrth i'r eitem hon gael ei hystyried.

Bu'r Cyngor yn ystyried y Datganiad Polisi Cyflog sy'n olrhain trefniadau'r Cyngor ar gyfer talu ei gyflogoion am y flwyddyn ariannol 2023/24.

Cynigiodd y Cynghorydd Sir Jake Berriman ac eiliodd y Cynghorydd Sir David Thomas a gyda 62 o blaid, ac 1 yn erbyn

### **PENDERFYNWYD cymeradwyo'r Datganiad Polisi Cyflog ar gyfer 2023/24.**

Dychwelodd y Swyddogion i'r cyfarfod.

## 10. CYNNIG I ADOLYGU STRWYTHUR Y PWYLLGORAU CRAFFU A NIFER Y SEDDI AR BWYLLGORAU

Bu'r Cyngor yn ystyried argymhellion y Pwyllgor Gwasanaethau Democraidd o ran diwygio strwythur y Pwyllgorau Craffu a nifer y seddi ar bwyllgorau. Roedd Arweinyddion Grwpiau Gwleidyddol wedi gofyn am adolygu nifer y seddi ar bwyllgorau yn dilyn y lleihad yn nifer yr Aelodau ym mis Mai 2022 o 73 i 68.



Roedd Pwyllgor y Gwasanaethau Democrataidd wedi argymhell peidio newid y Pwyllgor Pensiynau a Buddsoddiadau, y Pwyllgor Llywodraethu ac Archwilio a'r Panel Cyllid. Cynigiodd y Cynghorydd Sir Elwyn Vaughan ac eiliodd y Cynghorydd Sir Matthew Dorrance ac yn unfrydol:

**PENDERFYNWYD**

**(1) Peidio newid y pwyllgorau canlynol:**

- **Pwyllgor Pensiynau a Buddsoddiadau**
- **Pwyllgor Llywodraethu ac Archwilio**
- **Panel Cyllid.**

Cynigiwyd Argymhellion 2, 3 a 4 i leihau nifer yr aelodau ar y Pwyllgor Craffu i 11 gan y Cynghorydd Sir Elwyn Vaughan, ac fe'i eiliwyd gan y Cynghorydd Sir Gareth Morgan. Siaradodd nifer o aelodau yn erbyn yr argymhelliad, gan ddadlau bod cael mwy o aelodau'n cynnig amrywiaeth farn ehangach. Cynigiodd y Cynghorydd Sir Aled Davies ac eiliodd y Cynghorydd Sir Iain McIntosh y dylid cyfeirio argymhellion 2 – 11 yn ôl i'r Pwyllgor Gwasanaethau Democrataidd i'w hystyried ymhen 12 mis. Collwyd y cynnig hwn gyda 28 o blaid, 31 yn erbyn a 4 yn atal pleidlais.

Pleidleisiodd y Cyngor ar Argymhellion 2, 3 a 4 i leihau nifer yr aelodau ar y Pwyllgor Craffu i 11 a gyda 34 o blaid, 28 yn erbyn a 2 yn atal pleidlais:

**PENDERFYNWYD**

- (2) Y dylid lleihau nifer y seddi ar y tri phwyllgor craffu i 11 Aelod, (yn ogystal ag Aelodau Cyfethol lle bo angen).**
- (3) y dylai Pennaeth y Gwasanaethau Cyfreithiol a'r Swyddog Monitro Iunio diwygiadau i Adran 7 y Cyfansoddiad i adlewyrchu'r penderfyniad yn argymhelliad 2 uchod.**
- (4) y dylai Pennaeth y Gwasanaethau Cyfreithiol a'r Swyddog Monitro fonitro presenoldeb Aelodau mewn cyfarfodydd craffu.**

Cynigiodd y Cynghorydd Sir Elwyn Vaughan dderbyn argymhellion 5, 6 a 7 i leihau nifer yr aelodau ar y Pwyllgor Gwasanaethau Democrataidd, y Pwyllgor Cyflogaeth ac Apeliadau, a Phwyllgor y Ddeddf Trwyddedu 2003, ac fe'i eiliwyd gan y Cynghorydd Sir Gareth Morgan, a gyda 34 o blaid, 27 yn erbyn a 3 yn atal pleidlais

**PENDERFYNWYD**

- (5) lleihau nifer yr aelodau ar Bwyllgorau Eraill (Pwyllgor Gwasanaethau Democrataidd, Pwyllgor Cyflogaeth ac Apeliadau; Pwyllgor Deddf Trwyddedu 2003) i 11 Aelod.**
- (6) y dylai Pennaeth y Gwasanaethau Cyfreithiol a'r Swyddog Monitro baratoi diwygiadau i Adran 9 y Cyfansoddiad i adlewyrchu'r penderfyniad yn argymhelliad 5 uchod.**

- (7) **y dylai Pennaeth y Gwasanaethau Cyfreithiol a'r Swyddog Monitro fonitro presenoldeb Aelodau mewn cyfarfodydd craffu.**

Cynigiwyd argymhellion 8 a 9 i leihau nifer yr aelodau ar y Pwyllgor Cynllunio, Trwyddedu Tacsis a Hawliau Tramwy i 17 aelod gan y Cynghorydd Sir Elwyn Vaughan ac fe'i eiliwyd gan y Cynghorydd Sir Jake Berriman, a gyda 34 o blaid, 28 yn erbyn a 2 yn atal pleidlais:

**PENDERFYNWYD**

- (8) **Ileihau nifer y seddi ar y Pwyllgor Cynllunio, Trwyddedu Tacsis a Hawliau Tramwy i 17 Aelod.**
- (9) **y dylai Pennaeth y Gwasanaethau Cyfreithiol a'r Swyddog Monitro Iunio diwygiadau i Adran 9 y Cyfansoddiad i adlewyrchu'r penderfyniad yn argymhelliad 8 uchod.**

Cynigiwyd argymhellion 10 ac 11 i newid teitlau a chyfrifoldebau'r Pwyllgorau Craffu gan y Cynghorydd Sir Elwyn Vaughan ac fe'i eiliwyd gan y Cynghorydd Sir Danny Bebb. Siaradodd Cadeiryddion y Pwyllgor Craffu Iechyd a Gofal a'r Pwyllgor Dysgu a Sgiliau yn erbyn y cynnig. Gyda 23 o blaid, 36 yn erbyn a 3 yn atal pleidlais, collwyd y cynnig.

Cynigiwyd argymhellion 12 ac 13 i newid aelodaeth Pwyllgor Craffu'r Bwrdd Gwasanaethau Cyhoeddus gan y Cynghorydd Sir Elwyn Vaughan ac fe'i eiliwyd gan y Cynghorydd Sir Glyn Preston a gyda 51 o blaid, 4 yn erbyn a 3 yn atal pleidlais:

**PENDERFYNWYD**

- (12) **Diwygio aelodaeth Pwyllgor Craffu'r Bwrdd Gwasanaethau Cyhoeddus fel a ganlyn, o ddyddiad y CCB ym mis Mai 2023:-**

**Cyfanswm o 9 aelod.**

- **Is-gadeiryddion y 3 Phwyllgor Craffu Ynghyd â**
- **2 gynrychiolydd ychwanegol gan bob un o'r pwyllgorau craffu (ar sail cydbwysedd gwleidyddol a seilir ar Bwyllgor o 6)**

**Cydbwysedd gwleidyddol: Annibynwyr (1); Ceidwadwyr (1); Democratiaid Rhyddfrydol (2) Llafur (1), Aelodau Annibynnol Powys (1)**

- (13) **Y dylai Pennaeth y Gwasanaethau Cyfreithiol a'r Swyddog Monitro baratoi diwygiadau i Adran 7 y Cyfansoddiad i adlewyrchu'r penderfyniad yn argymhelliad 12 uchod.**

Datganwyd diddordeb ariannol gan y Cynghorydd Sir Lucy Roberts yn yr argymhelliad canlynol, a gadawodd y cyfarfod wrth i'r argymhelliad gael ei ystyried. Cynigiwyd Argymhelliad 14 i gadw cyflog Cadeirydd y Pwyllgor Cyflogaeth ac Apeliadau gan y Cynghorydd Sir Elwyn Vaughan ac fe'i eiliwyd gan y Cynghorydd Sir Ange Williams. Dadlwyd, gan nad oedd y Cadeirydd, yn cadeirio'r panel apeliadau bellach, ni ddylai'r swydd olygu cyflog. Gyda 21 o blaid, 31 yn erbyn a 7 yn atal pleidlais, collwyd y cynnig.

Dychwelodd y Cynghorydd Sir Lucy Roberts i'r cyfarfod.

Cynigiwyd argymhelliad 15 na ddylai Cadeirydd Pwyllgor Craffu'r Bwrdd Gwasanaethau Cyhoeddus derbyn cyflog uwch gan y Cynghorydd Sir Glyn Preston ac fe'i eiliwyd gan y Cynghorydd Sir Matthew Dorrance a gyda 55 o blaid, 1 yn erbyn a 3 yn atal pleidlais

## **PENDERFYNWYD**

**(15) na ddylai deiliad y swydd fel Cadeirydd Pwyllgor Craffu'r BGC derbyn Cyflog Uwch yn unol ag adroddiad Panel Annibynnol Cymru ar Gydnabyddiaeth Ariannol**

Torrodd y Cyngor am ginio rhwng 13.40 a 14.35.

### **YN BRESENNOL**

Y Cynghorydd Sir G W Ratcliffe (Cadeirydd)

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

## **11. PENODIAD I'R PANEL MAETHU**

Diolchwyd i'r Cynghorydd Sir Amanda Jenner oedd yn rhoi'r gorau i'w rôl ar y Panel Maethu, am ei holl waith gan y Cynghorydd Sir Sue McNicholas, Cyd-aelod y Cabinet ar gyfer Cenedlaethau'r Dyfodol. Enwebwyd y Cynghorydd Sir Liz Rijnenberg gan y Cynghorydd Sir Matthew Dorrance ac fe'i eiliwyd gan y Cynghorydd Huw Williams.

**PENDERFYNWYD penodi'r Cynghorydd Sir Liz Rijnenberg i'r Panel Maethu.**

## **12. RHYBUDD O GYNNIG - CYNNIG IAITH 2023 / 2023**

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

“Dengys canlyniadau'r Cyfrifiad diweddar yr angen dybryd i weithredu'n ddioed ac yn gynhwysfawr mewn perthynas â'r Gymraeg ym Mhowys. Rydym wedi clywed cymaint am gynaliadwyedd amgylcheddol, a'r angen i weithredu; wel mae'r un peth yn wir am ein Cymunedau Cymraeg.

Rhwng 2011 a 2021 mae Powys wedi colli dros 2,600 o siaradwyr Cymraeg, ac mae'r canran lawr i 16% erbyn hyn. Mae hyn hefyd yn cynnwys dirywiad o 1,864 yn nifer y plant 3-15 oed sy'n gallu siarad Cymraeg.

Yn ystod blynyddoedd diweddar, Powys yw'r unig Sir yng Nghymru lle'r oedd gan ganran is fynediad at addysg Gymraeg na chanran siaradwyr Cymraeg yn y gymuned. Nid yw'n syndod felly ein bod yn gweld y ffigurau'n gostwng bob degawd.

Wrth gwrs, mae nifer o resymau dros y dirywiad: gwendid economaidd, newid yn y patrwm amaethyddol gyda llai o bobl yn gweithio ar y tir, sef y sector traddodiadol gyda chanran uchel o siaradwyr Cymraeg; mae pobl ifanc yn symud o'r ardal, a phobl hŷn yn symud mewn; gor-ddatblygu tai mewn rhai cymunedau, nad ydynt yn wirioneddol adlewyrchu'r cymunedau hynny; ond hefyd, diffyg hanesyddol gan Gyngor Sir Powys o blaid y Gymraeg, a diffyg statws a roddwyd i'r iaith ac addysg Gymraeg. Dyna'r rheswm y mae gofyn inni hyrwyddo'r sylfaen economaidd a chael corff datblygu'n debyg i'r hen Fwrdd Datblygu Cymru Wledig.

Os bydd unrhyw arwyddocâd i gynaliadwyedd, ac os ydym am newid y sefyllfa erbyn y Cyfrifiad nesaf, mae'n rhaid inni weithredu nawr. Peidiwch â meddwl taw Powys yw'r unig sir yn y sefyllfa hon; mae cymunedau traddodiadol neu gymunedau ieithyddol hanesyddol ar draws Ewrop wedi wynebu heriau tebyg, a gallwn ddysgu gwersi, yn enwedig gan wlad y Basg mewn perthynas â'r iaith a'r economi. Mae'n rhaid inni wneud hyn fel pecyn o gamau gweithredu, sy'n cynnwys

Felly mae'r Cyngor yn dymuno -

- Derbyn yr egwyddor fod y Gymraeg yn perthyn i bob rhan o Bowys
- Cefnogi'r alwad ar gyfer asiantaeth datblygu economaidd gwledig
- Galw ar Lywodraeth Cymru i ymestyn cynllun ARFOR (cynllun economaidd ieithyddol gwerth £11m yng Ngorllewin Cymru) i Faldwyn, i hyrwyddo'r Gymraeg a'r economi
- Dysgu gwersi ac efelychu'r hyn sydd wedi digwydd yn ANDOAIN yng ngwlad y Basg trwy blethu gweithgaredd economaidd ac iaith trwy greu gofod mentergarwch, gyda'r teitl Kulturparkea
- Cefnogi datblygu cynllun twristiaeth diwylliannol sy'n manteisio i'r eithaf ar gyfoeth hanes y sir megis Sycharth, Brynglas, Cilmeri, Canolfan Glyndŵr ac ati, gan sicrhau fod Powys yn rhan o'r dyfodol cymaint â'r gorffennol.
- Sicrhau cynaliadwyedd y Gymraeg fel rhan integredig o'r Cynllun Datblygu Lleol newydd
- Sicrhau fod arwyddion masnachol ledled y Sir yn ddwyieithog yn y Cynllun Datblygu newydd
- Gosod nod o gynyddu canran siaradwyr Cymraeg rhugl mewn gweithleoedd y Cyngor i 16% i gynrychioli cymdeithas
- Gweithdy ymwybyddiaeth iaith ar gyfer holl aelodau'r Cyngor, yn ogystal â'r gweithlu

- Symud 12 ysgol gynradd ar hyd y continwfm iaith, neu greu darpariaeth Gymraeg/ysgolion Cymraeg newydd lle nad yw'r opsiwn hwnnw'n bodoli fel mater o frys
- Sefydlu 3 ysgol uwchradd cyfrwng Cymraeg newydd cyn gynted â phosibl
- Cynyddu'r ddarpariaeth TROCHI er mwyn hwyluso dwyieithrwydd.

Cynigiwyd gwelliant gan y Cynghorydd Sir Richard Church a eiliwyd gan y Cynghorydd Sir Glyn Preston oedd yn cynnig ychwanegu'r canlynol:

"I ychwanegu at y rhestr o gamau gweithredu:-

- Nodi'r dystiolaeth gynyddol fod unigolion dwyieithog yn elwa o nifer o fanteision sy'n fuddiol i iechyd, sgiliau dysgu a ffyrdd o fyw, gan gynnwys y gallu i ganolbwyntio'n well, gwell perfformiad mewn profion IQ ac arholiadau, arafu cyrhaeddiad dementia a'r gallu i ddysgu ieithoedd eraill, ac rydym yn gofyn i'r Cyngor hyrwyddo buddion dwyieithrwydd trwy addysg cyfrwng Cymraeg i iechyd, sgiliau dysgu a ffyrdd o fyw unigolion o fewn yr adnoddau sydd ar gael eisoes ar gyfer Addysg Cyfrwng Cymraeg."

Nododd cynigydd y cynnig ei fod yn hapus i dderbyn y gwelliant. Derbyniodd welliant arall sy'n galw ar Lywodraeth Cymru i ymestyn cynllun ARFOR i Bowys gyfan er mwyn hyrwyddo'r Gymraeg a'r economi, ac i ofyn i Weithgor y CDLI wneud cais fod Gweithgor y Cynllun Datblygu Lleol, wrth fynd i'r afael â'r Cynllun Datblygu newydd, yn ystyried cyflwyno polisi cynllunio priodol sy'n golygu bod gofyn i eiddo masnachol, sy'n gwneud ceisiadau dan y Rheoliadau Ystyriaeth, arddangos arwyddion dwyieithog. Wrth ymateb i gwestiynau am ddarparu ysgolion newydd, nododd y Cynghorydd Vaughan fod hyn eisoes yn rhan o'r Cynllun Strategol Cymraeg mewn Addysg a gymeradwywyd gan y weinyddiaeth flaenorol ac a gadarnhawyd gan y weinyddiaeth bresennol a Llywodraeth Cymru. Nid oedd yn golygu adeiladu ysgolion newydd, ond symud ysgolion ar hyd y continwfm ieithyddol yn hytrach.

Cytunwyd ar y cynnig gyda 46 o blaid, 2 yn erbyn a 5 yn atal pleidlais, a daeth yn brif gynnis. Rhoddwyd y prif gynnis gerbron y cyfarfod, a gyda 49 o blaid, 0 yn erbyn, a 3 yn atal pleidlais

#### **PENDERFYNWYD**

- **Derbyn yr egwyddor fod y Gymraeg yn perthyn i bob rhan o Bowys**
- **Cefnogi'r alwad ar gyfer asiantaeth datblygu economaidd gwledig**
- **Galw ar Lywodraeth Cymru i ymestyn cynllun ARFOR (cynllun economaidd ieithyddol gwerth £11m yng Ngorllewin Cymru) i Bowys, i hyrwyddo'r Gymraeg a'r economi**
- **Dysgu gwersi ac efelychu'r hyn sydd wedi digwydd yn ANDOAIN yng ngwlad y Basg trwy blethu gweithgaredd economaidd ac iaith trwy greu gofod mentergarwch, gyda'r teitl Kulturparkea**

- **Cefnogi datblygu cynllun twristiaeth diwylliannol sy'n manteisio i'r eithaf ar gyfoeth hanes y sir megis Sycharth, Brynglas, Cilmeri, Canolfan Glyndŵr ac ati, gan sicrhau fod Powys yn rhan o'r dyfodol cymaint â'r gorffennol.**
- **Sicrhau cynaliadwyedd y Gymraeg fel rhan integredig o'r Cynllun Datblygu Lleol newydd**
- **Gofyn i Weithgor y Cynllun Datblygu Lleol, wrth fynd i'r afael â'r Cynllun Datblygu newydd, ystyried cyflwyno polisi cynllunio priodol sy'n golygu bod gofyn i geisiadau a wneir dan y Rheoliadau Ystyriaeth ar gyfer eiddo masnachol arddangos arwyddion dwyieithog.**
- **Gosod nod o gynyddu canran siaradwyr Cymraeg rhugl mewn gweithleoedd y Cyngor i 16% i gynrychioli cymdeithas**
- **Gweithdy ymwybyddiaeth iaith ar gyfer holl aelodau'r Cyngor, yn ogystal â'r gweithlu**
- **Symud 12 ysgol gynradd ar hyd y continwmm iaith, neu greu darpariaeth Gymraeg/ysgolion Cymraeg newydd lle nad yw'r opsiwn hwnnw'n bodoli fel mater o frys**
- **Sefydlu 3 ysgol uwchradd cyfrwng Cymraeg newydd cyn gynted â phosibl**
- **Cynyddu'r ddarpariaeth TROCHI er mwyn hwyluso dwyieithrwydd.**
- **Nodi'r dystiolaeth gynyddol fod unigolion dwyieithog yn elwa o nifer o fanteision sy'n fuddiol i iechyd, sgiliau dysgu a ffyrdd o fyw, gan gynnwys y gallu i ganolbwyntio'n well, gwell perfformiad mewn profion IQ ac arholiadau, arafu cyrhaeddiad dementia a'r gallu i ddysgu ieithoedd eraill, ac rydym yn gofyn i'r Cyngor hyrwyddo buddion dwyieithrwydd trwy addysg cyfrwng Cymraeg i iechyd, sgiliau dysgu a ffyrdd o fyw unigolion o fewn yr adnoddau sydd ar gael eisoes ar gyfer Addysg Cyfrwng Cymraeg.**

**Y Cynghorydd Sir G W Ratcliffe (Cadeirydd)**

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNTY HALL  
AND ON ZOOM ON THURSDAY, 18 MAY 2023**

**PRESENT**

County Councillor B Baynham (Chair)

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

<b>1.</b>	<b>ELECTION OF CHAIR</b>
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The outgoing Chair, County Councillor Gareth Ratcliffe, thanked Members for giving him the honour of representing the Council over the last twelve months. He presented County Councillors Sandra Davies, David Meredith, William Powell, Susan McNicholas, Arwel Jones, James Gibson-Watt and Peter Lewis with long service badges in recognition of over 15 years of service to the Council and their communities. He would also be writing to those long serving members who had not returned following the elections in 2022. He paid special tribute to Councillor Gareth Morgan who had been a member since 1973 and Councillor Michael Williams who had served since 1980 and presented both with gifts and badges. He also made a presentation to Wyn Richards, the Scrutiny Manager, who was retiring from his post in July.

Councillors paid tribute to Councillor Ratcliffe for the way he had led the Council over the past year.

County Councillor Beverley Baynham was nominated by County Councillor Ange Williams and seconded by County Councillor Pete Roberts. It was unanimously

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

Councillor Baynham thanked Members for their support. She advised that she would be supporting several Powys charities in year of office and invited Members to notify her of any causes in their wards.

<b>2.</b>	<b>ELECTION OF VICE-CHAIR</b>
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County Councillor Jonathan Wilkinson was nominated by County Councillor Aled Davies and seconded by County Councillor Heulwen Hulme. It was unanimously

**RESOLVED that County Councillor Jonathan Wilkinson be elected Vice-Chair for the ensuing year.**

**3. ELECTION OF ASSISTANT VICE-CHAIR**

County Councillor William Powell was nominated by County Councillor Susan McNicholas and seconded by County Councillor Jackie Charlton. It was unanimously

**RESOLVED that County Councillor William Powell be elected Assistant Vice-Chair for the ensuing year.**

**4. APOLOGIES**

Apologies for absence were received from County Councillors S J Beecham, A Cartwright, T Colbert, J Pugh and S L Williams. Council was advised that Councillor Cartwright had asked for a leave of absence.

**RESOLVED to grant a leave of absence to Councillor Anita Cartwright to 31 August 2023.**

**5. DECLARATIONS OF INTEREST**

All Members had a personal but non prejudicial interest in item 9, Members' Schedule of Remuneration.

**6. LEADER'S ANNOUNCEMENTS**

The Leader thanked County Councillor Susan McNicholas who was stepping down from her role as joint Cabinet Member for Future Generations and paid tribute to her work in that role. He introduced Jack Straw who had agreed to act as interim Chief Executive whilst Dr Caroline Turner was on ill health leave.

**7. UPDATE FROM THE INTERIM CHIEF EXECUTIVE**

The interim Chief Executive said that he would be focused on performance in key service areas and assisting the Directors. He would also be working with colleagues on preparing for the future and developing a positive relationship with the Health Board. He also reported the appointment of Sharon Powell as Head of Children's Services and Sharon Frewin as Head of Adult Services.

**8. ALLOCATIONS, ELECTIONS AND APPOINTMENTS REQUIRED TO BE MADE AT THE ANNUAL MEETING OF THE COUNCIL**

Council considered the report of the Head of Legal and Monitoring Officer on the allocations and appointments to be made to committees and outside bodies.

**Non-Politically Balanced Appointments to Council Committees  
Appointments to the Standards Committee**

It was proposed by County Councillor Gareth Morgan and seconded by County Councillor Matthew Dorrance and



**RESOLVED to appoint County Councillors Beverley Baynam and William Powell to fill the vacant seats to serve on the Standards Committee until the next ordinary Council elections in 2027.**

### **Politically Balanced Appointments to Council Committees**

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

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

It was proposed by County Councillor Susan McNicholas and seconded by County Councillor David Thomas and

**RESOLVED to make appointments to Committees in accordance with the wishes of the different Political Groups as set out in Appendix 5 of the report.**

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

County Councillor Aled Davies advised that the Conservative group would not be making an appointment to Bannau Brycheiniog National Park Authority.

**RESOLVED to appoint County Councillors Ed Jones, William Powell, Gareth Ratcliffe, Edwin Roderick and Huw Williams to Bannau Brycheiniog National Park Authority.**

### **Welsh Local Government Association (WLGA)**

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

### **Welsh Local Government Association Executive Board**

It was proposed by County Councillor Matthew Dorrance and seconded by County Councillor Jake Berriman and

**RESOLVED to appoint County Councillor James Gibson-Watt to the WLGA Executive Board.**

### **Appointments of Chairs of Scrutiny Committees**

It was proposed by County Councillor Aled Davies and seconded by County Councillor Lucy Roberts and

**RESOLVED to appoint County Councillor Angela Davies as Chair of the Economy, Residents and Communities Scrutiny Committee, County Councillor Amanda Jenner as Chair of the Health and Care Scrutiny Committee and County Councillor Tudalen 39**

**Gwynfor Thomas as Chair of the Learning and Skills Scrutiny Committee.**

**Appointment of Chair to the Democratic Services Committee**

County Councillor Pete Lewington was nominated by County Councillor Aled Davies and seconded by County Councillor Ian Harrison. County Councillor Elwyn Vaughan was nominated by County Councillor Bryn Davies and seconded by County Councillor Graham Breeze. Following a ballot it was

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

**Tenants Scrutiny Panel**

It was proposed by County Councillor Gareth Ratcliffe and seconded by County Councillor Gareth Jones and

**RESOLVED to appoint County Councillor Joy Jones to the Tenants Scrutiny Panel.**

<b>9. MEMBERS' SCHEDULE OF REMUNERATION</b>
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The Head of Legal and Monitoring Officer reminded mem that they had a personal but non-prejudicial interest in this matter which meant that they should record their interest but were able to speak and vote.

It was moved by County Councillor Gareth Jones and seconded by County Councillor Edwin Roderick and by 55 votes to 0 with 6 abstentions it was

**RESOLVED**

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

<b>10. CONSTITUTION - SECTION 4</b>
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Council considered the recommendations of the Democratic Services Committee proposing amendments to the Constitution.

**Seconding of Motions**

It was proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Pete Lewington and

**RESOLVED**

- (i) That Rule 4.41 of the Constitution be amended to the effect that a Councillor cannot second more than two motions to Council for any single Council meeting;
- (ii) that the suggested amendment to Rule 4.41 in the Constitution as set out in paragraph 2.3 of the report be approved.

### **Urgent Motions**

It was proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Gareth E Jones and

#### **RESOLVED**

- (i) That the requirement for a costed analysis be excluded for urgent motions;
- (ii) That the suggested new Rule 4.43.5 for the Constitution as set out in paragraph 3.4 of the report be approved.

### **Amendment to Motions**

It was proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Danny Bebb and

#### **RESOLVED**

- (i) To remove Rule 4.49.1.5 from the Constitution so as to remove the opportunity for a substitute amendment which negates or would otherwise change the material substance of the original motion.
- (ii) That the Head of Legal Service and the Monitoring Officer is authorised to remove Rule 4.49.1.5 from the Constitution revise and to make such other consequential amendments as may be required.

<b>11. NEW WAYS OF WORKING - MEMBER MEETINGS</b>
--

Council debated the new working model which allowed members the flexibility to participate in meetings remotely, introduced as a result of the coronavirus pandemic. The report noted the advantages of the current arrangements whilst acknowledging the value of meeting in person from time to time.

It was recommended to:

- continue with the current working arrangements.
- task Scrutiny Chair's to determine, with their committee, how they would like to work.
- that each Committee meet at least twice a year face to face.

County Councillor Graham Breeze proposed the following amendment seconded by County Councillor Heulwen Hume

That the recommendation is reworded as follows:

From:

- continue with the current working arrangements.
- task Scrutiny Chair's to determine, with their committee, how they would like to work.
- that each Committee meet at least twice a year face to face.

To:

- Continue with current working arrangements with an annual review to be discussed at Democratic Service Committee.
- Task Scrutiny chairs to determine, with their committee, how they would like to work.
- That each committee meet at least twice a year face to face.
- That the chair of Planning Committee can also determine when meetings need to take place on a face-to-face basis based on the content of planning applications.

The amendment was lost by 19 votes to 30 with 2 amendments.

It was proposed by County Councillor Graham Breeze and seconded by County Councillor Jake Berriman that the report be referred back to the Democratic Services Committee for further consideration. By 60 votes to 2 it was

**RESOLVED to refer the report back to the Democratic Services Committee for further consideration.**

## **12. BUDGET VIREMENTS**

Council considered requests for budget virements in respect of school and public transport and Adult Social Care. The recommendations were proposed by County Councillor David Thomas and seconded by County Councillor Sandra Davies and by 52 votes to 0 with 6 abstentions it was

**RESOLVED to approve the virements set out in section 2.3 of the report to comply with the relevant financial regulations.**

## **13. INTERIM EXECUTIVE MANAGEMENT TEAM STRUCTURE CHANGES**

Council considered a report by the Interim Chief Executive proposing to extend the interim appointments to the following posts for a further period of up to a further twelve months: -

- Director of Social Services and Housing
- Director of Education and Childrens services

- Director of Corporate Services
- Head of Transformation and Democratic Services
- Head of Housing
- Head of Community Services
- Head of Commissioning and Partnerships

**RESOLVED to approve the extension of the interim arrangements for the posts outlined in paragraph 3.1 of the report for a further period of up to a further twelve months.**

<b>14.</b>	<b>BUDGET VIREMENT TO SUPPORT THE HOUSING SERVICES 'CREATING AREA FOCUSED TEAMS' PROJECT</b>
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The Chair advised that she had agreed that this item could be taken as an urgent item so that the Council did not miss the opportunity to employ additional tradespeople to join the Council.

Council was advised that Housing Services had run a very successful recruitment exercise for tradespeople and operatives to join the Council to provide a localised Housing Repairs and Maintenance Team for each housing management area.

It was moved by County Councillor Matthew Dorrance and duly seconded and by 60 votes to 0 it was

**RESOLVED to approve the virements, within the HRA Business Plan 2023-2024 as set out in table 9.1. of the report.**

**County Councillor B Baynham (Chair)**

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

**COFNODION CYFARFOD O'R CYNGOR SIR A GYNHALIWDY YN NEUADD Y SIR  
AC AR ZOOM DDYDD IAU, 18 MAI 2023**

**YN BRESENNOL**

Y Cynghorydd Sir B Baynham (Cadeirydd)

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

**1. ETHOL CADEIRYDD**

Diolchodd y Cadeirydd oedd yn gadael, y Cynghorydd Sir Gareth Ratcliffe, i'r Aelodau am roi'r anrhydedd iddo gael cynrychioli'r Cyngor dros y deuddeg mis diwethaf. Cyflwynodd fathodynau am wasanaeth hir i'r Cynghorwyr Sir Sandra Davies, David Meredith, William Powell, Susan McNicholas, Arwel Jones, James Gibson-Watt a Peter Lewis i gydnabod dros 15 mlynedd o wasanaeth i'r Cyngor a'u cymunedau. Byddai hefyd yn ysgrifennu at yr aelodau hynny oedd wedi gwasanaethu am gyfnod hir nad oedd wedi dychwelyd yn dilyn yr etholiadau yn 2022. Rhoddodd deyrnged arbennig i'r Cynghorydd Gareth Morgan a fu'n aelod ers 1973 a'r Cynghorydd Michael Williams a fu'n gwasanaethu ers 1980 a chyflwynodd anrhegion a bathodynau i'r ddau. Gwnaeth gyflwyniad hefyd i Wyn Richards, y Rheolwr Craffu, a oedd yn ymdeol o'i swydd ym mis Gorffennaf.

Rhoddodd y cynghorwyr deyrnged i'r Cynghorydd Ratcliffe am y ffordd yr oedd wedi arwain y Cyngor dros y flwyddyn ddiwethaf.

Enwebwyd y Cynghorydd Sir Beverley Baynham gan y Cynghorydd Sir Ange Williams a chafodd ei heilio gan y Cynghorydd Sir Pete Roberts. Yn unfrydol

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

Diolchodd y Cynghorydd Baynham i'r Aelodau am eu cefnogaeth. Dywedodd y byddai'n cefnogi nifer o elusennau Powys yn ei blwyddyn yn y swydd a gwahoddodd yr Aelodau i roi gwybod iddi am unrhyw achosion da yn eu wardiau.

**2. ETHOL IS-GADEIRYDD**

Enwebwyd y Cynghorydd Sir Jonathan Wilkinson gan y Cynghorydd Sir Aled Davies a chafodd ei eilio gan y Cynghorydd Sir Heulwen Hulme. Yn unfrydol

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

**3. ETHOL IS-GADEIRYDD CYNORTHWYOL**

Enwebwyd y Cynghorydd Sir William Powell gan y Cynghorydd Sir Susan McNicholas a chafodd ei eilio gan y Cynghorydd Sir Jackie Charlton. Yn unfrydol

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

**4. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cyngorwyr Sir S J Beecham, A Cartwright, T Colbert, J Pugh and S L Williams. Hysbyswyd y Cyngor bod y Cynghorydd Cartwright wedi gofyn am ganiatâd i gael cyfnod o absenoldeb.

**PENDERFYNWYD caniatáu cyfnod o absenoldeb i'r Cynghorydd Anita Cartwright tan 31 Awst 2023.**

**5. DATGANIADAU O FUDDIANT**

Roedd gan bob Aelod fuddiant personol ond nad oedd yn rhagfarnu yn eitem 9, Rhestr Cydnabyddiaeth Ariannol yr Aelodau.

**6. CYHOEDDIADAU'R ARWEINYDD**

Diolchodd yr Arweinydd i'r Cynghorydd Sir Susan McNicholas a oedd yn rhoi'r gorau i'w rôl fel cyd-Aelod Cabinet dros Genedlaethau'r Dyfodol a rhoddodd deyrnged i'w gwaith yn y rôl honno. Cyflwynodd Jack Straw a oedd wedi cytuno i weithredu fel Prif Weithredwr dros dro tra roedd Dr Caroline Turner ar absenoldeb salwch.

**7. DIWEDDARIAD GAN Y PRIF WEITHREDWR DROS DRO**

Dywedodd y Prif Weithredwr dros dro y byddai'n canolbwyntio ar berfformiad mewn meysydd gwasanaeth allweddol ac yn cynorthwyo'r Cyfarwyddwyr. Byddai hefyd yn gweithio gyda chydweithwyr ar baratoi ar gyfer y dyfodol a datblygu perthynas gadarnhaol gyda'r Bwrdd Iechyd. Adroddodd hefyd fod Sharon Powell wedi'i phenodi'n Bennaeth Gwasanaethau Plant a Sharon Frewin yn Bennaeth Gwasanaethau Oedolion.

**8. DYRANIADAU, ETHOLIADAU A PHENODIADAU Y MAE'N OFYNNOL EU GWNEUD YNG NGHYFARFOD BLYNYDDOL Y CYNGOR**

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

**Penodiadau heb Gydbwysedd Gwleidyddol i Bwyllgorau'r Cyngor  
Penodiadau i'r Pwyllgor Safonau**



Cynigiwyd gan y Cynghorydd Sir Gareth Morgan ac eiliwyd gan y Cynghorydd Sir Matthew Dorrance a

**PHENDERFYNWYD penodi'r Cynghorwyr Sir Beverley Baynham a William Powell i lenwi'r seddi gwag i wasanaethu ar y Pwyllgor Safonau tan etholiadau arferol nesaf y Cyngor yn 2027.**

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

Cynigiwyd gan y Cynghorydd Sir Huw Williams a'r Cynghorydd Sir Gareth E Jones a

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

Cynigiwyd gan y Cynghorydd Sir Susan McNicholas ac eiliwyd gan y Cynghorydd Sir David Thomas a

**PHENDERFYNWYD gwneud penodiadau i Bwyllgorau yn unol â dymuniadau'r gwahanol Grwpiau Gwleidyddol fel y nodir yn Atodiad 5 yr adroddiad.**

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

Dywedodd y Cynghorydd Sir Aled Davies na fyddai grŵp y Ceidwadwyr yn gwneud penodiad i Awdurdod Parc Cenedlaethol Bannau Brycheiniog.

**PENDERFYNWYD penodi'r Cynghorwyr Sir Ed Jones, William Powell, Gareth Ratcliffe, Edwin Roderick a Huw Williams i Awdurdod Parc Cenedlaethol Bannau Brycheiniog.**

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

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

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

Cynigiwyd gan y Cynghorydd Sir Matthew Dorrance ac eiliwyd gan y Cynghorydd Sir Jake Berriman a

**PHENDERFYNWYD penodi'r Cynghorydd Sir James Gibson-Watt i Fwrdd Gweithredol CLILC (WLGA).**

#### **Penodi Cadeiryddion Pwyllgorau Craffu**

Cynigiwyd gan y Cynghorydd Sir Aled Davies ac eiliwyd gan y Cynghorydd Sir Lucy Roberts a

**PHENDERFYNWYD penodi'r Cynghorydd Sir Angela Davies yn Gadeirydd Pwyllgor Craffu'r Economi, Preswylwyr a Chymunedau, y Cynghorydd Sir Amanda Jenner yn Gadeirydd y Pwyllgor Craffu Iechyd a Gofal a'r Cynghorydd Sir Gwynfor Thomas yn Gadeirydd y Pwyllgor Craffu Dysgu a Sgiliau.**

**Penodi Cadeirydd i'r Pwyllgor Gwasanaethau Democrataidd**

Enwebwyd y Cynghorydd Sir Pete Lewington gan y Cynghorydd Sir Aled Davies a chafodd ei eilio gan y Cynghorydd Sir Ian Harrison. Enwebwyd y Cynghorydd Sir Elwyn Vaughan gan y Cynghorydd Sir Bryn Davies a chafodd ei eilio gan y Cynghorydd Sir Graham Breeze. Yn dilyn pleidlais

**PENDERFYNWYD ethol y Cynghorydd Sir Elwyn Vaughan yn Gadeirydd y Pwyllgor Gwasanaethau Democrataidd.**

**Panel Craffu ar Denantiaid**

Cynigiwyd gan y Cynghorydd Sir Gareth Ratcliffe ac eiliwyd gan y Cynghorydd Sir Gareth Jones a

**PHENDERFYNWYD penodi'r Cynghorydd Joy Jones i'r Panel Craffu ar Denantiaid.**

<b>9. RHESTR CYDNABYDDIAETH ARIANNOL YR AELODAU</b>
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Atgoffodd Pennaeth y Gwasanaethau Cyfreithiol a'r Swyddog Monitro yr aelodau fod ganddynt fuddiant personol ond nad oedd yn rhagfarnu yn y mater hwn a olygai y dylent gofnodi eu buddiant ond eu bod yn gallu siarad a phleidleisio.

Cynigiwyd gan y Cynghorydd Sir Gareth Jones ac eiliwyd gan y Cynghorydd Sir Edwin Roderick ac o 55 pleidlais i 0 gyda 6 yn ymatal.

**PENDERFYNWYD**

- (i) **Cymeradwyo'r argymhelliad i ddyrannu hyd at 17 (fel y'i diwygiwyd) o Uwch Gyflogau fel y manylir yn eu cylch yn adran 4 yr adroddiad hwn.**
- (ii) **Cymeradwyo cyhoeddi Rhestr Cydnabyddiaeth Ariannol yr Aelodau yn seiliedig ar yr adroddiad.**

<b>10. Y CYFANSODDIAD - ADRAN 4</b>
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Rhoddodd y Cyngor ystyriaeth i argymhellion y Pwyllgor Gwasanaethau Democrataidd yn cynnig diwygiadau i'r Cyfansoddiad.

**Eilio Cynigion**

Cynigiwyd gan y Cynghorydd Sir Elwyn Vaughan ac eiliwyd gan y Cynghorydd Sir Pete Lewington a

**PHENDERFYNWYD**

- (i) Diwygio Rheol 4.41 y Cyfansoddiad i'r perwyl na all Cynghorydd eilio mwy na dau gynnig i'r Cyngor ar gyfer unrhyw un o gyfarfodydd y Cyngor;
- (ii) cymeradwyo'r diwygiad a awgrymwyd i Reol 4.41 yn y Cyfansoddiad fel y nodir ym mharagraff 2.3 yr adroddiad.

**Cynigion Brys**

Cynigiwyd gan y Cynghorydd Sir Elwyn Vaughan ac eiliwyd gan y Cynghorydd Sir Gareth E Jones a

**PHENDERFYNWYD**

- (i) Bod y gofyniad am ddadansoddiad wedi'i gostio yn cael ei eithrio ar gyfer cynigion brys;
- (ii) Cymeradwyo'r Rheol 4.43.5 newydd a awgrymir ar gyfer y Cyfansoddiad fel y nodir ym mharagraff 3.4 yr adroddiad.

**Gwelliant i Gynigion**

Cynigiwyd gan y Cynghorydd Sir Elwyn Vaughan ac eiliwyd gan y Cynghorydd Sir Danny Bebb a

**PHENDERFYNWYD**

- (i) Dileu Rheol 4.49.1.5 o'r Cyfansoddiad er mwyn cael gwared ar y cyfle am welliant arall sy'n negyddu neu a fyddai fel arall yn newid sylwedd hanfodol y cynnig gwreiddiol.
- (ii) Awdurdodi Pennaeth y Gwasanaethau Cyfreithiol a'r Swyddog Monitro i ddileu Rheol 4.49.1.5 o'r Cyfansoddiad a gwneud unrhyw ddiwygiadau canlyniadol eraill a allai fod yn ofynnol.

<b>11. FFYRDD NEWYDD O WEITHIO - CYFARFODYDD AELODAU</b>
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Bu'r Cyngor yn trafod y model gweithio newydd a oedd yn rhoi'r hyblygrwydd i aelodau gymryd rhan mewn cyfarfodydd o bell, a gyflwynwyd o ganlyniad i bandemig y coronafeirws. Roedd yr adroddiad yn nodi manteision y trefniadau presennol er yn cydnabod gwerth cyfarfod yn bersonol o bryd i'w gilydd.

Argymhellwyd:

- parhau â'r trefniadau gwaith presennol.
- gofyn i'r Cadeiryddion Craffu benderfynu, gyda'u pwyllgor, sut yr hoffent weithio.
- bod pob Pwyllgor yn cyfarfod o leiaf ddwywaith y flwyddyn wyneb yn wyneb.

Cynigiodd y Cynghorydd Sir Graham Breeze y gwelliant canlynol a eiliwyd gan y Cynghorydd Sir Heulwen Hume

Bod yr argymhelliad yn cael ei aralleirio fel a ganlyn:

O:

- parhau â'r trefniadau gwaith presennol.
- gofyn i'r Cadeiryddion Craffu benderfynu, gyda'u pwyllgor, sut yr hoffent weithio.
- bod pob Pwyllgor yn cyfarfod o leiaf ddwywaith y flwyddyn wyneb yn wyneb.

I:

- Parhau â'r trefniadau gwaith presennol gydag adolygiad blynyddol i'w drafod yn y Pwyllgor Gwasanaethau Democrataidd.
- gofyn i'r Cadeiryddion Craffu benderfynu, gyda'u pwyllgor, sut yr hoffent weithio.
- Bod pob pwyllgor yn cyfarfod o leiaf ddwywaith y flwyddyn wyneb yn wyneb.
- Bod Cadeirydd y Pwyllgor Cynllunio hefyd yn gallu penderfynu pryd y mae angen cynnal cyfarfodydd wyneb yn wyneb yn seiliedig ar gynnwys ceisiadau cynllunio.

Collwyd y gwelliant o 19 pleidlais i 30 gyda 2 welliant.

Cynigiodd y Cynghorydd Sir Graham Breeze ac eiliwyd gan y Cynghorydd Sir Jake Berriman bod yr adroddiad yn cael ei gyfeirio'n ôl i'r Pwyllgor Gwasanaethau Democrataidd i'w ystyried ymhellach. O 60 pleidlais i 2

**PENDERFYNWYD cyfeirio'r adroddiad yn ôl i'r Pwyllgor Gwasanaethau Democrataidd i'w ystyried ymhellach.**

## **12. TROSGLWYDDIADAU CYLLIDEB**

Ystyriodd y Cyngor geisiadau am drosglwyddiadau cyllideb mewn perthynas â chludiant ysgol a chludiant cyhoeddus a Gofal Cymdeithasol i Oedolion. Cynigiwyd yr argymhellion gan y Cynghorydd Sir David Thomas ac eiliwyd gan y Cynghorydd Sir Sandra Davies ac o 52 pleidlais i 0 gyda 6 yn ymatal

**PENDERFYNWYD cymeradwyo'r trosglwyddiadau a nodir yn adran 2.3 yr adroddiad er mwyn cydymffurfio â'r rheoliadau ariannol perthnasol.**

## **13. NEWIDIADAU I STRWYTHUR Y TÎM RHEOLI GWEITHREDOL DROS DRO**

Rhoddodd y Cyngor ystyriaeth i adroddiad gan y Prif Weithredwr Dros Dro yn cynnig ymestyn y penodiadau dros dro i'r swyddi canlynol am gyfnod pellach o hyd at ddeuddeng mis arall: -

- Cyfarwyddwr Gwasanaethau Cymdeithasol a Thai
- Cyfarwyddwr Addysg a Gwasanaethau Plant
- Cyfarwyddwr Gwasanaethau Corfforaethol
- Pennaeth Trawsnewid a Gwasanaethau Democrataidd
- Pennaeth Tai
- Pennaeth Gwasanaethau Cymunedol
- Pennaeth Comisiynu a Phartneriaethau

**PENDERFYNWYD** cymeradwyo ymestyn y trefniadau dros dro ar gyfer y swyddi a amlinellwyd ym mharagraff 3.1 yr adroddiad am gyfnod pellach o hyd at ddeuddeg mis arall.

<b>14.</b>	<b>TROSGLWYDDIAD CYLLIDEB I GEFNOGI PROSIECT 'CREU TIMAU SY'N CANOLBWYNTIO AR ARDALOEDD' Y GWASANAETHAU TAI</b>
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Dywedodd y Cadeirydd ei bod hi wedi cytuno y gellid cymryd yr eitem hon fel eitem frys fel nad oedd y Cyngor yn colli'r cyfle i gyflogi cyflenwyr ychwanegol i ymuno â'r Cyngor.

Hysbyswyd y Cyngor bod y Gwasanaethau Tai wedi cynnal ymarfer recriwtio llwyddiannus iawn ar gyfer cyflenwyr a gweithwyr i ymuno â'r Cyngor i ddarparu Tîm Atgyweirio a Chynnal a Chadw Tai lleol ar gyfer pob ardal rheoli tai.

Cynigiwyd hyn gan y Cynghorydd Sir Matthew Dorrance ac fe'i heiliwyd yn briodol, ac o 60 pleidlais i 0

**PENDERFYNWYD** cymeradwyo'r trosglwyddiadau, o fewn Cynllun Busnes CRT (HRA) 2023-2024 fel y nodir yn nhabl 9.1. yr adroddiad.

**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  
20 July 2023

**REPORT AUTHOR:** County Councillor Jake Berriman  
Cabinet Member for a Connected Powys

**SUBJECT:** Question from Dr David Williams

**What can residents do to stop P.C.C. giving Planning Permission for new and extensions to Intensive Poultry Units [IPUs], in the light of the damage they cause to watercourses and the potential for the spread of Avian Flu?**

### **Response**

The Council is aware of the concerns many residents have, and recognises the environmental impacts associated with Intensive poultry Units (IPU) proposals. These impacts are taken into consideration when determining planning applications when the Council assiduously follows prevailing legislation, regulations, planning policy and guidance that is in place when a decision is taken. Comments made by statutory consultees, including Natural Resources Wales (NRW) are also considered, given their expertise and legal standing in terms of environmental permitting.

Whilst residents may comment on any planning application, their observations and concerns will be weighed, along with other considerations, for “materiality” against the prevailing legal and policy context.

A number of residents have called for such developments to be stopped and for a legislative moratorium to be put in place. This, however, is a matter for Welsh Government’s consideration and is not something that Powys County Council could do unilaterally. I understand that the Welsh Government is requiring all local planning authorities to include a planning policy on intensive livestock units in their replacement Local Development Plans, and this is something that we will look at in relation to any changes to the legal, regulatory, or national policy frameworks.

In the meantime, we have recently received notification from Welsh Government that we should not approve a number of such applications we are holding, until they have made clear their view whether they wish to call them in to determine them themselves. This amounts to some 13 applications being held in abeyance currently, with no planning approvals having been issued by Powys Council for an IPU for approximately 12 months.

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



# 7.2

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
20 July 2023

**REPORT AUTHOR:** County Councillor Jackie Charlton  
Cabinet Member for a Greener Powys

**SUBJECT:** Question from Alison Jones

**This has no doubt been raised before. However, it never ceases to amaze me how little Powys do to support our local towns and businesses in the lead up to Christmas.**

**I regularly read/hear other councils that offer a free parking scheme for example on Saturdays in December. Could Powys not show some good will and do the same this year please?**

### **Response**

Thank you, Mrs Jones, for your question which is very timely.

Providing free parking on the run up to Christmas has been beneficial in the past and over the years funding was made available to provide this scheme. It was reduced in the last administration and ultimately ceased.

I am seeking to review the parking service in the autumn and am considering ways of assessing the possibility of funding this initiative again. If there are spare funds available, I will consider reinstating this initiative. It was particularly popular in our Market Towns such as Builth Wells.

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

# 7.3

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
20 July 2023

**REPORT AUTHOR:** County Councillor David Selby  
Cabinet Member for a More Prosperous Powys

**SUBJECT:** Question from Colin Olivant

Here in Powys we have great Schools that educate children with Special Needs, however, that is as far as it seems to go. Once children leave these schools options are limited in respect of residential colleges, we have to jump through a lot of hoops and complete endless paperwork just to get a suitable place which is out of County. Have Powys thought about having a residential College like Coleg Elidyr in Llandovery based in Powys where children with Special Educational Needs can attend? This would reduce the stress and strains parents have to be put through when applying and being told sorry it's out of County, this in my opinion limits the further education for SEN children. I understand Powys want their money to stay in Powys but NPTC just do not offer what is needed all the time plus as the title says "Neath Port Talbot" the money is still going out of County.

### Response

The decision making for granting a placement at a residential special school/college was made by Welsh Government. The statement of special educational need of a young person would have to cease, a Section 1.40 assessment would be carried out and a learning and skills plan would be created by Careers Wales, and this would need to be submitted to Welsh Government for a decision and approval. The funding was held at a Welsh Government level. Welsh Government would expect that all local colleges had been contacted to enquire about their capacity to meet a young persons need, and additional discussions would be held with a local authorities social care service to deem whether the residential aspect of the provision was necessary. The final decision was not made by the local authority.

As we transition to the new ALN Act\* and Code\*\*, the decision making process and funding allocation has been given to the local authority. The funding is distributed on a formula devised by Welsh Government.

Further Education colleges are independently owned, and not part of the Education portfolio in local authorities across Wales, nor in Powys. At this time there are no plans to develop a specialist residential college in Powys. The number of young people that meet the criteria and threshold for a place at a residential specialist college is very small; therefore at this time it would not be cost effective to provide this service internally.

Learners within Powys that have a statement of special educational need or an Individual Development Plan within the new Act and meet the threshold for attending one of our special schools can attend post-16 education in these schools until they are 19 years of age. The Inclusion and Youth Services Team are working with schools to improve the offer at Post-16 for learners with ALN, and this forms a major workstream on the service plan.

Our ALN team are available to give further help and assistance should it be needed.

\*Additional Learning Needs and Education Tribunal (Wales) Act 2018

\*\*Additional Learning Needs Code for Wales (2021)

# 7.4

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
20 July 2023

**REPORT AUTHOR:** County Councillor Matthew Dorrance  
Deputy Leader and Cabinet Member for a Fairer Powys

**SUBJECT:** Question from Phoebe Jenkins

**Local residents are being priced out of the housing market, whether that's first time buyers or families who need to expand. There are no new affordable home developments, nor any existing properties available.**

**Properties that are on the market exceed the financial capabilities of those working in the area. 3 bedroom properties in the town of Hay-On-Wye start at £300k, with most being nearer or over £400k. If you take the average salary of a two adult family, and a large deposit, it is still impossible to reach.**

**Properties that are within budget, typically ex council homes, are also incredibly difficult to mortgage, with most lenders rejecting applications. Reasons cited include infrastructure, location and proximity to industrial units. If the only houses that are affordable are unmortgagable, they aren't accessible!**

**On top of this, as most of these families have financial savings, they are unable to receive social housing (for many reasons). Also, private rental for larger family homes is way above affordability. Therefore, they are often left with little or no choice but to move out of the area, which will have huge social and economic effects on communities.**

**How will Powys County Council help local families stay in their home towns?**

Response:

Powys County Council is committed building a stronger, fairer, greener future for our communities.

The Council is working to address the challenges of affordability of housing in Powys. The cost of housing has risen in part because of a long-term disparity between the need for homes, both to rent with secure tenancies at affordable rents and to buy, and the number of additional and new homes being built. The growth of buy-to-let has further exacerbated the problem people face, by driving up the price of homes that are often those most suited to first time buyers and home buyers with low and middle incomes.

In 1992, the UK government imposed a moratorium on the ability of local councils to build new homes. This came to an end in 2012-2013 and since then Powys County

Council has once again started to build new homes for local people to rent at genuinely affordable rents and all let on secure contracts. Since the Council started building homes again after that thirty-year hiatus of not being allowed to build homes, 129 Council homes have been completed in Powys.

The target in 'Stronger, Fairer, Greener' is to have by 2031 added another 350 new homes to the Council's total stock. Between 2026 and 2031, the Council's development programme – taking into account secured and unsecured land – already stands at 217 new homes. This includes secured land banks able to support the building of 112 homes once the management of phosphates in affected communities is resolved. Additional sites and opportunities are expected to become available between now and 2031.

Progressing all new developments is dependent upon events often outside the control of the Housing Service. These include securing viable development sites, gathering all necessary planning and other regulatory consents, having a range of competent and stable construction contractors able and willing to build new homes, supply chains being able to provide cost effective and timely supplies of materials and components, and managing increases in construction cost inflation. Of critical importance will be addressing the challenges to new development posed by the need to improve phosphate management in the River Wye and River Usk catchment areas in the south of Powys. Under current proposals for improving the capability and capacity of water treatment works, this should be resolved by 2025-2026 for the River Wye and 2027-2028 for the River Usk.

Support from the Welsh Government is also an essential part of our growing programme to increase the number of homes affordable for people in Powys, through the Social Housing Grant programme.

Powys regularly secures the full support of the Welsh Government to help make sure that new homes, developed by the Council and housing associations, can be let at rents that are affordable to local people.

Powys County Council has in place a Package Deal policy to encourage developers to bring to the Council completed and ready-to-move-into developments of social housing. The developer designs and builds the homes, to a standard acceptable to the Council, with the Council having the option to buy upon completion at a mutually agreed price. This approach frees up our own capacity to focus on those schemes where we buy the land and directly develop ourselves. In 2022-2023, we have added seven social rented homes using our Package Deal model.

Further additions to the social housing available to people living in Powys will be secured through continuing the programme of property acquisitions. The numbers to be bought will depend upon the opportunities presented by the housing market and how the properties match local housing needs and represent long-term value for money. In 2018-2019, 21 homes were bought, followed by four in 2019-2020, three in 2020-2021 and six between April 2021 and December 2022.

Housing associations working in Powys develop a range of home ownership schemes to help support people into home ownership, alongside their developments

of homes for rent at affordable prices. The Council will explore how to offer more options for increasing the range of low-cost home ownership options that can be offered to the people of Powys.

In 2023-2024, we will be ramping up our work to bring empty properties back into use as homes. This includes making available to people in Powys the Welsh Government's Empty Homes Grant which provides financial help for people to buy and bring into use a long-term empty property as a home for themselves and their family.

We are creating our new Local Development Plan, which will support the aims of this Corporate and Strategic Equality Plan to make Powys stronger, fairer and greener. The plan will shape the future of Powys as it will outline opportunities for future development and land use in the county. It considers a variety of topics, including making sure that decisions consider the impact to the planet, that housing is built in the areas where people need or want to live, and that services are provided in the places where they are needed.

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



## CYNGOR SIR POWYS COUNTY COUNCIL.

Council 20<sup>th</sup> July 2023

**REPORT AUTHOR:** County Councillor David Thomas  
Cabinet Member for Finance and Corporate  
Transformation

**REPORT TITLE:** Revenue Virements

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**REPORT FOR:** Decision

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**1. Purpose**

- 1.1 This report seeks Council approval for virements to be transferred at the 2022-23 year end to address specific additional pressures facing the Council in the new financial year.

**2. Advice**

- 2.1 In the Revenue Outturn Position reported as at 31st March 2023, there was two virements proposed that were presented at Cabinet on 20th June and following Cabinet approval these are now recommended to Council for approval:

Revenue virements requested for the following items:

- a) Transport fund - The Fleet Management Services reported an underspend against depreciation charges of £685,455. The service asked to utilise this underspend with an additional contribution to the vehicle replacement reserve to assist in managing the increasing pressure on the transport fund arising from significant inflation on purchase costs. Where possible this funding will be used to purchase “green” vehicles.
- b) Insurance - Insurance budget outturn had unspent funds of £906,707, and this is requested to be transferred into the specific insurance reserve. The reserve has reduced as claim excesses have been met in recent years and this transfer will replenish the reserve to meet future liabilities.

**3. Resource Implications**

- 3.1 The Deputy Head of Finance (Deputy Section 151 Officer) supports the recommendation as both reserves will benefit from the replenishment to fund future demands that will occur.

**4. Legal implications**

- 4.1 The Monitoring Officer has no specific concerns with this report.

**5. Data Protection**

- 5.1 The proposal does not involve the processing of personal data.

**6. Comment from local member(s)**

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

**7. Integrated Impact Assessment**

7.1 No impact assessment is required

**8. Recommendation**

8.1 To approve the virement set out in section 2 transferring the amount specified for the reasons given.

Contact Officer:	Jane Thomas, Head of Financial Services
Tel:	01597 827789
Email:	jane.thomas@powys.gov.uk

# Powys County Council Standards Committee Annual Report 2022-23



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## **Chair's statement**

This is the first report of this type to the Full Council and I hope you will find it useful. We welcomed an opportunity to meet with Group Leaders and develop a collaborative relationship. Our goal is to maintain high standards of conduct by members and so improve their standing and trust amongst the public. As this is the first report, we would welcome any suggestions you might have about content or format.

Stephan Hays

Chair, Standards Committee and Standards Community Sub-Committee

## **Introduction**

The Local Government Act 2000 requires Councils to establish a Standards Committee to promote and maintain high standards of conduct and probity in the conduct of Councillors. The Local Government & Elections (Wales) Act 2021 introduced a mandatory requirement for Standards Committees to present an annual report to full Council. The annual report is to relate to the financial year, that is, the 12 month period ending on 31st March. However, the Committee has agreed to report its activities for the period 1 April 2022 – 12 June 2023 to enable it to report on its first meeting with Group Leaders.

This statutory report must describe how the Committee has discharged its functions during the previous year and must include a summary of any reports, actions or recommendations made or referred to the Committee. Full Council must consider the Committee's annual report within three months from receiving the report.

## **Membership of the Standards Committee and Community Sub-Committee**

The Committee comprises five Independent (Lay) Members together with four County Councillors. The Committee has a Community Sub-Committee dealing with all standards relating to town and community councillors. The five Independent (Lay) Members sit on this Community Sub-Committee together with one of the County Councillors from the main Standards Committee and three town community councillors, one from each area - Brecknockshire, Radnorshire and Montgomeryshire.

The Chair and Vice Chair of the Standards Committee must be appointed from amongst the independent lay members.

The membership of the Committees during 2022-2023 [1 April 2022 – 12 June 2023] was as follows:

### **Standards Committee:**

#### **Independent (Lay) Members [5]:**

- Stephan Hays, Chair
- Claire Moore, Vice Chair
- Jonathan Goolden [from 22 July 2022]
- Russell Stafford-Tolley
- Nigel Steward

#### **County Councillors [4]:**

- Councillor Matt Beecham [from 19 May 2022 and resigned 19 January 2023]
- Councillor Iain McIntosh [from 19 May 2022]
- Councillor Liz Rijnenberg from 19 May 2022]
- Councillor Beverley Baynham [from 18 May 2023]
- Councillor William Powell [from 18 May 2023]
- Councillor Amanda Jenner [to 8 May 2022]

- Councillor Susan McNicholas [to 8 May 2022]
- Councillor Kath Roberts-Jones [to 8 May 2022]
- Councillor Kathryn Silk [to 8 May 2022]

**Standards Community Sub-Committee:**

**Independent (Lay) Members:** as above

**County Councillors [1]:**

- Councillor Iain McIntosh

**Town and Community Councillors [3]:**

- Councillor Nigel Dodman [from 17 November 2022 to 15 May 2023]
- Councillor Richard White [from 17 November 2022]
- Vacancy [from May 2022]
- Councillor Margaret Morris [to 8 May 2022]
- Councillor Hugh Pattrick [to 8 May 2022]
- Councillor Joy Shearer [to 8 May 2022]

Biographies of current members, where they wish to provide one, are provided in Appendix 1.

**Principles of public life**

The ten general principles of public life based on the principles originally set down by the Nolan Committee in 1995 are detailed in Appendix 2.

**Role of the Committees**

The Standards Committee has a role in respect of the 68 councillors and the Co-opted members of Powys County Council.

The role of the Standards Committee in relation to County Councillors and Co-opted Members of the County Council, as laid down in the Local Government Act 2000 and the Local Government and Elections (Wales) Act 2021, is as follows:

- (1) promoting and maintaining high standards of conduct by councillors and co-opted members and
- (2) assisting the councillors and co-opted members to observe the Members' Code of Conduct.

In particular the Committee has the following specific functions:

- (3) advising the Council on the adoption or revision of the Members' Code of Conduct;
- (4) monitoring the operation of the Members' Code of Conduct; and
- (5) advising, training or arranging to train councillors and co-opted members on matters relating to the Members' Code of Conduct.

In addition, the Committee also:

- (i) grant dispensations to councillors and co-opted members from requirements relating to interests set out in the Members' Code of Conduct.
- (ii) dealing with any reports from a case tribunal or interim case tribunal, and any report from the Monitoring Officer on any matter referred to that officer by the Public Services Ombudsman for Wales.
- (iii) oversee the Council's "Whistle-blowing" regime.
- (iv) providing advice to individual councillors on such issues as the treatment of personal interest and on conduct matters generally.
- (v) determine appropriate action on matters referred to it by the Public Services Ombudsman.
- (vi) overseeing the Register of Interest of Members and co-opted members.
- (vii) overseeing the Council's rules and protocols on accountability of members.
- (viii) overseeing the attendance of Members and Co-opted Members at committees.
- (ix) overseeing the training of Members serving on all committees of the Council.
- (iix) ensuring group leaders have access to advice and training to support them in duties to promote and maintain high standards of conduct and to monitor group leaders' compliance with those duties.
- (iiix) after the end of each financial year make an annual report to the authority describing how the committee's functions have been discharged during the financial year and setting out an overview of conduct matters within the council.

The Committee also considers any late claims for travel expenses submitted by members.

The Standards Community Sub-Committee has a role in respect of the 1041 community councillors on the 110 town and community councils in Powys. In respect of town and community councillors the Sub-Committee has a role in respect of 1 – 5 and (i) and (ii) above.

### **The Committee's Work in 2022-2023**

**Code of Conduct training** – after the Council election in May 2022 Code of Conduct training was held on 16 May 2022 for all councillors and co-opted members. Eight County Councillors and four co-opted/ lay members were unable to attend this training. The Standards Committee was advised that these individuals had completed the required training by watching the recording and completing a short questionnaire.

**Dispensations** – the Committees consider general dispensations and agreed that dispensations for the following issues will remain in place until the first meeting of the Committees after the next election in 2027 unless the Committees revoke, amend or alter the dispensation.

Dispensations for county councillors:

- School Modernisation and School Transport Reviews



- Renewable Energy
- School Governors
- Membership of Voluntary Organisations
- Lobbying - Principles regarding applications for dispensation relating to
- lobbying
- Spare Room Subsidy (“Bedroom Tax”)
- Single Farm Payments
- Wool Production
- Farming and agriculture

Dispensations for town and community councillors:

- School Modernisation and School Transport Reviews
- Renewable Energy
- School Governors
- Membership of Voluntary Organisations

The Committees also agreed to delegate non-controversial applications for dispensation to the Chair and Vice-Chair of the Standards Committee in consultation with the Monitoring Officer to grant a temporary dispensation subject to confirmation at the Standards Committees.

**Complaints of breach of the Code of Conduct** – the Committees receive reports on the complaints made to the Public Service Ombudsman for Wales (PSOW), in respect of county councillors and town and community councillors and the status of the complaints. During the period of this report the Ombudsman received and considered the following number of complaints:

5 in respect of County Councillors:

- not investigating - 3
- investigating - 2

3 town and community councillors:

- not investigating - 4
- deciding whether or not to investigate - 1

The Committees receive links to the Ombudsman’s [Ombudsman Wales - Our Findings](#), which is updated on a monthly basis.

**Recommendations made by the Public Service Ombudsman for Wales (PSOW) or Adjudication Panel for Wales [APW]** – a complaint regarding a former County Councillor was referred by the Ombudsman for consideration by the Standards Committee. The Standards Committee held an initial hearing in July 2022 and agreed to proceed to a hearing. A preliminary hearing was held in January 2023 and a hearing will take place in late June 2023.

A complaint in respect of former County Councillor Karen Laurie-Parry was referred to the APW and the latter will consider the complaint in July 2023. Complaints in respect of two former Community Councillors were also referred to the APW. The APW resolved that former Councillor Sheila Jenkins [St Harmon Community Council]

be disqualified for 12 months from being or becoming a member of the Relevant Authority or any other relevant authority within the meaning of the Local Government Act 2000. The APW will consider a complaint in respect of former Councillor Donald Jenkins [St Harmon Council] in July 2023.

**Whistleblowing Policy** – having previously reviewed the Whistleblowing Policy in 2019 the Standards Committee reviewed and commented on the revised Policy.

**National Standards Committee Forum** - The first meeting of the Forum took place on 27 January 2023. The Chairs of the Standards Committees of the 22 Councils, three Fire Authorities and three National Park Authorities participate in the Forum. The purpose of the Forum is to share best practice and provide a forum for problem solving across Wales. The Forum will meet twice each year.

**Annual meeting with Political Group Leaders regarding their new duties to promote and maintain high standards of conduct** – a hybrid meeting was held with all but one Group Leader in May 2023 and the final meeting took place in early June 2023. The Committee and Group Leaders welcomed the opportunity to meet to consider the Group Leaders' new duties and how these had been addressed. Appendix 3 provides a summary of the meetings. The Committee has identified a number of issues which will be actioned and will report on these in its next annual report.

### **Committee meetings and attendance record**

Details of the number of meetings held during the period 1 April 2022 – 12 June 2023 and attendance details are provided in Appendix 4. Meetings are held in public unless the Committee determines that an exemption exists and the meeting needs to be held in private to protect individuals.

### **Future work priorities**

The Committee has developed a Work Programme, Appendix 5, identifying work to be considered at each meeting. The Programme will be updated at each meeting.

## Standards Committee

### Independent Members

#### **Claire Moore**

Independent Member of Standards Committee since May 2019 and Deputy Chair of Standards Committee.

Claire has a degree in politics and has extensive experience in the public sector which includes specialising in strategy development, expanding and leading multi-agency partnerships and commissioning services for large organisations.

Claire lives on her family farm in the Brecon Beacons and is currently an independent member of Brecon Beacons National Park Authority Standards Committee, Chair of governors at Sennybridge Primary School and a trustee at Brecon MIND.

#### **Jonathan Goolden**

Jonathan's roots are in the Mid Wales Marches. He is a solicitor and partner in a large regional law firm in England and splits his time between Welshpool and Lincolnshire. He is the Monitoring Officer for a national park authority in England and advises local authorities, schools and businesses on a range of governance, ethics and regulatory issues as well as conducting complex investigations in the public sector.

#### **Russell Stafford-Tolley**

Russell served as a Royal Engineer Officer from 1973 to 2001. During this time he served in the UK and Germany and then with Commando Forces deploying to the Falkland Islands as an operations officer. Other appointments included unit command, an instructor at the Royal School of Military Engineering from where he led unit training in Gibraltar, Hong Kong, Cyprus, Brunei and Columbia, before taking command of Sennybridge Training Area which at the time required the coordination of a £20M refurbishment programme on the ranges and the early development of the Army Training Estate Wales and West Midlands. Russell was the first Joint Regional Liaison Officer for Headquarters 160 (Wales) Brigade based in Brecon, working with local authorities and emergency services across Wales, before retiring in November 2006 when he then became Commandant to Gwent and Powys Army Cadet Force (ACF). There followed a spell as the Army Cadet Force Association OUTREACH Coordinator for Wales, helping to develop and inspire young people, and then Chairman before his second retirement in 2013. He is married to Susan, lives near Brecon and interests include horses, sheepdog trials, tractors, walking and singing with a local male voice choir.

#### **Nigel Steward**

Nigel has worked in the public and charitable sectors for more than 40 years. He originally specialised in financial control and computer audit and latterly gained

considerable experience covering GDPR as well as corporate governance and performance management. His last role was acting as a Deputy Chief Executive Officer of a Charity Infrastructure Organisation.

He holds professional qualifications in finance and computer audit and is a Fellow of the Chartered Management Institute.

Having visited the Brecon Beacons for more than 40 years, he and his wife moved to Powys in 2018. Since their move he has enjoyed being a trustee, treasurer and vice-chair of several small organisations and charities and has recently been elected as a Trustee of ScoutsCymru.

## **County Councillors**

### **Councillor Beverley Baynham**

Councillor Beverley Baynham was appointed to the Standards Committee at Powys County Council's AGM in May 2023.

Councillor Beverley has served as a Community Council since June 2008 and been Mayor of Presteigne & Norton Town Council twice in that time. Elected as a County Councillor in May 2017, representing the Presteigne Ward, she has held a variety of roles including Chair of the Radnorshire Committee, Assistant Vice Chair, Vice-Chair & Chair of Council as well as serving a short time as a Cabinet Member from June 2021 to May 2022. As a Cabinet Member responsibilities included the workforce, public protection and ICT. She has also served on various committees including Audit and Employment & Appeals.

In May 2022 Councillor Beverley was appointed Vice Chair of Council for a second time and took over as Chairman at the AGM in May 2023.

### **Councillor Iain McIntosh**

Councillor Iain currently sits as the elected Powys County Councillor for the Yscir with Honddu Isaf and Llanddew ward, just to the North of Brecon in Powys. Since taking this role in June 2017 he spent time as a Cabinet member, with responsibilities for Housing, Planning and Economic Regeneration. Councillor Iain has been a member of the following Council committees; 'Planning, Taxi Licencing and Rights of Way', 'Licensing Act 2003', 'Economy, Residents and Communities Scrutiny', 'Learning and Skills Scrutiny', and 'Standards'. He has also represented Powys County Council as a member of the Bannau Brycheiniog/Brecon Beacons National Park Authority.

Outside his Council commitments Iain runs a family business in Brecon, established in April 1994.

### **Councillor Liz Rijnenberg**

Councillor Liz Rijnenberg, Welsh Labour, was elected to Powys County Council in November 2019. She is a member of the Standards, Health and Social Care and Economy Residents and Communities Committees.

Councillor Liz represents Powys County Council on the Dyfed Powys Police and Crime Panel and has recently been nominated to join the Powys County Council Foster Panel.

After completing a degree in Social Policy and Administration at Nottingham University Liz completed an MA in Social Work. She later joined the Probation Service where she worked as a practitioner, subsequently moving into strategic roles including CEO positions in both England and Wales. During her working career Liz developed community services for women offenders as alternatives to custody and served on the Advisory Board for Female Offenders. She completed a MSt in Criminology at Cambridge University which included research into the impact of parental imprisonment on children. She was made an OBE in 2016 in recognition of her services to Probation.

### **Councillor William Powell**

William Powell was educated at Talgarth CP School, Gwernyfed High School and Pembroke College, Oxford, graduating with a 2:1 degree in Modern Languages in 1983.

Brought up in the Black Mountains, William has been a partner in the family farm since August 1986 and taught French and German in several state and independent schools in Herefordshire and Gloucestershire for 17 years, latterly as Head of German and European Officer at Hereford Sixth Form College.

Elected to Powys County Council as Welsh Liberal Democrat County Councillor for Talgarth in June 2004, William has been re-elected on four subsequent occasions. As well as joining the PCC Standards Committee recently, Councillor William has served on the Governance and Audit Committee, as well as previously on the Planning and Licensing Committees. He has also been a member of the Dyfed-Powys Police and Crime Panel since June 2017.

As a member of the National Assembly for Wales (now Senedd Cymru) for Mid and West Wales 2011 – 2016, he served as Chair of the Cross-Party Petitions Committee, as well as a member of the Environment and Sustainability and Constitutional Affairs Committees. Throughout the term, he also represented his party on the Commonwealth Parliamentary Association and the British-Irish Parliamentary Assembly.

A member of the Brecon Beacons National Park Authority 2004 – 2011, Councillor William rejoined the now restyled Bannau Brycheiniog National Park Authority in May 2022 and currently chairs the Audit & Risk Committee. He is working with members, senior officers and Audit Wales to help restore confidence in the Authority's governance arrangements, following a recent period of turbulence.

### **Conduct of Members – The Principles<sup>1</sup> [Extract from the Council Constitution]**

#### **SELFLESSNESS**

18.2.1 Members must act solely in the public interest. They must never use their position as Members to improperly confer advantage on themselves or to improperly confer advantage or disadvantage on others.

#### **HONESTY**

18.2.2 Members must declare any private interests relevant to their public duties and take steps to resolve any conflict in a way that protects the public interest.

#### **INTEGRITY AND PROPRIETY**

18.2.3 Members must not put themselves in a position where their integrity is called into question by any financial or other obligation to individuals or organisations that might seek to influence them in the performance of their duties. Members must on all occasions avoid the appearance of such behaviour.

#### **DUTY TO UPHOLD THE LAW**

18.2.4 Members must act to uphold the law and act on all occasions in accordance with the trust that the public has placed in them.

#### **STEWARDSHIP**

18.2.5 In discharging their duties and responsibilities Members must ensure that their authority's resources are used both lawfully and prudently.

#### **OBJECTIVITY IN DECISION-MAKING**

18.2.6 In carrying out their responsibilities including making appointments, awarding contracts, or recommending individuals for rewards and benefits, Members must make decisions on merit. Whilst Members must have regard to the professional advice of officers and may properly take account of the views of others, including their political groups, it is their responsibility to decide what view to take and, if appropriate, how to vote on any issue.

#### **EQUALITY AND RESPECT**

18.2.7 Members must carry out their duties and responsibilities with due regard to the need to promote equality of opportunity for all people, regardless of their gender, race, disability, sexual orientation, age or religion, and show respect and consideration for others.

#### **OPENNESS**

18.2.8 Members must be as open as possible about all their actions and those of their authority. They must seek to ensure that disclosure of information is restricted only in accordance with the law.

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<sup>1</sup> The Conduct of Members (Principles) (Wales) Order 2001 – S.I. 2276

## **ACCOUNTABILITY**

18.2.9 Members are accountable to the electorate and the public generally for their actions and for the way they carry out their responsibilities as a Member. They must be prepared to submit themselves to such scrutiny as is appropriate to their responsibilities.

## **LEADERSHIP**

18.2.10 Members must promote and support these principles by leadership and example so as to promote public confidence in their role and in the authority. They must respect the impartiality and integrity of the authority's statutory officers and its other employees.

## **Protocol - Standard of Conduct Expected by Members**

18.3 This protocol sets out the standards of conduct expected from Members within Powys County Council in dealing with each other. It should be read in conjunction with the Members Code of Conduct <sup>2</sup>and the Member-Officer Protocol<sup>3</sup>. It adds to these documents and does not detract from them.

Members are expected:

## **PUBLIC BEHAVIOUR**

- 18.3.1.1 to show respect to each other;
- 18.3.1.2 not to make personal abusive comments about each other;
- 18.3.1.3 not to publish anything insulting about each other;
- 18.3.1.4 not to make malicious allegations against each other;
- 18.3.1.5 not to publish or spread any false information about each other;
- 18.3.1.6 to show respect to diversity and equality;

## **BEHAVIOUR IN MEETINGS**

- 18.3.2.1 to behave with dignity;
- 18.3.2.2 to show respect to the Chair and obey his/her decisions;
- 18.3.2.3 not to use indecent language nor make racial remarks or remarks which prejudice any section of society;

## **CONFIDENTIALITY**

- 18.3.3.1 to keep the confidentiality of exempt papers and any other documents which are not public;
- 18.3.3.2 not to release confidential information to the press or the public;
- 18.3.3.3 not to use confidential information for purposes other than intended;

## **LOCAL MEMBERS**

- 18.3.4.1 to work with Members of adjoining electoral divisions for the benefit of the locality;
- 18.3.4.2 if dealing with any matter relating to another electoral division:
  - to explain to anyone seeking assistance that he/she is not the local Member;

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<sup>2</sup> See Section 18.1 above.

<sup>3</sup> See Section 21.

- to inform the local Member, unless it would lead to a breach of confidentiality.



### **Standards Committee meeting with Group Leaders to discuss the Group Leaders duties - 3 May and 12 June 2023**

The following is a summary of the main points from these meetings. The Standards Committee and Group Leaders welcomed the opportunity to meet, either in person or online. The Standards Committee agreed that this was a reasonable first step and that both it and the Group Leaders are in a learning process.

#### **Issues for consideration by the Standards Committee**

Although the new duty is a responsibility of Group Leaders, the Committee may wish to consider inviting the Chief Whip of a party, where one exists and the Chief Whip is responsible for conduct issues, to attend the meeting with the Group Leader to support them when discussions relate to Code of Conduct issues.

Relationship between the Standards Committee and Group Leaders needs to develop. A mid-year review meeting may be appropriate rather than leaving issues to an annual meeting.

Review the form and also the process for the annual meeting with Group Leaders to meet the individual needs of the Group Leaders. The Monitoring Officer will discuss the content of the form with colleagues in Wales.

Consider developing a set of questions to ask all Group Leaders at these meetings, so consistency.

Group Leaders are generally reactive to any Code of Conduct issues raised, rather than being proactive in Groups.

The role of the Standards Committee to develop members' understanding. The Committee will review the information provided in its Annual Report.

The Monitoring Officer will add an item on the agenda of the next Group Leaders meeting seeking their feedback on this first meeting with the Standards Committee.

A Guide for Group Leaders on what could be included on Group meeting agendas, which would assist them in their duties - issues the Standards Committee consider as good practice for discussion at Group meetings.

Independent Members will observe Council meetings on a rota to observe Code of Conduct, standards and ethical issues at meetings.

#### **Issues for consideration in other areas:**

No reference to pastoral care, wellbeing of members or continuing professional development – refer to Democratic Services Committee.

Training on effective behaviour and ways of asking questions and constructively challenging a policy rather than the individual should be considered – refer to Democratic Services Committee.

Information needs to be provided for anyone considering standing at an election regarding the role of a councillor and what it entails and signposting candidates to the Code of Conduct and Ethical requirements – refer to Democratic Services Committee and Elections Section. Prior to the 2022 election information on such issues was made available on the Council website for candidates.

Difficulties completing online training on the NHS eLearning platform - refer to Democratic Services Committee.

Councillor attendance at meetings – information on how Group Leaders access members' attendance at meetings on the Moderngov system will be sent to them.

**Issues to add to the Member development programme:**

Role of the Standards Committee and Ombudsman – discuss requirements with the Monitoring Officer.

Training & skills development – Welsh language and information on bilingualism – discuss requirements with member and Welsh Language Officer.

**Committee meetings and attendance record**

The Committees now usually meet on a quarterly basis with ad hoc meetings held as required. Standards Community Sub-Committee meetings follow the Standards Committee meetings.

The meetings in the period 1 April 2022-12 June 2023 [inclusive] were as follows:

17 November 2022 – Standards Committee only

5 December 2022

8 February 2023

3 May 2023 – Standards Committee meeting with Group Leaders

12 June 2023 – Standards Committee meeting with Group Leader.

In addition, the Standards Committee met on 15 July 2022 and 27 January 2023 to consider a referral of a complaint from the PSOW. Attendance at these meetings are indicated as “plus” in the table below.

<b>Committee Member</b>	<b>Attendance at Standards Committee</b>	<b>Attendance at Standards Community Sub-Committee</b>
Stephan Hays, Chair	5 plus 2	2
Claire Moore, Vice Chair	5	2
Jonathan Goolden	5	2
Russell Stafford-Tolley	4 plus 1	2
Nigel Steward	5 plus 2	2
Councillor Beverley Baynham	1	N/A
Councillor Matt Beecham	0	N/A
Councillor Iain McIntosh	4 plus 2	1
Councillor William Powell	1	N/A
Councillor Liz Rijnenberg	3 plus 2	N/A
Town/Community Councillor Nigel Dodman	N/A	1
Town/Community Councillor Richard White	N/A	1
Town/Community Councillor - vacancy		

There were no meetings during the period 1 April 2022 – 8 May 2022 the following had no attendance details to record:

County Councillors Amanda Jenner, Susan McNicholas, Kath Roberts-Jones and Kathryn Silk and Community Councillors Margaret Morris, Hugh Pattrick and Joy Shearer.

**Work programme**

**Standards Committee**

**Standing items on agendas:**

- Monitoring Officer report – Code of conduct training, Attendance, Referral of Councillors to Public Services Ombudsman, Dispensation requests.
- Other items – Ombudsman Wales – Our Findings reports and Committee’s Work Programme and National Standards Forum.

**25 October 2023**

<b>Topic</b>	<b>Objective</b>	<b>Who is responsible</b>	<b>Outcome</b>
Oversee the Council’s rules and protocols on accountability of members	Review Section 21 [Protocol on Member / Officer Relations] and Section 25 [Local Resolution Process] of Constitution	Committee	Two yearly review
Monitor and review the acceptance of gifts and hospitality by Members.	To review the register	Committee	Complete an annual review
Guidance / briefing notes for Group Leaders on emerging topics	To highlight issues around any emerging topics to support Group Leaders in their role	Committee and Monitoring Officer	As required
Code of Conduct, standards and ethical issues at Council meetings	On a rota basis, Independent Members to observe Council meetings and report back to Committee	Committee and Monitoring Officer	Ongoing support to members to observe the Code etc
Whistleblowing Policy	To review an anonymised report on the number of whistleblowing cases and outcomes over the previous 12 months.	Committee	Complete an annual review

## 2024

The following topics will be allocated to meetings in 2024, as appropriate, when the Council meetings diary has been agreed. Further topics will be added as required.

<b>Topic</b>	<b>Objective</b>	<b>Who is responsible</b>	<b>Outcome</b>
Annual meeting with Group Leaders regarding duties	To monitor compliance by Group Leaders and assist them in their duties	Committee and Monitoring Officer	Annual meeting
Annual report	Approval of Annual report for submission to Council	Committee	Presentation of Annual report at the Council meeting
Monitor members' attendance at relevant meetings	To review members attendance at relevant meetings and consider any whose attendance is below 60%	Committee	Complete an annual review
Oversee the Register of Interest of Members, Co-opted members and Church and Parent Governor Representatives and Officers	To review the Register of Interest	Committee	Complete an annual review
Whistleblowing Policy	To review an anonymised report on the number of whistleblowing cases and outcomes over the previous 12 months.	Committee	Complete an annual review
General Dispensations	To review the use of General dispensations over the previous 12 months.	Committee	Complete an annual review.

<b>Topic</b>	<b>Objective</b>	<b>Who is responsible</b>	<b>Outcome</b>
Monitor and review the acceptance of gifts and hospitality by Members.	To review the register	Committee	Complete an annual review
Guidance / briefing notes for Group Leaders on emerging topics	To highlight issues around any emerging topics to support Group Leaders in their role	Committee and Monitoring Officer	As required
Code of Conduct, standards and ethical issues at Council meetings	On a rota basis, Independent Members to observe Council meetings and report back to Committee	Committee and Monitoring Officer	Ongoing support to members to observe the Code etc

### **Standards Community Sub-Committee**

#### **Standing items on agendas:**

- Monitoring Officer report – Referral of Councillors to Public Services Ombudsman, Dispensation requests.
- Other items – Ombudsman Wales – Our Findings reports and Committee’s Work Programme

**25 October 2023**

<b>Topic</b>	<b>Objective</b>	<b>Who is responsible</b>	<b>Outcome</b>

# Director of Social Services' Annual Report

April 2022 – March 2023



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## Introduction

Welsh Government requires all local authorities to publish a report about the key achievements and challenges in Children’s and Adults Social Services in the previous year (please see relevant legislation at the end of this report). It is published on the Council’s website and is aimed at interested parties such as elected members, residents, voluntary/community sector organisations, statutory partners such as the NHS, regulators such as Care Inspectorate Wales and Welsh ministers.

This report provides an overview of how well the services achieved the intended outcomes as set out in 2021/22 report, as well as identifying new developments and aspirations for 2023/24 and beyond. Detailed information about performance is available on our website, please see the link at the end of this report.

### Demographics

The % of population in Powys over the age of age of 64 is higher than in the rest of Wales, which provides a rich tapestry of experience, but also creates challenges to the employment and care sector.

#### **Age groups in Powys in % (ONS, 2021 mid-year estimates)**

	Powys	Wales	UK
0-15	16	18	19
16-64	57	61	62
65 and over	28	21	19

Powys County Council’s Social Services Department includes Children’s Services and Adults’ Services. Both are supported by an internal Commissioning team, as well as Corporate Finance, Human Resources, and other support services.

## Director's Summary of Performance

The 2022/23 financial year has been a time of significant pressure and challenge across the health and social care sector nationally. The post-covid increase in demand and complexity seems to have become the new normal; further exacerbated by widespread recruitment and retention issues, high inflation, strikes in the health sector and a very difficult winter period particularly in respect of hospital discharges.

These national challenges and concerns have been experienced within Powys, but within its own unique context of rurality and demographic challenges. As a result of such challenges, Adult Social Care and the Commissioning and Partnership service has spent a significant proportion of the year under business continuity measures. This has allowed staff and resources to be redeployed to support critical activities.

The last 12 months has seen turnover of senior staff within Social Services. I wish the previous postholders the best of luck with their new roles and warmly welcome their successors.

Our performance for 2022/23 has undoubtedly been impacted by the pressures and challenges as outlined above, however, there are encouraging signs of improvement. We have continued to work with families to keep children and young people safe at the heart of their families and communities. We have reduced the number of children on the Child Protection Register. We have developed a range of accommodation options for young people leaving the care of the local authority. The Grow our Own scheme has seen people qualifying and moving into permanent roles within Powys.

Despite significant challenges in the domiciliary care market, our workforce has worked tirelessly to do all they can to keep people at home, safe, whilst our commissioning team have been working with the market to reset and recruit. This continues to be an ongoing challenge. We have continued to embrace technology across both services to mitigate and manage risk.

Despite the many challenges, we finish the 2022/23 financial year optimistic and confident about the improvement progress being made across the services. I am overwhelmed by the continued dedication and commitment of our excellent staff who work tirelessly to support our most vulnerable adults and children in Powys. Thank you to all our Social Services staff.



Nina Davies, Director of Social Services and Housing

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# How Are People Shaping Our Services?

## Children's Services

Mid 2022, the council hired a new Children's Services participation officer, whose role includes supporting us to share decisions with young people; with an emphasis on children looked after and care leavers. Here are some examples of the work to date:

- Purchased the Mind of My Own app, which offers those young people who engage with social services the chance to share their voice, wishes and feelings in their own words, whenever and wherever they are most comfortable: <https://mindofmyown.org.uk/one-app/>
- Co-produced children looked after policies and documents with young experts.
- Supported care-experienced children and young people to meet with Welsh Government ministers, facilitated by Voices from Care Cymru, to develop a declaration committing to the radical reform of care services in Wales: <https://www.gov.wales/children-and-young-people-lead-radical-reform-of-care-services-in-wales>
- Young people were part of the interview panels for the head of service role.
- The Powys Junior Safeguarding Board has met throughout the year with the regional safeguarding board and helped to produce a video on 'The Do's and Don'ts of Caring', a powerful animation that will be shown across Wales with the backing of Rocio Cifuentes, the Children's Commissioner: <https://www.youtube.com/watch?v=AS4mo4dq9sI>
- We are supporting Ysgol Calon Cymru's Wellbeing Ambassador groups with their goal of encouraging every high school in Powys to create their own wellbeing group. These groups will also feed the voices of their peers into Powys County Council's strategies and policies, the Start Well Partnership and national voice opportunities.

The council also has the Junior Start Well Board, a group of young people in Powys, between the ages of 11 and 17, who meet regularly to talk about issues facing children and young people. Its members listen to friends and peers, as well as bringing any personal experiences to us, so we can build a picture of what it is like for a young person growing up in Powys.

The group meets directly with services, to tell them what young people have said. Sometimes this means telling services what is working well, or perhaps what isn't and needs to change.

Examples of work undertaken by our Junior Start Well Board:

- Survey to all young people after covid asking them about access to emotional health services in Powys – the results of this were presented to the Start Well Board, which is responsible for decision making around children and families. This survey influenced decisions such as returning school nurses to schools after covid.
- Met with the Children's Commissioner for Wales to talk about children's rights.
- Met with all Powys Regional Partnership Board leads to discuss the implementation of the NYTH NEST Framework and the priorities for young people.
- Met with Lynne Neagle, Deputy Minister for Mental Health and Wellbeing in the Senedd to talk about young people's experiences of mental health services.
- Developed plans to offer an emotional health wellbeing assembly from a national mental health charity to all secondary schools in Powys.
- Setting up a youth café model in response to the emotional health and wellbeing survey findings. Starting in Newtown, this will address the need for safe spaces for young people to meet and socialise outside of school and college.
- Setting up an older group of 18 – 25 year olds to make sure that their voices and experiences are also represented.

The Bright Spots survey highlighted that many of our children looked after, and care leavers, do not know who their workers are. The staffing challenges are directly impacting upon our children. We would like to reach a point of a stable workforce within the 0-14 and 14+ Throughcare Teams so long-term relational social work practice can embed. The Grow Our Own project will go some way to alleviating the pressures, but it will take some time for newly qualified social workers to become familiar with the role and grow in experience.

We have also used staff surveys:

- To review our newly implemented pod system, which sees families allocated a team, or 'pod', of support staff, rather than just one social worker or one social worker and one support worker, to gather

feedback from those involved in its trial between August and September 2022.

- As part of our Business and Programme Service Wellbeing Check In, in April 2022.
- To ask about Staff Recruitment and Retention in February 2023, which was sent separately to both Children's Service staff and Adult Services staff.
- To review risks to our service, which closed in March 2023.

The Head of Childrens Services invites all foster carers to a quarterly meeting, where they can talk directly about their experiences and of their wishes for the service moving forward.

## **Adult Services and Commissioning**

A survey was co-produced with Kaleidoscope Powys (substance misuse service), Cyfle Cymru (employability service), and a community of local artists and residents whose lives have been adversely affected by substance use and poor mental health. This looked at styles of intervention, goals and aspirations, and issues affecting their recovery journeys. The learning from this is being used to design services and to build a strong recovery community. The Anew project is an example of this. It uses the creative arts as an engagement opportunity to build skills, create connections, build confidence, and reduce isolation among people whose lives have been adversely affected by substance use. Work on this is being filmed and the stories recorded are going to be used to continue to help design services in the future.

Powys Older People's Forum now includes more residents, which will aid consultation and the sharing of information. An age friendly network action plan is being developed and the Portfolio Holder is the champion for this.

Work has begun on a citizens' charter for the Physical Disability and Learning Disability Forum and grant funding has been applied for. Both of these forums will be examples of co-production.

People from these forums have been involved in shaping and designing a range of services including the Adult Services web page and the commissioning of disability supported living services.

Results Based Accountability report cards have been co-designed with Powys Teaching Health Board (PTHB) and implemented for mental health services. This has reduced the burden on services to provide separate but similar information and enables PTHB and the council to have a consistent

understanding of quality and gather intelligence that informs on-going commissioning.

Extra care re-commissioning of Llys Glan yr Afon, in Newtown, has used a flexible model already implemented in learning disability supported accommodation services, whereby the care and support is responsive to changing need. This approach focuses on commissioning outcomes instead of hours delivered and is more person centred. Early anecdotal information suggests this delivers better outcomes for the person, as well as a more efficient use of funds. More detailed analysis is planned along with gathering user feedback.

We use feedback from complaints to inform social care policies and procedures (e.g., Complaints Policy and Procedure). Furthermore, customer feedback is used to make service changes and to support improved customer care (e.g. Customer Care Charter). Feedback is also used to sustain good performance by reiterating good customer practices with our workforce.

# Promoting and Improving the Well-being of Powys Residents

## Quality Standard 1 - Working with people to define and co-produce personal wellbeing outcomes that people wish to achieve.

### Children's Services

#### What we said we would do

1. Continue to achieve our goals in the Grow Our Own Social Workers project.
2. Open the Early Help Hub in the north of Powys.

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

1. In 2022-23 we had eight members of staff from Children's Services do the first module of the Social Work Degree, and five do the second module; there were 29 student placements between both services and five students for Children's Services qualified as social workers. In 2023 there will be seven more students who qualify, in 2024 nine students and in 2025 there will be 11 students who qualify.

We held four 'Ever Considered Being a Social Worker' webinars in 2022-2023, around the Degree in Social Work application process.

We facilitate fortnightly support groups for students throughout the duration of their placements – February to July each year.

In January 2023 there were 12 Newly Qualified Social Workers in their first year of practice. We currently have 39 practice educators within Powys.

2. Work to refurbish the Oldford Infants School site in Welshpool to create an integrated family centre in the area is now complete. The Welshpool Integrated Family Centre opened on 10 October 2022 and is a 'one-stop-shop' providing services and support to children, young people, and their families. The centre provides activities such as parent and toddler groups, baby massage, information and advice, Incredible Years Parenting Training programmes, health advice, family support, and counselling.

The refurbishment of the building, situated in the heart of a Flying Start catchment area, was funded by Welsh Government Flying Start capital funding.

The Flying Start team, which includes health visitors and speech and language professionals, has moved from the Maesydre Offices in Welshpool to the site. They have been joined by Powys County Council's Children's Early Help Team and Youth Services.

The council's Adult Services staff, along with colleagues from agencies such as Montgomeryshire Family Crisis Centre, will also share the office space within the building.

Flying Start childcare and Foundation Phase provision is now available to families at the site.

View the video of the official opening of Welshpool Integrated Family Centre on the council's YouTube channel:

<https://youtu.be/814ueGhbDts>

## What do we plan to do in 2023-24

1. Further develop multi-agency family centres in the south of the county.
2. Review the way children and families access information and support (Front Door).
3. Continue to implement our child exploitation strategy.
4. Review our integrated Disability Service early help.
5. Develop a plan for providing pre-birth support which aligns with our regional partners.

## Adult Services and Commissioning

### What we said we would do

1. Through our quality assurance, compliments, complaints, and supervision processes, consider how we include feedback from people to support service developments and learning.
2. Increase the take up of the Care and Support Finder tool which connects people with care and support needs with personal assistants and community micro-enterprises providing care services:  
<https://caresupportfinder.org/s4s/WhereILive/Council?pageId=5357>
3. Move most people who receive direct payments onto the Virtual Wallet money management system and make this the preferred option for doing this in Powys: <https://www.myvirtualwallet.co.uk/powys>
4. Review our provision for people opting for direct payments to ensure they have choice and control over their care and support. Review will begin in the summer of 2022 and will result in new provision being put in place by March 2023.



5. Finalise the specification and implement the delivery of carers assessments by our commissioned carers support organisation.
6. Work with Aberystwyth University, looking at the use of digital solutions by older people, modelled on the AskSARA resource.
7. Work with the Disabled Living Foundation to review the use of AskSARA (an on-line self-help guide providing expert advice and information on products and equipment for older and disabled people) and continue to promote the resource in Powys.

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

1. We continue to learn from complaints, comments and compliments received from people and their families or advocates. Following complaint resolution, our managers share learning at an individual worker level as well as with their team and undertake quarterly updates within the Operational Management Team meetings. We recognise that we need to expand our learning across the service area as a whole and have recently implemented an action log to support us in evidencing our learning from compliments and complaints.

The council has adopted and published a new Social Services Customer Care Charter and Standards (bottom of website page): <https://en.powys.gov.uk/socialcare> The document sets out how we are committed to providing a consistently excellent standard of service by putting our residents at the centre of everything we do and explains how we will play our part and what we expect from those who are receiving our help.

In collaboration with ICT, we have developed a bespoke complaints database which will support us to actively track, manage and monitor complaints.

We continue to complete our quality-of-care review reports under the requirements of the Regulation and Inspection of Social Care (Wales) Act 2016 and Adult Placement Regulations (Shared Lives); outcomes from people using the services and staff have been positive following analysis of the questionnaires circulated.

We are aware of communication issues in terms of understanding what reablement is when people are discharged from hospital. However, we are part of the EAGER (Engagement with Reablement) research project which will seek to inform and provide recommendations on the issues identified: <https://www.york.ac.uk/spru/projects/the-eager-project/>

We had an inspection in January 2023 during which positive feedback was provided to Care Inspectorate Wales by people who use the service.

Our auditing programme has been suspended since the invoking of business continuity at the start of the Covid-19 pandemic and has not resumed. As part of the quality audits, we would previously have gathered feedback from people on their experience. We have however undertaken some ad hoc audits for the purpose of inspection with mostly positive feedback. Where a concern was raised during feedback, this was addressed with immediate effect.

2. The take-up of this support finder tool has not been as high as anticipated. As part of the work, we are undertaking on direct payments, we will review the use of this support tool in terms of the design and fitness for purpose for people in receipt of direct payments and seeking to employ a personal assistant. The tool can also be used by personal assistants and micro-enterprises providing care services to advertise their availability.
3. The past year has been very challenging in terms of direct payments, with provider workforce issues leading to poor performance and many people waiting to be paid. The detrimental impact of this has not been underestimated and as such officers have worked to ensure people are paid for the valuable work they provide, and more focused remedial action has been undertaken to make improvements as a priority. On a phased approach and when appropriate, we have continued to transition existing direct payment recipients onto the Virtual Wallet money management system; we have also made this our preferred way for new recipients of direct payments to manage their funding allocation. At the time of writing the report 222 direct payment recipients were using the Virtual Wallet.
4. Following a review into the support provision for direct payments recipients, which included a detailed options appraisal, a decision has been taken to provide a split service. This means that information and advice will in future be provided by a team within the council and the payroll service by several approved external providers, meaning that individuals can choose their own payroll provider. Whilst, there will be a delay in this new provision being put into place until April 2024, individuals will see no change to their current provision of service.
5. In October 2022, following training, our commissioned carer support organisation, Credu, began some carers assessments on behalf of Adult Services with the aim of maximising the support to carers as soon as possible and to reduce the backlogs outstanding. As of 31 March 2023, Credu had completed 24 carers assessments.

6. Unfortunately, the university was unable to recruit a student to do this piece of work and the proposed grant funding was re-directed to support other Powys Regional Partnership Board project work.
7. Whilst we continued to promote the use of the AskSARA service throughout the year, the Regional Integrated Funding for it ended on 31 March 2023.

We will explore the creation of a new self-service product, with the new community equipment service provider, to replace AskSARA.

### **What do we plan to do in 2023-24**

1. By April 2024, to provide people with choice and control over their care and support, we will transform the way in which direct payments are managed and develop a framework for direct payments payroll.
2. Following recruitment of more citizen representatives to the Older People's Forum, we will move to a co-productive model whereby people will have the opportunity to co-design and co-deliver services, e.g., services delivered in collaboration with communities.
3. Explore the creation of a new self-service product with the new community equipment service provider which will be an on-line self-help guide, providing expert advice and information on products and equipment for older and disabled people.

## **Quality Standard 2 - Working with people and partners to protect and promote people's physical and mental health and emotional well-being**

### **Children's Services**

#### **What we said we would do**

1. Further embed the Trauma Informed Approach across the service.
2. Fully implement the Short Breaks Project.
3. Implement the Bright Spots action plan and improve care experienced young people's well-being.

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

1. Following the Covid-19 pandemic we prioritised responding to staff members' needs for trauma informed support to ensure they could continue to support families. We began working with our newly qualified social workers to provide decompression sessions each month to support them in their first year in practice. These have been welcomed by the

staff and their managers as they provide another safe forum for discussing experiences and practice issues.

Our psychologist has been supporting more teams on a regular basis through reflective group supervision and is now finding that he is able to step back from this as staff are returning to offices and gaining this much needed support in more natural contexts, with face-to-face contact with their peers. We are now progressing staff well-being through other ways to ensure that all have an opportunity to participate and promote team resilience and dynamics.

The trauma recovery model training was held in January 2023, and this was attended by many teams within children's services. We are now looking at how we can fully embed our initial work and findings into a model of care for our service. We have contacts in areas that have successfully developed such initiatives to learn from their experiences and what parts of their models could fit Powys.

The use of the NYTH/NEST (Nurturing, Empowering, Safe and Trusted) approach is an example of how we are looking at trauma informed models through the Powys Regional Partnership's Start Well board. This is ensuring that projects such as the edge of care and therapeutic attachment teams are keeping the principles of trauma informed practice at the heart of the support provided to families.

2. Refurbishment of the Camlas respite facility in Brecon has been completed to separate it from the children's residential home next door. A new kitchen and flooring have also been installed.

Work to develop a draft specification for service delivery has been undertaken and analysis work to understand the current needs for a short break provision in south Powys. Next steps are to work with stakeholders to further develop the specifications and to invite bids to deliver the service.

3. The Bright Spots action plan has been created and discussed at Children's Leadership Team meetings and at our Corporate Parenting Development Day. Actions within it have also been assigned to individual staff members.

This working group will meet every fortnight to give updates on actions and the plan will be reviewed frequently and updated, and feedback on its progress will be provided to children and young people.

### **What do we plan to do in 2023-24**

1. The setting up of a Therapeutic Attachment Team. This team is being built in collaboration with Powys Teaching Health Board, so that young people can access interventions where the criteria for a CAMHS

service is not met. This is a new initiative through the Start Well Board.

2. To further develop multi-agency family centres in the south of the county.

## **Adult Services and Commissioning**

### **What we said we would do**

1. Increase the number of community micro-enterprises and widen their scope beyond domiciliary care. This will involve continuing with the development work with the Community Catalysts and consideration of use of micro-enterprises for sitting services.
2. Explore the modernisation of domiciliary care brokerage, linked to the Vanguard approach and creation of a new dashboard that allows data scrutiny and a proactive approach to be taken.
3. Increase the number of staff in the reablement team to provide for the increased demand on the services.
4. Secure planning permission for the Brecon extra care scheme. Progress plans for the Machynlleth and Builth Wells extra care schemes.
5. Work with Aberystwyth University, looking at the use of digital solutions by older people, modelled on the AskSARA resource.
6. Work with domiciliary care providers to deliver a project, using electric vehicles to reduce our carbon footprint.
7. The Regional Partnership Board will continue to support citizens and carers to get involved with the work of the partnership.

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

1. As of 31 March 2023, there were 67 micro-enterprises in operation providing care services in Powys. However, Community Catalysts took the decision to stop supporting new community micro-enterprises in Powys when the Regional Integrated Funding stream came to an end on 31 March 2023.

Community Catalysts will continue to provide some minimal support to existing micro-enterprises for a period of three months and we will review how we continue to develop the micro-enterprise approach during 2023-24 to expand this across communities in Powys.

2. Work has begun on the modernisation of all data held by our brokerage team, with specific attention being paid to the domiciliary care element of the service. A new 'live' dashboard has been developed and is being

tested; this will allow more intense scrutiny of data on a countywide and locality basis.

The dashboard will enable the service to understand geographical problems and prioritise cases more easily. Further work has been planned to develop other aspects of the brokerage process, this work will be completed to make the whole brokering process as efficient and seamless as possible whilst providing managers with detailed oversight.

3. Recruitment and retention of the social care workforce (internal and external) has remained extremely challenging and whilst funding was secured to increase the number of staff, within the Reablement /Domiciliary Care Service in the north of the county, we have continued throughout the year to experience high vacancy levels despite rolling job adverts. We are continuing to explore options, including overseas recruitment.

We have amended and consulted on a merged job description within the Reablement and Domiciliary Care service and continue to advertise for reablement care and support workers. We have worked with colleagues to make the application process easier through an 'Apply Now' button and have also attended recruitment events and promoted roles on social media.

We have worked in collaboration with Workforce Futures (Powys Regional Partnership Board) to develop a joint induction framework for Health and Social Care covering the roles of reablement care and support workers and health care assistants. The first induction programme ran in March 2023 with positive feedback received.

4. In Brecon, a site for potential Extra Care development has been purchased by a housing association.

A public information event, seeking the views of the local community, was held in February 2023 on the proposed extra care development, which would include 68 apartments and a range of communal facilities. It is anticipated that planning will be applied for in the next financial year, and if successful, work on site would begin shortly afterwards. After gaining planning consent, the construction of the extra care facility will take approximately two years.

Following the previous positive discussions with two potential providers in Machynlleth, proposals continue to be developed on extra care in this area. A project board will be set up to take forward this work.

Work on the Builth Wells extra care scheme will be linked to the re-commissioning of the Powys owned residential care homes and work on this will continue into 2023-24.

5. Unfortunately, the university was unable to recruit a student to take forward the digital solutions work, and the proposed grant funding was re-directed to support other Powys Regional Partnership Board project work.
6. In July 2022, the council's Cabinet considered and agreed a proposal to use Welsh Government funding to increase domiciliary support service capacity by funding driving lessons and providing access to electric vehicles for care workers.

By the end of March 2023, two domiciliary care workers had been supported with driving lessons. We have received enquiries from other providers which may lead to additional staff taking up this offer.

There is an 18-month lead time for the order of electric vehicles, so the underspend on this funding will be carried forward to 2023-24.

Staff within our internal Provider Services have also been using electric bikes on their rounds with positive feedback.

During the year, Cabinet approved that part of the funding could be utilised to allow external providers to pay an uplift in mileage rates to carers, due to the increase in fuel prices. This was allowed by Welsh Government within the grant conditions.

7. Powys Regional Partnership Board's (RPB) citizen and carer representatives are equal members, and their involvement not only informs and shapes decisions, but continues to provide a better way to identify and tackle 'what matters' to people. A wide range of user and provider groups have also been involved in the work of the RPB, through commenting on proposed work, helping to recruit key roles, and informing various processes and procedures.

The RPB has now adopted the National Citizen/Carer Member Charter, which sets out key commitments for RPBs to ensure meaningful participation of citizen, carer, third sector and provider members on the boards. The aim is to support the role and contribution of each board member so that they can effectively inform, influence and be involved in the design and delivery of services.

Powys RPB citizen and carer members have helped to shape the charter at a national level, sharing good practice from the region, and developing



a local action plan. A wide range of user forums and provider groups – including the introduction of a Junior Start Well Board to hear views from children and young people - continue to help shape the work of the RPB through their involvement. RPB members want the adoption of the charter to also be an opportunity to review these groups and ensure the continual improvement of citizen voice across the wider partnership groups and arrangements.

Following the publication of the population needs assessment in 2022, we further engaged with citizens and carers to support us in refreshing the Health and Care Strategy which incorporates the Area Plan.

The RPB project manager and the dementia lead nurse in Powys Teaching Health Board have worked to introduce the All-Wales Dementia Care Pathway of Standards, establishing task groups, including people living with dementia and their careers, to progress it. Linked to this work, the RPB funded a dementia arts programme in Powys and an evaluation has highlighted its therapeutic benefits.

Artist Frances Isaac, who lives near Brecon, leads the group. It met virtually online throughout the Covid-19 pandemic and fortnightly in Crickhowell during the spring and summer of 2022. Frances is also involved in the Dementia Task Group. View a video of her talking about her work on the RPB's YouTube channel:

<https://www.youtube.com/watch?v=ZKTfhNsvhe4>

The Dementia Listening campaign was launched in Rhayader in December 2022 to bring residents together to shape how people in Powys with dementia are cared for. Also involved were representatives of Improvement Cymru, Citizens UK, Powys Teaching Health Board, the council, and many voluntary sector organisations. Residents of Rhayader and surrounding areas were encouraged to become active listening volunteers and to give their views via an online or printed questionnaires which were made available across community venues. In January, those involved came together with service providers, community groups and charities to a second event in Rhayader which proved to be successful. Feedback from this engagement campaign will inform the Dementia Standards work across Powys.

### **What do we plan to do in 2023-24**

1. Progress the extra care developments across the county.
2. Evaluate the impact of the project to use electric vehicles to reduce our carbon footprint.
3. Develop a Trusted Assessor model with our Powys Teaching Health Board colleagues to support earlier patient flow from hospital.



4. Explore how we manage and further develop the micro-enterprise approach across communities in Powys.

## **Quality Standard 3 - Protecting and safeguarding people from abuse, neglect, or harm**

### **Children's Services**

#### **What we said we would do**

1. Use the Public Law Outline (PLO) reforms to keep families safely together.
2. Strengthen our Assessment Service to continue to be able to manage the new sustained increased level of demand.

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

1. Our looked after children population continues to be stable indicating that intervention and prevention remains a key component in keeping children safer at home. We are continuing to make progress with the use of different arrangements for families to draw together and build on their network of support.

The service is shifting its focus to working with families before a child requires court intervention, in line with the PLO relaunch, with the aim of keeping them safe in their family setting. A significant factor in being able to progress with this is the stability of workforce that is building within the Care and Support teams.

The service has noted a rise in babies requiring the intervention of the courts, and there is significant work being undertaken around reviewing this and analysing the offer to families during pregnancy (pre-birth). The service is hopeful this will provide consistency and ensure the right intervention is being offered at the earliest opportunity.

2. Both of our Assessment teams have been significantly negatively impacted by a lack of, or unstable staffing, especially around agency staff; moving from council to council attracted by higher rates of pay. This has intermittently had a significant impact on performance and has placed remaining staff under a lot of pressure and stress and the teams have then struggled to get back onto a solid footing. Whilst children and young people have been seen in a timely way and not left at risk of harm, the completion time for assessments has suffered. Now that our staffing has increased and is stable, we have seen a significant improvement.

There has been an increase in child protection (section 47) enquiries, which could be indicative of the increase in severity and complexity of family issues because of the challenges presented over the last few years – Covid-19 pandemic and the cost-of-living crisis.

In our Assessment teams we are now using wellbeing workers to complement and support the work of qualified social workers. This means that families are provided with early support from them, jointly with the allocated social worker, at the point of referral if this is required. The wellbeing workers have been able to build stronger links with children and young people by spending more time with them than a social worker usually can. This immediate and practical support has had various benefits, from conflict resolution between young people and their parents and carers to short pieces of practical intervention that contribute to the right help at the right time and are preventing referrals for longer term intervention. It also allows the social workers more time to focus on their statutory tasks, which has contributed to improvements in assessment timescales.

Since staffing has stabilised in the assessment teams, we have seen a steady increase in timescales for assessments being met. In February 2023 we achieved 89% of all assessments within timescale and our target is now 90%.

Across assessment teams the morale is generally good, staff feel supported and are supportive of one another, creating a positive working environment and increasing resilience. Of note is that we are starting to attract more permanent staff into our teams. We can support newly qualified social workers and whilst this is welcomed as positive, this is and will continue to be challenging for small teams.

The Assessment teams have consistently ensured that a strength-based approach is being used in the assessments we complete with families. We have been able to create a culture of reflective practice using the signs of safety model, where we have trialled the use of group supervision to map out issues affecting the families we support.

### **What do we plan to do in 2023-24**

1. Develop a plan for providing pre-birth support, which aligns with our regional partners.
2. Make sure more child protection (core group) discussions take place within the required timescale and improve the quality of planning and recording.

3. Develop a strategy for supporting unaccompanied asylum-seeking children.
4. Develop and deliver a new participation strategy for 2023-26.

## **Adult Services and Commissioning**

### **What we said we would do**

1. In collaboration with our multi-agency partners, complete implementation of the All-Wales Safeguarding procedures and continuously monitor our progress and address any issues as they arise.
2. In collaboration with the Mid and West Wales Regional Safeguarding Board fully implement the Multi-Agency High Risk Behaviour Policy (including self-neglect/hoarding)
3. Manage the transition from Deprivation of Liberty Safeguards to Liberty Protection Safeguards safely and effectively, following the national launch of the Code of Practice and Welsh regulations. Consultation is expected to begin in early March 2022 and last three months.
4. Strengthen our Assessment Service to continue to be able to manage the new sustained increased level of demand.

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

1. We have fully implemented the All-Wales Safeguarding procedures; to support our social care workforce we commissioned and provided training. This has enabled us to effectively respond to adults at risk reports; we are also able to share reports with our Commissioning Team or our regulators, as required.

We are piloting, in line with Mid and West Wales Safeguarding Board the implementation of a rapid response policy; this means that where a death is a suspected suicide, we aim to provide a multi-agency rapid response to managing the consequences and impact.

2. The safeguarding duties set out in part 7 of the Social Services and Wellbeing (Wales) Act 2014, do not extend to people who display high-risk behaviours which puts them at risk of harm or people or who do not look after themselves well, resulting in self-neglect or hoarding. Concerns of this nature suggest that the person is at risk from their own actions or inactions, and as such do not meet the criteria for an adult safeguarding report to be made to social services.

Self-neglect covers a wide range of high-risk behaviours including neglecting to care for one's personal hygiene, health or surroundings and

includes behaviour such as hoarding. To address this area of concern, we have, alongside our regional Mid and West Wales Safeguarding Board partners, held our first high risk behaviour panel, which was well received by all present.

3. We submitted a response to the UK and Welsh Governments on the proposed Liberty Protection Safeguards (LPS) legislation that will be replacing the Deprivation of Liberty Safeguards (DoLS). LPS provides protection for people aged 16 and above who are, or who need to be, deprived of their liberty to enable their care or treatment, and lack the mental capacity to consent.

4. Work continues to be done to determine the impact the new LPS legislation will have on our operational teams in readiness to ensure they comply with their statutory duties and training is being put in place to support the transition. However, the date of transfer to LPS from DoLS has not been confirmed by the government with the earliest anticipated date being April 2024.

We have in place a Mental Capacity Act peer support group which aims to improve knowledge and skills in relation to practical application of the act and to prepare staff for the implementation of LPS.

We have monthly update sessions to keep operational managers informed of developments. We are also active partners in the Mental Capacity Act Regional Forum where knowledge, skills and learning are shared.

In April 2023 the Deputy Minister for Mental Health and Wellbeing has issued a Written Statement providing an update on the implementation of the LPS. This follows recent confirmation from the UK Government that it will not be progressing the implementation of the Mental Capacity (Amendment) Act 2019 and the LPS within this Parliament.

5. We have continued to see increased levels of demand in the Older People's Service and during 2022-23 have experienced unprecedented waiting lists for assessments, which has also had an impact on how quickly we have been able to do reviews. We have put several things in place to try and help us reduce the delays including:
  - Commissioning of two external agencies to do assessments and reviews; unfortunately, we have not seen the numbers reduce as much or as quickly as anticipated.
  - Arranged for our commissioned carers service to undertake carers assessments; again, we have not seen the numbers reduce as much or as quickly as anticipated.

- Developed an assessment priority framework to support prioritisation when screening referrals. We have also developed a report which provides us with clear oversight on individuals waiting for assessment and the level of urgency (emergency, urgent, routine); the report also provides detailed information on staff caseloads which, assists managers in allocating work.
- Arranged for the Community Connector Service to make wellbeing calls to people waiting for a service, which also helped us understand any change in need.
- Continued to make daily screening calls to prioritise referrals and ensure they go to the right team(s) first time.
- Continued to innovate and trial new ways of working within our teams to create efficiencies. We have had some success in reducing the volume of outstanding carers assessments by deploying a reviewing community support officer to undertake these remotely.

### **What do we plan to do in 2023-24**

1. Reduce our waiting lists and the time individuals have to wait for an assessment.

## **Quality Standard 4 Encouraging and supporting people to learn, develop and participate in society**

### **Children's Services**

#### **What we said we would do**

1. Fully implement the 16+ accommodation project.
2. Work with our education partners to ensure virtual school sessions meet the needs of children in care.
3. Increase the number of care leavers who are in full time employment, education, or training.
4. Increase the number of care leavers who are living in permanent accommodation.
5. Continue and expand the work of the Intervention and Prevention Service working with families to allow them to stay together safely.
6. Continue to promote and refer to the Regional Domestic Abuse Perpetrators' programme.
7. Continue to deliver and promote the healthy relationships programme in Powys Schools.

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

1. The 16 plus provision has been implemented in the north of the county and is being fully utilised. This has enabled several young people to remain in Powys or move back to Powys from placements outside of Wales. There has been some delay in the implementation of the provision in mid Powys due to needing to wait for fire safety compliant building work to be completed. This work has begun, and the service is due to have its first young people move in, in early June 2023. We are still searching for a suitable property in the south of the county to provide 16 plus accommodation.

The 16 plus provision has enabled more Powys young people to remain in Powys, attend their local college or high school and complete their education here. It has also allowed them to live in their communities, close to their friends, family, and support networks.

2. The virtual school has designated specialist teachers covering each key stage area. It has strengthened relationships with our schools in county but also out of county and we are able to ensure that our children looked after are accessing the support they need to learn. If a provision is not meeting a child's needs, we are aware of this in a timely way and can respond to look at alternative options. Each child is having their termly Personal Education Plan meetings where progress is tracked and recorded; these multi-agency meetings ensure clear and measurable plans are devised.
3. We have maintained the number of care leavers in full-time employment, education, or training: 76 out of 133 on 1 April 2022 (57%) and 73 out of 127 on 31 March 2023 (57%). We have a good number of care leavers accessing higher education and continue to support care leavers during their courses. We are now looking at the option of apprenticeships within the council for care leavers and aim to increase the overall percentage over the next year.

The development of the virtual school is aiming to strengthen the experiences of children in care within education and to support them to achieve; it is likely that a care leaver who finds learning or work-based opportunities enjoyable is likely to continue to engage in training, employment, or training.

Agencies such as the Sunflower Lounge and Communities for Work+ are working with other professionals to support children in care and care leavers to access training, education, and employment.

4. We continue to support care leavers to access their own accommodation within Powys by referring young people to the housing department at the age of 18 years: four out of our 108 care leavers were in unsuitable

accommodation on 1 April 2022 (3.7%) and three out of our 106 care leavers were in unsuitable accommodation on 31 March 2023 (2.8%). Some young people remain in their foster placements under the When I'm Ready arrangements, we continue to recruit Supported Lodgings hosts and we will have our 16 plus mid Powys property available soon.

By working with our housing partners, we have secured springboard properties in the north, mid and south of Powys which has enabled young people to step into independence with support. Several care leavers attend university, and we fund their accommodation for the duration of their course to help provide stability.

We will be expanding the 16 plus accommodation in the south of Powys once a property has been secured.

5. Our team members continue to develop their skills and knowledge through learning opportunities, and we now have staff trained in the strengths-based Signs of Safety protection model and the trauma recovery model, practitioners trained in the Adverse Childhood Experiences (ACEs) recovery toolkit, some are Parent Assessment Manual (PAM) trained and are experienced in supporting family network meetings.

We continue to embed our ethos that promotes a strength-based approach to child protection and recognises that families can be successful in achieving success and identifying their own solutions with the support of their professional and personal network. The approaches we adopt when working with families is instrumental in the successful outcomes we are achieving. The service recognises the importance of 'doing with' and empowering families and it is the key to achieving success. We are passionate about ensuring that the people we support feel that they are being listened to, and we use reflective discussion and motivational interviewing to pull out strengths and encourage motivation to effect change in their lives. We continue to receive positive feedback from stakeholders for the approach we take and the interventions we carry out.

During 2022-23 the Edge of Care Service has:

- Supported 255 children.
- Reunited 24 children with their parents, in their family home.
- 93% of children we worked with remained at home with their families.
- 82% of families reached their goals – with some being signposted to early help services to complete their plans.
- We have supported all areas of Children's Services in Powys including the Integrated Disability Service, Assessment and Care



and Support teams, Fostering Service, Adoption Service and Children Looked After Services.

- Reunited 37 children with their families or supported them to live independently.
6. We continue to promote and refer into the Regional Domestic Abuse Perpetrators' programme, which is delivered in partnership with Calan DVS and Montgomeryshire Family Crisis Centre. We attended operational team meetings to raise awareness and share information about the scheme.
  7. We have provided resources for schools (cards to support relationship and sex education discussions for every school which has done the Whole School Approach to Relationship and Sex Education training). We have made available C-card (where to access free condoms) resources, and these will be used by youth workers to co-deliver relationship and sex education sessions in schools. We meet quarterly to review delivery and to explore further ways in which we can best support schools.

### **What do we plan to do in 2023-24**

1. Further develop multi-agency family centres in the south of the county.
2. Develop a strategy for supporting unaccompanied asylum-seeking children.
3. Further develop our supported lodgings service.
4. Implement our Bright Spots action plan to better support our looked after children.
5. Explore options for using the virtual school to improve the percentage of care leavers in education, employment or training.

## **Adult Services and Commissioning**

### **What we said we would do**

1. Recruit an employment access officer (carried forward from 2021-22).
2. Create a strategic workstream to focus on the aspirations, experiences, opportunities, barriers, support, and assets available to people at risk of exclusion from full and equal participation in work, leisure, and learning.

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

1. Following a review of the job description, we successfully recruited an employment access officer who began in post in November 2022. The post is fixed term until 31 March 2024.



We have completed a review of all commissioned providers who offer supported employment and have in a place a directory to support understanding of this by our operational teams.

2. Due to the Covid-19 pandemic, business continuity and workforce pressures we have not been able to progress this project as originally planned. However, following the employment access officer taking up post, we have started to take the project forward alongside partners.

We have designed our programme of engagement and consultation and will be using a co-production approach to ensure parity between those involved.

### **What do we plan to do in 2023-24**

1. Expand the opportunities for supported employment across sectors and communities in Powys.
2. Undertake engagement, develop, and implement new co-produced innovative models of day opportunities (all ages) within communities across Powys.

## **Quality Standard 5 - Supporting people to safely develop and maintain healthy domestic, family and personal relationships.**

### **Children's Services**

#### **What we said we would do**

1. Continue and expand the work of the Intervention and Prevention Service working with families to allow them to stay together safely.

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

1. Our team members continue to develop their skills and knowledge through learning opportunities, and we now have staff trained in the strengths-based Signs of Safety protection model and the trauma recovery model, practitioners trained in the Adverse Childhood Experiences (ACEs) recovery toolkit, some are Parent Assessment Manual (PAM) trained and are experienced in supporting family network meetings.

We continue to embed our ethos that promotes a strength-based approach to child protection and recognises that families can be successful in achieving success and identifying their own solutions with

the support of their professional and personal network. The approaches we adopt when working with families is instrumental in the successful outcomes we are achieving. The service recognises the importance of 'doing with' and empowering families and it is the key to achieving success. We are passionate about ensuring that the people we support feel that they are being listened to, and we use reflective discussion and motivational interviewing to pull out strengths and encourage motivation to effect change in their lives. We continue to receive positive feedback from stakeholders for the approach we take and the interventions we carry out.

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- We have supported all areas of Children's Services in Powys including the Integrated Disability Service, Assessment and Care and Support teams, Fostering Service, Adoption Service and Children Looked After Services.
- Reunited 37 children with their families or supported them to live independently.

### **What do we plan to do in 2023-24**

1. Continue and expand the work of the Intervention and Prevention Service working with families to allow them to stay together safely.
2. Develop a plan for providing pre-birth support which aligns with our regional partners.
3. Ensure that there is the right support for parents who have had their children removed from their care.

## **Adult Services and Commissioning**

### **What we said we would do**

1. Begin expansion of the early help and support at home service from three to 13 localities in collaboration with local services and communities.
2. Re-commission the community equipment service in collaboration with Powys Teaching Health Board.

3. Continue to explore ways of supporting unpaid carers, including formal and informal methods, and expand successful provision to other parts of the county.

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

1. Home Support in east Radnorshire continued for the fifth year and a new Home Support scheme in Builth and Llanwrtyd Wells began in September 2022. Both are currently funded via the Regional Integration Fund.

The Home Support service in the Rhayader and Llandrindod Wells locality, and the Llanidloes locality became sustainably funded and delivered by the council and is known as Mid Powys Home Support.

The Early Help and Prevention Steering Group was established to support the roll-out of Home Support. Delays were experienced due to changes in staffing and Adult Services and Commissioning being in business continuity.

The project remains focussed on securing sustainable endorsement and resourcing (financial and staffing) for home support services provision across all 13 localities in Powys.

2. A new service provider was commissioned to deliver the Powys Integrated Community Equipment Service. It supports residents through the provision of a range of disability and technology enabled care equipment for use in their own homes.

3. This original action related to a project which did not progress. However, Credu, our commissioned provider, has been successful in securing additional funding to support the creative respite project which includes delivering short breaks for unpaid carers. An exchange programme between Powys young carers and young carers in Denmark has also progressed with a visit for Powys young carers planned for Summer 2023.

Credu continue to support unpaid carers in one-to-one and group sessions which helps to make them feel valued and build their resilience to continue caring whilst knowing support is available should it be needed. There were a diverse range of activities offered including wellness retreats, counselling support, creativity groups, and coffee and chat drop-ins (countywide).

Through the Carers Steering Group, partnership working across the third sector has been enhanced, e.g., supporting people to establish and maintain carer peer support networks, which will be run directly by carers once fully established.

## **What do we plan to do in 2023-24**

1. Secure commitment and financial resource for further home support services, in collaboration with local services and communities.
2. Continue to support unpaid carers through the provision of respite, one-to-one and group-based activities.

## **Quality Standard 6 - Working with and supporting people to achieve greater economic well-being, have a social life and live in suitable accommodation that meets their needs.**

### **Children's Services**

#### **What we said we would do**

1. Develop additional in-house residential homes in Powys.
2. Further develop our supported lodgings service.
3. Continue the recruitment drive for foster carers.

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

1. A key area of our work over 2022-23 has been developing our in-house residential provision. We currently have two regulated residential homes: Bannau based in Brecon and Glynmawr in Ystradgynlais. We have a further two residential settings which we are working towards getting regulated: Pum Copa in Welshpool and Henrhyd in Ystradgynlais.

The service has evidenced a high use of agency staffing to meet needs and this has led to two recruitment events in the north and south of the county to develop teams with permanent Powys employed staff. The biggest challenge will be recruiting to the registered manager posts for Henrhyd and Pum Copa, which is essential to meeting the requirements of Care Inspectorate Wales (CIW) registration. The budget for residential facilities within Powys has been overspent during 2022-23 financial year. The business plan for residential facilities will require re-visiting to build a realistic budget and staffing complement that ensures the homes remain safe and meet the needs of the young people who live there.

Powys Regional Partnership Board successfully secured £525,000 capital funding from Welsh Government (WG) to buy a property to develop safe accommodation for children with complex needs in Powys. The purchase of the property has been completed and work is underway to make the necessary adaptations to the home to comply with the conditions of the

planning approval and to meet the requirements for registration with CIW. Partners had been invited to bid to WG for additional revenue funding to develop and implement a model of care to support children with complex needs and open a safe accommodation residential home in Powys. A joint bid has been agreed and submitted to WG. This type of residential provision would be designed to avoid escalation of need that could result in a secure welfare placement or tier 4 inpatient mental health placement. It could also be used as 'step down' provision to enable discharge from a secure or tier 4 setting and could help with avoiding placements out of county or out of Wales.

2. The Supported Lodgings scheme has continued to develop over the past year, with three new hosts being approved, 31 recruitment opportunities taken advantage of and the organisation of the first 'in person' host support group. In April 2022 we had 13 approved hosts, taking into consideration the newly approved hosts, one resignation and the completion of one specific placement, at present we have 14 hosts. During the past year, our available hosts have been used to support nine new placements, with six young people currently living in Supported Lodgings. Despite having only 14 enquiries over the past year, three of those have been approved, two led to an assessment being partially completed and then the potential host withdrawing and four are currently under assessment and awaiting panel approval.

One Supported Lodgings co-ordinator is undertaking their social work qualification leaving the other co-ordinator to carry out the supervision, recruitment, and assessment of our hosts. The second co-ordinator will return to the role at the end of summer 2023.

We continue to advertise for further Supported Lodging hosts and are attending local events and advertising on social media. We are targeting areas within Powys where it is known that housing opportunities are limited due to the demand or available housing stock.

3. Foster Wales has allocated funds for a second recruitment and retention officer. This two-year funded post will focus on our social media presence and support with our marketing opportunities. This post will support the face-to-face recruitment events across Powys with an aim of increasing our in-house fostering capacity to reduce the need to use independent fostering agency (IFA) carers or providers who make a profit.

Our recruitment activities:

- Social media and media campaigns – emergency homes for young people, unaccompanied asylum-seeking children, 'The time is right/New year's resolution', supporting unaccompanied Ukrainian young people.

- Coffee shops – monthly info sessions in Costa Coffee, Brecon, Newtown and Welshpool, and The Herb Garden in Llandrindod Wells.
- Information pop-ups – monthly across Powys libraries, with an electronic poster in Builth Library. Also at supermarkets, town markets, and Warm Spaces.
- Local community events – Christmas markets including Welshpool Christmas Cracker event, Guilsfield Show, Royal Welsh Spring Festival, Royal Welsh Show and Winter Fair, jobs fairs at Brecon, Ystradgynlais, Newtown, Llandrindod Wells, and Welshpool, Builth Wells community engagement event, summer fetes, Voices from Care summer event, Care Leavers’ Week fundraising event, primary school parents’ evenings, councillor information ‘marketplace’.
- Poster/leaflet drops – undertaken throughout the year covering Brecon, Ystradgynlais, Builth, Llandrindod, Hay, Talgarth, Newtown, Welshpool, Machynlleth, Llanfyllin and surrounding areas.
- Banners – outdoor banners in use around the county and placed in Talgarth, Builth, Brecon, Sennybridge, Ystradgynlais, Welshpool and Newtown. Banner also placed at Quackers Indoor Play Centre, Newbridge-on-Wye.
- Media and other places used – regular posts on Foster Wales Powys social media, schools’ newsletter, council job pages.

### **What do we plan to do in 2023-24**

1. Develop additional in-house residential homes in Powys.
2. Further develop our supported lodgings service.
3. Increase 16+ accommodation within county.
4. Develop and implement a quality assurance framework for our in-house residential provision.

## **Adult Services and Commissioning**

### **What we said we would do**

1. Continue working with partners to open two new extra care schemes in Welshpool and Ystradgynlais. Make progress with the planning application for an extra care scheme in Brecon.
2. Through the Closer to Home project, continue to understand future accommodation needs for adults and work with partners to ensure

current and new developments are fit for purpose and meeting the needs of Powys people.

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

1. The works on the extra care housing project in Welshpool (Neuadd Maldwyn) continue to progress. We have held a workshop to support us in identifying innovative technology enabled care to support the needs of future tenants. All extra care schemes are bespoke, and we have continued to learn from existing facilities based in other council areas. It is anticipated that this exciting new scheme will open in March 2024.

The extra care scheme in Ystradgynlais (Pont Aur) has had difficulties with the building contractor going into administration. The housing association appointed a provisional contractor to secure the site and to provide a new quote for completion of works. Despite this, it is anticipated that the project will be delayed by no more than 12 months and should open in early 2025. A positive open day has been held by the housing association.

The planning process for the Brecon extra care project is well underway.

2. We have been working with Powys Teaching Health Board colleagues on the Closer to Home project to identify and secure new accommodation developments that are fit for purpose and meet the needs of people who will become tenants.

Our operational and commissioning teams have worked closely together to develop a new accommodation form which highlights the needs of people and when the accommodation is required. This will support people to live in their communities of choice within Powys.

We are working alongside independent providers on developing a residential mental health service in Powys; this project is in its early stages.

In early 2023-24 we will be opening a new supported tenancy provision in the north of the county that will provide accommodation for three tenants whose interests and needs have been identified as similar.

We have worked throughout the year to maximise existing accommodation within the county providing opportunities for people living within and outside of the county to move back to a community of choice.

### **What do we plan to do in 2023-24**

1. Further develop and progress extra care options across Powys.
2. Begin a review of council owned residential accommodation.



# How We Do What We Do

## Our Workforce and How We Support their Professional Roles

### Leadership

The last 12 months have seen changes in terms of senior leadership roles within Social Services. Following the departure of the previous Director of Social Services, line management was realigned with Adult Services, Commissioning and Partnerships and the statutory responsibilities held by the Interim Director of Social Services and Housing, with Children's Services sitting with the Director of Education and Children. The alignment of services in this way has promoted relationships and collaborative cross service working. During the year, a permanent appointment was made to the Head of Children's Services, with a permanent Head of Adult Services starting in quarter 1 of 23/24. The remaining interim arrangements have been extended for up to 12 months to provide ongoing stability.

### Children's Services

There have been several areas within Children's Services where there has been an increase in demand:

- At the Front Door for Information Advice and Assistance (IAA).
- Around Child Protection Registrations.
- Accommodating our Unaccompanied Asylum-seeking Children (UASC)
- Resourcing two managed social work teams due to staffing reductions.
- Unregulated placements due to the national shortage of provision.
- Our in house foster placement availability.

During the January to March 2022 period, we experienced both permanent and agency staff leaving Powys to work for other councils where the pay rates were higher. This left us unable to function safely and effectively within our core service area, so two managed teams, supplied by recruitment agencies, were commissioned.

Managed teams exited earlier than planned, but we managed to recruit some of their members to work within the service area teams, which was more effective.



Through our Grow Our Own Social Worker development programme we appointed five newly qualified social workers into the service during the summer and autumn 2022.

We have also increased the number of wellbeing worker positions within some teams to try and establish if this is a more effective way of working.

We currently have 353 people employed in Children's Services. We have 72 vacancies, which includes 45 social worker posts. Of these, 29 are being covered by agency workers. At the beginning of the financial year, we had 40 agency workers.

Recruitment and retention of qualified social workers remains an issue and is a key objective of our integrated business plan for the next year: 'To have a high-quality service, delivered with a skilled, supported and sustainable workforce'. Within this objective we have actions to improve the recruitment and retention of qualified social workers and staff within our residential homes. Our HR business partner and our commissioning assistant for agency recruitment attend our Children's Leadership Team meetings each month to help us manage our staffing levels.

Levels of staff sickness improved throughout the year, with the incidence of covid-19 absences, and long-term sickness, decreasing.

During the year we have had 44.3 full time equivalent leavers and 51.4 full time equivalent starters.

The service approach to development and training is that we want to create a culture of progressive thinking and learning.

A newly appointed practice development manager has been in post for nearly 12 months and is working hard to offer a wide range of opportunities for learning. This includes briefings, webinars, online learning, face-to-face learning, lectures, and access to the latest research, which is promoted across the service.

Training, development, reflective practice, and continuous exploration of innovative practice is critical to the work of Children's Services.

In 2023 we will look to further enhance the offer around staff wellbeing, drawing upon a trauma informed organisation and looking at Schwartz engagement, which is a technique used within health services.

## Adult Services and Commissioning

The fall out of Covid-19 has seen escalated pressures on the whole social care workforce. Whilst some short-term additional capacity has been sourced via grant funding, our current staffing structures are not able to meet the increased demand. The external market has also faced recruitment pressures.

We have seen recruitment and retention issues across the social care sector as a whole. We have experienced difficulties recruiting:

- Reablement and care and support workers, especially in the north of the county.
- Approved mental health professionals.
- Hospital team social worker for the south of the county.

There have also been changes in relation to the use of current agency workers for reablement and domiciliary care to meet procurement requirements; this has resulted in extra work to recruit and induct a whole new team of staff.

We have continued to have a 'grow our own' ethos, with staff securing permanent posts via recruitment into the Disabilities Team. We have also recruited some agency staff into permanent positions in the council through safer and competitive recruitment.

The service participated in a Recruitment and Retention Working Group, which has led to several new initiatives, including an increased focus on value-based recruitment and the creation of an 'apply now' function, which speeds up the application process significantly.

Ongoing discrepancies in caseload sizes and salary/terms and conditions between the council and Powys Teaching Health Board staff have been identified. This has resulted in staff leaving Adult Services to join the health board. There are also wider issues in relation to terms and conditions which are resulting in staff moving to work for other councils. Despite all these challenges, we have seen staff continue to show flexibility during our time in business continuity resulting in a more collaborative culture and many new skills being learnt.

We have seen an increase in mental health team referrals as well as an increase for mental health act assessments (both in and out of hours); this has had a negative impact on our ability to manage our approved mental health professionals' rota due to recruitment issues across the county.

We have seen a significant increase in Mental Capacity Act (Section 21A) legal challenges, which can create a high risk of reputational damage. We have seen additional pressures for staff and identified the need for increased legal capacity to meet these challenges.

We have seen a significant increase in our requests for legal support including subsequent requirements in relation to attendance at court.

To support our operating model, we have begun work on reviewing our staffing structures. This has seen us further develop our dedicated hospital team, which works in collaboration with district general hospitals, as well as our operational and commissioning teams, to support discharge of individuals from hospital at the earliest opportunity. We have also created an integrated occupational therapy and sensory services team and have restructured our disabilities team, replacing a countywide team with two teams for the north and the south, with the aim of providing increased management capacity and oversight.

We have initiated a locality pilot in the Older People's Service, which has seen us move from having north and south teams, to having teams based around Welshpool, Newtown, Llandrindod Wells, and Brecon and Ystradgynlais. Early feedback from staff suggests this has led to more time for management duties and providing support.

We have moved away from having separate reablement and domiciliary care job descriptions to one overarching reablement care and support worker job description and are in the process of converting our reviewing community support officer posts into social care practitioner roles. This will see them take on some responsibilities for formal care and support planning and assessment whilst working in partnership with other professionals, agencies, and communities to promote person-centred outcomes for people with care and support needs.

Staff are reporting frequent working over, and above contracted hours and we are seeing an impact of virtual working with staff spending whole days in back-to-back meetings and then spending time outside of that to 'catch-up' with work and identified actions. We promote staff wellbeing at every opportunity

but there is a significant challenge in supporting staff to obtain a work-life balance.

Responding to numerous complaints and queries and enforced down-time caused by failures with the Welsh Community Care Information System (WCCIS) is also having an impact on staff morale and wellbeing.

We continue to promote the Care First employee assistance programme as part of our wider staff wellbeing offer and have supported out teams through the New Ways of Working changes. This has seen many members of staff move from being office-based to becoming flexible workers who can carry out their roles from any location, including their homes.

Our staff continue to be acknowledged for their work, e.g., our Safeguarding Team Manager was highly commended for “outstanding practice demonstrated in the safeguarding of adults at risk” in the 2022 Safeguarding Awards.

Through the supervision and appraisal process staff training needs are identified. Where appropriate staff can apply to the Qualification Panel to have their social care qualifications funded.

The following year end statistics gives an overview of training in 2022-23:

- Staff beginning a social work degree – 5
- Staff already studying for a social work degree – 7
- Staff due to qualify for a social work degree this Autumn – 5

Three members of Adult Services staff qualified in the autumn of 2022 and moved into roles in Community Mental Health, Older People, and Disabilities.

- Staff beginning Practice Educator’s Award – 1
- Staff completing Practice Educator’s Award – 4
- Staff completing Rehabilitation Officer Visual Impairment (ROVI) qualification – 2
- Staff completing Porth Agored Award (Graduate Certificate in the Consolidation of Social Work Practice) – 4
- Staff on Porth Agored programme on 31 March 2023 – 5
- Staff due to complete an Occupational Therapy degree in late 2023 – 3

We look to support continuing professional development for our qualified, registered, and non-qualified workforce. Within our social work teams, we also provide opportunities for peer reflection and support.

To support new starters within Adult Services we have developed an Induction Handbook; we are looking to convert this into an e-book in 2023-24.

Through Workforce Futures (Powys Regional Partnership Board), our new reablement care and support workers are supported via a joint induction programme alongside health care support workers (Powys Teaching Health Board). The first joint induction programme ran in March 2023 with positive feedback received. The next cohort of staff will receive their induction in May 2023.

The Powys Health and Care Academy (Workforce Futures) opened in autumn 2022 and provides additional training and development options for current and future social care staff.

Team Teach, train the trainers, has been completed this year with the Practice and Development team due to begin an in-house programme for frontline staff working with people with complex and challenging behaviours in the community. This is in line with the Welsh Government Reducing Restrictive Practice framework.

## Our Financial Resources and How We Plan for the Future

Service Area	£'000	Working Budget	Actual Spend	Variance (Over) / Under Spend	Variance (Over) / Under Spend %
Adult Services		74,716	73,930	786	1.1
Childrens Services		28,587	30,594	(2,007)	(7.0)
Commissioning		3,773	3,036	737	19.5

## Children's Services

The past 12 months has been challenging due to the high cost of placements and the need to spend £12,000 per day on agency social workers.

There have been further challenges such as needing two managed teams, supplied by recruitment agencies, which the council paid for out of reserve funding.

During the second half of the year, the service reviewed all internal expenditure, with every penny spent subjected to scrutiny. This helped to reduce the deficit to around £2 million by the end of the financial year.

Going forwards, the aim is to reduce the number of high-cost residential placements and to prevent more children from needing to become looked after.

We also have a strong focus on our Grow our Own social workers programme which, over the next three years, should reduce our need for agency social workers significantly. We also need to consider reshaping some service areas to accommodate capacity and demand and then review the roles of wellbeing workers and social workers and look at how we can build progression within the service.

The savings for 2023 are set against realistic targets around placements, 16+ accommodation, use of Special Guardianship Orders and our Grow our Own social workers programme. This all links with our key objectives for next year:

- Right help, right time.
- Closer to home.
- Staffing – a high-quality service delivered with a skilled, supported, and sustainable workforce.

If we can further reduce risk management and the number of children on the Child Protection Register, while also engaging with families more effectively through the Early Help service, this will help to reduce long-term demand.

Children's Services has relied heavily on grant funding and while this creates opportunities for innovation it also undermines sustainability. The high level of posts which are reliant on this type of funding needs reviewing as it does not create stability within the workforce.

As a service we have refocused our objectives for the next year. We evaluated the current objectives in our integrated business plan and questioned whether these objectives had been achieved and had become our day-to-day business. During a Children's Senior Leadership Team development day, which was focussed on our business planning, we determined the three areas that we felt were our biggest challenge and centred our objectives for the next year around this (outlined above).

## Adult Services and Commissioning

Adults Services and Commissioning delivered an underspend position at the end of financial year; grant income and use of reserves were utilised during the year and 100% of savings were achieved.

The increase in demand at the front door (ASSIST) is anticipated to continue in the next financial year and our operational teams report seeing an increase in the complexity of need for those individuals presenting. As a result, it is becoming challenging to meet statutory requirements, because of increases in:

- Mental Health Act assessments.
- Waits for assessments for older people by occupational therapists and social workers.
- Overdue reviews.
- Legal and court challenges.
- Delays in completing carers assessments.
- Backlogs and delays in the provision of equipment.
- Unpredictability of the provider market.
- Our over 65s' population.
- Recruitment and retention challenges within the workforce.

Addressing these challenges will be a priority in the next financial year and future budget plans will be aligned in order to enable this to happen. Work is ongoing with transformation and improvement programmes, both internally and with partners from health and the third sector. Budget planning work on the Financial Resource Model starts early in the year to ensure that resources are aligned to deliver on the aims and objectives set out within the corporate improvement plan, Stronger, Fairer, Greener and the service's Integrated Business Plan.

Our 7 key objectives are:

1. **Front Door** We operate an effective front door which provides information, advice and signposting which enables residents to make informed choices in relation to their care and wellbeing. The service focuses on resolution at the earliest opportunity for the resident.
2. **Hospital** We work with NHS Partners to have in place a set of arrangements that allow for the speedy transfer of people from hospital, to achieve the best possible outcomes for those people.
3. **Partnership** We work with Powys Teaching Health Board to adopt and reinvigorate a recovery approach to all health and social care services
4. **Community** We work to ensure that 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.
5. **Long term care** We work alongside people with long-term care needs to 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. We review these plans regularly based on outcomes achieved.
6. **Workforce** We have in place a workforce that is fully trained and supported to work with people needing social care which fits with the ethos and principles of the Council.
7. **Management** We collate and analyse data to help us understand whether there has been an impact on the delivery of outcomes and the management of demand on our services.

## **Our Partnership Working, Political and Corporate Leadership, Governance and Accountability**

The work of all services across Powys County Council are aligned with the political aspirations set out within the corporate improvement plan, Stronger Fairer, Greener. Cabinet Portfolio Holders provide political leadership, challenge and scrutiny, with wider contributions from Cabinet, Health & Care Scrutiny Committee and Governance & Audit Committee. There is a clear focus on performance, continuous improvement and transformation across Social Services, led and challenged by Councillors from across the council through established governance processes and procedures.

The Council is a proactive member and contributor to regional boards, and aspects of the local authority's improvement and transformation agenda



are being progressed through the priorities of the Powys Regional Partnership Board and the work of the Regional Safeguarding Board.

In line with the requirements of the Social Services and Well-being Act (2014), the Regional Partnership Board (RPB) provides cross-sector leadership through a strong and shared commitment to providing improved health and social care services for children, young people and adults living in Powys, with a primary emphasis on prevention and early intervention.

The Health and Care Strategy sets out priority areas and key strategic enablers and, within the last year, the Area Plan has been reviewed setting out future priorities for partnership working with the Health Board and Third Sector partners.

## **Children's Services Governance**

Our Children's Senior Leadership Team holds weekly meetings.

The following governance arrangements are also in place:

- Safeguarding Board.
- CYSUR (Child and Youth Safeguarding: Unifying the Region) - Mid and West Wales Regional Safeguarding Children Board.
- PLOG - Powys Local Operational Group.
- Audit and Training Groups as part of PLOG.
- CPR/MAPF (Child Practice Review/Multi-Agency Professional Forum) Subgroup as part of CYSUR.
- Corporate Parenting Board.
- Health and Social Care Scrutiny Committee.
- Executive Management Team.
- Education Service and Children's Services briefing meetings.
- Portfolio Holder briefing meetings.
- Quarterly performance meetings.
- Social Services Board.
- Social Services briefing meetings with directors.
- Youth Justice Board.
- Powys Regional Partnership Board (RPB).
- Start Well Board (Powys RPB).
- Closer to Home Board.
- Residential Homes briefing meetings with director.

- Local Family Justice Boards for North and South Wales where information is presented from CAFCASS (Children and Family Court Advisory and Support Service) Cymru regarding data across Wales, in terms of proceedings both public and private.

These all have their own governance arrangements with terms of reference and actions plans.

## **Adult Services and Commissioning Governance Arrangements**

The following governance arrangements are in place:

- Full Council.
- Cabinet.
- Health and Care Scrutiny Committee.
- Governance and Audit Committee.
- Executive Management Team.
- Senior Leadership Team.
- Assurance Briefing.
- Senior Management Team.
- Operational Management Team.
- Public Service Board.
- Substance and Alcohol Misuse - Area Planning Board.
- Joint Partnership Board.
- Regional Partnership Board and sub-partnership sub-groups.
- Regional Safeguarding Board.
- Responsible Individual Meetings with Director.
- Section 33 Board Meetings.
- Housing Support Grant and Homelessness Board
- Extra Care Programme Board
- Community Equipment Service Board
- Financial regulations, internal procurement rules and the PCR

## Key Partnership Updates

### The Improving the Cancer Journey (ICJ) in Powys programme.

The Improving the Cancer Journey in Powys programme, funded by Macmillan Cancer Support and in partnership with the council and Powys Teaching Health Board, continued to offer residents living with cancer opportunities to have their voices heard and to access a tailored package of support using a 'what matters' conversation and/or Macmillan's holistic needs assessment (eHNA) tool.

The four delivery partners Credu, PAVO's Community Connector Service, the Bracken Trust and the Health Board's Specialist Palliative Nursing Team saw a steady increase in referrals over the year.

Residents living with cancer who had contacted the council's Adult Social Services & Information Team (ASSIST) were discussed as part of the daily screening meeting and referred onto PAVO for a full 'what matters' conversation. This process has enabled each resident to access a wider range of support whether emotional, practical, social, or financial. The council's Money Advice Team which specialises in understanding what benefits, grants, or other support (a blue badge) is available to help a person diagnosed/living with cancer is another key partner in the programme. Funding from Macmillan contributes towards one of the posts.

During June 2022, the ICJ team set up two ICJ information events – one in Welshpool and one in Brecon – which enabled anyone living with or supporting a loved one with cancer to drop by and chat to professionals, access information and take up the offer of the 'what matters' conversation. Agencies included all the partners, plus the Powys Community Health Council (now Llais), Shrewsbury and Telford hospitals, Wye Valley Trust, Freedom Leisure, the library service with a display of the books about cancer and Blood Bikes Wales who deliver specialist cancer medication to Powys residents. There were speaker slots, an ICJ goodie bag given out to every person, a raffle and at the Brecon event there was a canal walk and members of Theatr Brycheiniog's lunchtime uplift choir and the Alive & Kickin' Community Choir sang a selection of their favourite songs.

A coproduced leaflet was also written, designed, printed, and distributed during the year to all the hospitals that treat Powys patients so that clinical nurse specialists could give them out to patients so they knew how they could access

support through the programme. Both the patient experience forum and the peer support network continued to take place and Macmillan has committed to continue to fund the programme for a Phase II.

Alongside working to increase the offer of the eHNA the programme team:

- Produced its second End of Year report summing up the key achievements to date.
- Continued to capture patient voice and stories and produced some videos which are available on the Regional Partnership Board's You Tube channel.
- Attended the Macmillan National Conference displaying a good practice poster about the coproduced leaflet and where Sharon Healey (PAVO) took part in a panel discussion sharing how their role in the programme provides a community focus.
- Organised a series of canal walks for people living with cancer during the month of September in conjunction with the Canals, Communities and Wellbeing project. And worked with the Wales Ambassador for parkrun to promote the Walk It campaign held in October. This led to two people living with cancer walking the Builth Wells parkrun event each week. Six months on both residents are still coming along.
- Continued to coproduce ICJ communication materials with the input from the Journeying Together forum which was set up to ensure the voice of the patient was at the heart of the programme, including the second Autumn 2022 ICJ Newsletter and input into the conference poster.

## **The North Powys Wellbeing Programme.**

Working under the flag of the Powys Regional Partnership Board, the North Powys Wellbeing Programme was established as a key priority to deliver the county's joint Health and Care Strategy (Powys County Council and Powys Teaching Health Board, 2017) with a vision to "assess and deliver a new integrated model in North Powys in line with the Health and Care Strategy, and to support effective learning and transfer across Powys."

Led by the council and the health board, with support from the Powys Association of Voluntary Organisations (PAVO), this programme will address the biggest causes of ill health and poor wellbeing through partnership between professionals and communities, offering early help and technology-enabled health and provision to ensure residents have a more seamless service when they need it.

A major strand of this programme is a proposed multi-agency health and wellbeing campus in the centre of Newtown (on Park Street).

The campus' Programme Business Case was endorsed by Welsh Government in 2022. The Strategic Outline Case has also been submitted, and work has begun on the Outline Business Case as well as on Business Justification Case for the campus' supporting infrastructure.

Proposals for the campus site include:

- A new school for Ysgol Calon y Dderwen. (This work is being managed as part of the council's Transforming Education programme but both teams are working closely together.)
- Health and care facilities, including the transfer of the town's hospital facilities from their current home on Llanfair Road as well as introducing more diagnostic equipment and facilities to undertake day surgery. Repatriation of services from outside Powys is a key ambition of the programme, helping to save travel time and cost for local patients as well as introduce additional capacity into the system.
- A Health and Care Academy. The first campus in Powys opened in Bronllys in 2022. View the video of the official opening on Powys Teaching Health Board's YouTube channel:  
[https://www.youtube.com/watch?v=il2xi1\\_QJo](https://www.youtube.com/watch?v=il2xi1_QJo)
- Library and information services.
- Community space for wellbeing activities to take place, working alongside the voluntary sector.
- Short term supported housing.
- Accommodation for academy students and locum staff.

The programme team has undertaken continuous engagement throughout the life of the programme – although this was paused at the height of the Covid-19 pandemic – and will continue to do so up to and after the campus opens to make sure that the citizen voice is at the heart of the programme's plans.

## Accessing Further Information and Key Documents

The Annual Report identifies the progress of the council in providing for the well-being of those people who need our help and support. This report however is not the only source of information available to members of the public, key partners, and service providers.

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

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

- Welsh Government Guidance in relation to the Annual Social Services Report: [Microsoft Word - Annual Report Guidance.docx \(socialcare.wales\)](#)
- Corporate Plan Annual Performance Reports: <https://en.powys.gov.uk/article/11758/Vision-2025-Annual-Performance-Reports>
- Director of Social Services Annual report 2021/22 and further documents in support of this report can be found here: <https://en.powys.gov.uk/article/2188/Social-Care-ACRF-Annual-Council-Reporting-Framework>
- Stronger, Fairer, Greener - Our Corporate Plan: <https://en.powys.gov.uk/ourvision>
- The Powys Population Needs Assessment: [https://www.powysrpb.org/files/ugd/33b29e\\_dfc4dcc31ac34f0cb5ac57fc8693438e.pdf](https://www.powysrpb.org/files/ugd/33b29e_dfc4dcc31ac34f0cb5ac57fc8693438e.pdf)
- Improving the Cancer Journey in Powys: <https://www.powysrpb.org/icjpowys>
- Social Services Annual Complaints Report <https://en.powys.gov.uk/socialservicescomplaints>
- Information about our regional work via the Regional Partnership Board can be found here [HOME | Powys RPB](#)

- Information about the North Powys Wellbeing Project:  
<http://www.powyswellbeing.wales/>
- Powys Market Stability Report:  
[https://www.powysrpb.org/files/ugd/33b29e\\_c597a8982b714296b812887c397d6eca.pdf](https://www.powysrpb.org/files/ugd/33b29e_c597a8982b714296b812887c397d6eca.pdf)
- Powys Regional Partnership Board Annual Report 2021- 2022:  
[https://www.powysrpb.org/files/ugd/33b29e\\_72809254589144598135dbbea41e7f2c.pdf](https://www.powysrpb.org/files/ugd/33b29e_72809254589144598135dbbea41e7f2c.pdf)
- Mid and West Wales Safeguarding Children and Adults Boards Annual Report 2021-22: <https://www.cysur.wales/our-annual-report-2021-22-is-now-live/>
- Mid and West Wales Safeguarding Children and Adults Boards Annual Plan 2023-4: <https://www.cysur.wales/our-annual-plan-2023-24-is-now-live/>
- Powys Health and Care Academy:  
<https://www.powysrpb.org/powyshealthandcareacademy>

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



## CYNGOR SIR POWYS COUNTY COUNCIL

20 July 2023

**REPORT AUTHOR:** Head of Finance (Section 151 Officer)**SUBJECT:** Member Allowances and Expenses 2022-2023

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**REPORT FOR:** Information

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**1. Introduction**

- 1.1 This report sets out the annual amounts paid and reimbursed to Members and Co-opted Members during the tax year 2022-23, relating to allowances and expenses.
- 1.2 This is in accordance with the Independent Remuneration Panel for Wales (IRPW) requirements. The information in this report acts as a public document and will be available on the Powys County Council Internet and in the Publication Scheme. The deadline for publication of the information is the 30 September 2023.

**2. Allowances**

- 2.1 Appendix A provides the statutory information that is put into the public domain each year relating to Members and Co-opted Members allowances and expenses including;
- 2.1.1 Member/Co-opted Member Name
  - 2.1.2 Ward
  - 2.1.3 Basic Salary / Allowance
  - 2.1.4 Senior / Civic Salaries
  - 2.1.5 Care Allowance
  - 2.1.6 Working Expenses
  - 2.1.7 Travel

Due to the 2022 Local Elections, start and end date columns have also been included in the report.

**3. Summary of Payments**

- 3.1 2022/23 evidences an overall increase of 9.3% (£118.7k) in payments to Members during the financial year ending 31 March 2023, when comparing to the previous financial year ending 31 March 2022.
- 3.2 The Independent Remuneration Panel for Wales awarded Members a 16.93% increase to the annual Basic Salary rate (£14,368 to £16,800) effective from the new Council term on 09 May 2022. The total Basic Salary was therefore expected to increase during 2022/23, however its cost-impact was reduced due the reconfiguration of electoral boundaries, effective from the May 2022 elections, whereby the number of Councillors reduced from 73 to 68.

- 3.3 Due to the IRPW pay increase, Senior Salary payments also increased by 11.65% (£26,662), however when you factor in an £8.8k contribution from the Pension Fund towards the Chair of Pensions and Investment Committee, the actual impact to that element of budget was reduced to an increase of 7.8%.
- 3.4 Contribution towards the Cost of Care and Personal Assistance (CCCPA) payments totalling £110 were claimed during 2022/23. Council previously agreed that from May 2019, the Council only publishes the total amount reimbursed for costs of care by the authority during the year but not attributed to any named member, hence why the figure only shows in the overall Totals.
- 3.5 Working Expenses claims totalled £32 during 2022/23.
- 3.6 There were no claims for Subsistence during 2022/23.
- 3.7 Travel reimbursements increased by £5.9k to £8.7k during 2022/23 when compared to 2021/22, primarily due to the increased number of face to face meetings following the easing of Covid-19 restrictions, however it is important to note that pre-pandemic travel expenses were in the region of £80k per annum, and the use of online and hybrid meetings significantly reduces costs as well as the positive impact on the environment.
- 3.7 Payments to Co-opted and Independent Members increased by circa 12% totalling £23.8k, due to an increased number of meetings, however still remains considerably less than the 2019/20 pre pandemic of £37k.

#### 4. Statutory Officers

- 4.1 The Head of Legal Services and the Monitoring Officer commented as follows: "The recommendation is supported from a legal point of view."
- 4.2 The Head of Finance (Section 151 Officer) notes the content of the report.

#### 5. Members' Interests

All Members will have a personal interest in this matter but do not have a prejudicial interest due an exemption within the Code of Conduct for such matters. Members will be required to sign the form declaring their personal interest before the end of the meeting.

Recommendation:	Reason for Recommendation:
That the report is noted.	Ensuring this information is available in the public domain within the required timescale

<b>Relevant Policy (ies):</b>	Members' Schedule of Remuneration		
<b>Within Policy:</b>	<input checked="" type="checkbox"/>	<b>Within Budget:</b>	<input checked="" type="checkbox"/>

Contact Officer Name:	Tel:	Email:
Graham Evans	01597 826609	graham.evans@powys.gov.uk

## Cyngor Sir Powys County Council

Deddf Llywodraeth Leol a Thai 1989  
Local Government and Housing Act 1989

Rheoliadau Awdurdodau Lleuol (Lwfansau i Aeoldau Cyngorau Sir a Bwrdeistrefi Sirol as Awdurdodau Parciau Cenedlaethol)(Cymru) 2007  
Local Authorities (Allowances for Members of County and County Borough Councils and National Parks Authorities)(Wales) Regulations 2007

Lwfansau Cynghorwyr Sir 2022/2023  
County Councillors' Allowances 2022/2023

Manylion Lwfansau a dalwyd i Aeoldau Cyngor Sir Powys yn ystod y flwyddyn ariannol yn gorffen 31ain Mawrth 2023 yw'r canlynol  
The following are details of Allowances paid to Members of Powys County Council in the financial year ending 31st March 2023

Crynodeb / Summary

Tudalen 137	Blwyddyn / Year	Uwch Gyflogau & Cyflogau					Cyfanswm/ Total
		Cyflog Sylfaenol/ Basic Salary	Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Teithio/ Travel	
	2021 - 2022 (£)	1,045,119	228,798	0	0	2,767	1,276,685
	2022 - 2023 (£)	1,131,072	255,460	110	32	8,717	1,395,390
	2021-22 to 2022-23 Variance (£)	85,953	26,662	110	32	5,949	118,706
	2021-22 to 2022-23 Variance (%)	8.22%	11.65%	100.00%	100.00%	215.00%	9.30%

Cynghorydd/ Councillor	Ward/ Ward	2022/23	2022/23	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Teithio/ Travel	Cyfanswm/ Total
		Dyddiad Gorffen / End Date	Dyddiad Cychwyn / Start Date							
Alexander, Myfanwy Catherine	Banwy	08/05/2022		Aelod Cabinet / Cabinet Member (tan / upto 08/05/2022)	1,506.32	1,719.87	-	-	-	3,226.19
Barnes, Mark	Y Drenewydd, Gorllewin Llanlwchaearn / Newtown, Llanllwchaearn West	08/05/2022			1,506.32	-	-	-	-	1,506.32
Baynham, Beverley	Llanandras / Presteigne			Aelod Cabinet / Cabinet Member (tan / upto 08/05/2022) Is-Cadeirydd y Cyngor / Council Vice- Chair (o / from 27/05/2022)	16,545.03	4,886.84	-	-	96.30	21,528.17
Bebb, Daniel	Yr Ystog / Churchstoke		09/05/2022		15,038.71	-	-	-	545.95	15,584.66
Beecham, Matthew	Crughywel gyda Chwm-du a Thretwr / Crickhowell with Cwmdu and Tretower		09/05/2022		15,038.71	-	-	-	-	15,038.71
Beecham, Sarah Jane	Crughywel gyda Chwm-du a Thretwr / Crickhowell with Cwmdu and Tretower		09/05/2022		15,038.71	-	-	-	-	15,038.71
Benjamin, Jake R.	Gogledd Llandrindod / Llandrindod North			Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	16,545.03	14,581.45	-	-	134.90	31,261.38
Breeze, Graham C.	Trallwng Llanerchydol / Welshpool Llanerchydol				16,545.03	-	-	-	467.50	17,012.53
Breeze, Benjamin	Ceri / Kerry		09/05/2022		15,038.71	-	-	-	66.00	15,104.71
Brighouse, Little	Diserth a Thre-coed gyda Bontnewydd-ar-Wy / Disserth and Trecoed with Newbridge		09/05/2022		15,038.71	-	-	-	-	15,038.71
Brignell-Thorp, Jeremy	Ffordun a Threfaldwyn / Forden and Montgomery		09/05/2022		15,038.71	-	-	-	132.00	15,170.71
Cartwright, Anita	Talybont-ar-Wysg / Talybont-on- Usk		09/05/2022		15,038.71	-	-	-	-	15,038.71
Charlton, Jackie	Llangatwg a Llangynidr / Llangattock and Llangynidr			Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	16,545.03	14,581.45	-	-	465.50	31,591.98
Church, Richard	Y Trallwng Castell / Welshpool Castle		09/05/2022	Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	15,038.71	14,581.45	-	-	-	29,620.16
Colbert, Thomas	Bronllys & Felin-fach		09/05/2022		15,038.71	-	-	-	-	15,038.71
Corfield, L. V.	Ffordun / Forden	08/05/2022			1,506.32	-	-	-	-	1,506.32
Cox, Sian	Llan-gors gyda Bwlch / Llangors with Bwlch		09/05/2022	Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	15,038.71	14,581.45	-	-	-	29,620.16
Curry, Kelvyn W.	Rhaeadr Gwy / Rhayader	08/05/2022			1,506.32	-	-	-	71.55	1,577.87

Cynghorydd/ Councillor	Ward/ Ward	2022/23	2022/23	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Teithio/ Travel	Cyfanswm/ Total
		Dyddiad Gorffen / End Date	Dyddiad Cychwyn / Start Date							
Davies, Aled W.	Llanrhaeadr-ym-Mochnant & Llansilin			Diprwy Arweinydd y Cyngor / Deputy Leader (tan / upto 08/05/2022)	16,545.03	9,642.27	-	-	-	26,187.30
Davies, Angela	Rhaeadr Gwy / Rhayader		09/05/2022	Cadeirydd Pwyllgor / Committee Chair (o / from 27/05/2022)	15,038.71	7,445.69	-	-	-	22,484.40
Davies, Bryan	Llanafan-fawr gyda Garth / Llanafanfawr with Garth		09/05/2022		15,038.71	-	-	-	-	15,038.71
Davies, Bryn	Banwy, Llanfihangel & Llanwddyn				16,545.03	-	-	-	120.00	16,665.03
Davies, Dai E.	Aberriw / Berriew	08/05/2022			1,506.32	-	-	-	-	1,506.32
Davies, Phylip R.	Blaen Hafren	08/05/2022		Aelod Cabinet / Cabinet Member (tan / upto 08/05/2022)	1,506.32	1,719.87	-	-	-	3,226.19
Davies, Sandra C.	Cwm-twrch			Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	16,545.03	7,290.73	-	-	136.80	23,972.56
Dorrance, Matthew J.	Gorllewin Aberhonddu / Brecon West			Cadeirydd Pwyllgor / Committee Chair (tan / upto 08/05/2022) Diprwy Arweinydd y Cyngor / Deputy Leader (o / from 27/05/2022)	16,545.03	20,304.51	-	-	-	36,849.54
Durant, Emily V.	Llangors	08/05/2022			1,506.32	-	-	-	-	1,506.32
Edwards, Deborah	Llangynllo gyda Norton / Llangunllo with Norton		09/05/2022		15,038.71	-	-	-	-	15,038.71
Eyres, David O.	Nantmel	08/05/2022			1,506.32	-	-	-	-	1,506.32
Ewing, Josie	De Llandrindod / Llandrindod South		09/05/2022		15,038.71	-	-	-	-	15,038.71
Fitzpatrick, Liam	Talybont-ar-Wyseg/Talybont-on-Usk	08/05/2022			1,506.32	-	-	-	-	1,506.32
George, Les	Caersws				16,545.03	-	-	-	94.50	16,639.53
Gibson-Watt, James C.	Y Clas-ar-Wy/Glasbury			Arweinydd Grŵp yr Wrthblaid Fwyaf / Leader of the Largest Opposition Group (tan / upto 08/05/2022) Arweinydd y Cyngor / Leader (o / from 27/05/2022)	16,545.03	34,708.14	-	-	1,386.55	52,639.72
Harris, M. Rosemarie	Llangynidr	08/05/2022		Arweinydd y Cyngor / Leader (tan / upto 08/05/2022)	1,506.32	3,732.89	-	-	714.60	5,953.81
Harrison, Ian	Cegidfa / Guilsfield		09/05/2022		15,038.71	-	-	-	-	15,038.71
Hayes, Stephen M.	Trefaldwyn/Montgomery	08/05/2022			1,506.32	-	-	-	-	1,506.32

Cynghorydd/ Councillor	Ward/ Ward	2022/23 Dyddiad Gorffen / End Date	2022/23 Dyddiad Cychwyn / Start Date	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau Dinesig/ Senior Salary & Civic Salary	Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Teithio/ Travel	Cyfanswm/ Total
Healy, Kelly	Canol a De'r Drenewydd / Newtown Central and South		09/05/2022		15,038.71	-	-	-	-	15,038.71
Hulme, Heulwen D.	Rhiwcyon			Aelod Cabinet / Cabinet Member (tan / upto 08/05/2022)	16,545.03	1,719.87	-	-	572.95	18,837.85
James, Peter	Llanwrtyd / Llanwrtyd Wells		09/05/2022		15,038.71	-	-	-	60.00	15,098.71
Jenner, Amanda	Trelystan a Threwern / Trelystan and Threwern			Cadeirydd Pwyllgor / Committee Chair (tan / upto 08/05/2022 & o / from 27/05/2022)	16,545.03	8,367.54	-	-	-	24,912.57
Johnson-Wood, Claire V.	Llanllyr gyda Nantmel / Llanyre with Nantmel				16,545.03	-	-	-	-	16,545.03
Jones, Adrian	Aberriw a Chastell Caereinion / Berriew and Castle Caereinion		09/05/2022		15,038.71	-	-	-	482.80	15,521.51
Jones, David R.	Cegidfa/Guilsfield	08/05/2022			1,506.32	-	-	-	-	1,506.32
Jones, E. Arwel	Llandysilio				16,545.03	-	-	-	-	16,545.03
Jones, E. Michael	Penraig/Old Radnor	08/05/2022			1,506.32	-	-	-	-	1,506.32
Jones, Edward	Penraig / Old Radnor		09/05/2022		15,038.71	-	-	-	185.50	15,224.21
Jones, Emyr	Llanfihangel	08/05/2022			1,506.32	-	-	-	-	1,506.32
Jones, Gareth	Llanelwedd		09/05/2022		15,038.71	-	-	32.00	236.90	15,307.61
Jones, Gareth D.	Llanfair Caereinion & Llanerfyl				16,545.03	-	-	-	-	16,545.03
Jones, Joy R.	Dwyrain Y Drenewydd / Newtown East				16,545.03	-	-	-	185.85	16,730.88
Jones, Michael J.	Yr Ystog/Churchstoke	08/05/2022			1,506.32	-	-	-	-	1,506.32
Jones-Poston, Diane	Llanbrynmair	08/05/2022			1,506.32	-	-	-	-	1,506.32
Jump, Francesca H.	Y Trallwng Gungrog/Welshpool Gungrog	08/05/2022			1,506.32	-	-	-	-	1,506.32
Kennerley, Adam	Gogledd y Drenewydd / Newtown North		09/05/2022		15,038.71	-	-	-	-	15,038.71
Kenyon Wade, Corinna	Trefyclo gyda Bugeildy / Knighton with Beguildy		09/05/2022		15,038.71	-	-	-	-	15,038.71
Laurie-Parry, Karen E.	Bronllys	08/05/2022			1,506.32	-	-	-	-	1,506.32
Lewington, Peter	Gorllewin y Drenewydd / Newtown West		09/05/2022		15,038.71	-	-	-	-	15,038.71

Cynghorydd/ Councillor	Ward/ Ward	2022/23 Dyddiad Gorffen / End Date	2022/23 Dyddiad Cychwyn / Start Date	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau		Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Teithio/ Travel	Cyfanswm/ Total
						Dinesig/ Senior Salary & Civic Salary					
Lewis, Hywel	Llangunllo	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Lewis, Karl R.	Llandinam gyda Dolfor / Llandinam with Dolfor			Cadeirydd Pwyllgor / Committee Chair (tan / upto 08/05/2022 & o / from 31/05/2022)	16,545.03	8,272.99	-	-	54.90		24,872.92
Lewis, Peter E. *	Llanfyllin			Cadeirydd Pwyllgor / Committee Chair *	16,545.03	8,793.00	-	-	-		25,338.03
Lloyd, William	Gwernyfed		09/05/2022		15,038.71	-	-	-	112.50		15,151.21
MacKenzie, Maureen C.	Llanelwedd	08/05/2022			1,506.32	-	-	-	-		1,506.32
McIntosh, Iain	Ysgir gyda Honddu Isaf and Llan- ddew / Yscir with Honddu Isaf and Llanddew				16,545.03	-	-	-	-		16,545.03
McNicholas, Susan	Ynysgedwyn / Ynyscedwyn			Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	16,545.03	7,290.73	-	-	302.40		24,138.16
Meredith, David W.	Gorllewin Aberhonddu / Brecon West				16,545.03	-	-	-	-		16,545.03
Mitchell, Gary	Llanbrynmair		09/05/2022		15,038.71	-	-	-	-		15,038.71
Morgan, Gareth	Llanidloes				16,545.03	-	-	-	-		16,545.03
Morgan, Geoffrey	Dyffryn Ieithon / Ithon Valley		09/05/2022		15,038.71	-	-	-	-		15,038.71
Morris, John G.	Crughywel/Crickhowell	08/05/2022		Cadeirydd Pwyllgor / Committee Chair (tan / upto 08/05/2022)	1,506.32	921.85	-	-	-		2,428.17
Powell, Rachel M.	Bugeildy / Beguildy	08/05/2022		Aelod Cabinet / Cabinet Member (tan / upto 08/05/2022)	1,506.32	1,719.87	-	-	-		3,226.19
Powell, William D.	Talgarth				16,545.03	-	-	-	106.25		16,651.28
Preston, Glyn	Llanidloes		09/05/2022		15,038.71	-	-	-	-		15,038.71
Price, David R.	Llanafan-fawr	08/05/2022			1,506.32	-	-	-	-		1,506.32
Pritchard, Phil C.	Castell Y Trallwng/Welshpool Castle	08/05/2022			1,506.32	-	-	-	-		1,506.32
Pugh, Gareth M.	Dolforwyn				16,545.03	-	-	-	-		16,545.03
Pugh, Jeremy D.	Llanfair-ym-Muallt / Builth Wells				16,545.03	-	-	-	36.42		16,581.45

Cynghorydd/ Councillor	Ward/ Ward	2022/23	2022/23	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau		Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Teithio/ Travel	Cyfanswm/ Total
		Dyddiad Gorffen / End Date	Dyddiad Cychwyn / Start Date			Dinesig/ Senior Salary & Civic Salary	Dinesig/ Senior Salary & Civic Salary				
Ratcliffe, Gareth W. **	Y Gelli / Hay			Is-Cadeirydd y Cyngor / Council Vice- Chair (tan / upto 08/05/2022) Cadeirydd y Cyngor / Council Chair (o / from 27/05/2022)	16,529.30	7,837.79	-	-	-	-	24,367.09
Rijnenberg, Liz	Dwyrain Aberhonddu / Brecon East				16,545.03	-	-	-	-	-	16,545.03
Roberts, Lucy M.	Llandrinio			Cadeirydd Pwyllgor / Committee Chair (o / from 27/06/2022)	16,545.03	6,692.45	-	-	150.30	-	23,387.78
Roberts, Peter D.	De Llandrindod / Llandrindod South			Cadeirydd Pwyllgor / Committee Chair (tan / upto 08/05/2022) Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	16,545.03	15,503.30	-	-	-	-	32,048.33
Roberts-Jones, Kath M.	Ceri / Kerry	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Rodinson, Carol	Y Trallwng Gungrog / Welshpool Gungrog		09/05/2022		15,038.71	-	-	-	-	-	15,038.71
Roderick, Edwin Ll.	Maescar & Llywel				16,545.03	-	-	-	-	-	16,545.03
Rowlands, Daniel	Y Drenewydd Gogledd Llanlwchaearn / Newtown Llanllwchaearn North	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Selby, David M.	Canol A De'r Drenewydd / Newtown Central and South			Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	16,545.03	14,581.45	-	-	978.30	-	32,104.78
Silk, Kathryn S.	Bwlch	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Skilton, Les R.	De Y Drenewydd/Newtown South	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Thomas, David A.	Tawe Uchaf			Aelod Cabinet / Cabinet Member (o / from 27/05/2022)	16,545.03	14,581.45	-	-	690.40	-	31,816.88
Thomas, R. Gwynfor	Llansanffraid / Llansantffraid			Cadeirydd y Cyngor / Council Chair (tan / upto 26/05/2022)	16,545.03	8,479.42	-	-	-	-	25,024.45
Van-Rees, Tim J.	Llanwrtyd	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Vaughan, Elwyn G.	Glantwymyn				16,545.03	-	-	-	-	-	16,545.03
Walsh, Christopher	Dwyrain Aberhonddu / Brecon East		09/05/2022		15,038.71	-	-	-	-	-	15,038.71
Weale, Martin	Llanbadarn Fawr	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Wilkinson, Jonathan	Llangyniew & Meifod				16,545.03	-	-	-	-	-	16,545.03
Williams, Angelique S.	Trefyclo gyda Bugeildy / Knighton with Beguildy				16,545.03	-	-	-	129.00	-	16,674.03



Cynghorydd/ Councillor	Ward/ Ward	2022/23	2022/23	Rol Uwch Gyflogau & Cyflogau Dinesig / Senior Salary & Civic Salary Role	Cyflog Sylfaenol/ Basic Salary	Uwch Gyflogau & Cyflogau		Lwfans Gofal / Care Allowance	Treuliau Gwaith/ Working Expenses	Teithio/ Travel	Cyfanswm/ Total
		Dyddiad Gorffen / End Date	Dyddiad Cychwyn / Start Date			Dinesig/ Senior Salary & Civic Salary	Dinesig/ Senior Salary				
Williams, D. Huw	Aber-craf & Ystradgynlais				16,545.03	-	-	-	-	-	16,545.03
Williams, Gwilym	Diserth a Threchoed/Disserth and Trecoed	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Williams, J. Michael	Machynlleth			Cadeirydd Pwyllgor / Committee Chair (tan / upto 08/05/2022)	16,545.03	921.85	-	-	-	-	17,466.88
Williams, Jon	Dwyrain Llandrindod/Gorllewin Llandrindod / East Llandrindod/Llandrindod West	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Williams, Roger H.	Felin-fach	08/05/2022			1,506.32	-	-	-	-	-	1,506.32
Williams, Sarah L.	Aber-craf & Ystradgynlais		09/05/2022		16,545.03	-	-	-	-	-	16,545.03
<b>Cyfanswm / Total</b>					<b>1,131,071.59</b>	<b>255,460.17</b>	<b>110.00</b>	<b>32.00</b>	<b>8,716.62</b>	<b>8,716.62</b>	<b>1,395,390.38</b>

\* Mae uwch gyflog yn gael ei dalu gan Gronfa Bensiwn Powys / Senior Salary is being funded by Powys Pension Fund

\*\* Wedi'i ethol i ildio'r cyfan neu ran o gynydd Cyflog Sylfaenol IRPW ar gyfer 2022/23 / Elected to forego all or part of the IRPW Basic Salary increase for 2022/23

**Aeoldau wedi'u Cyfethol / Co-opted Members**

<b>Blwyddyn / Year</b>	<b>Lwfans Aelodau Cyfetholedig/ Co-opted Members Allowance</b>	<b>Cybhaliaeth/ Subsistence</b>	<b>Teithio/ Travel</b>	<b>Cyfanswm/ Total</b>
2021 - 2022 (£)	21,240	0	0	21,240
2022 - 2023 (£)	23,298	0	536	23,834
2021-22 to 2022-23 Variance (£)	2,058	0	536	2,594
2021-22 to 2022-23 Variance (%)	9.69%	0.00%	100.00%	12.21%

<b>Aelod / Member</b>	<b>Rol / Role</b>	<b>2022/2023 Newidiadau / Changes</b>	<b>Lwfans Aelodau Cyfetholedig/ Co-opted Members Allowance</b>	<b>Cybhaliaeth/ Subsistence</b>	<b>Teithio/ Travel</b>	<b>Cyfanswm/ Total</b>
Brantigam, John	Co-opted Member		4,305.00	-	45.00	4,350.00
Chedgzoy, Kathryn	Co-opted Member	(o / from 27/05/2022)	1,365.00			1,365.00
Davies, Angela	Co-opted Member	(tan / upto 08/05/2022)	525.00	-	-	525.00
Davies, Sara	Co-opted Member		2,100.00	-	-	2,100.00
Dodman, Nigel	Independent Member	(o / from 09/09/2022)	315.00		28.00	343.00
Evans, Jacqueline	Co-opted Member	(tan / upto 02/03/2023)		-	-	0.00
Evitts, Margaret	Co-opted Member		420.00	-	-	420.00
Hall, Gareth	Independent Member	(o / from 09/05/2022)	1,995.00			1,995.00
Hamilton, Lynne	Independent Member	(o / from 09/05/2022)	8,786.00		70.65	8,856.65
Hays, Stephan	Independent Member		1,807.00	-	22.00	1,829.00
Moore, Claire	Independent Member		420.00	-	116.00	536.00
Morris, Margaret E.	Co-opted Member			-	-	0.00
Patrick, Hugh	Co-opted Member	(tan / upto 30/11/2022)	210.00	-	82.00	292.00
Shearer, Joyce G.	Co-opted Member			-	-	0.00
Stafford-Tolley, Russell	Independent Member	(o / from 03/03/2022)		-	-	0.00
Steward, Nigel C.	Independent Member		840.00	-	106.00	946.00
White, Richard	Independent Member	(o / from 17/11/2022)	210.00		66.00	276.00
<b>Cyfanswm / Total</b>			<b>23,298.00</b>	<b>0.00</b>	<b>535.65</b>	<b>23,833.65</b>