

Cabinet

Meeting Venue
**Committee Room A - County Hall,
Llandrindod Wells, Powys**

Meeting date
Tuesday, 10 May 2016

Meeting time
1.00 pm



County Hall
Llandrindod Wells
Powys
LD1 5LG

For further information please contact
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4 May 2016

AGENDA

1.	APOLOGIES	C75- 2016
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To receive apologies for absence.

2.	MINUTES	C76- 2016
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To authorise the Chair to sign the minutes of the last meeting held as a correct record.

(Pages 5 - 16)

3.	DECLARATIONS OF INTEREST	C77- 2016
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

4.	BUDGET SETTING FOR 2017/18 AND UPDATING THE MEDIUM TERM FINANCIAL STRATEGY	C78- 2016
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To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 17 - 24)

5.	PCC STRATEGIC EQUALITY PLAN 2016/20	C79- 2016
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To consider a report by County Councillor John Powell, Portfolio Holder for Equality.
(Pages 25 - 70)

6.	JOINT CHAIRS REPORT ON THE COMMISSIONING AND PROCUREMENT BOARD	C80- 2016
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To consider a report by the Joint Chairs Steering Group on the Commissioning and Procurement Board.

(Pages 71 - 78)

7.	REVIEW OF SATURDAY BULKY SERVICE IN MACHYNLLETH	C81- 2016
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To consider a report by County Councillor John Powell, Portfolio Holder for Environment and Sustainability.

(Pages 79 - 84)

8.	TREASURY MANAGEMENT REPORT FOR QUARTER 4	C82- 2016
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To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 85 - 104)

9.	CORRESPONDENCE	C83- 2016
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To receive such correspondence as in the opinion of the Leader is of such urgency as to warrant consideration.

10.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING	C84- 2016
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To note the delegated decisions taken since the last meeting.

(Pages 105 - 106)

11.	FORWARD WORK PROGRAMME	C85- 2016
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To consider the Cabinet forward work programme.

(Pages 107 - 112)

12.	EXEMPT ITEMS	C86- 2016
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The Monitoring Officer has determined that category 1 of the Access to Information Procedure Rules applies to the following item. His view on the public interest test (having taken account of the provisions of Rule 11.8 of the Council's Access to Information Rules) was that to make this information public would disclose personal data relating to an individual in contravention of the principles of the Data Protection Act. Because of this and since there did not appear to be an overwhelming public interest requiring the disclosure of personal data he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider these factors when determining the public interest

test, which they must decide when considering excluding the public from this part of the meeting.

13.	DEPOT REVIEW	C87- 2016
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To consider a report by County Councillor John Brunt, Portfolio Holder for Highways.
(Pages 113 - 132)

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C76- 2016

MINUTES OF A MEETING OF THE CABINET HELD AT COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON TUESDAY, 12 APRIL 2016

PRESENT

County Councillor W B Thomas (Chair)

County Councillors R G Brown, J H Brunt, E A Jones, W T Jones, W J T Powell, P C Pritchard and E A York

In attendance

County Councillors AW Davies, DR Jones, PE Lewis, DJ Mayor, JG Morris, WD Powell, KM Roberts-Jones and RG Thomas.

1.	APOLOGIES	C60- 2016
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Apologies for absence were received from County Councillor SM Hayes.

2.	MINUTES	C61- 2016
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The Leader was authorised to sign the minutes of the last meeting held on 22nd March 2016 as a correct record.

3.	DECLARATIONS OF INTEREST	C62- 2016
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County Councillors EA Jones and AW Davies declared personal and prejudicial interests in item C65 – 2016 Options for the Recovery of Llanfyllin High School's Use of Delegated Funds for Transport as they had relatives employed at the school.

4.	OUTCOME OF CONSULTATION ON THE PROPOSED CHANGE TO THE AGE OF ADMISSION IN TO PRIMARY SCHOOLS	C63- 2016
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Cabinet considered responses to the consultation on the proposal to raise the age of admission to primary schools for the 2017-18 school year from the start of the term in which a child has their 4th birthday to the start of the school year following a child's 4th birthday. This would bring the policy in line with the majority of Welsh authorities along with the neighbouring English authorities. It was further recommended that funded 3+ provision is extended from the current 2 terms to up to 5 terms of provision and that the funded hours are increased to 12.50 hours per week from the current 10.00 hours per week.

8 consultation meetings had been held and a total of 679 responses to an online questionnaire had been received, together with a further 43 paper responses. The majority of the responses were received from parents of current or prospective primary aged pupils. The responses showed that 80% of the respondents were against the proposed change to the age of admission, with

16% of the respondents being in favour of the Council's proposal and 4% with no strong view either way.

The report addressed the four main issues that had been raised in the consultation process:

1. The impact that the change would have on the educational outcomes and progression of Nursery aged children prior to their admission to school at the start of the Reception year.
2. The availability of adequate places in the enhanced 3+ provision for all entitled children.
3. The number of hours of pre-school provision offered and funded by the Authority
4. The impact the proposal will have on parental childcare costs with children having a delay in commencing full time school provision of up to 3 terms.

The Portfolio Holder for Education and officers answered questions from the Chair of the People Scrutiny Committee and political group leaders. It was confirmed that there would be continuity of provision for those children accessing Flying Start at 12½ hours a week. The Chair of the People Scrutiny noted that flexible provision could mitigate the impact on childcare but that this had not been considered in the report. Officers advised that there would be opportunities to consider flexible provision when services were recommissioned.

The impact on school budgets was approximately £3,200 per child which, for the school with the largest number of children affected, would amount to £135,000. Officers confirmed that the proposals would result in a funding reduction of £2.7m equivalent to 60 teaching posts. Any redundancy costs would be funded centrally. The Portfolio Holder for Finance noted that the estimated saving resulting from the proposals was £1,226,000 in a full year. The Medium Term Financial Strategy had required £1.5m savings and he asked that the Schools service come forward with proposals on how to make up the shortfall.

County Councillor William Powell spoke against the recommendations citing the findings of the consultation and parents' concerns over childcare and education standards. He asked the Cabinet to defer a decision for 12 months to give families time to make alternative provision. Responding to the point made about standards, it was explained that the impact on standards had not been assessed as significant. The Head of Schools confirmed that each setting had teacher support and each was subject to inspection by Estyn.

Cabinet noted the comments made but also noted the need to deliver services within the budget set by Council and for all services to contribute to the savings target.

RESOLVED	Reason for Decisions:
1. That the Authority as the admission authority for Community and Church Controlled Primary Schools approve that the age of admission to Primary Schools be amended to	To confirm admission arrangements into primary schools for the 2017-18 school year by 15th April 2016 as required under the Admission Code of Practice arrangements.

<p>the start of the school year following a child's fourth birthday for the 2017-18 Admissions Year and future years.</p> <ol style="list-style-type: none"> 2. That the level of funded 3+ pre-school provision is increased from 10 hours per week to 12.50 hours per week from the start of the 2017-18 School Year. 3. That officers bring forward proposals for implementing changes to the primary school Fair Funding Formula arrangements in respect of the above change for the 2017-18 and 2018-19 and future years. 4. That the Council undertakes a tender process for the recommissioning of the extended 3+ provision. 5. That officers undertake any required consultation under the School Organisation Code in respect of pre-school and primary school provision following the recommissioning of the extended 3+ provision. 6. That further work is undertaken with the schools in the Llanfyllin Catchment area, Llanelwedd C in W School and Llangattock C in W School to identify the proposed actions required to meet the Authority's responsibility in respect to pre-school provision, together with any required capital investment requirements. 7. That the Authority undertakes further work to identify and develop the required places for the delivery of 3+ provision in the identified areas. 8. That officers monitor the proposals for funded childcare provision following the outcome of the Welsh Government elections in May. 9. That Cabinet approve the Senior Manager – Central Services as the Project Sponsor to the project. 10. That a detailed project plan be developed and presented by the Project Sponsor to the 	<p>To provide and commission an extended sustainable network of pre-school settings.</p> <p>To provide funding arrangements for 2017-18 and 2018-19 to reflect the admission arrangements.</p> <p>To register the provision provided through schools and maintained settings correctly.</p> <p>To allow all children to have access to a funded 3+ pre-school place</p> <p>To ensure that the project is managed and reported through the Authority's Transforming Learning Programme Board.</p>
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<p>Transforming Learning Programme Board.</p> <p>11. That the Council approve the recruitment of a Project Manager on a fixed term contract to 31st December 2017 to support and lead the re-commissioning of extended 3+ provision and to support schools in reducing staffing levels as a result of the reduction in funding. The post to be funded through the management of change budget at a cost of approximately £39,000 (pending Job Evaluation)</p> <p>12. That settings which propose to have 2 year olds in the same setting as 3 and 4 year olds are required to submit a business case on how they will meet the required educational outcomes.</p>	<p>To maintain education progression and standards.</p>
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5.	SCHOOLS SERVICE ASSET MANAGEMENT PLAN - SECTION A PUPIL PROJECTIONS, CAPACITY AND SUFFICIENCY	C64- 2016
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Cabinet considered the first section of the revised Schools Service Asset Management Plan and the current and projected position in relation to pupil numbers up to 2019 against the available capacity within the Authority's Primary and Secondary Schools. The report identified those schools with significant surplus places and those schools with a potential shortage of places. Cabinet accepted the point made by the leader of the Welsh Liberal Democrat group that any review of Section 106 agreements should include those of the relevant National Park Authorities. It was also confirmed that the Schools Service did use data from Powys Teaching Health Board on births within the county.

RESOLVED:	Reason for Decision:
<p>That officers be authorised to</p> <p>1. Undertake the further work identified in the Proposal section of the report on those schools identified in Appendices A and B that will have potential pupil place and suitability issues in the period to 2019.</p> <p>2. Identify those schools that have significant surplus spaces and bring forward proposals on how the</p>	<p>To develop a robust methodology for pupil number projections.</p> <p>To ensure efficient use of resources.</p>

<p>Authority and school reduces and / or removes a level of the surplus spaces to provide occupancy levels of between 85% and 105%.</p> <p>3. Implement a 5 year rolling programme of building condition re-assessments, commencing with schools previously assessed as grade C or D with the funding being allocated from the £48,000 centrally retained budget for repairs and maintenance.</p> <p>4. Develop Business Justification Cases in respect of schools with a projected shortage of pupil places and other identified factors.</p> <p>5. Undertake a review of the Authority's Section 106 strategy to include National Parks.</p>	<p>To update the Authority's understanding of the condition of its school stock and to inform future investment strategies.</p> <p>To meet the aims of the Authority's and Welsh Government's 21st Century School aspirations in respect to school building condition and suitability.</p> <p>To ensure developer contributions to required school developments are maximised.</p>
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6.	OPTIONS FOR THE RECOVERY OF LLANFYLLIN HIGH SCHOOL'S USE OF DELEGATED FUNDS FOR TRANSPORT	C65- 2016
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County Councillors EA Jones and AW Davies left the meeting while this item was being considered having declared personal and prejudicial interests.

Cabinet considered options for the recovery of funds from Llanfyllin High School for the period over the previous 5 years in which the school did not comply with the Powys Scheme for the Financing of Schools. Cabinet also considered measures to ensure compliance and measures to ensure the school demonstrates appropriate financial management of its delegated budget.

In presenting the report the Portfolio Holder for Finance acknowledged the emails he had received from County Councillors PE Lewis, DJ Mayor and RG Thomas calling for the report to be deferred whilst the investigation was carried out. He advised that he had decided not to accede to that request because the report was not concerned with the past but about the present and the future. He confirmed that he had shared the emails with the Cabinet and that they had read them. He also advised that he had received many emails from parents of pupils at the school that he had acknowledged and that as a result of the representations made he was prepared to amend his recommendation to the Cabinet in respect of the recovery of delegated funds. Instead of calling on the Governors to reimburse the schools delegated budget by 100% from 1st September 2015 he was recommending that 50% be reimbursed from 1st April 2016.

County Councillors PE Lewis and DJ Mayor spoke against the recommendations. Councillor Lewis contended that the Council had been aware of what had been going on and were content to let it continue because of the financial benefit to the Council and because Powys pupils benefited as well as pupils from Shropshire. The Section 151 Officer advised Cabinet that this was not the case and explained how the funding formula worked. Councillor Mayor said that he would never condone the breaking of regulations and that he had assurances that the Governors had been acting properly. He welcomed the investigation and hoped that those responsible would be held to account. He asked to Cabinet to give the school two years in which to become fully compliant.

The Portfolio Holder for Finance said he could not recommend that the Cabinet agree to that as all of the High Schools had to be treated the same.

County Councillor RG Thomas speaking on behalf of the Welsh Conservatives asked why an equality impact assessment had been carried out and was advised that this could not be done until the Governors decided what they were going to do. In response to questions about pupils being educated in the medium of Welsh the Head of Schools advised that Welsh medium learners from inside Powys would be entitled to free transport to their nearest school providing education in the medium of Welsh.

In response to a question from the leader of the Welsh Liberal Democrats, officers confirmed that each of the High Schools operated their own financial management systems but that these were closely monitored by the Council's Finance section. Assurances had been sought and received from all of the High Schools that none were subsidising transport.

RESOLVED	Reason for Decision:
<p>1. Cabinet confirms its decisions taken on 22nd March 2016, that require the governors of Llanfyllin High School to:</p> <ul style="list-style-type: none"> • ensure that by the start of the 2016/17 academic year, the school is fully compliant with PCC policy with regards the use of delegated funds by schools in relation to home to school transport; and • Advise how Llanfyllin High School proposes to address the issue of compliance with EU procurement procedures. <p>2. That Governors take action to reimburse the schools delegated budget for 50% the cost of subsidised transport from the 1st April 2016, the method of recovery would be a matter for the school.</p> <p>3. That monthly meetings be held</p>	<p>The school will be policy compliant for the current and future academic years and also be required to demonstrate it complies with financial and budget management regulations.</p>

<p>between council officers and school representatives to review expenditure and income to ensure compliance with the Scheme for the Financing of Schools. Regular reports of these meetings be submitted to Cabinet and Audit Committee.</p> <p>4. To ensure future compliance with Scheme for the Financing of Schools, the School be required to use the Council’s financial system as its primary accounting system.</p> <p>5. The school provide documentary evidence to demonstrate compliance with financial regulations and/or EU procurement procedures in relation to the procurement of transport at the school in general, but in particular in relation to home to school transport arrangements made by the school.</p>	
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7.	POWYS PRIVATE SECTOR HOUSING GRANTS AND LOANS POLICY	C66- 2016
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Cabinet considered the Powys Private Sector Housing Grants and Loans Policy 2016 which set out how all financial assistance for private sector housing renewal would be distributed including mandatory funding of disabled facility grants as well as discretionary funding for all other forms of housing renewal. The policy incorporated recommendations from the adaptations review completed in 2015 and Welsh Government criteria for distribution of interest free loan capital. The ultimate aim of the policy was to facilitate future sustainable housing investment and encourage urban regeneration by tackling empty properties and providing housing suitable for the needs of Powys citizens.

RESOLVED:	Reason for Decision:
That the Powys Private Sector Housing Grants and Loan Policy in Appendix A to the report is adopted.	The policy describes both statutory and discretionary financial products for housing investment available to Powys citizens and how they will be distributed. The policy also aligns delivery of housing investment within Powys with that of the rest of Wales and in accordance with Welsh

	Government funding criteria.
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8.	THE REDUCTION OF COMMUNITY RECYCLING (BRING) SITES AND RURAL REFUSE STORAGE CONTAINERS (POINT BINS)	C67- 2016
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Cabinet considered proposals to reduce the number of community recycling (bring) site and the number of rural refuse storage containers (point bins). This was necessary to make the savings required by the Medium Term Financial Strategy, maximise recycling and reduce flytipping.

The Portfolio Holder for Environment and Sustainability explained that the presence of the community recycling sites and rural refuse storage containers often attracted flytipping. He confirmed that sites would be individually assessed in consultation with local Members.

RESOLVED:	Reason for Decision:
1) To review and reduce where appropriate the number of Community Recycling Sites, and range of materials collected, following an assessment of individual locations. To be carried out on an area by area basis in consultation with the local member during 2016/17 with approval from the Portfolio Holder for any proposed changes.	To make savings as required under the Medium Term Financial Strategy, maximise the quality of recycle and reduce flytipping at these sites.
2) To review and reduce where practicable the number of rural refuse storage containers (point bins) following an assessment of individual locations. To be carried out on an area by area basis in consultation with the local member during 2016/17 with approval from the Portfolio Holder for any proposed changes	To provide a consistent service across the County, ensuring that recycling is maximised at the kerbside and flytipping is minimised at these sites.

9.	FINANCIAL OVERVIEW AND FORECAST AS AT 29TH FEBRUARY 2016	C68- 2016
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Cabinet considered the financial overview and forecast report for the period ended 29th February 2016. The Portfolio Holder for Finance expressed concern that the figure for unrealised savings being carried forward this year would be higher than that carried forward last year. He advised that Heads of Service would be challenged on this regularly, starting with a budget challenge event being held the following day. In response to questions on the commissioning of contracts and the increase in cemetery fees, Members were advised that the Commissioning and Procurement Board was monitoring contracts due for renewal and that the increase in cemetery fees still only recovered approximately 70% of costs.

RESOLVED	Reason for Decision:
That: 1. the contents of this report are noted by Cabinet; and 2. Cabinet supports appropriate action by services to curtail or reduce the reported forecasted service deficits. 3. That the Capital virements under £500,000 as set out in paragraph 5.3.	To monitor the Council's financial performance and ensure that spending remains within approved limits and that the 3% minimum general fund reserve is maintained.

RECOMMENDED to Council	Reason for recommendation
That the virements over £500,000 listed in paragraph 5.3 of the report be approved.	In accordance with Financial Standing Orders

10.	DEVELOPMENT AND IMPLEMENTATION OF PCC STAFF VALUES AND BEHAVIOUR FRAMEWORK	C69- 2016
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Cabinet considered the implementation of an internal Council Staff Values & Behaviours Framework.

RESOLVED	Reason for Decision:
To approve Option two: To implement the newly developed staff values and behaviours framework and phase out the outward facing values as described in the One Powys Plan.	Demonstrate that we are working together with our staff to create public services that are driven by the right culture, and behaviours. Appropriate values and behaviour indicators in place to support values based recruitment process.

11.	WELSH PUBLIC LIBRARY STANDARDS: CULTURAL SERVICES SCRUTINY GROUP RECOMMENDATIONS ON POWYS ANNUAL REPORT 2014-15	C70- 2016
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Cabinet considered a response to the Scrutiny review of the Library service. The Chair of the People Scrutiny Committee congratulated the Portfolio Holder for the service's quick response to the review.

RESOLVED	Reason for Decision:
That the recommendations of the Cultural Services Scrutiny Group on the outcomes in Welsh Government's Annual Report on the Library Service 2014-15 in Appendix A to this report be duly noted, and considered in forward planning.	To aid compliance with the requirements of the Welsh Public Library Standards 2014-2017.

12.	UPDATE FROM THE ANTI-POVERTY CHAMPION	C71- 2016
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County Councillor Joy Jones, the Council's Anti-Poverty Champion gave an update of the work of the Anti-Poverty Social Research Group. The Group had three recommendations for consideration by the Cabinet:

Poverty Assessments – that Cabinet require all services to assess the impact on those in poverty situations when deciding on actions and that for each decision the Cabinet report to the Anti-Poverty Social Research Group on what was considered and the outcome of that consideration.

Economic Development/Job Creation– that Cabinet would support the group in meeting with the Welsh Government to explore ways of ensuring that the lack of good, well paid employment in the area in comparison to other areas is recognised. The group felt that it would be appropriate to involve the Leader and AMs and MPs. The focus would be on Powys failing in terms of attracting businesses to operate from the County.

Resource – that Cabinet identify resource to enable the group to deliver on its priority areas. There has been a prior commitment by the Leader to support the work of the group, however, specific identify resource to be used to move forward on matters would be important to allow the group to fulfil its functions.

The Portfolio Holder for Regeneration and Planning agreed to attend the group to speak about the new Economic Development strategy and Growing Mid Wales. The Strategic Director for Place referenced the work of the Stronger Communities Programme Board that had responsibility for Neighbourhood Management that had been mentioned by Cllr Joy Jones and suggested a similar briefing on this area of work. It was also agreed that the Anti-Poverty Champion would be invited to future meetings of the Welfare Reform Stakeholders Group. With regard to the recommendation on resources, it was noted that additional resources had been made available.

13.	CORRESPONDENCE	C72- 2016
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The Portfolio Holder for Finance reported receipt of a letter from the Executive Headteacher of Llangedwyn, Llanfechain and Llansantffraid Primary Schools, thanking the Cabinet for its efforts in securing additional from the Welsh Government and protecting the schools delegated budget. The Portfolio Holder for Finance would reply to the letter.

14.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING	C73- 2016
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Cabinet received details of delegated decisions taken by Portfolio Holders since the last meeting.

15.	FORWARD WORK PROGRAMME	C74- 2016
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Cabinet received the forward work programme.

16.	RADNORSHIRE INDOOR BOWLING CENTRE, LLANDRINDOD WELLS	C75- 2016
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Cabinet considered a proposal to transfer the Radnorshire Indoor Bowling Centre (RIBC), by freehold Community Asset Transfer, to the Radnorshire Indoor Bowls Association. It was confirmed that a covenant would be written into the transfer to protect the Council's interests.

RESOLVED	Reason for Decision:
<ol style="list-style-type: none"> 1. To transfer the freehold of the Radnorshire Indoor Bowling Centre, Llandrindod Wells, including the car parking area to the west of the adjacent Tennis Courts, to the Radnorshire Indoor Bowls Association, with suitable repurchase agreements in place to recognise the Council's transfer at less than market value. 2. To approve the transfer of the Buildings and Renewal Fund to the Radnorshire Indoor Bowls Association. 	<p>To ensure the long-term security and survival of the RIBC, in the face of increasing financial constraints and the removal of the Council's management budget.</p>

County Councillor W B Thomas (Chair)

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C78- 2016

CYNGOR SIR POWYS COUNTY COUNCIL

CABINET REPORT

10th May 2016

REPORT AUTHOR: County Councillor Wynne Jones
Deputy Leader and Portfolio Holder for Finance

SUBJECT: Budget Setting for 2017/18 and updating the Medium Term Financial Strategy

REPORT FOR: Decision

1. Summary

- 1.1 This report outlines the proposed approach to budget setting for 2017/18 as well as the steps to be taken to agree the next update of the Medium Term Financial Strategy (MTFS) covering 2017 to 2020. It continues to support the commitment that Cabinet has made to provide a balanced 3 year financial plan.
- 1.2 At Council on 25th February, the 2016/17 budget was agreed that included £10.697m of savings and a total of £29.8 million over the MTFS period of 2016-19. The Council's budget continues to address the unprecedented and ongoing financial challenge arising from a combination of service pressures and an ongoing reduction in funding from Welsh Government.
- 1.3 It is anticipated that the financial challenge faced by Powys County Council will continue for a number of years to come and is likely to extend beyond the period covered by the MTFS and the end of the decade.
- 1.4 The council, along with two other Welsh authorities, received additional funding (referred to as a 'floor') as part of this year's final settlement which limited the decrease in the settlement to 3%. The provisional settlement announced by Welsh Government would have resulted in Powys receiving a settlement reduction of 4.1%.
- 1.5 Whilst work has been undertaken by the Welsh Government and WLGA Distribution Sub-Group to recommend changes to the distribution formula there is no guarantee that these recommendations will be accepted or whether the 'floor' will be awarded in future years. It will therefore be necessary to make prudent assumptions about the level of settlement in the MTFS for the 2017-20 period.

2. Proposal

Links to Corporate Objectives

- 2.1 For 2016/17, the budget was developed within the framework established by the Statement of Intent. A range of issues including community needs and residents' views, financial and inflationary pressures, performance and regulatory reviews from Wales Audit Office, Estyn and CSSIW were also considered.

- 2.2 The intention for 2017/18 and beyond is that the budget setting process and the initiatives and activities developed to respond to a decreasing budgetary allocation support the Council's strategic priorities as set out in the Corporate Improvement Plan. It will therefore be necessary at the outset to confirm the strategic priorities for the forthcoming period so that budget planning can develop in alignment with these priorities. The budget setting timetable as set out in section 4 below has therefore been scheduled to follow the approval of the final draft of the Corporate Improvement Plan by Cabinet on 24th May 2016.

Capital Strategy

- 2.3 The budget setting process for 2016/17 included consideration of future priorities for capital expenditure including how the Capital Strategy supports the delivery of strategic priorities. This year this will be further developed. The budget setting timetable as set out in section 4 includes early consideration of capital expenditure priorities in support of the delivery of revenue priorities.

Income

- 2.4 The Council has implemented an Income and Cost Recovery Policy that establishes an expectation that the review and development of income generation opportunities and the review of fees and charges are activities that are incorporated into the budget setting process. The budget setting timetable therefore incorporates these activities.

3. Timetable

- 3.1 The Council is required under the Local Government Act 2003 to set a balanced budget. The timetable is required to allow enough time to set Council Tax by the deadline of on or before 11th March and issue the demand notices (bills). These requirements are addressed in the following timetable that includes other key activities such as adequate scrutiny of emerging budget proposals is carried out.
- 3.2 The initial work in preparation for the 2017/18 budget will commence in May 2016 following the approval of the Corporate Improvement Plan and will set out the overall assumptions to be included in the budget. This will include inflation levels and other key factors such as the assured council tax base. This will allow financial modelling to take place. At the same time Directorates will be asked to submit information on likely pressures to be met in 2017/18.
- 3.3 The following table establishes the key strategic service and financial planning milestones leading to the delivery of proposals for a balanced budget, Medium Term Financial Strategy and council tax rate setting in February 2017.

Date / Period	Activity
10 th May 2016	Budget setting approach and timetable agreed by Cabinet
24 th May 2016	Corporate Improvement Plan agreed by Cabinet
Early June 2016	Cabinet workshop to consider draft service proposals and capital expenditure priorities for 2017/18
By mid June 2016	Services further refine the detail and profiling of savings proposals for 2017/18, taking direction from the outputs of the first Cabinet workshop.
End June 2016	Second Cabinet workshop to consider refined service

	proposals
w/c 11th July 2016	Council seminar on draft budget proposals and draft capital expenditure priorities
1 st – 31 st July 2016	Development of budget simulator and other consultation programme / materials
Mid-August 2016 – Mid-October 2016	Public consultation
October 2016	Provisional settlement received
Mid to end October 2016	Analysis of consultation results
End October 2016	Cabinet review of consultation results and fees and charges proposals
November 2016	Council Tax Base agreed by Cabinet
Mid-November 2016	2 nd Council Seminar on draft proposals and consultation results
Early December 2016	Final Settlement received
Mid December 2016	Final draft savings and budget proposals, capital expenditure priorities and proposed changes to fees and charges tested at 3 rd Council seminar
Late January 2017	Cabinet agree Budget, Medium Term Financial Strategy, Capital Strategy, Fees and Charges Register and proposed Council Tax rates
16 February 2017	Council approve Budget, Medium Term Financial Strategy, Capital Strategy, Council Tax rates and Fees and Charges Register
9 March 2017	Council meet to approve final Council Tax schedule

4. Consultation

- 4.1 The Council works in accordance with the National Principles for public engagement in Wales in its consultation and engagement activity. It is important to commence a timely dialogue with key stakeholders (including the public) in order that feedback can usefully inform the final budget proposals.
- 4.2 A review has been conducted into last year's consultation which was primarily conducted on-line through the use of a budget simulator. The approach generated a good response and it is proposed that a budget simulator is also used as part of this year's consultation process but supported with a greater variety of alternative methods of contributing to the consultation, including more drop in sessions at venues such as libraries and a paper questionnaire for those unable to access the budget simulator on-line.
- 4.3 It is also proposed that refinements are made to the simulator so that citizens are able to provide feedback on Council Tax rates in the context of the overall budget setting challenge and that a greater range of options over budget setting are provided with a more objective description of service consequences to budget decisions.

5. Impact Assessment

- 5.1 For last year's budget setting process, a Single Integrated Impact Assessment (SIIA) was completed for each of the savings proposals identified. These SIIAs were included in the budget pack distributed to Members as part of the sign-off process. This was a significant improvement on the process for the previous year.
- 5.2 Although the process has been greatly improved a number of suggestions to facilitate continuing improvement is proposed for the 2017/18 budget process:
- To improve clarity the template has been renamed from Single Integrated Impact Assessment (SIIA) to Impact Assessment (IA);
 - The IA project team has made some revisions to the template following feedback from officers and members. The changes include an amendment to the judgement criteria and the inclusion of drop down boxes for staff to select. This will ensure that there is greater clarity about the information to be included on the template;
 - The process of gathering IAs for 2017/18 savings has already commenced;
 - Further training on completion of the IA toolkit is being provided to: -
 - Cabinet;
 - Heads of Service;
 - Officers identified to complete IAs for 2017/18 savings.
 - Accountability of the IA and the governance / sign-off process to be incorporated into the training programme;
 - Cabinet sign-off group to meet bi-monthly to review the IAs as they are received, rather than processing large numbers at end of year;
 - Discussion to take place with chair of Finance Scrutiny Panel to discuss how they wish to review the IAs.
- 5.3 The effective completion and monitoring of impact assessments is considered pivotal to the council's approach to meeting the specific duties set out in the Well-being of Future Generations (Wales) Act 2015.

6. Scrutiny

- 6.1 A key element in the budget setting process is the role of scrutiny, and the key points where scrutiny need to be involved will be built in at an early stage to enable appropriate challenge. These key intervention points will be built into the scrutiny and audit committee and the Joint Chairs Steering Group's forward work programmes. There are several roles that scrutiny can play as follows:
- (i) Ongoing monitoring of the budget and its delivery on the basis of exception reporting. This can identify issues and risks and make recommendations to the Cabinet.
 - (ii) Testing underlying assumptions which form the budget e.g. levels of inflation, demographic changes and service pressures.
 - (iii) Reviewing the Council's budget planning cycle including setting the Medium Term Financial Plan, public consultation exercise and impact assessments.
 - (iv) Providing an independent perspective to the issues raised as part of the consultation process.
 - (vi) Scrutinising the links between the proposed budget, the Medium Term Financial Strategy, the Corporate Improvement Plan and the One Powys Plan to ensure that the Council's aims can be delivered with the financial resources in place i.e. a "holistic" overview.

6.2 Scrutiny's role is not to propose alternative budgets or individual proposals within the budget. This would be the role for the individual political groups to undertake.

7. Options Considered/Available

7.1 As the budget is developed a range of options will need to be considered both at an individual service level and corporate level in order that the council operates effectively within a reducing financial envelope.

8. Preferred Choice and Reasons

8.1 This is set out in the report. The proposed timetable indicates the necessary milestones for budget setting.

9. Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc.

9.1 The Well-being of Future Generations (Wales) Act 2015 came into force on the 1st April 2016. This places a specific duty on the council (alongside all other public bodies in Wales) to ensure that the 5 sustainable development principles of long term; collaboration; involvement; integration and prevention are considered fully in its decision making process. The effective completion and monitoring of impact assessments is considered pivotal to the council's approach to meeting its specific duties in the Act.

9.2 The requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Welsh Language (Wales) Measure 2011, together with other key policies are also considered through the completion of the impact assessment which will be deployed as part of this year's budget setting process.

10. Other Front Line Services

10.1 All Heads of Service, Strategic Directors and Portfolio Holders will be involved in the compilation of the 2017/18 budget.

11. Support Services (Legal, Finance, HR, ICT, BPU)

11.1 The Finance function will provide funding scenarios and develop the Financial Resource Model and Medium Term Financial Strategy, the teams will be closely involved in the process to support the identification and assessment of budget pressures and savings proposals.

12. Local Service Board/Partnerships/Stakeholders etc

12.1 The Council will undertake consultation with stakeholders as described in section 4 above.

13. Corporate Communications

13.1 The content and implications of the budget, medium term financial Strategy and capital programme are of significant interest to residents, our staff, our partners and the third sector. Any opportunity which allows citizens to contribute to public

consultation activities should be communicated widely via proactive press releases, the council's website and social media as well as through utilising existing partnership channels. This will be supported by the council's own internal channels i.e. staff intranet and staff newsletter.

14. Statutory Officers

14.1 The Strategic Director Resources (Section 151 Officer) comments as follows:

14.2 The reduction in funding from the Welsh Government will continue to be a significant challenge for all the Councils in Wales and it is important that Powys builds on its approach to financial planning.

14.3 When planning for setting the budget it is important that Cabinet and all Councillors are aware of the legal requirements and obligations. Councillors are required to act prudently when setting the budget and Council Tax so that they act in a way that considers local taxpayers. This also covers the impact on future taxpayers. The approach being taken to plan over the medium term assists this requirement.

14.4 The Local Government Finance Act 1992 requires a Council to set a balanced budget. To do this the Council must prepare a budget that covers not only the expenditure but also the funding to meet the proposed budget. The budget has to be fully funded and the income from all sources must meet the expenditure.

14.5 Local authorities must decide every year how much they are going to raise from council tax and they base their decision on a budget that sets out estimates of what they plan to spend on services. Because they decide on the Council Tax before the year begins and can't increase it during the year, as part of the budget setting process outlined in the report the Council will have to consider risks and uncertainties that might require more expenditure on their services than they planned.

14.6 Allowance is made for these risks by:

- making prudent allowance in the estimates for services; and
- ensuring that there are adequate reserves to draw on if the service estimates turn out to be insufficient.

15. Members' Interests

15.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If specific budgetary matters are debated in which a Member has an interest they should declare it at the start of the debate on that budgetary matter and complete the relevant form.

Recommendation:	Reason for Recommendation:
That the approach to budget setting for 2017/18 and the Medium Term Financial Strategy and the timetable outlined in this report is agreed.	To aid business planning and development of the budget over a 3 year period.

Relevant Policy	
------------------------	--

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

Relevant Local Member(s):	
---------------------------	--

Person(s) To Implement Decision:	David Powell
Date By When Decision To Be Implemented:	April 2016

Contact Officer Name:	Tel:	Fax:	Email:
Jason Lewis	01597 826318		Jason.lewis@powys.gov.uk

Background Papers used to prepare Report:

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C79- 2016

CYNGOR SIR POWYS COUNTY COUNCIL.

Cabinet
10th May 2016

REPORT AUTHOR: County Councillor John Powell
Portfolio Holder for Equality

SUBJECT: PCC Strategic Equality Plan 2016/20

REPORT FOR: APPROVAL

1. Summary.

- 1.1 Powys County Council's Strategic Equality Plan 2012 – 2016 has now come to an end and the purpose of this report is to seek agreement for the 2016 – 2020 plan.
- 1.2 It provides information on how the local authority is meeting its requirements in relation to the Equality Act 2010 and more specifically, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

2. Background and Additional Information.

- 2.1 The aim of the public sector equality duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. It is an integral and important part of the mechanisms for ensuring the fulfilment of the aims of the Equality Act 2010. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.
- 2.2 In exercising their functions, public bodies are required to have due regard to the need to:
 - eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
 - advance equality of opportunity between people who share a relevant protected characteristic and those who do not
 - foster good relations between people who share a protected characteristic and those who do not.
- 2.3 The Act explains that having due regard for advancing equality of opportunity in the second aim involves:
 - removing or minimising disadvantages experienced by people due to their protected characteristics
 - taking steps to meet the needs of people from protected groups where these are different from the needs of other people

- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

2.4 The Act describes fostering good relations in the third aim as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

2.5 The nine protected characteristics are:

Characteristic	Description
sex/gender	being male or female
age	being a certain age; but often being younger or older
race	being a particular colour, ethnic origin, national origin or nationality
religion or belief	having a recognised religion or belief or a lack of belief
pregnancy and maternity	women who are pregnant or on maternity leave
disability	all disabled people, both physically and mentally
gender reassignment	people who change their gender from the one assigned at birth
sexual orientation	how people feel as well as act, in respect of people of the same sex, people of the opposite sex, or both sexes
marriage and civil partnership	being in a marriage or civil partnership

3. The Specific Public Sector Equality Duties for Wales.

3.1 The specific duties underpin the General Duty, and specify duties that public bodies must undertake to support better performance of the general duty. The Welsh Government introduced the 'Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011' setting out the requirements for Wales, developed around four main principles:

- Use of evidence
- Consultation and Involvement
- Transparency
- Leadership

3.2 One of the specific duties for public bodies in Wales is to set Equality Objectives and publish a Strategic Equality Plan. Another is to publish an equality objective to address any gender pay gap identified or else publish reasons why it has not done so.

3.3 The Equality and Human Rights Commission guides provide an overview of the equality duty, including the general equality duty, the

specific duties and who they apply to. They cover what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. These can be found on the Commissions web page or by accessing the following link <http://www.equalityhumanrights.com/private-and-public-sector-guidance/public-sector-providers/public-sector-equality-duty/guidance>

4. Strategic Equality Plan 2016 - 2020

4.1 The proposed Strategic Equality Plan 2016 – 2020 can be found in appendix a. In it we outline how we will promote equality and diversity for the next four years, some of the practical steps we will be taking to put our commitments into practice, the importance of data and how we will monitor our performance and effectiveness.

4.2 The process of how we set our objectives is explained fully in the plan with the following evidence being carefully considered when deciding upon the key objectives.

- 'Is Wales fairer?' published by the Equality and Human Rights commission in December 2015
- Our joint collaboration engagement work that was conducted autumn/winter 2015.
- Our Joint Strategic Needs Assessment and development work done since e.g. The JSNA poverty focus.
- 2012-2016 SEP actions and measures.

4.3 As far as is practically possible, the development of equality objectives have been integrated into the council's standard corporate planning process whilst ensuring the council remains compliant with the requirements of the duty.

4.4 There are seven Equality Objectives for the Council as set out below, and in the plan under each one are a number of actions the Council will take to fulfil those objectives. The detailed on how these actions will be achieved, will be contained within various Services Team plans, Service Improvement Plans, Powys One Plan, the Hearts and Minds Delivery Plan or the Community Cohesion National Delivery Plan.

- Objective 1. Close attainment gaps in education.
- Objective 2. Encourage fair recruitment, development and reward in employment including the statutory gender pay objective.
- Objective 3. Improve living conditions in cohesive communities.
- Objective 4. Increase access to justice and encourage democratic participation.
- Objective 5. Improve access to mental health services to people experiencing poor mental health. Note: Joint Objective and actions with PTHB. All under Hearts and Mind Delivery plan.

- Objective 6. Prevent abuse, neglect and ill-treatment in care.
Objective 7. Eliminate violence, abuse and harassment in the community.

4.5 Measures to see how well we are doing against tackling the key issues of inequality have been developed and feature underneath each objective and its actions. This will help us to evaluate how well we are or aren't doing.

5. Monitoring and Governance

5.1 In order to improve the governance arrangements for ensuring the council's Strategic Equality Plan is implemented to plan, half yearly monitoring arrangements that were put into place last year, will continue to work alongside standard performance reporting into review meetings between Portfolio Holders, Strategic Directors and Heads of Service and subsequent reporting into Management Team and Cabinet. Visibility of progress against the plan is important.

5.2 As every effort was made to align the Strategic Equality Plan with the corporate planning process, monitoring arrangements will be co-ordinated via the council's arrangements to monitor the One Powys Plan and Service Improvement Plans and will be reported to the Strategic Overview Board on a 6 monthly basis.

5.3 The bi-annual report and the annual monitoring update report will be published on our webpage.

6. One Powys Plan.

6.1 The purpose of this report links directly to the One Powys Plan as it is one of its guiding principles. The report informs members, council employees, citizens of Powys and other stakeholders about the progress made against the Strategic Equality Plan.

6.2 One of the specific duties for public bodies in Wales is to set Equality Objectives and publish a Strategic Equality Plan as well as annually report it.

7. Options Considered/Available.

7.1 Delivery of the Strategic Equality Plan is a statutory requirement.

During the first few years of the 12-16 plan visibility of progress was quite light (only assessed on an annual basis) however during the later years we moved to half yearly. Currently with the commitment to align with the corporate planning process and majority of actions reporting via the OPP, SIPs, BAU and partnership plans, the option of reporting on a half yearly basis is still considered to be the best option.

7. Preferred Choice and Reasons.

7.1 Reporting on a half yearly basis was considered to be the best option for providing visibility of progress to plan and ensuring the council meets its statutory requirements.

8. Sustainability and Environmental Issues/Equalities/Crime and Disorder/Welsh Language/Other Policies etc.

8.1 Equalities is a cross cutting theme that needs to be considered by all services and policies.

9. Children and Young People's Impact Statement - Safeguarding and Wellbeing.

9.1 Objective 1 to 7 of the Strategic Equality Plan each have at least one or several actions which aim to improve the Wellbeing and Safeguarding of Children and Young People.

10. Local Member(s).

10.1 This is the council's Strategic Equality Plan and is applicable to all areas of the county.

11. Other Front Line Services.

11.1 The appropriate front line services have all engaged in producing this proposed plan.

12. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services).

12.1 The appropriate services have informed the report.

Legal - Comments being sought.

Finance – The contents of the report have been noted.

13. Local Service Board/Partnerships/Stakeholders etc.

13.1 Strategic Equality Plan is ultimately the Authority's plan but linkages with key partners exist where appropriate.

13.2 Objective 5. Improve access to mental health services to people experiencing poor mental health is a Joint Objective and actions with PTHB. All under Hearts and Mind Delivery plan.

13.3 4 actions are part of the Community Cohesion National Delivery Plan.

13.4 Key organisations operating within Carmarthenshire, Ceredigion, Pembrokeshire and Powys worked collaboratively to deliver a joint engagement exercise which helped develop the plan.

14. Corporate Communications.

Proactive communication is required.

15. Statutory Officers.

The Strategic Director Resources (S151 Officer) notes the comments made by finance.

Monitoring Officer - Comments being sought.

16. Members' Interests.

16.1 Monitoring Officer - Comments being sought.

Recommendation: That cabinet approve the Strategic Equality Plan 16-20.	Reason for Recommendation: To comply with statutory requirements and good business practice.
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Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
----------------------------------	--

Person(s) To Implement Decision:	
Date By When Decision To Be Implemented:	

Contact Officer Name:	Tel:	Fax:	Email:
Beti-Jane Ingram	01597 826411		Bets.Ingram@powys.gov.uk

Background Papers used to prepare Report:



Powys County Council

Strategic Equality Plan 2016-2020

This publication is also available in other formats.

If you need this information in another format or Language, please phone or email customer services.

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Foreword

This plan sets out our equality objectives and action plans for making Powys a fairer place to live where people can achieve their potential, thrive and prosper.

It focuses on three things: improving our services, making our organisation a better place to work, and improving the most important life outcomes for local people.

We deliver a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area, which presents extra challenges. However we will work to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life.

We believe this plan will assist in helping those who experience disadvantage, contributing to the social, economic and emotional well-being of our workplaces and local communities. It will help improve staff morale, motivation and retention – meaning our services will be delivered more efficiently, and with more attention to detail - making things better for everyone.

We hope that you are inspired by what we want to achieve and understand that the well-being of those who live and work within our communities, our current and future staff, matters to us – this is what defines what we are and what we will become.

We welcome your feedback on our Strategic Equality Plan.

Jeremy Patterson, Chief Executive John Powell, Cabinet Member for Equalities

Introduction

What is the Strategic Equality Plan?

In this plan we outline how we will promote equality and diversity for the next four years, some of the practical steps we will be taking to put our commitments into practice, the importance of data and how we will monitor our performance and the effectiveness of this Strategic Plan.

What is its aim?

The ultimate aim of the Strategic Equality Plan (SEP) is “To improve our services and employment practices to meet the different needs of our citizens and employees and contribute towards improving the life outcomes for those who experience disadvantage”.

The plan is for everyone who lives, works, and visits or has an interest in Powys, including businesses and organisations.

Vision, values and principles

Vision

We have entered a new era for local government where we have less money but greater demand on our services and increased expectation to show improvement. We have responded with a clear vision and purpose to take us forward.

“Strong communities in the green heart of Wales” is our vision and will guide us in our response to the challenges and opportunities ahead.

Traditional ways of annual budget setting or “salami slicing” are not enough to cope with the demands of the changing climate of local government. We must take a long-term view about the type of communities people want, the services that can help them thrive, and an affordable way of securing those services.

In our role as community leader, we must identify the needs of our communities and help shape future service delivery together. To do this we must plan and ensure that the correct decisions are taken today to secure what we need for tomorrow.

Powys is made up of many communities, they are all different but have in common a desire to remain strong and to flourish into the future. A strong community is vibrant, where services are delivered locally and the economy supports opportunities for young people to keep them in our beautiful county, while also caring for our older population and protecting the vulnerable.

We need clear priorities to deliver our vision. Our priorities are:

- Services delivered for less: Remodelling council services to respond to reduced funding
- Supporting people in the community to live fulfilled lives
- Developing the economy
- Learning: Improving learner outcomes for all, minimising disadvantage

Our role will be different, we will be assisting and supporting but not necessarily delivering services. One of our challenges will be to help communities make the transition to this new world of public service where personal responsibility plays a big part. Our role will be to support people to take an active part in their communities.

Values

We are determined to create public services of the future that are driven by the right culture and behaviours. We will make sure our values are integral to the way we manage and recruit our staff.

We will be:

- **Professional:** Whatever role we play in the council, we act with professionalism and integrity
- **Positive:** We take a positive attitude in all we do
- **Progressive:** We take a proactive and responsible approach to planning for the future
- **Open:** We keep each other informed, share knowledge and act with honesty and integrity
- **Collaborative:** We work constructively and willingly on joint initiatives

Guiding principles

The council's guiding principles are based on the well-being of future generations.

The Well-being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. It will ensure the council thinks more about the long-term, works better with people and communities and each other, looks to prevent problems and take a more joined-up approach. This will help create a Powys and a Wales that everyone wants to live in, now and in the future.

To make sure we are all working towards the same vision, the Act puts in place seven well-being goals:

- **A prosperous Wales**
Efficient use of resources, skilled, educated people, generates wealth, provides jobs
- **A resilient Wales**
Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (eg climate change)
- **A healthier Wales**
People's physical and mental well-being is maximised and health impacts are understood
- **A more equal Wales**
People can fulfil their potential no matter what their background or circumstances. Equality is about making sure people are treated fairly. It is not about "treating everyone the same" but recognising everyone's needs are met in different ways.
- **A Wales of cohesive communities**
Communities are attractive, viable, safe and well connected
- **A Wales of vibrant culture and thriving Welsh Language**
The Welsh language and culture are an integral part of our communities, and contribute to the rich heritage of the county. The two main principles of the Welsh Language Measure are that in Wales:
 - The Welsh Language should be treated no less favourably than the English language
 - That persons should be able to live their lives through the medium of Welsh if they choose to do so
 We will develop and support the implementation of a Welsh Language Plan in response to new Welsh Language Measures
- **A globally responsible Wales**
Taking account of impact on global well-being when considering local social, economic, environmental and cultural well-being.

We need to act in a way that meets our current needs without compromising the ability of future generations to meet their own needs. The Act identifies the following five sustainable principles to help ensure we do this:

- **Long-term**
Balancing short term need with long term and planning for the future
- **Prevention**
Putting resources into preventing problems occurring or getting worse. We will address issues through prevention and early intervention rather than reaction
- **Integration**
Positively impacting on people, economy and environment and trying to benefit all three
- **Collaboration**
Working together with other partners to deliver
- **Involvement** (Communications and engagement)
Involving those with an interest and seeking their views. We are committed to open communication with our citizens, partners and businesses. We continually seek to improve our communication to raise awareness of the services we provide and encourage use of them by our citizens. We believe all our citizens, partners and businesses should be regularly consulted and have an opportunity to get involved, so that their voice influences future decisions and service provision

Other key principles

- **Preventing Poverty:**
Reducing poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor.
- **Safeguarding:**
Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.
- **Gathering data and sharing information**
It is important that the plans we make are based on sound evidence. To determine where inequality exists over time, we need to make arrangements to continually gather relevant equality information and data for analysis. This means services need to ensure systems are in place to capture, analyse and share appropriate data and decide how best to use that information to design and deliver services to meet users' needs. We will continue collecting workforce data to embed equality-related evidence into our employment policies and

practices. The wellbeing of our future generations needs to be considered in the design of our services. To enable this our data must look at trends over time along with information from our service users to understand future requirements. This will enable us to plan for future scenarios to meet the needs of our service users in the future.

- **Staff awareness and training**

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

Public sector equality duties (PSED)

This plan enables us council to meet our legal requirements under the Equality Act 2010.

The General Duty

The Equality Act 2010 introduced a new general duty on public sector organisations to have ‘due regard’ to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (protected characteristics are explained below)
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Equality improvement work should therefore hold the three elements of the General Duty in balance.

Who is protected? - The ‘protected characteristics’

Technically, everyone is protected under the Equality Act. However the General and Specific Public Sector Equality Duties refer to people who have particular 'protected characteristics'. This is the term used to identify the types of things that affect how people could be treated and the law is designed to protect people who are discriminated in relation to these characteristics. The protected characteristics are as follows:

- Sex – being male or female
- Age – being a certain age; but often being younger or older
- Disability – all disabled people, both physically and mentally
- Race – being a particular colour, ethnic origin, national origin or nationality
- Gender Reassignment – people who change their gender from the one assigned at birth
- Religion or Belief – having a recognised religion or belief, or a lack of belief
- Sexual Orientation – how people feel as well as act, in respect of people of the same sex, people of the opposite sex, or both sexes
- Pregnancy and Maternity – woman who are pregnant or on maternity leave
- Marriage and Civil partnership – being in a marriage or civil partnership

N.B. Marriage and Civil partnership is slightly different, in that the legislation only requires a consideration of 'eliminating discrimination' (see the general duty above). There is no legal requirement to advance equality of opportunity or foster good relations.

The Specific Public Sector Equality Duties for Wales

The Specific Duties underpin the General Duty, and specify what public bodies must do. These are different in England, Scotland and Wales. The Welsh Government introduced the 'Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011' setting out the requirements for Wales, developed around four main principles:

- Use of evidence
- Consultation and Involvement
- Transparency
- Leadership

The Specific Duties for public bodies in Wales are as follows:

- Setting equality objectives and publishing a Strategic Equality Plan
- Engaging with people in relation to the protected characteristics
- Collecting and publishing information relevant to compliance with the General Duty
- Carrying out equality impact assessments and publishing the results
- Annual publishing of employment monitoring information
- Promoting knowledge and understanding of the General Duty amongst staff and providing training
- Setting a gender pay equality objective where a gender pay difference is identified
- Establishing relevant conditions to meet the general duty in procurement processes

To read the legislation in full please go to:

www.legislation.gov.uk/wsi/2011/1064/contents/made.

For a useful guidance document explaining the regulations in an easy to understand format, please go to:

www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/.

The process: How we set our objectives

Our Joint Strategic Needs Assessment (JSNA) and the development work that has taken place since then has helped inform this plan, alongside 'Is Wales fairer?' published by the Equality and Human Rights commission in December 2015 and our joint collaboration engagement work that was conducted in the second half of 2015.

We carefully considered the evidence and agreed seven key objectives. We consider these to be the most pertinent issues facing the council at this point in time and they provide the focus for this plan. We will review these objectives annually.

Joint Strategic Needs Assessment

Our JSNA, and the development work that has taken place since then, analysed the needs of the population to inform and guide commissioning of services. Building on our existing JSNA we undertook some further analysis of local needs to look more closely at the impact of poverty across different areas of Powys. Five issues emerged as being most critical to improving people's wellbeing and helping to reduce the impact of poverty. As a result, our One Powys Plan outcomes and commitments have been changed and strengthened to reflect those needs.

Is Wales Fairer?

We used the *Is Wales Fairer?* report as a foundation to develop our plan. This report, produced by the Equality and Human Rights Commission, identifies the key equality and human rights challenges for Wales.

It brings together evidence to answer the question as to whether Wales is fairer today than it was when they first published their review five years ago. It looked at all of the important areas of life such as health, education, work, justice and individuals' role in society and the changes that have taken place in each of these.

'Is Wales fairer?' can be found on the Equality and Human Rights commission website or on our own website as follows

<http://www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/>

Engagement

Key organisations operating within Carmarthenshire, Ceredigion, Pembrokeshire and Powys worked collaboratively to deliver a joint engagement exercise. A mixed methods approach was used to gain the views and experiences of stakeholders across Dyfed Powys. One master survey was produced and local stakeholder events held in each of the four regions. This approach increased the robustness of our data and allows us to compare across regions.

This multiagency consultation report and Powys engagement report can both be found on our website at

www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/

Our equality objectives

We have agreed seven equality objectives for the council, and planned how we will achieve them.

The detail on how these actions will be achieved, is contained within various Service Improvement Plans, the One Powys Plan, services team plans or the Community Cohesion National Delivery Plan.

Measures to see how well we are doing against tackling the issues of inequality feature underneath each objective and its actions. This will help us to evaluate how well we are doing.

The equality objectives are:

- Objective 1: Close attainment gaps in education
- Objective 2: Encourage fair recruitment, development and reward in employment
- Objective 3: Improve living conditions in cohesive communities
- Objective 4: Increase access to justice and encourage democratic participation
- Objective 5: Improve access to mental health services to people experiencing poor mental health. Note: Joint Objective and actions with Powys Teaching Health Board (PTHB). All under Hearts and Mind Delivery plan
- Objective 6: Prevent abuse, neglect and ill-treatment in care
- Objective 7: Eliminate violence, abuse and harassment in the community

Objective 1: Close attainment gaps in education

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 1 are to close the attainment gap by raising standards of children receiving free school meals, children with special educational needs and Gypsy Traveller children and reduce exclusions from school and reduce bullying.

What you told us

The engagement exercise gave us very specific and detailed information in relation to each protected characteristic and each domain.

Disabled, older, transgender, Lesbian Gay and Bisexual (LGB) and Black and Minority Ethnic (BME) people are considered to have the worst education experiences. BME and LGB people reported significantly worse experiences of education than what other respondents thought they would have. Comments highlighted issues with prejudice and access.

We will

- a. Support schools in improving the quality of teaching and learning through specific, bespoke menus of support
- b. Roll out the Person Centred Planning approach to ensure pupils with special educational needs have appropriate targets for improvement
- c. Monitor the performance of the vulnerable groups, identifying any underperformance against benchmarked information and signpost to good practice
- d. Support schools in ensuring that Personal Education Plans for Looked After Children (LAC) are of good quality, ensuring effective use of the LAC Pupil Deprivation Grant
- e. Review support for children and young people with emotional, social and mental health issues
- f. Develop and embed Early Identification Partnership meetings within each high school to look at attendance, attainment, behaviour, and other data for young people in Years 7-11 and discuss any level of support required, whether in-school or multi-agency
- g. Continue to deliver KiVa in Powys

How will we know if we are successful?

- The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator, attaining the Core Stage Indicator (CSI) at Key Stage 2, attaining the CSI at Key Stage 3 and attaining Level 2 inclusive at Key Stage 4

- The percentage of pupils at school action, school action plus or with a statement attaining the Foundation Phase Indicator, attaining the CSI at Key Stage 2, attaining the CSI at Key Stage 3 and attaining Level 2 inclusive at Key Stage 4
- The percentage of pupils of ethnic minority attaining the Foundation Phase Indicator (three year cumulative total), attaining the CSI at Key Stage 2 (three year cumulative total), attaining the CSI at Key Stage 3 (three year cumulative total) and attaining Level 2 inclusive at Key Stage 4 (three year cumulative total)
- The percentage of LAC pupils attaining the Foundation Phase Indicator, attaining the CSI at Key Stage 2, attaining the CSI at Key Stage 3 and attaining Level 2 inclusive at Key Stage 4
- Percentage of 15 year-olds leaving full time education without a recognised qualification and percentage of 15 year-old pupils in Local Authority care leaving full time education without a recognised qualification
- Number of pupils permanently excluded per 1,000 pupils (aged 5+) in primary and secondary schools
- Fixed term exclusions: percentage of days lost for primary (aged 5+) and secondary schools
- Percentage of 16 year-olds leaving full-time education who are known not to be in education, employment or training (NEET)

How will we do it?

A to E will be met through the Schools Accountability framework Level 1, 2 and 3 plans.

F will be met through the ESF Operation “Cynnydd”, building on the work of the Youth Intervention Service and the Youth Engagement and Progression Framework Implementation Plan.

G will be delivered in partnership with Powys Teaching Health Board (PTHB).

Objective 2: Encourage fair recruitment, development and reward in employment

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 2 are to increase the employment rates of young people, disabled people, ethnic minority people and Muslim people and close pay gaps focussing on young people, ethnic minority people and women.

What you told us

The results from our engagement exercise show a number of groups may have poorer employment experiences – with disabled, older, and those pregnant or with small children faring the worst. Only men and single people are thought to have experiences no better or worse than the

population as a whole. Considering self-reported results, BME, disabled, LGB, younger people, women and transgender people all have worse experiences than the experience other people perceive them to have.

We will

- a. Fully promote economic participation through the Learning Disability programme
- b. Help people with a Learning Disability to have improved opportunities for valued occupation including paid employment
- c. Promote Supported Employment as important for transition with young people with needs and disability
- d. Work with secondary and special schools to develop internships with employers (work experience for young service users with additional learning needs)
- e. Provide workplace traineeships for Looked after Children and Care Leavers
- f. Meet our obligation to comply with national guidelines and produce an annual pay policy ratified by full council, which will be transparent in respect to pay grades and pay ratios
- g. Review our recruitment process
- h. Conclude research on some of the lowest paid types of council work, to consider whether there are historical employment differences that generates gender disadvantage by September 2016
- i. Develop strategies and implement them to lift any disadvantaged groups (taking into account work already done to address any disadvantage by the single status exercise and the Council's adoption of the principles of the Living Wage)

How will we know if we are successful?

- a. Increase the number of Social Enterprise' from 1 to at least 2
- b. Increase the number of users in paid employment above 16 hrs or more by 5%
- c. Increasing the number of people with learning disabilities who access the council's Supported Employment Scheme
- d. Employment rate of adults aged 16-64 (Key statutory expectations for employment of service users in need of care and support. Welsh Government - The national outcomes framework)
- e. Number of 'Looked after Children' and 'Care leavers' workplace traineeships
- f. An annual pay policy will be ratified by full council
- g. Decrease the end to end time taken from decision to recruit to a start date
- h. An analysis report is complete
- i. Strategies written and implemented

How will we do it?

A and B will be met through the One Powys Plan (Learning Disabilities Thematic Project Board) which reports to the Health and Adult Social Care Integrated Leadership Board

C will be met through the Independent Living Team (business as usual)

D will be met through the Independent Living Team (business as usual)

E will be met through the Children Services team plan

F will be met through the work of the Business Services team

G will be met through the Business Services starters and leavers project

H and I will be met through the Human Resources Service Improvement Plan

Objective 3: Improve living conditions in cohesive communities**Why is this important?**

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 3 are to reduce poverty especially amongst children, disabled people, and ethnic minority people. Improve access to care for older people and children and reduce homelessness, especially amongst people fleeing domestic abuse and people with poor mental health or learning disabilities.

What you told us

There is a perception that BME people and those who are pregnant (or with young children) have better housing experiences. Younger and single people are considered to have the worst experiences. When considering self-reported experiences, those for disabled and LGB people are significantly worse, suggesting poor experiences for housing for these two groups.

Getting along together in the community: BME, disabled, transgender and LGB people are all thought to have worse experiences. This is also true of the self-reported results for these groups. Key themes included: unwillingness to mix and fear of difference, access issues and communication difficulties arising from language (including competence in English and Welsh, and British Sign Language)

We will

- a. Continue to deliver flying start

- b. Proactively broker childcare spaces with specialist requirements
- c. Implement Night Stop within the county
- d. Complete and implement the homelessness project by March 2018
- e. Deliver additional pitches for Gypsy and Traveller families in accordance with the findings from the Gypsy & Traveller Accommodation Assessment
- f. Commence and complete the refurbishment of our Fairview property to accommodate clients with general needs as well as those with Learning Disabilities
- g. To deliver the Housing Revenue Account business plan, including the achievement of the Wales Housing Quality Standard (WHQS) by 2018, ensuring that tenants and residents live in homes and neighbourhoods which meet their expectations
- h. Increase understanding regarding the impacts of poverty on people with Protected Characteristics across key service and policy delivery
- i. Deliver against the national goal of 'more cohesive communities'
- j. Continue to implement the Syrian Vulnerable Persons Resettlement Scheme, including the facilitation of community cohesion through communication strategies and tension monitoring

How will we know if we are successful?

- a. Number of children on the Health Visitor's caseload and number of eligible Flying Start children who attend 2 year old childcare during the year
- b. Number of childcare spaces with specialist requirements brokered
- c. Number of bed nights provided
- d. Reduce number of homelessness acceptances, as a proportion of all applications
- e. Completion of site in Machynlleth and provision of additional pitches at Kings Meadow
- f. Refurbishment of Fairview completed by May 2017
- g. Percentage of WHQS achieved by the end of 2017-18
- h. Data is gathered to assess the impact of programmes across Protected Characteristics and a holistic picture is gathered across programmes
- i. People from different backgrounds get on well in their cohesive communities
- j. Monitor tension and communication through the Syrian Resettlement Scheme

How will we do it?

A will be met through the Flying Start Programme under the Powys Children and Young Peoples Partnership.

B will be delivered through the work of Powys Children and Young Peoples Partnership

C will be delivered through the work of Children Services
D to G will be delivered through Housing's Service Improvement Plan
H to J will be progressed through Community Cohesion National Delivery Plan 2016-17

Objective 4: Increase access to justice and encourage democratic participation

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The key priorities in challenge 4 are to ensure equal and effective access to civil justice for everyone and improve political and civil participation and increase diversity in public life.

What you told us

Younger, disabled, transgender and BME people are thought to have worse experiences of influencing decisions. Considering self-reported experiences, the position for disabled, LBG, and transgender people, is worse than the way others perceive their experiences to be.

We will

- a. Organise a young person's elected member development day
- b. Create a new elected members website covering everything a potential elected member needs to know
- c. Pilot and promote key scrutiny meetings via webcasting
- d. Empower the Democratic Services Committee to look at ways in which public participation operates successfully across Wales
- e. Explore options for introducing public participation and make proposals for a system to allow members of the public to contribute in council meetings

How will we know if we are successful?

- a. Young person's annual member development day feedback
- b. Website created and fit for purpose
- c. Number of scrutiny meetings webcasted during last reporting period AND Number of viewers to the webcasted scrutiny meetings during last reporting period

- d. Democratic Services Committee report on the set task
- e. A successful system proposed

How will we do it?

All measures will be met through the work of Legal and Democratic services

Objective 5: Improve access to mental health services to people experiencing poor mental health

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 5 are to improve access to mental health services and reduce the rate of suicide especially amongst men.

What you told us

Older people were considered to have worse experiences regarding access to care and support with pregnant women or those with young children having better experiences. The self-reported results showed variance in some cases, with much worse experiences reported by disabled, LGB and transgender people. Carers were much more likely to think disabled and older people had worse experiences.

We will

We will work with PTHB and other key partners to implement the Powys Hearts and Minds Delivery Plan which aims to promote mental and emotional health and wellbeing for all and to enable the provision of truly integrated care services for those who need them, thus making a positive difference in their lives and the lives of carers. We will:

- a. Work with PTHB to enact new duties from implementation of the Social Services Act
- b. Work together with PTHB and the third sector to implement safeguarding legislation and policies
- c. Work together with PTHB and the third sector to provide services that strive to improve the experience of all service users in line with Doing Well, Doing Better
- d. Put into place integrated assessment and care management systems based on clinical need (Older people's mental health services)
- e. Work together with PTHB and the third sector to ensure evidence based risk assessment training is provided for appropriate staff to cover all settings, client groups and ages

- f. Work with PTHB staff to establish links and contacts with debt advice services to assist people in managing their finances
- g. Implement Supporting People Programme Guidance ensuring that commissioning decisions take account of mental health needs
- h. Work with PTHB and the third sector to ensure all their services embed a culture of dignity and respect
- i. Work with PTHB and the third sector to adopt evidence based team working with emphasis on clinical networks and locality teams

How will we know if we are successful?

Progress will be monitored and reported to the Mental Health Planning and Development Partnership which sits under the Health and Adult Social Care Integrated Leadership Board of the Local Service Board.

- a. Number of resources highlighting mental health
- b. Ongoing national audits, inquiries and reviews. Annual report to Chief Nursing Officer/Nurse Director for Wales on Fundamentals of Care
- c. Service User Satisfaction Surveys
- d. Service User satisfaction surveys
- e. Monitoring of action taken by Local Health Boards and Local Authorities in relation to Health Inspectorate Wales homicide reports
- f. Care and Treatment Plans identify finance, where appropriate
- g. Regional commissioning plans submitted by regional co-ordinating authorities
- h. Percentage of NHS and council workforce trained. Service User Surveys
- i. Staff surveys on organisational climate, employee engagement and wellbeing

How will we do it?

We will meet all measures through the Powys Hearts and Minds delivery Plan.

Objective 6: Prevent abuse, neglect and ill-treatment in care

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 6 are to prevent the abuse, neglect and ill-treatment of children and older people in hospitals and care homes. And protect human rights of people held in detention.

What you told us

Older people were considered to have worse experiences regarding access to care and support with pregnant women or those with young children having better experiences. The self-reported results showed variance in some cases, with much worse experiences reported by disabled, LGB and transgender people. Carers were much more likely to think disabled and older people had worse experiences.

Older, transgender and disabled people are the groups considered to have the worst health experiences. LGB people self-report worse experiences than public perceptions. Significantly, respondents with caring responsibilities thought both disabled and older people had worse experiences than the overall results suggested.

We will

- a. Deliver Adult Safeguarding improvements to ensure that Safeguarding Adults becomes everyone's business and that seeking advice, information and action where concerns exist is done efficiently and effectively
- b. Further progress a multi-agency model of delivery to ensure the safeguarding of children and vulnerable adults

How will we know if we are successful?

- a. The percentage of Adult Protection referrals completed where the risk has been managed
- b. New project plan developed and measures to decided

How will we do it?

A will be achieved through the Adult Services Improvement Plan.

B will be achieved through the Children Services Improvement Plan.

Objective 7: Eliminate violence, abuse and harassment in the community**Why is this important?**

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priority of challenge 7 is to eliminate the incidence of violence, abuse and harassment particularly against women, disabled people, ethnic minority people, Muslim people and lesbian, gay, bisexual and transgender people.

What you told us

Regarding crime and access to justice a number of the protected characteristics are thought to have worse experiences than others, in particular, younger, BME and transgender people. In terms of self-reported experiences, the results for BME, disabled, LGB and transgender people are all worse than the way others perceive their experiences.

We will

- a. Commission an integrated response to domestic violence prevention and early intervention including a response for families who are victims of domestic violence
- b. Help departments, organisations and people to understand hate crime, help victims make reports and get appropriate support

How will we know if we are successful?

- a. Ways of knowing if we are successful are currently being reviewed but the total number of all Powys Domestic Crimes and Incidents and the number of people referred by a third party will serve as current indicators.
- b. Structures are in place and evidencing scrutiny of progress locally and regionally
- c. Number of hate crimes and number of Hate crime incidents measured against disability, race/ethnicity, sexual orientation, gender reassignment and religion or belief

How will we do it?

A will be achieved through the Children Services Improvement Plan

B will be progressed through Community Cohesion National Delivery Plan 2016-17

Protected characteristics matrix

The matrix below shows how each objective will contribute to each of the protected characteristics. This provides an important overview of how effective the spread of planned improvement is across the protected characteristics.

Objective	Race	Disability	Religion & Belief	Pregnancy and Maternity	Sex	Gender Reassignment	Sexual Orientation	Marriage and Civil Partnership	Age
1.	✓	✓	✓	✓	✓	✓	✓		✓
2.		✓			✓				✓
3.	✓	✓	✓	✓	✓	✓	✓	✓	✓
4.	✓	✓	✓	✓	✓	✓	✓	✓	✓
5.		✓		✓	✓				
6.	✓	✓	✓	✓	✓	✓	✓	✓	✓
7.	✓	✓	✓	✓	✓	✓	✓	✓	✓

Monitoring and informing of progress

The monitoring of progress is a vital part of this plan, to ensure that we deliver on what we said we are going to do and keeping people informed. The current governance structure will continue with a progress report taken twice yearly to Cabinet. We will monitor how we are doing against our objectives, actions and measures through our Service Improvement Plans, One Powys Plan, project highlight reports and named owners. This will ensure that each objectives' actions and measures are being progressed, challenged and improvement tracked. We will publish a monitoring update report every six months on our website.

Impact assessments

Impact assessments are a process of assessing how our services and policies impact upon different types of people. The aim of an assessment is to better understand the needs of people who want to access our services.

As a council we are subject to a number of pieces of legislation which require us to carefully consider how we make decisions, one of these is the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. We have incorporated equalities, Welsh language, Well Being of Future Generations Act, sustainable development principles, communication and engagement, safeguarding, corporate parenting, community cohesion and risk management into one, integrated impact assessment, supporting effective decision making and ensuring compliance with respective legislation.

Assessments should be conducted on:

- New policies that are being developed
- Changes to existing policies that will affect the way a service is delivered to people (directly or indirectly)
- Changes to an existing service that will affect the way a service is delivered
- Proposals to withdraw a service, or part of a service
- Change objectives
- Budget savings (this could be part of proposals to withdraw a service, or part of a service)

Employment

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

<http://www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/>.

Why a Gender Pay Objective?

The council has undergone a process of Job Evaluation, whereby the roles that people perform have been compared to ensure that people are paid fairly and equally. Furthermore, work around single status and the council's adoption of the principles of the Living Wage have contributed to addressing the issue.

However robust research and statistics across Wales, the UK and Europe shows, that overall women are paid less than men, and less favourably than a number of other European countries. The underlying reasons for this are often quite complex and not necessarily addressed through processes such as Job Evaluation which do promote like-for-like pay but do not address other issues such as part time and flexible working. To address this the Welsh regulations require all public sector bodies to set a gender pay objective, or to reasonably justify why one has not been set.

It is still not clear whether gender inequality is generated by the way employment is provided by the council. National research shows that it is the lowest paid types of work that can generate gender inequality in pay over-time. We now need to finish conducting our research on the lowest paid groups and then focus on strategies to address inequality.

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management supporting effective decision making and ensuring compliance with respective legislation. **Please read the accompanying guidance before completing the form.**

Service Area	Corporate Insight centre	Head of Service	Jason Lewis	Strategic Director	David Powell	Portfolio Holder	Cllr. John Powell
Policy / Change Objective / Budget Saving		Strategic Equality Plan 16 - 20					
Outline Summary							
This plan sets out our equality objectives and action plans for making Powys a fairer place to live where people can achieve their potential, thrive and prosper. It focuses on three things: improving our services, making our organisation a better place to work, and improving the most important life outcomes for local people.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	B Ingram	Strategic planning officer	21.3.16
V2	B Ingram	Strategic planning officer	28.4.16

2. How does your policy / change objective / budget saving impact on the council's strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Supporting people in the community to live fulfilled lives</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life.</p>	<p>Good</p>		<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
<p>Developing the economy</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 2 is particularly relevant as we aim to 'Encourage fair recruitment, development and reward in employment.' With supporting actions related to the services we provide and our role as an employer. Also gender pay objective which aims to develop strategies and implement them to lift any disadvantaged groups</p>	<p>Good</p>		<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus

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Work in Progress - Still in Development

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



<p>Improving learner outcomes for all, minimising disadvantage</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 1 is particularly relevant as we aim to 'Close attainment gaps in education'.</p>	<p>Good</p>		<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
<p>Remodelling council services to respond to reduced funding</p>	<p>Potentially individual services actions to remodel services could have an impact.</p>	<p>Neutral</p>		<p>Choose an item.</p>	

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Working Draft - Still in Development

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being Goal	How does the policy / change objective contribute this goal?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
A prosperous Wales: Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 2 is particularly relevant Encourage fair recruitment, development and reward in employment. The Gender Pay objective too.	Good		Choose an item.	-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
A resilient Wales: Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (eg climate change).	A resilient Wales is about our ability to be resilient and PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life helping individuals and community resilience.	Neutral		Choose an item.	

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Impact Assessment (IA)

The integrated approach to support effective decision making



<p>A healthier Wales: People's physical and mental well-being is maximised and health impacts are understood.</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 5 is particularly relevant as we aim to 'Improve access to mental health services to people experiencing poor mental health' in partnership with PTHB.</p>	<p>Good</p>		<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
<p>A Wales of cohesive communities: Communities are attractive, viable, safe and well connected.</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people's needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. Objective 3 is particularly relevant as we aim to '3. Improve living conditions in cohesive communities'. Objective 6. Prevent abuse, neglect and ill-treatment in care. Objective 7. Eliminate violence, abuse and harassment in the community.</p>	<p>Good</p>		<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus

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<p>A globally responsible Wales: Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>PCC delivers a range of services to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people’s needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. The plan is proactive in terms of human rights.</p>	<p>Good</p>	<p>.</p>	<p>Choose an item.</p>	<ul style="list-style-type: none"> -The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
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Working Draft - Still in Development

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



A Wales of vibrant culture and thriving Welsh language: Culture, heritage and Welsh language are promoted and protected.					
Opportunities for persons to use the Welsh language	One of the guiding principles of the SEP is our committed to treating the Welsh and English languages on a basis of equality when providing services to the public and as an employer, as we contribute to the creation of a truly prosperous, inclusive and bilingual Wales and supporting those areas where Welsh is the language of the community. The authority is also be compiling with the welsh standards 2016.	Neutral		Choose an item.	-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus
Treating the Welsh language no less favourable than the English language		Neutral		Choose an item.	
Opportunities to promote the Welsh language		Neutral		Choose an item.	
Welsh Language impact on staff		Neutral		Choose an item.	
People are encouraged to do sport, art and recreation.		Neutral		Choose an item.	
A more equal Wales: People can fulfil their potential no matter what their background or circumstances.					
Age	The ultimate aim of the Strategic Equality Plan (SEP) is "To improve our services and employment practices to meet the different needs of our citizens and employees and contribute towards improving the life outcomes for those who experience disadvantage". We are fully committed to progressing equality in all that we do. Getting this right will mean our citizens are better served, our organisations are more effective, and our county is more economically and socially prosperous. The SEP covers all 9 protected characteristics and all actions that sit in an SIP or OPP have been Impacted assessed.	Good		Choose an item.	Strategic equality plan protected characteristics matrix. Impact assessments in OPP. SIP etc Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus - Census data.
Disability		Good		Choose an item.	
Gender reassignment		Good		Choose an item.	
Marriage or civil partnership		Good		Choose an item.	
Race		Good		Choose an item.	
Religion or belief		Good		Choose an item.	
Sex		Good		Choose an item.	
Sexual Orientation		Good		Choose an item.	

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<i>Pregnancy and Maternity</i>		Good		Choose an item.	
<i>Equality Impact on PCC Staff</i>	<p>-Single status and job evaluation have brought equality in terms of one job in relation to another however horizontal and vertical segregation still exist in terms of gender. Under objective 2 we aim to develop strategies and implement them to lift any disadvantaged groups.</p> <p>-Staff reminded of their service requirement to ensure systems are in place to capture, analyse and share appropriate data and decide how best to use that information to design and deliver services to meet users' needs.</p> <p>- The ultimate aim of the Strategic Equality Plan (SEP) is "To improve our services and employment practices to meet the different needs of our citizens and employees and contribute towards improving the life outcomes for those who experience disadvantage</p>	Good		Choose an item.	<p>E&HRC research. WAVE project SEP 12-16 and 16-20. SEP monitoring reports. Employment information reports.</p>

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle					

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<p>Long Term: <i>Balancing short term need with long term and planning for the future.</i></p>	<p>-Sustainable development is one of the SEP principles and the new Well-being of Future Generations (Wales) Act. -The work of the SEP ultimately is too improve our services and employment practices to meet the different needs of our citizens and employees long term. -This plan brings together a range of services which deliver to a diverse community with different needs, some of which experience significant disadvantage, and all this is taking place over a wide geographic area. This plan aims to meet people’s needs as best we can in the services and employment that we provide and contribute to helping those who experience disadvantage in life. All services need to address this principle when planning.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>SEP 16 -20</p>
<p>Collaboration: <i>Working together with other partners to deliver.</i></p>	<p>Many of the SEP objectives and actions are delivered in partnership e.g. Objective 5. Improve access to mental health services to people experiencing poor mental health. This is a Joint Objective and actions with PTHB. All under Hearts and Mind Delivery plan.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
<p>Involvement: <i>Involving those with an interest and seeking their views.</i> Communication and Engagement</p>	<p>Communications and engagement is one of the SEP principles and we work to the National Principles for Public Engagement in Wales and abide by the Code of Recommended Practice on Local Authority Publicity.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>

<p>Prevention: <i>Putting resources into preventing problems occurring or getting worse.</i></p>	<p>- Early intervention and prevention is one of the SEP principles. With Objective 5. Improve access to mental health services to people experiencing poor mental health. Objective 6. Prevent abuse, neglect and ill-treatment in care. Objective 7. Eliminate violence, abuse and harassment in the community.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
<p>Integration: <i>Positively impacting on people, economy, environment and culture and trying to benefit all three.</i></p>	<p>The SEP brings together a range of objectives/actions and is dependent on other plans e.g. OPP, SIP, Hearts and Minds plan etc,</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>

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<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>There is strong national evidence linking equalities and poverty. Objective 3 aims to help reduce poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor. Objective 1, 2, 4 &5 are also relevant.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
<p>Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>Objective 6 aims to prevent abuse, neglect and ill-treatment in care. Objective 1 and 2 aim to help our looked after children to fulfil their potential.</p>	<p>Good</p>		<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>

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<p>Corporate Parenting: Enabling our looked after children to fulfil their potential.</p>	<p>Objective 1 and 2 aim to help our looked after children to fulfil their potential. Objective 6 aims to prevent abuse, neglect and ill-treatment in care.</p>	<p>Good</p>	<p>Choose an item.</p>	<p>-The detail in PCC SEP 16-20 plan and relevant OPP, SIPs, BAU, Hearts and Minds plan and Community Cohesion National Delivery plan. -Joint SEP engagement report for four regions. -Powys engagement report. -E&HRC research -JSNA Poverty focus</p>
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5. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks			
Engagement of services and their contending priorities.			
Resource to deliver plan			
Impact on Service	Deliverability of Policy / Change Objective / Budget Saving		Inherent Risk
Medium	Low		Low
Mitigating Actions			Residual Risk
Statutory monitoring report and governance process which will highlight any objectives/actions that aren't progressing as planned and escalate the issue.			Low
			Choose an item.
			Choose an item.
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
Yes – All actions sit in other plans and could be challenged. The gender pay objective could affect all services positively.			

6. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
<p>The 16-20 SEP will ensure we meet our statutory requirement but also help the authority to create an equal society that protects and promotes equal, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and be.</p>		
Judgement (to be included in service risk register)		

Very High Risk	High Risk	Medium Risk	Low Risk
		Medium Risk	

7. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
The SEP is made up of objectives/actions/measures that sit in other plans however the intention of the plan is to make a positive impact and for services to progress and complete their individual objectives and actions in order to improve our services and employment practices and meet the different needs of our citizens and employees. Also all SEP actions that have been fed via a SIP or OPP should have been Impacted assessed through the SIP/OPP planning process.

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8. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Majority of actions will be monitored via the plan they sit in but we will also conduct half yearly monitoring arrangements to work alongside standard performance reporting into review meetings between Portfolio Holders, Strategic Directors and Heads of Service and subsequent reporting into Management Team and Cabinet.

9. Sign Off

Position	Name	Signature	Date
Service Manager:	Peter Jones	<i>Peter Jones</i>	28.4.16
Head of Service:	Jason Lewis		
Strategic Director:	David Powell		
Portfolio Holder:	Cllr. John Powell		

FORM ENDS

CABINET -

Report From: The Joint Chairs and Vice-Chairs Steering Group (Scrutiny, Audit and Democratic Services Committees)

Subject: Commissioning and Procurement Board.

1. Background:

- 1.1 At its meeting on 22nd January, 2016 the Joint Chairs and Vice-Chairs Steering Group of the Scrutiny, Audit and Democratic Services Committees asked for a briefing as to the role and operation of the Commissioning and Procurement Board. This briefing as set out in paragraph below was considered at the Joint Chairs and Vice-Chairs Steering Group held on 18th March, 2016.

2. Briefing Document Provided to the Chairs and Vice-Chairs Steering Group.

“The Commissioning and Procurement Board comprises all members of the Cabinet, the Strategic Directors for Place, People and Resources together with the Heads of Service who have responsibility for commissioning (i.e. Housing, Regeneration, Professional Services). Other Heads of Service attend as necessary.

The Board is supported by officers from Procurement, Performance and Finance together with a representative of Northgate as the Council's strategic partner. The Board has been in existence since May 2013. The Board met 5 times in 2015 and the last meeting was in January, 2016.

The terms of reference for the Board are attached to this briefing note.

The items considered by the Board over the last year include the following:

- Activity Update – Commercial Services Team and Northgate activity update;
- Dashboard reporting;
- Major Commissioning Activity Timeline;

- Contract and Exemptions Registers – monitoring by the Commercial Services team – update and opportunity to escalate any issues to the Board;
- Strategic Commissioning in Public Services – feedback from learning event;
- Process for presenting workplans to the Board for consideration;
- Gateway procedures (spend authorisations) – update;
- Service Commissioning Design Roll Out Workstream Action Plan;
- Commissioning and Procurement approach – saving and cost monitoring;
- Project update – The Integrated Commissioning of Care Homes project;
- Corporate Commissioning Group update – IPC Action Plan Report;
- Joint Commissioning Plan and Strategy for Older People in Powys 2015-2020;
- Integrated Commissioning of Older People's Residential and Nursing Care Home / Market development – update;
- Joint Venture Company;

Issues:

Whilst the activity of the Board seems to be focused on current projects, the Board is now starting to look at a forward work programme but this is at an early stage. This forward work programme should be longer term and populated from known forthcoming procurement exercises and from any commissioning proposals identified in the Medium Term Financial Strategy. The MTFS has (for the first time) produced a balanced three year financial plan much of which requires transformation and recommissioning of existing activity.

In the minutes of the Board meeting on 19th June, 2013 under the item “Contracts Register” it was stated:

“The Board welcomed receipt of a contracts register and agreed that it would be right for the Board to consider arrangements for entering into spend agreements well in advance of the expiry of contracts so that the Board could determine what actions should be taken. The Board supported officers in contacting those with budget responsibilities across all services to request that they provide contract information so that the register could be updated. The Board also requested that information in relation to spends above £300k be reported and that future reports should identify the responsible manager and portfolio holder”.

In the 18 September, 2013 meeting minutes it is stated under “Contracts and Exemptions Register”:

“The register contains information in relation to contracts due to expire within 18 months with a total value of around £74 million, the aim being to capture all contracts held by the Council, however, it is for managers to provide information to populate the register.”

In the 17th September, 2014 meeting minutes it states under “Contracts and Exception Registers”:

“Having reviewed the contracts register for those contracts which are ‘known’ and due to expire in the next 18mths (736 contracts) it was agreed that each portfolio holder should review their areas and meet, if appropriate, with the relevant manager to discuss future commissioning and procurement work.”

However, major procurement / commissioning items should appear in a timely fashion on the agendas and this has not always happened for example:

Community Delivery / Transfer of Services:

- March, 2015 – comment regarding merits in considering how the Authority could support communities with the commissioning and procurement approach.

BUPA Contract (contract terminates April, 2016):

- 28th July, 2015 – larger projects to be driven by a project team with an accountable project manager. Joint approach by the Council and the Health Board to commission care and the need to adopt a regional approach.
- 20th October, 2015 – some comment about work undertaken to gain intelligence to inform commissioning options. Work mapped current provision against forecasted by locality.
- 24th November, 2015 – comment about contracts for care home provision being the subject of concern, and issues in Powys about limited choice and limited numbers of operators.

- 26th January, 2016 – item specifically about integrated commissioning of older people’s residential and nursing care market development. Minutes refer to extension of current contract for 2 years to allow a fuller review of provision and reassessment of need and options.

Joint Venture Company:

- 12 May, 2015 – Property Service to issue information that week regarding the setting up of a joint venture company.
- 28th July, 2015 – comment about Commercial Services team attending JVC Project Board and need for Commercial Services to be involved in the shaping of the company.
- 26th January, 2016 – update in relation to arrangements for operating a JVC. More detailed update to next meeting.

There also do not appear to be any decisions / recommendations made by the Board to Cabinet regarding projects and the approval of processes / matters relating to commissioning of projects. In addition there does not seem to be any apparent links between Project Boards and the Commissioning and Procurement Board.

Having read through the minutes of the Board for the past year it is also disappointing to note that there appears to be little or no level of challenge / critical friend comment recorded in the minutes to any proposals brought before the Board which would have been expected in the notes of meetings. Whilst this may have happened it has not been reflected in the minutes. In addition it would have been expected that there should have been comment regarding some of the major procurement activity which the Cabinet would have been aware was ongoing, but is not being reported in a timely fashion to this Board.”

3. Additional Comments by the Chairs and Vice-Chairs Steering Group.

- 3.1 The Steering Group expressed concern that the Commissioning and Procurement Board was not meeting its own terms of reference and objectives. Whilst the decision making process at Cabinet level was satisfactory, the monitoring and progressing of contracts was thought not to be undertaken. The Steering Group was concerned that it appeared that major items were late in being considered by the Board due to the lack of appropriate forward work planning. The challenge process by the Board was also not self evident from the documentation seen. The Steering Group was further concerned regarding the value of contracts which were out of time and how many were being extended.
- 3.2 There were in addition concerns regarding whether lessons had been learned from previous commissioning exercises e.g. domiciliary care contract, and that these lessons are applied to future commissioning projects. Furthermore the Steering Group highlighted that the lack of a forward commissioning plan, both at strategic and service levels, restricts the Council’s Business Intelligence Unit in being able to pull together data in advance of commissioning events.
- 3.3 In relation to the BUPA contract the Steering Group questioned whether the review was sufficiently expansive and should include such matters as co-location. The Steering Group suggested that the Council needed to review its capacity and capability in relation to transformation. It is recognised that capacity has been reduced and it will take time for levels of expertise to be recreated to meet the authority’s needs. The Council therefore must act within its capabilities.

RECOMMENDED to the Cabinet that the briefing document and additional comments by the Joint Chairs and Vice-Chairs Steering Group be considered, and that a response be provided to the Steering Group within two months of the Cabinet meeting.

Report contact: Wyn Richards, Scrutiny Manager and Head of Democratic Services

Contact details: 01597 826375, wyn.richards@powys.gov.uk

Sources/background papers:

Minutes and Agendas of the Commissioning and Procurement Board

Powys County Council

Commissioning and Procurement Board

Terms of Reference

The Commissioning and Procurement Board's purpose is to ensure that the procurement of goods, services, land and property achieve value for money in delivering the Council's corporate strategy and strategic priorities.

The Commissioning and Procurement Board's scope covers all commissioning & procurement activity undertaken by the Council and includes but is not limited to the following:

- Externalisation of in-house services,
- Collaborative C&P arrangements with other public sector agencies,
- Membership or work of partnerships set up as a result of national guidance

The Board will ensure:

- 1.1. The Council's Commissioning and Procurement Strategy is updated on a regular basis and in line with legislation, Government requirements, national guidance and good practice.
- 1.2. That the Council's Contract Procedure Rules are updated on a regular basis and in line with the Council's Commissioning and Procurement Strategy, legislation, Government requirements, national guidance and good practice.
- 1.3. The co-ordination between Council's Commissioning and Procurement Strategy, Contract Procedure Rules and financial regulations, and the appropriate project management arrangements.
- 1.4. That the Commissioning and Procurement Strategy, Contract Procedure Rules and commissioning and procurement activities reflect sustainability including, community development, community safety, diversity, economic development, equalities and health and wellbeing.
- 1.5. Resolution of problems or conflicts regarding the Council's procurement policy or process, and monitor decisions made by the Sect 151 officer to waive standing orders (ie contract exemptions);
- 1.6. The monitoring of compliance with the Commissioning and Procurement Strategy and Contract Procedure Rules and monitor actions in response to non-compliance .
- 1.7. The approval and monitoring of the delivery of the Commercial Services Team's Forward Work Plan and approve any required changes to the plan.
- 1.8. That the central lists of contracts held by the Commercial Services Team (consistent language with CPRS)
- 1.9 The monitoring of any strategic initiative relating to commissioning and procurement
- 1.10 Recommendations to the appropriate officer as to the need to change to the Constitution, Standing Orders, Financial Regulations, Commissioning and Procurement Strategy.
- 1.11 Consideration of such reports regarding commissioning and procurement issues as determined by the Section 151 Officer.
- 1.12 The promotion of corporate risk management and the balance of Council requirements with commissioning and procurement practice
- 1.13 The tracking of the benefits and impact of the Council's commissioning decisions on the Powys economy.

Membership

The Commissioning and Procurement Board's membership consists of:

Standing Members:

Cabinet

(Chair to be held by the Portfolio Holder with Commissioning and Procurement responsibilities)

Strategic Directors:	Resource/People/Place.
Professional Lead:	Commercial Services.
Professional Lead:	Finance.

Heads of Service with Commissioning Responsibilities.

In attendance:

Other Officers by invitation.

- The Board has one standing sub-group, a procurement executive group.
- The Board may co-opt other people for their specialist expertise for one or more meetings.
- The Board may invite but cannot require any other Member or officer to join them for whole or part of any meeting.
- The Board may set up short-term 'Task and Finish' groups for any related purpose, with membership drawn from a wider group than Board membership if necessary.

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C81- 2016

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET 10th May 2016

REPORT AUTHOR: County Councillor John Powell
Portfolio Holder for Waste and Recycling

SUBJECT: Provision of Saturday Bulky Waste Service in
Machynlleth

REPORT FOR: Decision

1.0 Summary

- 1.1 Following the closure of the Household Waste Recycling Centre (HWRC) in Machynlleth in January 2015, a bulky waste and recycling service was implemented on a Saturday as a mitigation measure resolved by Cabinet on 18th November 2014, to be reviewed within 6 months.
- 1.2 The cost of this service was estimated at £51,480 per year, but due to the amount of residual waste collected and the attendant vehicle and labour requirements, the cost is approximately £78k, including landfill costs. With the savings required within the Medium Term Financial Strategy for the Highways, Transport and Recycling Service, the current mitigation arrangements are no longer sustainable.
- 1.3 With the introduction of the three weekly residual collection service, there has been an increase in the amount of 'black bag' residual waste brought to the Saturday Service which undermines the effectiveness of the three weekly collections.
- 1.4 There are several options going forward ranging from reducing the frequency of the service, restricting black bags, and removing the service altogether which will have various effects on the HTR budget.
- 1.5 The Community Recycling Site has already been improved with additional banks and there is scope for further improvement such as the provision of a container for the collection of small electrical items.

2.0 Background

- 2.1 A decision was made by Cabinet on 9th September 2014 to close the Household Waste Recycling Centre (HWRC) in Machynlleth with effect from 5th January 2015 on the basis of affordability. The decision was further considered by Full Council on 22nd October resulting in a further report on 18th November 2014.
- 2.2 The decision to close the HWRC was upheld by Cabinet with a further recommendation approved to implement mitigation measures in the form of a Saturday Service running from 9:00am to 12:00 noon on a pilot basis to establish the requirement and review within 6 months. Improvements were also made to the

Community Recycling Site to allow for an increase in use and the provision of additional materials.

- 2.3 This service has now operated for over twelve months and hence there is a complete picture of the use over a full year.
- 2.4 The service was originally provided to allow residents in the Machynlleth area who were less able to travel to drop off bulky waste for recycling and disposal. Over the period 17th January 2015 to 30th January 2016, 311 tonnes of material has been collected by the service, with only 63 tonnes recycled, equating to just over 20%. For comparison, the new HWRC contracts are achieving recycling rates in excess of 80%.
- 2.5 A recent survey of the service has shown that a disproportionate amount of general waste in black bags is being delivered by residents which would suggest that the kerbside collection service is not being used to its full potential. At the HWRCs, any member of the public bringing in a black bag will be asked to sort it for recycling. Due to this service taking place in a public car park, it is not practical to replicate this requirement here. If continued in its current format the service will have a negative effect on the Council's ability to achieve the Welsh Government's Statutory Recycling Rate.
- 2.6 With the introduction of the three weekly residual collection arrangements, the amount of black sacks has increased as might be expected. However this is not an option in other parts of the County where residents are expected to increase their recycling in order to remain within their provided residual capacity.
- 2.6 The cost of this service is circa £78k per annum against an original estimated amount of £51k. As part of the Medium Term Financial Strategy, the Highways, Transport and Recycling Service is required to make savings of £1.7 million in 2016/17. The current service is not budgeted for and is therefore a pressure which has contributed to the overspend within the waste and recycling budget for 2015/16. This is currently forecasted at period 11 to be £384k.

3.0 Proposal

- 3.1 To cease the service which would achieve the maximum savings to the Waste and Recycling budget. Prior to ceasing the service there would be a period of three months where the service would be reduced to a fortnightly basis with a restriction in place for unsorted domestic 'black bag' waste.
- 3.2 To undertake a comprehensive communications and awareness campaign in the Machynlleth area to ensure residents are fully aware of the alternative provisions and their options for recycling from the kerbside.
- 3.2 To further improve the provision at the Community Recycling Site to maximise opportunities for residents to recycle.

4.0 One Powys Plan

- 4.1 One of the key priorities of the One Powys Plan is remodelling council services to respond to reduced funding.

5.0 Options Considered/Available

5.1 Option 1 – Continue existing weekly Saturday service

This option would not realise any savings as required under the MTFs and furthermore would have a negative impact on achieving the Welsh Government Statutory Recycling Rate (SRT). It would also continue to provide inequity of service provision across the County.

5.2 Option 2 – Maintain weekly service but delay start time to 10:00am and restrict residual ‘black bag’ waste

This option would have the effect of reducing the labour requirement for three operatives for one hour each week and reducing the residual waste collected. The estimated cost of providing this service would be £63k, a saving of £15k on the existing service.

5.3 Option 3 – Reduce service to fortnightly and restrict residual ‘black bag’ waste

The estimated cost of providing this service is £51k, a saving of £27k on the existing weekly arrangement taking into account the diversion of some of the waste through alternative routes. Restricting the black bag waste would assist with achieving the SRT and reducing costs. It should be noted that it is very difficult to predict what may happen to waste following a change to the service, notably the increased pressure that may result from a reduced frequency.

5.4 Option 4 – Reduce service to monthly and restrict residual ‘black bag’ waste

The estimated cost for this option is £38k, a saving of £40k on current arrangements. However, if as expected this option resulted in more waste being brought to the Service on the one day as opposed to being collected over four, there may be a requirement for an additional vehicle and the attendant costs. Again, restricting black bag waste would assist with the SRT.

5.5 Option 5 – Remove the service

Taking into account waste being diverted through alternative routes and hence still incurring a cost, this option would achieve a saving of £64k. Residents would be required to make alternative arrangements including maximising recycling at the kerbside.

6.0 Preferred Choice and Reasons

6.1 Option 5 is the only long term option that will make the significant savings required in the MTFs and provide for a consistent approach across the County.

6.2 Whilst this would mean that residents will have to travel further to use a HWRC, there are still local options available to them for day to day waste types, primarily the kerbside recycling service and the Community Recycling Site in Machynlleth, as well as the bulky waste collection service.

- 6.3 There is an opportunity to make improvements to the Community Recycling Site in Machynlleth with additional materials such as small electrical items. This site would be retained following the review of these sites currently underway following the Cabinet decision on 12th April 2016. This site is currently looked after by Sylfaen Day Services who receive a management fee in the region of £1000 per annum dependant on tonnage received.
- 6.4 There are several other communities within Powys who are required to travel similar distances to their nearest HWRC and do not receive a weekend service.
- 6.5 Due to the nature of the service it is difficult to maximise recycling and hence there is a risk of sending out the wrong message when all residents need to fully play their part in reaching the SRTs.
- 6.6 In order to achieve the demanding MTFs targets for the HTR Service, every opportunity needs to be taken to realise savings. The current costs of providing this service are contributing to budget overspends and need to be addressed.
- 6.7 Whilst the budget pressure needs to be addressed as soon as possible, sufficient time needs to be allowed to ensure that the removal of the service is effectively communicated. It is therefore proposed that the service is removed no less than one month after the decision has been made by Cabinet.
- 6.8 It is appreciated that residents will need some time to adjust to the removal of the service and hence implementing Option 3 for a period of three months from 1st June prior to removal is proposed.

7.0 Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc

- 7.1 Removing or reducing the service will reduce the amount of material sent for landfill and encourage more sustainable options to be utilised for household waste.
- 7.2 An Equality Impact Assessment was carried out prior to the decision made at Cabinet on 9th September to close the HWRC, which showed that there may be some impact on older/disabled people with regard to travel times. The nearest HWRC within Powys is approximately 28 miles in Newtown. Residents in other towns in Powys are already required to travel similar distances, for example the nearest facility to Llanwrtyd Wells is Brecon which is 25 miles. A Saturday service is not provided at any other location in Powys.
- 7.3 The proposal does not impact on Crime and Disorder, Welsh Language and other policies.

8.0 Children and Young People's Impact Statement – Safeguarding and Wellbeing

- 8.1 The proposal does not impact on securing the safety and protection of children and young people and supporting the promotion of their wellbeing.

9.0 Local Members

9.1 The Member for Machynlleth is aware that the service is to be reviewed and has expressed concern regarding the removal of the service which has proved popular with residents.

10.0 Other Front Line Services

10.1 The reduction or removal of the service is likely to result in more material going through alternative routes, i.e. the kerbside service or the Community Recycling Site, although this should be easily absorbed within the current provision and is taken into account when calculating the potential savings.

11.0 Support Services (Legal, Finance, HR, ICT, BPU)

11.1 The Finance Business Partner comments that the proposals will assist the service in reducing the current overspend and will assist to bring spend back in line with the budget. It is noted that it is difficult to predict what will happen to waste following a change to the service, and this may impact on the cashable savings expected from each of the proposals.

11.2 Legal – The recommendation can be supported from a legal point of view.

11.3 Procurement – Nothing further to add.

11.4 Comments from HR, ICT and BPU are not required.

12.0 Local Service Board/Partnerships/Stakeholders, etc

12.1 There would be no direct impact on the Council's partners and stakeholders.

13.0 Communications

13.1 Extensive communications will be carried out prior to removing the service ensuring that all residents are aware of their alternative options. There will be an Awareness campaign in the area which will include a presence on the site for the three months where the service is reduced to provide face to face advice to the public.

13.2 The view of the Senior Communications Manager is that the report is of public interest and requires proactive news releases and use of social media to publicise the decision.

14.0 Statutory Officers

14.1 The Solicitor to the Council (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report."

14.2 The Strategic Director Resources (S151 Officer) notes the comments made by Finance.

15.0 Members Interests

15.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
1) Option 3 – Reduce service to fortnightly and restrict residual ‘black bag’ waste. To be implemented from June 1st 2016 for a period of three months followed by Option 5 – Remove the service – from September 1st 2016.	To reduce overspend and help to bring the service back in line with the existing budget and contribute to achieving the Welsh Government’s Statutory Recycling Target.
2) To undertake a communications and awareness campaign in the Machynlleth area.	To ensure residents are fully aware of the alternative provisions and their options for recycling from the kerbside
3) To further improve provision at the Community Recycling Site.	To maximise opportunities for residents to recycle through the kerbside and Community Recycling Site.

Relevant Policy (ies):	One Powys Plan		
Within Policy:	Yes	Within Budget:	Yes

Relevant Local Member(s):	Cllr Michael Williams
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Person(s) To Implement Decision:	Nigel Brinn
Date By When Decision To Be Fully Implemented:	September 2016

Contact Officer

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C82- 2016

CYNGOR SIR POWYS COUNTY COUNCIL.

AUDIT COMMITTEE

15th April 2016

CABINET

10th May 2016

REPORT AUTHOR: County Councillor Wynne Jones
Portfolio Holder for Finance

SUBJECT: Treasury Management Qtr 4 Report

REPORT FOR: Information

1. Summary

1.1 CIPFA's Treasury Management Bulletin issued in March 2009 suggested:

“In order to enshrine best practice it is suggested that authorities report formally on treasury management activities at least twice a year and preferably quarterly.”

The CIPFA Code of Practice on Treasury Management emphasises a number of key areas including the following:-

xi. Treasury management performance and policy setting should be subject to scrutiny prior to implementation.

1.2 In line with the above this report is providing information on the activities for the quarter ending 31st March 2016.

2. Economic Background and Forecasts

2.1 The economic background is attached at Appendix B.

2.2 The most recent forecast of interest rates by the Authority's advisor is as follows:

	Jun 16	Sep 16	Dec 16	Mar 17	Jun 17	Sep 17	Dec 17
Bank rate	0.50%	0.50%	0.50%	0.75%	0.75%	1.00%	1.00%
5yr PWLB	1.90%	2.00%	2.10%	2.20%	2.30%	2.40%	2.60%
10yr PWLB	2.40%	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%
25yr PWLB	3.20%	3.30%	3.30%	3.50%	3.50%	3.60%	3.60%
50yr PWLB	3.00%	3.10%	3.10%	3.30%	3.30%	3.40%	3.40%

3. Treasury Management Strategy

3.1 The Treasury Management Strategy approved by Full Council on 5th March 2015 is at Appendix A.

3.2 The Authority's investment priorities within the Strategy are: -

- (a) the security of capital and
- (b) the liquidity of its investments.

3.3 The Authority aims to achieve the optimum return on its investments commensurate with proper levels of security and liquidity. The risk appetite has been low in order to give priority to security of investments.

4. Current Investments

4.1 The current investment market is difficult in respect of earning the level of interest rates commonly seen in previous years as rates are very low and in line with the 0.5% Bank Rate.

4.2 The Authority's investment position as at 31st March 2016 is as shown below:-

Invested with:	Principal £000's	Interest Rate	Start Date	Maturity Date
Santander	6,610	0.40%	N/A	Deposit A/c
BOS	1,495	0.40%	N/A	Deposit A/c
HSBC	345	0.25%	N/A	Deposit A/c
Total	8,450	0.40%		
Lloyds TSB - LAMS	1,000	3.20%	13.08.12	14.08.17

4.3 There have been no relevant credit rating changes in the last few months in respect of the banks that the Authority utilises for deposits.

4.4 Local Authority Mortgage Scheme:

In August 2012, following a Cabinet report, the Authority entered the Local Authority Mortgage Scheme with an allocation to Lloyds TSB of £1M. Under the scheme this was deemed as Capital Expenditure. However, the Wales Audit Office (WAO) opinion differed from this in that they suggested it should be treated as an investment. Unfortunately, despite meetings and extensive correspondence by Capita Treasury with the Welsh Government, Welsh Local Government Association and the Wales Audit Office, agreement on the accounting treatment for Welsh authorities has not been reached despite the provision of 3 separate legal opinions supporting the Capital Expenditure position. As such, Capita have said that they are not sure there is much more they can do in Wales. This Authority has concurred with WAO's requirement to treat this as an investment and, as such, the amount is included in the table above and is being accounted for as an investment. Council approved this investment following a retrospective report on 16th May 2013.

4.5 **Glitnir:**

The winding up board of Glitnir made a distribution to creditors in a variety of currencies in March 2012. An element of the distribution was in Icelandic Kroner (ISK) which was placed in an escrow account in Iceland. This element of the distribution has been retained in Iceland due to currency controls currently operating in Iceland and, as a result, is subject to exchange rate risk over which the Authority has no control. The distribution has been made in full settlement, representing 100% of the claim.

Cabinet will be aware that this Authority did not take up a sale of escrow option but decided to retain the money in escrow until such time as there is further information forthcoming from the Icelandic government.

4.6 Redemption Penalties:

There are no current fixed investments to redeem.

4.7 Investment returns in future years:

Our advisors' current suggested earning rates for investments for budgeting purposes are as follows:-

	Suggested Rate
2016/17	0.60%
2017/18	1.25%
2018/19	1.75%

These are based on investments for up to three months duration.

5. **Credit Rating Changes**

5.1 There have been no credit rating changes relevant to this Authority's position during the last quarter.

5.2 The credit rating list for end of March is attached as a separate file to this report.

6. **Borrowing / Re-scheduling**

6.1 Effective management of the Authority's debt is essential to ensure that the impact of interest payable is minimised against our revenue accounts whilst maintaining prudent borrowing policies.

6.2 The Authority's Capital Position:

The Council's underlying need to borrow for capital expenditure is termed the Capital Financing Requirement (CFR). This figure is a gauge of the Council's indebtedness. The CFR results from the capital activity of the Council and resources used to pay for the capital spend. It represents the current year's unfinanced capital expenditure and prior years' net or unfinanced capital expenditure which has not yet been paid for by revenue or other resources.

Part of the Council's treasury activities is to address the funding requirements for this borrowing need. Depending on the capital expenditure programme, the treasury service organises the Council's cash position to ensure that sufficient cash is available to meet the capital plans and cash flow requirements. This may be

sourced through external borrowing or utilising temporary cash resources within the Council.

Net external borrowing (borrowings less investments) should not, except in the short term, exceed the total of CFR in the preceding year plus the estimates of any additional CFR for the current year and next two financial years. This allows some flexibility for limited early borrowing for future years.

CFR Position:

	As at 31.03.15 Actual	2015/16 Original Estimate	2016/17 Original Estimate	2017/18 Original Estimate
	£M	£M	£M	£M
Capital Financing Requirement	224,482	227,799	319,727	329,533

6.3 The Authority had outstanding long-term external debt of £150.8M at 31st March 2015. In relation to the CFR figure for 31st March 2015, this equated to the Authority being under borrowed by £73.7M. This is a prudent and cost effective approach in the current economic climate. However, internal borrowing is only a temporary situation and, based on capital estimates, it will be necessary for the Authority to borrow at stages over the next few years. As such, the Authority needs to be mindful that it may be prudent to borrow whilst interest rates are at their low levels and carry the cost of this borrowing as opposed to borrowing at a future date at increased rates.

6.4 Capital Budget/Spend per efinancials:

Capital:	Approved Budget	Working budget	Actual Capital Spend (not including commitments)	%age spend
	128,931,594			
June		136,989,764	75,576,339	55.17%
Sept		141,157,883	83,517,819	59.20%
Dec		126,548,605	93,174,660	73.63%
March (latest figures as at time of writing report)		109,072,636	100,008,762	91.70%

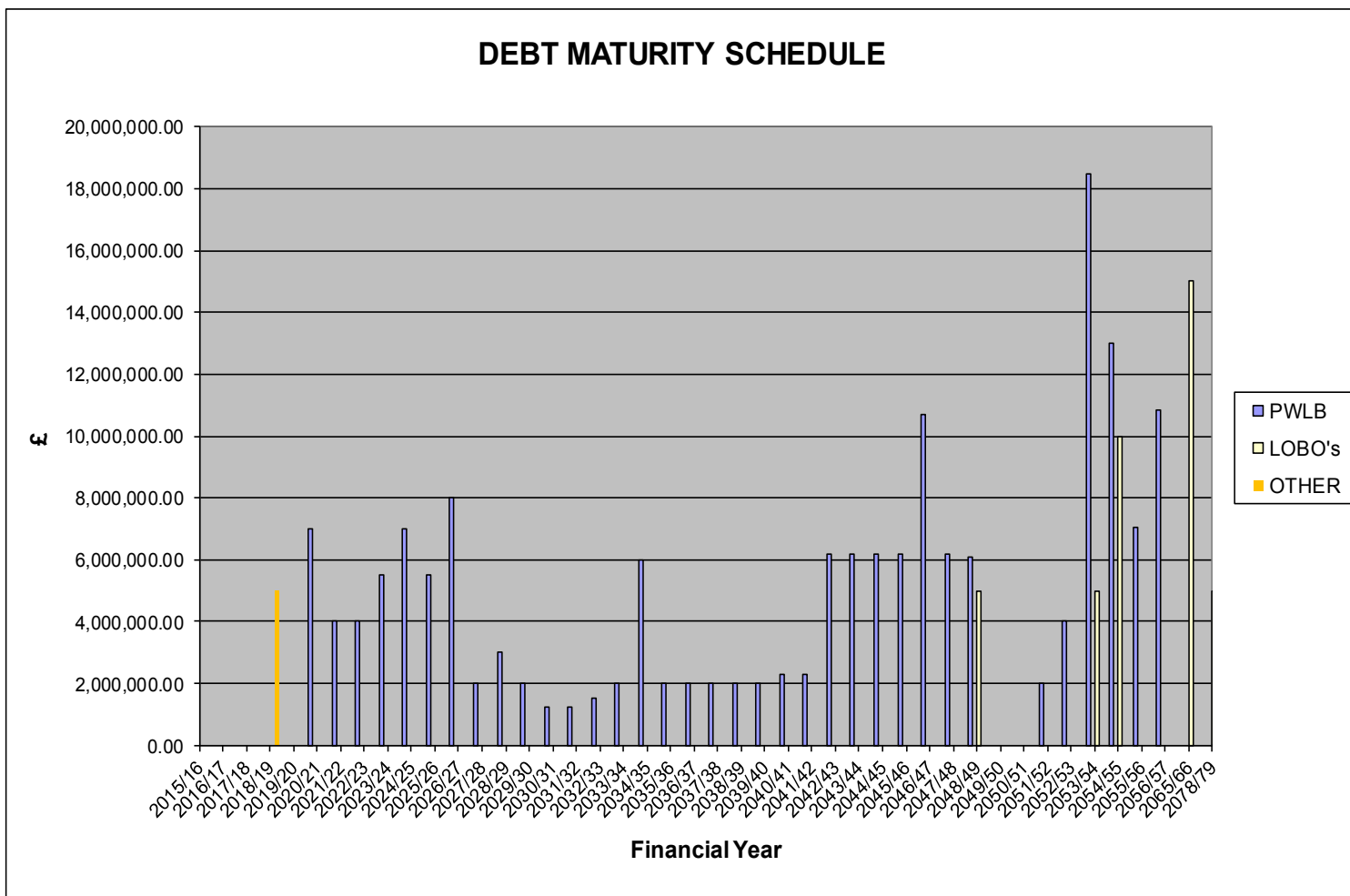
The figures above include the figures for the self-financing of the HRA.

The financing of the approved capital budget included £97.4M of Prudential borrowing in total. £72.4M was borrowed on 2nd April in respect of the self-financing of the HRA.

The exact structure of loans arranged for the HRA purpose reflected the requirements of the HRA business plan, the overall requirements of the Council and certain limitations (e.g. the minimum average duration of any borrowing) put in place by the Welsh Government. The loans were, therefore, arranged at a set of bespoke, higher PWLB interest rates that applied only to Welsh HRA self-financing authorities and may make these loans less flexible, from a restructuring point of view, than would normally be the case.

6.5 Debt Maturity Profile as at 31.03.16:

(please click on the graph below and increase the percentage in the toolbar above for an enhanced view)



6.6 Target rates:

Our advisors' target rates and current PWLB rates are set out below:

Period	Borrowing rate at 31.03.16	Target borrowing rate now
5 year	1.89%	1.70%
10 year	2.56%	2.30%
25 year	3.33%	3.20%
50 year	3.14%	3.00%

6.7 Rescheduling:

The Public Works Loans Board released a circular regarding rates on 20th October 2010. As a result of this, rates immediately increased by 0.87-0.88 basis points across the board. The overall impact of this circular was that it is far more difficult for authorities to reschedule debt

6.8 Members are aware that officers continue to look for interest savings on a daily basis by monitoring rates that may mean the Authority can re-schedule some of its debt or prematurely repay debt if applicable. However, PWLB interest rates have not been conducive towards rescheduling.

7. Prudential Indicators

7.1 All TM Prudential Indicators were complied with in the quarter ending 31st March 2016.

Proposal

It is proposed that the Treasury Management quarterly report is received.

Statutory Officers

The Strategic Director – Resources (s151 officer) notes the content of the report and supports the recommendation. It is important that Cabinet continues to be informed about this key activity.

The Solicitor to the Council (Monitoring Officer) has made the following comment: “I have nothing to add to the report”.

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Recommendation:		Reason for Recommendation:	
That the Treasury Management Quarterly Report be received		To ensure Cabinet remains informed about current Treasury Management performance	
Relevant Policy (ies):		Treasury Management Policy	
Within Policy:	Y	Within Budget:	N/A
Person(s) To Implement Decision:		N/A	
Date By When Decision To Be Implemented:		N/A	
Contact Officer Name:	Tel:	Fax:	Email:
Ann Owen	01597 826327	01597 826290	ann.owen@powys.gov.uk

Background Papers used to prepare Report:

CIPFA Code of Practice on Treasury Management and Cross Sectoral Guidance Notes
 Treasury Management Policy Statement
 Advisors’ Information
 WAG Guidance on Local Government Investments 2010
 PWLB circulars

Appendix A:

Approved Treasury Management Strategy 2015/16:

7.5 “High” credit quality:

7.5.1 It is proposed that the Authority continue with the following in respect of defining a “high” credit quality. If a rating is not available from any of the rating agencies then the available ratings will be used. Members will note that this proposal excludes investments with some banks off the advisors’ suggested list:-

Long Term Ratings (in respect of long-term investments):

Permitted Fitch Ratings	Permitted Moodys Ratings	Permitted S&P Ratings
AAA	Aaa	AAA
AA+	Aa1	AA+
AA	Aa2	AA
AA-	Aa3	AA-

Short Term Ratings (in respect of short-term investments):

Permitted Fitch Ratings	Permitted Moodys Ratings	Permitted S&P Ratings
F1+	N/A	A-1+
F1	P-1	A-1

7.6 Country limits:

7.6.1 It is proposed that the Authority will use approved counterparties from the UK and approved counterparties from other countries with the following sovereign credit ratings:-

Permitted Fitch Ratings	Permitted Moodys Ratings	Permitted S&P Ratings
AAA	Aaa	AAA

Country	Maximum Investment per Country	Credit Rating/Other Assessment of Risk
AAA countries (listed at Appendix D)	£20M (held in call accounts)	As per rating list
UK	No Maximum Investment	As per rating list

7.7 *Group/Institutions - Counterparty Criteria/Limits:*

Specified Investments:

Institution	Maximum Investment per Group/Institution £M	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	20 (a maximum £10M to be held in fixed term investments)	Up to 364 days	As per Capita's matrices and the Authority's definition of a high credit rating
Foreign Banks	5	Up to 364 days	As per Capita's matrices and the Authority's definition of a high credit rating
Other Local Authorities	25	Up to 364 days	N/A

Non-Specified Investments:

Institution	Maximum Investment per Group/Institution £M	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	10 (£2M limit with any one institution)	Up to 2 years	As per Capita's matrices and the Authority's definition of a high credit rating
Lloyds Bank (as a mortgage lender in the LAMS scheme)	5	Up to 5 years	N/A
Foreign Banks	2	Up to 2 years	As per Sector's matrices and the Authority's definition of a high credit rating
Money Market Funds (max. of 5)	10	N/A	All are AAA rated plus the parents/owners must meet the Authority's short term investment criteria
Other Local Authorities	10	Up to 2 years	N/A
European Investment Bank Bonds	3	2-3 years	N/A

Note: Limits for Specified and Non-Specified are combined limits. The maximum limit will also apply to a banking group as a whole.

Appendix B

Economic Background

Overview

January proved a horrendous start to 2016 for the financial markets as share prices declined amidst concerns about a potential “hard landing” in China. The UK economy, however, appears to have gathered some momentum, with the PMIs indicating at least 0.5% q/q growth, while consumer confidence picked up despite all of the turmoil. Furthermore, oil prices and a weaker sterling should help the UK economy; although the EU referendum (June 2016) could add to uncertainty.

US headline inflation is set to remain low for much of 2016 as the joint impact of a strong dollar and soft commodity prices persist. The 2% target rate is not expected to be reached until 2017, with the dollar’s appreciation by 20% since mid-2014 keeping core goods price inflation suppressed. The external deflationary influences will probably last longer than had been initially thought but will fade as the year progresses, when increasing domestic price pressures will take over and push core prices to the target level.

Data suggests that EZ growth has maintained the 0.3% q/q expansion seen in Q3, which would be slower than surveys indicate. With the composite PMI and EC Economic Sentiment Indicator having dipped in January, there is the prospect that growth has probably slowed at the start of 2016.

UK

Q4 GDP is likely to have accelerated a touch from Q3, at around 0.5% q/q, but the economy does not appear to have great impetus and remains below trend growth at 1.9% annualised. 2.2% over 2015 as a whole is a sharp deceleration from 2.9% in 2014. Growth is being driven almost solely by the services sector, with industrial production and construction output both declining on the quarter. Nevertheless, the latest manufacturing PMI did pick up to leave the composite consistent with further improvement in GDP growth. The preface to the EU referendum will add to the uncertain mix that has dogged early 2016. In addition, the decline in manufacturing investment intentions may, partially, be a consequence, but the service sector intentions are undented. Retail sales volumes fell in December but grew strongly over Q4.

The recovery continues to be underpinned by consumer spending and real household spending, with big ticket items, such as cars, having been strong. While vehicle sales have slowed more recently, other durable goods sales should remain strong. With house prices heading up and quantity rising, mortgage approval values have jumped 26% y/y, but with RICS reporting a narrowing between buyer and seller enquiries house price growth may become more restrained.

The trade deficit narrowing in October was down to the goods balance, whereby export volumes increased and imports declined. However, trade is not set to support recovery just yet! The deficit will widen over Q4 unless there is a marked narrowing in December, and will be a drag on growth, though less than in Q3. On-going deterioration of EU trade is being offset by improvement in the non-EU deficit. Survey measures point to subdued demand from the EU, leaving export orders at historically low levels.

The labour market remains robust with employment rising 267,000 in the three months to November, leaving the unemployment rate at 5.1%. Yet even with evidence of labour shortages and high employment, wage growth remains subdued, with headline pay growth easing to 1.9% y/y. Remaining slack in the economy should ensure that wage growth does not rise sharply during 2016, with the percentage of part time workers looking for longer working hours still double that seen prior to the crisis and job-to-job movement also lower than pre-2008.

CPI inflation edged higher in December, as fuel price deflation softened and airfares rose, though these impacts were offset by falling food and alcohol price inflation. Petrol prices

fell but not as fast as they had the previous year, and even oil prices remaining at sub-\$33 per barrel will not prevent the drag from fuel prices dissipating over the year, on base effects.

Food producer price deflation is easing which should reduce the drag they exert as well. With the effect of stronger sterling waning, the downside impact from import prices should diminish. Analysts project inflation to rise to around 1% by the middle of this year, but rises should be gradual. Wholesale gas and electricity prices have tracked oil lower and will remain a drag on inflation as utility companies tend to buy wholesale energy two years in advance.

The indirect impact of lower oil prices will restrain inflation for some time, but the lower household medium-term inflation expectations do not suggest that near zero inflation is likely to become embedded. Nevertheless, growing inflationary pressures are not evident in the economy, thus inflation should remain below the 2% target, possibly for a couple more years.

By virtue of paragraph(s) 14 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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Delegated Decision List

15 April	Portfolio Holder for HR & ICT	Approval to increase prices of school meals and staff restaurant.
18 April	Portfolio Holder for Regeneration and Planning	Approval to increase charges for Building Control.
19 April	Portfolio Holder for Education	Appointment of governor to Crossgates CP School
20 April	Portfolio Holder for Education	Appointment of governors to Llanidloes CP School and Knighton C in W School
22 April	Portfolio Holder for Environment & Sustainability	Appointment of tenant to Old Hall Farm, Sarn.
26 April	Portfolio Holder for Education	Approval to commence a commissioning process for the production of a Business Case in respect of the establishment of one or more Bilingual Category 2A schools in North Powys.
27 April	Portfolio Holder for Education	Appointment of governor to Llanfair Caereinion CP School and Priory C in W School.

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Cabinet Forward Work Programme

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Details of any consultation to be undertaken
17 May		Windfarm budget and consequences of new Welsh Government powers to determine applications of national significance	Gwilym Davies		
17 May	24 May	School Transport Policy (S)	Cllr Arwel Jones Gareth Jones	Cabinet	
17 May	24 May	Residual Waste Contract (O)	Cllr John Powell Ashley Collins	Cabinet	
17 May	24 May	Play Sufficiency Assessment (O)	Cllr Graham Brown John Morgan	Cabinet	
17 May	24 May	Brecon Cultural Hub funding position (S)	Cllr Barry Thomas David Bradley	Cabinet	
17 May	24 May	Investment in Woodlands (O)	David Micah	Cabinet	
17 May	24 May	Cae Post Contract (O)	Cllr John Powell Ashley Collins	Cabinet	
17 May	24 May	School Transformation Programme – outcome of formal consultation	Cllr Arwel Jones Betsan Ifan	Cabinet	
17 May	24 May	Investment in woodlands (O)	Cllr Avril York David Micah	Cabinet	
17 May	24 May	Highways Capital Programme (O)	Cllr John Brunt Shaun James	Cabinet	
17 May	24 May	Business Case for Central Fleet Workshop (O)	Cllr John Brunt Stephen Offley	Cabinet	
17 May	24 May	Schools Service – Scrutiny Report	Scrutiny Report	Cabinet	
17 May	24 May	Car Park Traffic Order Consultation Results (O)	Cllr John Brunt Shaun James	Cabinet	

Key

S = Strategic – key corporate plans or initiatives

O = Operational – service delivery

I = For information

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Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Details of any consultation to be undertaken
17 May	24 May	Draft Corporate Improvement Plan 2016 – 19	Peter Jones	Cabinet	
	May	Delegation for entering into Planning Performance Agreements for Town and Country planning applications (O)	Gwilym Davies	Portfolio Holder	
	May	Re-modelling of workshops (O)	David Micah	Portfolio Holder	
7 June	14 June	Options for Formal Public Consultation – Review of Day Time Activities for Older People including Day Centres. (O)	Cllr Stephen Hayes Dylan Owen / Dominique Jones	Cabinet	
7 June	14 June	Outcome of condition surveys for the Farm Estate – impact and consequences (I)	Cllr John Powell David Cox Hugo Van Rees	Cabinet	
7 June	14 June	School Transformation Programme– outcome of formal consultation (S)	Cllr Arwel Jones Marianne Evans	Cabinet	
7 June	14 June	Highways Asset Management Plan (O)	Cllr John Brunt Shaun James	Cabinet	
7 June	14 June	Scrutiny Review of Implementation of CSSIW Improvement Priorities	Scrutiny Review		
7 June	14 June	Learning Disabilities Day and Employment Project, Phase 2 Options Appraisal Report	Cllr Stephen Hayes	Cabinet	
7 June	14 June	ACRF Director's Report (I)	Amanda Lewis	Cabinet Council	
7 June	14 June	Provisional Financial Outturn for year ending 31st March 2016	Cllr Wynne Jones Jane Thomas	Cabinet	
	June/July	Secondary School Transformation Programme – outcome of formal consultations (2 papers) (S)	Cllr Arwel Jones Marianne Evans	Cabinet	

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04/05/2016

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Details of any consultation to be undertaken
28 June		Strategic Overview Board Key Performance Indicators & Customer feedback Corporate Plan Preparation Update			
28 June		Risk Register (I)	Caroline Evans		
28 June	5 July	Safeguarding Quarterly report (I)	Cllr Graham Brown Cllr Stephen Hayes	Cabinet	
28 June	5 July	Budget Monitoring Report (I)	Cllr Wynne Jones Jane Thomas	Cabinet	
28 June	5 July	Draft workways for funding approval (O)	Cllr Avril York Jenni Thomas	Cabinet	
28 June	5 July	Leisure Savings	Cllr Graham Brown Jenny Ashton	Cabinet	
12 July	26 July	Treasury Management Review Report (I)	Cllr Wynne Jones Ann Owen	Cabinet	
12 July	26 July	Treasury Management Report for Quarter 1 (I)	Cllr Wynne Jones Ann Owen	Cabinet	
	26 July	Update from the Anti-Poverty Champion	Cllr Joy Jones	Cabinet	
6 September		SIP Quarterly reports (I)	All Portfolio Holders		
6 September		Risk Register (I)			
	6 September	School Transformation Programme– Outcome of Formal Consultations (3 reports) (S)	Cllr Arwel Jones Marianne Evans		
6 September	13 September	Safeguarding Quarterly Report (I)	Cllr Graham Brown Cllr Stephen Hayes	Cabinet	
6 September	13 September	Budget Monitoring Report	Cllr Wynne Jones Jane Thomas	Cabinet	

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Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Details of any consultation to be undertaken
6 September	13 September	Final Strategic Asset Management Plan following outcome of place based workshops	Natasha Morgan	Cabinet	
20 September		Strategic Overview Board Key Performance Indicators & Customer feedback			
September	September	Scrutiny Review of Implementation of CSSIW Improvement Priorities	Scrutiny Review		
20 September	27 September	Secondary School Modernisation in North Powys	Cllr Arwel Jones Marianne Evans	Cabinet	
20 September	27 September	Final Option Approval – Day Time Activities for Older People including Day Centres	Cllr Stephen Hayes Dylan Owen / Dominique Jones	Cabinet	
27 September	4 October	Budget Monitoring Report (I)	Cllr Wynne Jones Jane Thomas	Cabinet	
	October	Winter Maintenance (O)	Cllr John Brunt Shaun James	Cabinet	
	October	Outline Business Case for HTR	Cllr John Brunt Lisa Griffiths	Cabinet	
1 November	8 November	School Transformation Programme – Objection reports (2 papers) (S)	Cllr Arwel Jones Marianne Evans	Cabinet	
1 November	8 November	Treasury Management Report for Quarter 2 (I)	Cllr Wynne Jones Ann Owen	Cabinet	
1 November	8 November	Budget Monitoring Report (I)	Cllr Wynne Jones Jane Thomas	Cabinet	
	8 November	Update from the Anti-Poverty Champion	Cllr Joy Jones	Cabinet	
	November/ December	School Service Asset Management Plan	Cllr Arwel Jones Gareth Jones	Cabinet	

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04/05/2016

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Details of any consultation to be undertaken
6 December		SIP Quarterly reports (I)	All Portfolio Holders		
6 December		Risk Register (I)	Caroline Evans		
6 December	13 December	Safeguarding Quarterly Report (I)	Cllr Graham Brown Cllr Stephen Hayes	Cabinet	
6 December	13 December	Budget Monitoring Report (I)	Cllr Wynne Jones Stephen Hayes	Cabinet	
6 December	13 December	Scrutiny Review of Implementation of CSSIW Improvement Priorities	Scrutiny Review		
	December	Trade waste price increase (O)	Ashley Collins	Portfolio Holder	
20 December		Strategic Overview Board Key Performance Indicators & Customer feedback			

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