

Well-being Objective 1

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



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

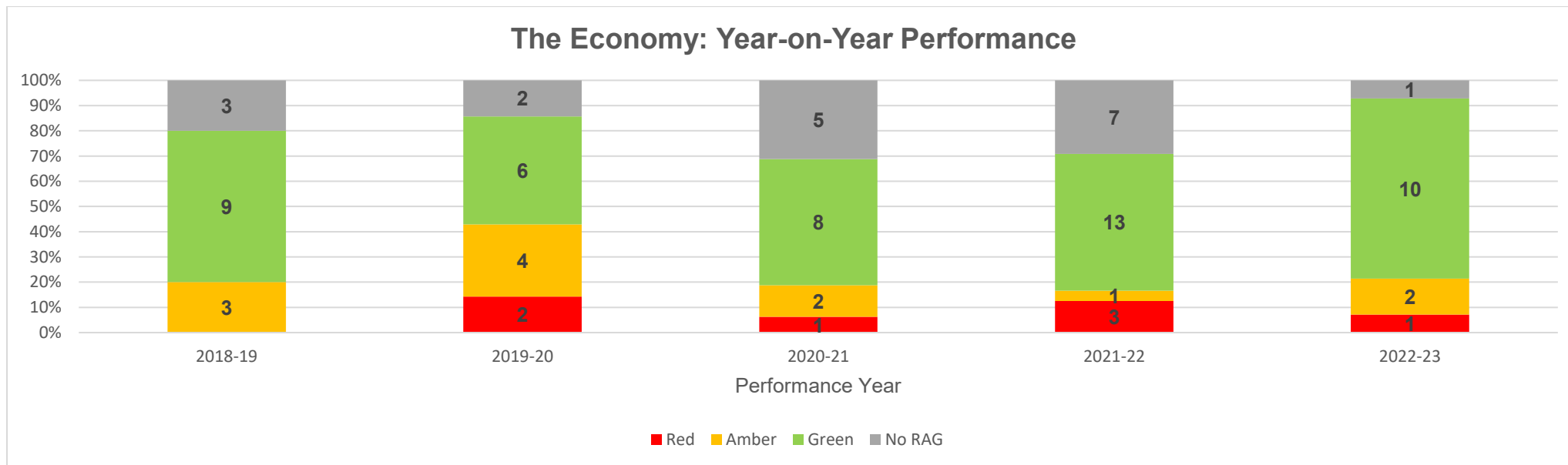
Overall assessment of performance:

Of the 16 objectives in place to support this well-being objective during 2022-23, 13 were reported **green**, 1 was reported **amber** and 2 were reported **red**.

Our Objectives for 2022-23	2022-23	Linked Equality Objective
By March 2023, we will use strengths-based approaches to ensure that supported employment converts to independent employment where possible.	Red	Equality Objective 1: By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment
By March 2023, we will create a work, leisure and learning partnership (including citizens and carers) to lead to the development of employment opportunities.	Red	Equality Objective 1: By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment
During 2022-2024, we will continue to review the gender pay gap and action plan.	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
During 2022-2024, we will collect and identify information about differences in pay between employees who have a protected characteristic and those who do not.	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
By March 2024, we will maintain and further develop a range of workplace flexibilities for all staff (where practicable) and ensure our Senior Leadership Team role model flexible working.	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
We will continue to promote and advertise jobs to encourage all applicants, whether part-time, job-share or full-time.	Green	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and

		take action to close the pay gap
We will actively compete for any grant funding opportunities, and subject to such funding, deliver transport infrastructure projects, develop active travel, support suitable transport options and improve road safety.	Green	
We will support the development and promotion of Powys as a tourism destination.	Green	
We will secure, implement and claim grant revenue and capital funding for flood alleviation schemes.	Green	
We will support businesses with Covid recovery and the economic growth of new and established businesses including the development of our town centres.	Green	
We will support the delivery of improved digital connectivity and encourage businesses and communities to take advantage of technology.	Green	
We will look for opportunities to secure external grant funding to support economic development and regeneration initiatives.	Green	
We will help support people into work and better paid employment opportunities.	Green	
By 2025, we will ensure our policies and processes make it easier for local private and third sector companies to become suppliers to the Council.	Green	
TRANSFORMATION PROJECT: Mid Wales Growth Deal - We will work in partnership with Ceredigion County Council, the private sector, Welsh Government, UK Government and other partners to develop a Mid Wales Growth Deal to help drive transformational economic growth in the region over the next decade.	Green	
TRANSFORMATION PROJECT: We will increase availability of affordable housing through new developments, turning empty properties into homes, and conversions and acquisitions to give more households the opportunity to have a secure, stable home in which to live.	Amber	

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



Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
By March 2025 we will have increased in real terms the total amount spent with Powys based suppliers year on year from 2021 by 0.5% each year (this was 38% at the end of 2019-20).	2% increase (from 27% to 29%, equating to £59 million)	1% increase (from 29% to 30%, equating to £62 million)	39%	This measure is not available for calculation until the final close down and all journals are completed on the Finance system.	This measure is not available for calculation until the final close down and all journals are completed on the Finance system.	N/A	
By March 2025, we will have increased the number of local suppliers engaged in the Council's procurement process (from 526 in 2019-20).	New Measure for 2019-20	526 local suppliers engaged	634 local suppliers engaged	1173 suppliers engaged	1418 suppliers engaged	↑	

By the end of 2025, we will have built 250 new council-owned homes (dependant on availability of Welsh Government grant funding).	174 sites allocated	Work commenced 36 units	118 properties under construction	39 units completed with 79 under construction	68 homes completed	↑	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations
Each year we will continue to reduce the gender pay gap.	New Measure for 2020-21	New Measure for 2020-21	The improvement from 2019 to 2020, from 8.1% to 7.55% mean and 8.3% to 7.62% median, represents a closure of the gap by 8.48% mean and 8.19% median	7.28% mean for directly employed staff (8.18% when including IR35 contractors) / 4.14% median	Mean = 7.87% excluding IR35 (8.03% including IR35). Median = 7.39%	N/A	Equality Objective 2: By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap
Number of communities and industrial estates supported to gain access to good quality, reliable, broadband.	4 communities supported	3 communities supported	12 communities supported	24 communities supported	2 communities supported	N/A	
Number of people progressing to employment as a result of taking part in employability activities.	34 people	131 people	168 people	86 people	48 people	↓	
Number of funding applications submitted to support Powys	New Measure for 2020-21	New Measure for 2020-21	20 applications	17 applications	9 applications	N/A	

communities and the local economy.							
Number of businesses assisted by the Council's Economic Development Team or referrals to partner organisations.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	126 businesses	513 businesses	↑	
We will monitor the number of Community Benefits and social value targets set and included in contracts worth more than £2 million (this will be reliant on the number of capital projects and other procurement being taken forward in any one year).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	£343,200 (no baseline established)	£1,230,374	↑	
The number of additional affordable housing units delivered per 10,000 households will be 29 in 2021-22, 23 in 2022-23, 46 in 2023-24, and 36 in 2024-25 (at the end of 2019-20 this was 12.4).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	23 housing units	17 housing units	↓	
Total number of visitor days to Powys for tourism purposes (as measured by STEAM annual survey).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	4.17M	9.09M	↑	
Secure £1 million in grant funding for transport infrastructure Capital projects, of which 95% will be spent annually.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	LTF - £1.4m; RRF - £0.425m; ULEV - £1.2m; RS - £20k; AT - £1.3m	£2.57M	↓	

Secure £500,000 in grant funding for flood alleviation Capital projects, of which 95% will be spent annually.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	FAS - £500k; NFM - £217k; SS - £138k; PS - £107K	£525,645	↓	
Following Final Deal Agreement, we will start to deliver interventions, as identified. (This will be implemented as a rolling programme over the next 15 years and dates will be added when the Council is in position to do so).	New Measure for 2022-23	New Measure for 2022-23	New Measure for 2022-23	New Measure for 2022-23	Final Deal Agreement approved - Programme on schedule	N/A	

Well-being Objective 2

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



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

Of the 17 objectives in place to support this well-being objective during 2022-23, 6 were reported **green**, 2 were reported **blue**, 9 were **amber**, and 2 were reported **red**.

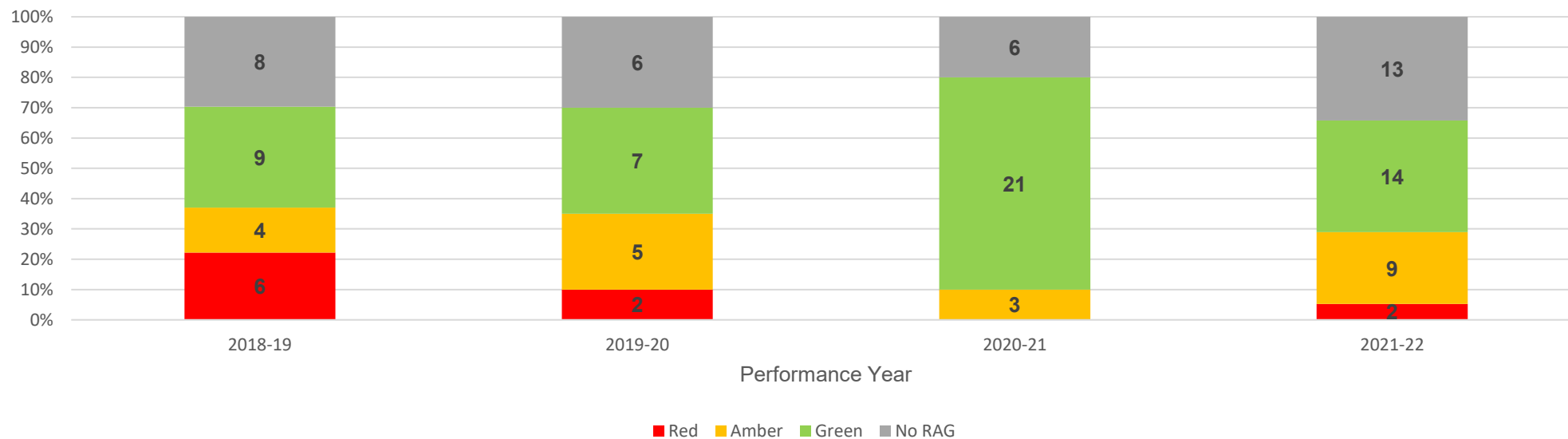
Our Objectives for 2022-23	2021-22	Linked Equality Objective
Front Door - Adult Social Care operate an effective front door which provides information, advice, and signposting, which enables residents to make informed choices in relation to their care and wellbeing. A service which focuses on resolution at the earliest opportunity for the resident.	Amber	
Hospital - To work with NHS Partners to have in place a set of arrangements that allow for the speedy transfer of people home from hospital, to achieve the best possible outcomes for those people.	Amber	
Community - There is timely, targeted and effective use of reablement, rehabilitation and support that has a focus on enabling independence and self-management and avoiding the over-prescription of care.	Amber	
Long Term Care - People with long-term care needs have a care and support plan with a focus on achieving the maximum possible independence (as is realistic and possible for their individual circumstances) and delivers the desired outcome. Plans are regularly reviewed based on outcomes achieved.	Red	
Workforce - The workforce is fully trained and supported to work with people needing social care which fits with the ethos and principles of the organisation.	Red	
Expand and improve the effectiveness of locality-based support to help prevent homelessness and social isolation.	Green	Equality Objective 4: By 2024, we help people to get the support they need to prevent homelessness
Develop housing options for people with special accommodation needs (including young people, those with learning disabilities, people experiencing domestic or sexual abuse and people with disabilities and sensory impairment).	Green	Equality Objective 4: By 2024, we help people to get the support they need to prevent homelessness
We will increase availability of affordable housing through new developments, turning empty properties into homes, and conversions and acquisitions to give	Amber	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable

more households the opportunity to have a secure, stable home in which to live.		homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
Ensure children and young people have access to a range of opportunities and services to support them to recover from the COVID-19 pandemic.	Green	
Between 2022 and 2024, the 'Fit for Life' programme will improve access arrangements to 500 homes.	Green	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
Between 2022 and 2024, the Disabled Facilities Grants programme will improve the quality of homes for 40 households each year.	Green	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
Promote access to a range of Early Help services, which families can access preventing the need for statutory intervention.	Blue	
Focus on early intervention and prevention ensuring access to the right support at the right time to keep families together, where possible and children safe; intervening at the earliest opportunity to ensure that children and young people do not suffer harm.	Blue	
'Work with' children, young people and their families rather than 'do to', to co-produce plans which will bring about the changes children need as quickly as possible.	Amber	
Provide and commission a flexible and affordable mix of high-quality placements for children who are looked after to meet the diverse range of their needs and circumstances, keeping children as close to home as possible.	Amber	
Achieve the best possible outcomes for those children in our care by providing good corporate parenting, specialist support and clearly planned journeys through care into adulthood.	Amber	
Ensure that the service has a skilled, supported, workforce equipped to provide a high-quality service to children, young people, and their families, which is compliant with the legislative framework and in line with best practice.	Amber	
TRANSFORMATION PROJECT: Extra Care: We will work with partner housing associations to secure the	Green	

development of extra care housing schemes across the county.		
TRANSFORMATION PROJECT: North Powys Well-being Programme - Aim to transform Health and Well-being services through a new integrated model of Care and Well-being along with further progressing the development of a Rural Regional Centre and Community Well-being Hub.	Amber	

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

Health and Care: Year-on-Year Performance



Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
The number of qualified social worker vacancies will be lower than the 2020-21 Q4 figure of 32.	36 vacancies	32 vacancies	32 vacancies	38 vacancies	45 vacancies	↓	
90% of children, young people and their families report that they achieve their family goal through accessing Early Help.	New measure for 2020-21	New measure for 2020-21	94%	93%	87%	↓	
85% of children who the Intervention and Prevention Service work with around placement	New measure for 2020-21	New measure for 2020-21	96%	83%	99%	↑	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
stability will remain in placement.							
Feedback using the Distance Travel Tool from 75% of young people demonstrates satisfaction with the service for children and young people.	New measure for 2020-21	New measure for 2020-21	83%	88%	83%	→	
We will establish the percentage of new contacts who are referred to or receive information and advice.	New measure for 2020-21	New measure for 2020-21	28% of new contacts	26% of new contacts	19% of new contacts	↓	
The number of adults receiving direct payments.	New measure for 2020-21	New measure for 2020-21	499 recipients	499 recipients	541 recipients	↑	
Number of staff supported by the Local Council to commence a vocational health and social care qualification in Adult Services.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	44 staff	41 staff	↓	
New extra care facilities are open and utilised by mid-2023, with 66 additional apartments in use.	New measure for 2020-21	New measure for 2020-21	The new extra care facilities are not yet complete.	Building work has commenced in Ystradgynlais and Welshpool.	The scheduled timelines were revised to 2024 following the discovery of a Victorian culvert beneath the car park on the Neuadd Maldwyn site in September 2021. This resulted in	N/A	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
					additional construction planning and subsequent activities in relation to the foundations.		
Reduction in admissions into residential care.	New measure for 2020-21	New measure for 2020-21	166 admissions	173 admissions	195 admissions	↓	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
Delayed admissions into residential care (increasing average age on admission).	New measure for 2020-21	New measure for 2020-21	Average age = 85	Average age = 86.2	Average age 86.1	→	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
Percentage of adult safeguarding enquiries completed within statutory timescales.	95%	96%	95%	94%	95%	↑	
There will be an increased number of generic Powys foster carers	New measure for 2020-21	New measure for 2020-21	81 foster carers	70 foster carers	66 foster carers	↓	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
75% of young people who used the Intervention and Prevention services demonstrate positive progression.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	88%	79%	→	
Increase the proportion of 16+ young people in accommodation in county.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	49%	38%	↓	
Percentage of Powys child care providers offered business support by Children's Commissioning Childcare Business Support Team.	New measure for 2020-21	New measure for 2020-21	100%	100%	100%	→	
Grow our own: increase in the number of staff undertaking the social worker qualification (Open University Year 1 and Year 2, and the MA route).	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	7 workers	23 workers	↑	
Audit: Increase the proportion of audits that are graded 'good'.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	60% (Baseline TBD)	45.5%	↓	
Total number of people who received Housing Related Support in the quarter. (This will be Housing Support Grant and Homelessness Prevention Grant funded activity).	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	4292 people	1834 people	↓	Equality Objective 4: We will help people to get the support they need to prevent homelessness
Total number of service users no longer requiring support and / or who have	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	409 people	694 people	↑	Equality Objective 4: We will help people to get the support they need to prevent homelessness

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
moved on from their current support services.							
Quarterly reports on the causes and incidence of homelessness, and the impact of work to prevent people becoming homeless.	New measure for 2020-21	New measure for 2020-21	Interventions put in place during the past year have reduced the impact of the barriers identified	There has been a significant increase in homeless presentations with 413 live homeless cases at the end of the Q4.	The number of live homeless cases is continuing on its downward trend with 446 cases at the end of Q4.	N/A	Equality Objective 4: We will help people to get the support they need to prevent homelessness
By March 2022, 168 homes will benefit from the Fit for Life programme, followed by 168 by March 2023, and 164 by March 2024.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	187 homes	175 homes	→	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations
We will deliver aids, adaptations and disabled facility grant funded works within 130 calendar days.	New measure for 2020-21	New measure for 2020-21	134 days	134 days	163 days	↓	Equality Objective 3: By 2024, we will improve the availability of accessible homes, adaptable homes, and life-time homes, that provide suitable and sustainable accommodation for future generations
The percentage of staff turnover within Adult Social Care (excluding internal moves).	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	12.7%	N/A	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
The percentage of domiciliary care provision delivered through direct payments.	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	50%	N/A	
Percentage of people who attended a Powys Together project or event who reported positive change as result of attending.	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	Year-end position for Powys Together, the project met the health and wellbeing criteria.	N/A	
Number of individuals empowered to access virtual and physical health tools and able to use the skills developed in the programme within 6 months of attending the Lasting Impact programme.	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	0	N/A	
Children and young people in Powys report that they are able to access services which are beneficial and that they feel supported with their emotional wellbeing.	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	Childrens engagement and participation officer is currently involved in working with high schools to ensure children's voices in	N/A	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
					regards to services they need are heard.		
Parents report that they and their families are able to access services which are beneficial and that their children feel supported with their emotional wellbeing/ they feel able to support their children	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	We unfortunately only spoke with a limited number of parents over the year all responders were positive about the support received .	N/A	

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

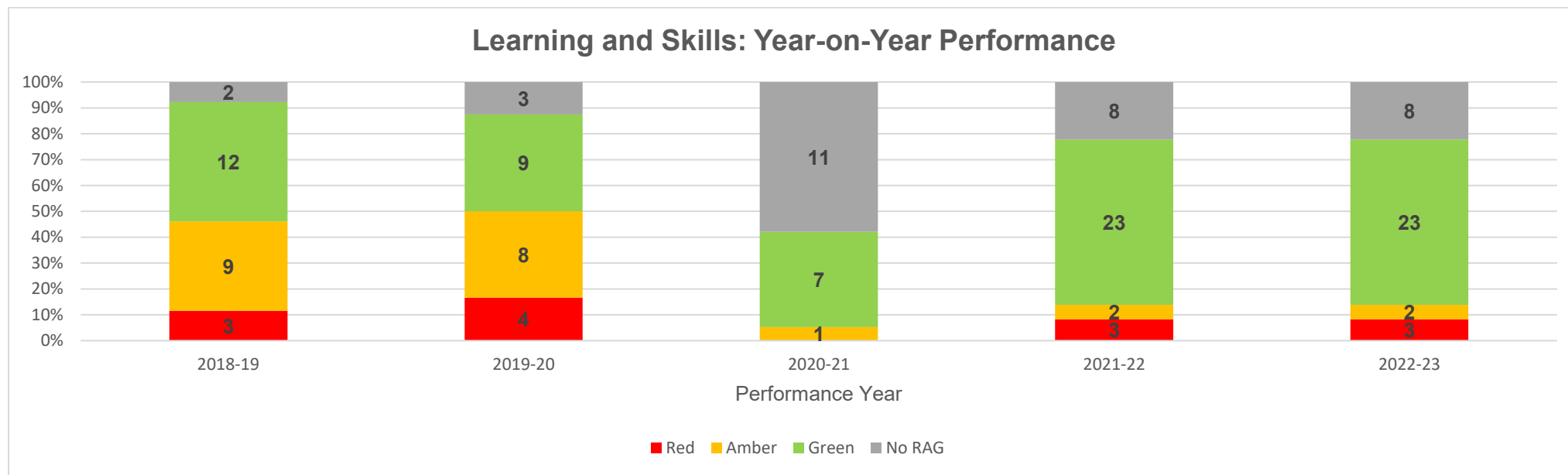
- We will improve opportunities and outcomes for children living in poverty (Equality objective 5)

Of the 9 objectives in place to support this well-being objective during 2022-23, 7 were reported **green**, 0 were reported **blue**, 1 was **amber**, 0 were reported **red** and 1 was not given a BRAG rating.

Our Objectives for 2022-23	2021-22	Linked Equality Objective
We will improve routes to employability into the Council through an apprenticeship scheme, promoted to schools and people who want to return to employment across the County. As part of this we will strengthen work based learning across the Council and provide opportunities for work experience and employment / development in apprenticeship roles.	Green	
During 2022 to 2024, we will support effective use of the Pupil Development Grant (PDG) to improve literacy and numeracy skills.	Green	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty
During 2022 to 2024, we will support learners and their families in Powys to access and maximise take-up of available support. Our actions (outlined in the CIP) will lead to equality of opportunity for all.	Green	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty
During 2022 to 2024, we will provide families with support and advice to help them reduce costs of living.	Green	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty
We will improve pupil outcomes in secondary schools particularly Capped 9 scores and 5A*-A GCSEs.	Not provided	
We will support all schools to improve pupil attendance rates.	Green	
We will implement a joined-up system for supporting children and young people with Special Educational Needs (SEN) / Additional Learning Needs (ALN) to improve their experiences and outcomes by 2024.	Green	

Our Objectives for 2022-23	2021-22	Linked Equality Objective
We will support all schools to improve routes to employability and further education.	Amber	
TRANSFORMATION PROJECT: Transforming Education - We will improve learner entitlement and experience and implement our Strategy for Transforming Education in Powys.	Green	

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



Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator will be 75% by July 2023.	New Measure for 2020-21	New Measure for 2020-21	No Data Available	No Data Available	No Data Available	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 2 will be 75% by July 2023.	New Measure for 2020-21	New Measure for 2020-21	No Data Available	No Data Available	No Data Available	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 3 will be 78% by July 2023.	New Measure for 2020-21	New Measure for 2020-21	No Data Available	No Data Available	No Data Available	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
The average Capped 9-point score of pupils in receipt of Free School Meals will be 340 points by July 2023.	New Measure for 2020-21	New Measure for 2020-21	No Data Available	No Data Available	No Data Available	N/A	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
By March 2024, the Council will employ a further 27 apprentices as part of a new programme due to commence during 2021-22.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	11 apprentices	11 apprentices	→	
By March 2025, the percentage of Year 11 leavers who are NOT in education, employment or training will be maintained below 2%.	1.7%	1%	No Data Available	1.2%	1.92%	↓	
Increase head teacher satisfaction with the quality of guidance and support provided to schools by 2023 - 2024.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	1% increase	1% increase	↑	
By July 2025, all Powys schools will have maintained a transition rate of above 70% between upper sixth and University, where the university course is completed in full.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	No Data Available	Powys SEREN programme has been relaunched to support learners progressing to the Russell Group Universities	N/A	
By March 2025, we will establish 8 new all-age schools in the county.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	2 schools	1 school	→	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
By March 2025, we will reduce the number of primary schools in the county by 20 schools.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	7 schools	1 school	→	
Year on year, the number of learners continuing from year 11 into a Powys sixth form will increase by 2% (the baseline is 44% average retention).	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	41.5%	38.1%	↓	
By March 2025, 6 schools will have moved along the language continuum.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	3 schools	Formal consultation now taking place to move Ysgol y Cribarth along the language continuum	N/A	
By March 2025, we will have established 2 new Welsh Medium provisions.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	0	Officers have submitted a WESP Action Plan to the Welsh Government which outlines a number of actions to establish Welsh-medium provision	N/A	
By March 2023, we will have developed firm proposals for the future of the specialist centres.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	This measure is on track and is a key priority in the transformation programme for 2022-2023.	Officers have submitted a WESP Action Plan to the Welsh Government	N/A	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
					which outlines a number of actions to establish Welsh-medium provision.		
By August 2022, 14 teachers in Powys should have completed a post-graduate diploma in an area of SEN/ALN.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	14 teachers participating	13 teachers participating	↓	
By July 2022, schools will have begun converting all current Individual Educational Plans (IEPs) into Individual Development Plans (IDPs) using the electronic IDP system, and the Council will have begun converting all statements of Special Educational Need into IDPs using the electronic IDP system.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	The inclusion team communicate regularly with schools and settings, produce clear guidance and pathways, and provide support and advice through purposeful weekly bulletins, meetings and valuable online resources.	Following support and guidance from the ALN team, nearly all schools have begun successfully converting all IEPs into IDPs.	N/A	
By March 2025, we will have increased the number of new school builds in 'condition A/B' in Powys by 8 schools.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	0 schools	2 schools in construction	N/A	
By March 2025, we will have sought Welsh Government approval of another 4 Full Business	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	1 approval	Programme currently on track to deliver	N/A	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
Cases for new school builds.					4 full business cases by 2025.		
Between 2021 and 2025, an increased number of children that are entitled to Free School Meals will take up the service.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	3098 qualifiers	3474 qualifiers	↑	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
Increased number of pupils using the School Holiday Enrichment Programme (SHEP) over the summer holidays which benefits their health & well-being.	New measure for 2020-21	New measure for 2020-21	Due to COVID-19, the SHEP programme for 2020 was cancelled, and data is not available.	5 schools participated	7 Schools and 280 children participated	→	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
Between 2021 and 2025, we will report on the value of Pupil Development Grant Access grants provided.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	£267,045	£406,875	↑	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
Between 2021 and 2025, we will identify the number of families that receive financial (debt / budgeting / benefits) advice from the Council.	New Measure for 2021-22	New Measure for 2021-22	New Measure for 2021-22	155 families	301 families	↑	Equality Objective 5: By 2024, we will improve opportunities and outcomes for children living in poverty.
Improve attendance rates in secondary schools from 94% (2018-19) to 95%^ and in primary schools from 95.1% (2018-19) to 95.5% by July 2023	95.1% primary/94.5% secondary	95.8% primary/94% secondary	No Data Available	No Data Available	91.41%	N/A	
The number of pupils educated through the medium of Welsh in Year 1	New measure for 2020/21	New measure for 2020/21	22%	21%	Welsh Government approval of a new WESP	→	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
will increase by 1% year on year.					received in August.		
By September 2025, the E-sgol course options for post-16 learners in Powys will increase by 10 (The E-sgol provision is currently under review and a baseline is not yet available)	New Measure for 2022-23	New Measure for 2022-23	New Measure for 2022-23	New Measure for 2022-23	The Post-16 offer is currently being further developed to include a vocational offer and the use of hybrid learning models such as ESGOL to further develop Post-16 Welsh medium provision.	N/A	
By March 2025, we will reduce the number of primary schools in the county by 20 schools. [There was a reduction of 7 schools in 2021-2022]	New Measure for 2022-23	New Measure for 2022-23	New Measure for 2022-23	New Measure for 2022-23	Cabinet approved the implementation of the previous Cabinet's decision to close Llanfihangel Rhydithon CP School in August 2023, following consideration of whether it was viable to establish Welsh-medium provision in Dolau.	N/A	

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

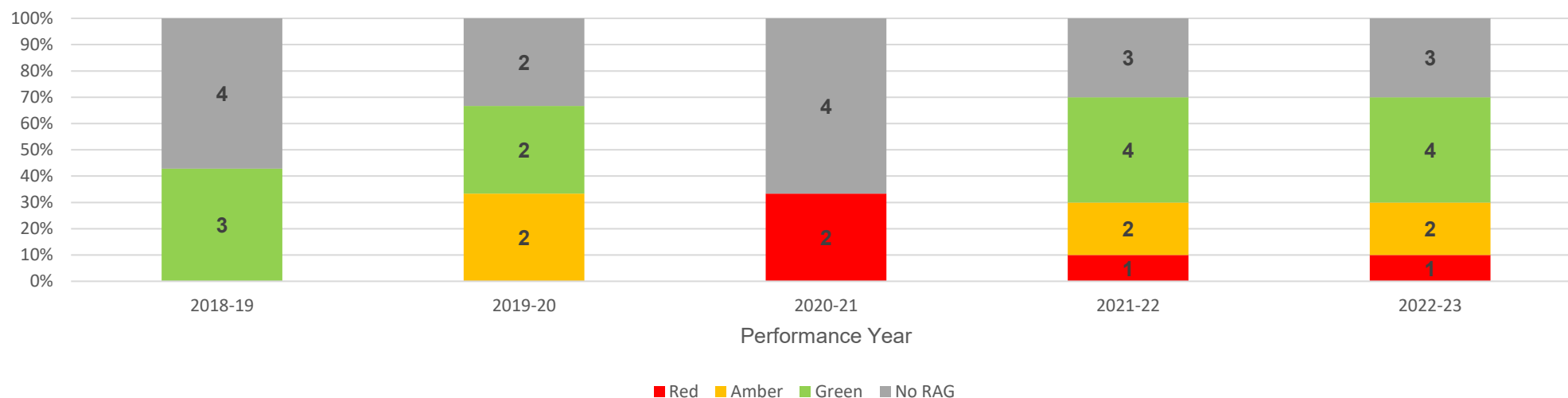
- We will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life (Equality Objective 6)

Of the 6 objectives in place to support this well-being objective during 2022-23, 4 were reported **green**, 1 was reported **blue**, 1 was **amber** and 0 were reported **red**.

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

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

Residents and Communities: Year-on-Year Performance



Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
Waste reused, recycled, or composted, meeting the Welsh Government Statutory Target.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	66.3%	68.7%	↑	
In the 2021-2022 STAR survey, overall tenant satisfaction with the housing services provided by the Council will exceed 75%, and in the 2023-24 survey the tenant satisfaction will increase to 81%.	N/A	84%	The next STAR survey is due in 2021-22.	71%	No survey undertaken	N/A	
At least 2% more people are physically active throughout Powys per year as a result of	New measure for 2020-21	New measure for 2020-21	No Data Available	No Data Available	1,573,932	N/A	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
participating in the range of schemes on offer.							
By August 2022, 14 feasibility studies will have been developed as a result of support.	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	25 studies	N/A	
By December 2022, 14 businesses will have introduced new products to the market as a result of support.	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	6 new products	N/A	
During 2022-2025, we will implement the greenspace improvement strategy for Housing Services owned sites.	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	Implementation of greenspace improvements continues making use of grant funding	N/A	
Attendance and participation (physical and virtual) for libraries, museums and archives.	New measure for 2020-21	New measure for 2020-21	117,204 visits	92,000 visits	777,337 visits	↑	
Participation in Powys County Council grant funded arts and cultural events.	New measure for 2020-21	New measure for 2020-21	No Data Available	No Data Available	44,036	N/A	
Percentage change in the Council's carbon emissions against baseline.	New measure for 2021-22	New measure for 2021-22	New measure for 2021-22	2021 - 22 baseline currently being prepared, this will be reported to Welsh Government annually from June 2022	The council is yet to set annual carbon emissions targets as part of its annual carbon accounting carbon budget	N/A	

Our success measures and targets for 2022-23	2018-19	2019-20	2020-21	2021-22	2022-23	Trend	Linked Equality Objective
					cycle. This will be considered as part of the Climate and Nature Transformation Programme		
We will develop Woodland Management Plans for Council owned sites.	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	New measure for 2022-23	Work has been delayed in producing plans due to a delay in recruiting the required expertise.	N/A	