

Archived Decisions for the Portfolio Holder for Resources, Workforce and Housing 2011



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ARCHIVED PORTFOLIO HOLDER DELEGATED DECISION

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Decisions taken by Individual Portfolio Holders

Councillor A.G. Thomas

Portfolio Holder for Resources Workforce and Housing

Decision Taken 21st June 2011

Applications for Hardship Rate Relief

Reference:	Decision
4345702682	NIL
6000095591	NIL
6000455385	NIL
6000466314	100%
6000467365	30%
6000479461	35%
6000488015	DEFER
6000496049	DEFER
6000510042	DEFER

Write off of Debts

DECISION	Reason for Decision
That the debts detailed in the confidential report be written off.	The debts are irrecoverable.

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

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

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Decisions taken by Individual Portfolio Holders

Councillor A.G. Thomas

Portfolio Holder for Resources Workforce and Housing

Decision Taken 28th June 2011

Flexible Workstyles Policy

DECISION	Reason for Decision
To approve the Flexible Workstyles policy.	Implementation of a fit for purpose updated policy.

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CYNGOR SIR POWYS COUNTY COUNCIL

BOARD PORTFOLIO HOLDER FOR HUMAN RESOURCES
(28th June, 2011)

REPORT AUTHOR: Karen Williams, Interim Head of Human Resources

SUBJECT: Flexible Workstyles Policy

REPORT FOR: Decision

Introduction

The Council's Home-working Policy has been revised.

The Council's Home-working Policy has been the subject of a review working group for approximately 12 months. The Policy has been renamed Flexible Workstyles Policy. The group met with several managers in Brecon at the time of the Property Rationalisation in the area to discuss the proposed Policy.

Policy Sign Off

The Trade Unions have had opportunity to comment on the policy and any suggestions have either been included or reasons given why they may not be suitable for the policy content. It is requested that the Portfolio Holder for HR signs off the Policies so that they can be communicated to employees and included on the Council's HR Intranet Site.

Corporate Improvement Plan

The revised Flexible Workstyles Policy is included in the workforce efficiency programme contained with Powys Change Programme.

Options Considered/Available

1. To not replace or review the policy in question.
2. To update the policy in question.

Preferred Choice and Reasons

Option 2 is the preferred choice: To ensure that the Council upholds fair and consistent employment practices which support service areas to manage their workforces as they are affected by issues relating to Flexible Workstyles.

Option 1 is not a viable choice as the current Policy is no longer deemed fit for purpose.

Sustainability and Environmental Issues/Equalities/Crime and Disorder/Other Policies

The revisions would ensure that the Council provides consistent employment practices in order to maintain service continuity.

Other Front Line Services

Heads of Service and their Managers are involved in the Policy Development Workshops and middle managers in the Property Rationalisation Forum. The impact on their services have therefore been considered and included where appropriate.

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

Legal – Legal Services have been involved in the development of and advised on the contractual elements of this Policy.

Finance – There are no budget implications for the revised Policy.

Statutory Officers

Monitoring Officer – The policy complies with the regulatory requirements.

Section 151 Officer – I am content with the report.

Recommendation:	Reason for Recommendation:
It is proposed that the Flexible Workstyles Policy is authorised so it can be implemented & communicated to employees.	Implementation of a Fit for Purpose, updated Policy.

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

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Karen Williams, Interim Head of HR
Date By When Decision To Be Implemented:	1st April, 2011

Contact Officer Name:	Tel:	Fax:	Email:
Lesley Rossiter	01597 826070	01597 826215	lesley.rossiter@powys.gov.uk

Councillor Tony Thomas, HR Portfolio Holder

..... (Signature) ..28/6/11..... (Date)

A. G. THOMAS (Print Name)

Decisions taken by Individual Portfolio Holders

**Portfolio Holder for Regeneration and Culture
Portfolio Holder for Resources Workforce and Housing**

Decisions Taken 1 August 2011

Affordable Housing Supplementary Planning Guidance

DECISION	Reason for Decision:
<p>That the proposals outlined in section 2 of the report on:</p> <ol style="list-style-type: none"> 1. new data sources to be used in the affordable sale price calculation; and, 2. the introduction of a plot size restriction 3. Updating Amendments <p>are approved and that amendments necessary to reflect the change in the supplementary planning guidance are made as detailed in Annex A.</p>	<p>To support and encourage the delivery of affordable housing in Powys.</p>

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CYNGOR SIR POWYS COUNTY COUNCIL.

**CABINET EXECUTIVE
28th July 2011**

REPORT AUTHOR: Assistant Planning Policy Officer (South)

SUBJECT: Affordable Housing Supplementary Planning Guidance update:

- Affordable Sale Price Calculation
- Plot Size Restriction
- Updating Amendment - New Acceptable Cost Guidance

REPORT FOR: Decision

1.0 Summary

1.1 This report outlines proposed updates to the Affordable Housing Supplementary Planning Guidance (SPG), approved for development control use in September 2010 on:

- The data sources on which affordable sale price calculations are based
- The introduction of a plot size restriction
- Updating Amendment - New Acceptable Cost Guidance, May 2011

1.2 Details of proposed updating amendments to the text of the SPG are provided in Annex A.

2.0 Proposal

Affordable Sale Price Calculation

2.1 The latest statistics show that the gap between local house prices and local incomes has widened. The mean average house price in Powys has increased from £157,782 in November 2009 to £161,449 in November 2010 (Land Registry House Price Paid dataset for Powys). Meanwhile, the median annual local income has fallen from £17,305 in 2009 to £16,772 in 2010 (ASHE).

2.2 Land Registry's House Price Paid Dataset will be used to gather house prices. The Land Registry is part of national government and the statistics are quality assured. This data is based on sales only and is not available by number of bedrooms, but by property type. These property types will be included in Appendix 5, table C of the Affordable Housing SPG. The Prices Paid on House Sales have been recorded since 1995. Powys County Council has obtained this data on all Sales in Powys from 2000 to 2010. This data also provides us with the numbers of sales per year so that the mean & median average house price for the year can be calculated. In 2009 there were 1230 property sales in Powys, and in 2010 there were 1237 property sales. The

calculation in Appendix 5 of the SPG will use the average house price for all property types which currently stands as £165,000 (2010 median).

2.3 The Loan to Value ratio used to identify the average deposit for a first-time buyer will be obtained from the Financial Services Authority. Currently, the average deposit required is 25%. The mortgage multiplier will remain at 3.5.

2.4 Data on median household incomes will be taken from CACI Paycheck data instead of wages from the Annual Survey of Hours & Earnings. CACI is a commercial dataset which is available for free to the Council from Info-base Cymru and is updated annually. The median household income for Powys in 2010 was £24,230.

2.5 To conclude, the methodology has not changed, but the statistics used in the calculation are national, free and easy to update. Annex A shows the text updates required to the Affordable Housing SPG and amended affordable sale price percentage discount which currently stands at 31%. This calculation will be reviewed annually following the publication of the data sources used. The current 31% discount of open market value may be applied retrospectively from 1st January 2011.

Plot Size Restriction

2.6 Development management officers have raised both plot and dwelling size as an issue when dealing with rural settlement affordable dwelling applications in particular. Feedback received indicates that a plot size restriction will help to limit the future market value of a property. There are concerns that land considered part of the residential curtilage can have a significant impact on the open market valuation of an affordable property. The introduction of a plot size restriction will help to ensure properties can be discounted to an affordable level for future occupiers. It will also allow landowners a greater degree of flexibility as only the land of the application site will be restricted by the Section 106 agreement. This approach is consistent with that of some adjoining local planning authorities.

2.7 Policy HP7 applies to sites of 0.3+Ha or 5+ dwellings. This would equate to a minimum dwelling density of 16.67 dwellings per hectare. The policy therefore allows plot sizes of up to 600sqm (0.3Ha or 3,000sqm / 5 = 0.06Ha or 600sqm). However, an estate road or other infrastructure requirements would also have to be accommodated in the development site.

2.8 It is therefore proposed that plot size guidance is introduced for all affordable dwellings to 0.06Ha or 600sqm. Policy HP10 already restricts the property size to 130sqm, it is therefore considered that the plot size restriction should provide sufficient space for both a property and amenity land. Annex A, Para 8.5 & 8.5.1 & Annex B, Para 3.2.3 & Annex C, Para 3.3 will be added in accordance with the AHP conclusion as set out in Annex A of this report.

2.9 The plot size restriction would be an addition to the SPG which has not been subject to a formal public consultation impacting on the weight that may be attributed to it as a material consideration in comparison with the rest of the SPG in decision making. The proposed implementation date for the plot size restriction is 1st August 2011.

Updating Amendments

2.10 The Welsh Government has recently published new Acceptable Cost Guidance (ACG). This guidance has not been updated since 2007 due the economic climate. Appendix 6 & Annex A Para 5.6 Table A will therefore be updated to include the May 2011 ACG figures. Notional space standards provided in this guidance will also be included in Appendix 6 of the SPG.

2.11 All references to Welsh Assembly Government (WAG) will be changed to Welsh Government (WG)

3.0 Powys Change Plan

3.1 As access to housing is a fundamental requirement for all, the proposal indirectly complements all of the desired outcomes listed in the change plan. In particular it supports the following:

- *People in Powys live in good quality affordable homes*

3.2 The proposal complements the Change Plan's Sub Programme 5 - Housing Transformation. Under this it meets Activity 3 '*We will work in partnership to deliver affordable homes in Powys*' and supports Measure 2 '*We will with our partners enable the provision of 200 affordable homes by March 2015*'.

3.3 There are no risks to the Council if the proposed amendments to the Supplementary Planning Guidance are introduced proportionately and sensibly by development management officers.

4.0 Options Considered/Available

4.1 Options have been explored by a member / officer task and finish group as instructed by the Affordable Housing Partnership. The proposal represents the outcome of this work. Development Management who are integral to implementing the proposal were represented on the working group and raised no issue with the proposal in terms of its impact on delivery of their service.

5.0 Preferred Choice and Reasons

5.1 Section two above explains the rationale behind the selection of preferred choice. The outcome of the task and finish group was reported to the Affordable Housing Partnership on 27th July 2011 and the revised policy will be introduced to agents at an agents forum later in the summer.

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

6.1 The proposal addresses matters of a technical nature which will seek to facilitate the delivery of Affordable Housing, which is key to developing sustainable communities.

7.0 Children and Young People's Impact Statement - Safeguarding and Wellbeing

7.1 The proposal will not have a direct impact on securing the safety and protection of children and young people and supporting the promotion of their wellbeing.

8.0 Local Member(s)

8.1 The proposal will cover the Powys Local Planning Authority Planning Area only. It does not have any impact on local members whose area lies entirely within the Brecon Beacons National Park.

9.0 Other Front Line Services

9.1 The joint report is made by the relevant Portfolio Holders. There is considered to be no additional workload for other front line services from implementing the proposal.

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

10.1 The Principal Accountant for Community, Skills and Learning comments that the proposals in this report change the policy only and do not have a financial implication.

10.2 The principal solicitor has commented that "the fact that the data sources has not been consulted upon gives sale price restriction less weight, however I do not see this as a major issue in that, as you say, the broad principle of how it is calculated remains the same".

11.0 Local Service Board/Partnerships/Stakeholders etc

11.1 The Affordable Housing Partnership instructed a task and finish group to address the issues resolved by this proposal. The outcome of the task and finish group was reported to the Affordable Housing Partnership on 27th July 2011 who supported the proposals.

12.0 Communications

12.1 The proposal addresses matters of a technical nature which will be communicated by Development Management officers and the Affordable Housing officer through their dealings over planning applications.

13.0 Statutory Officers

13.1 The Strategic Director, Finance & Infrastructure (Section 151 Officer) comments "I note the comments of the Principal Accountant that the proposals are within existing budget."

13.2 The Strategic Director, Law & Governance (Monitoring Officer) comments "I have nothing further to add to the comments of the Principal Solicitor in Paragraph 11.2 and would, therefore, support the recommendations".

Recommendation:	Reason for Recommendation:
That the proposals outlined in section 2 on:	To support and encourage the delivery of affordable housing in Powys.

1. new data sources to be used in the affordable sale price calculation; and, 2. the introduction of a plot size restriction 3. Updating Amendments are approved and that amendments necessary to reflect the change in the supplementary planning guidance are made as detailed in Annex A.	
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Relevant Policy (ies):	Powys Unitary Development Plan 2010 Affordable Housing Supplementary Planning Guidance 2010		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	N/A
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Person(s) To Implement Decision:	County Councillor Wynne Jones Portfolio Holder for Regeneration & Culture County Councillor Tony Thomas Portfolio Holder for Regeneration & Culture
Date By When Decision To Be Implemented:	To be confirmed.

Contact Officer Name:	Tel:	Fax:	Email:
Anjuli Quartermaine	01874 612282	01874 612339	Anjuli.quartermaine@powys.gov.uk

Background Papers used to prepare Report:

- ACCEPTABLE COST GUIDANCE/ON COSTS FOR USE WITH SHG FUNDED HOUSING IN WALES, Housing Directorate, Welsh Government, May 2011

Annex A

Affordable Housing for Local Needs Supplementary Planning Guidance, September 2010.

5.1.2 Affordable housing for sale delivered on **HP7, HP8 or HP9 sites** may be sold for:

- A percentage **35.31% discount of open market value (OMV)**. Therefore, the maximum sale price must not exceed **65.69% of OMV**.
 - Where a **35.31%** discount is applied, if the sale price falls below the affordability level (e.g. **£97,799 in July 2010/£113,073 in 2010**), vendors will be allowed to set the affordability level as the maximum sale price (e.g. **£97,799/£113,073** represented the average level affordable to those on local incomes).

* The percentage discount is based on the affordability gap between average local income and average **2 & 3 bedroom** house prices in Powys (See Appendix 5).

5.1.3 When the methodology for calculating the percentage discount is applied to some houses and flats, no affordability gap appears and therefore a percentage discount is not required. No percentage discount is applied to houses and flats unless their open market value exceeds the affordability level (**£97,799 in July 2010/£113,073 in 2010**). Should their open market value exceed affordability level (**£97,799 in July 2010/£113,073 in 2010**) at some point in the future, then the current percentage discount will be applied.

Annex A

Policy HP7 – Housing sites of 5 or more Units or 0.3 Hectares +

8.5 Plot Size

8.5.1 An affordable dwelling plot size must be in keeping with the surrounding general pattern of development, density levels and character. An affordable dwelling plot size (residential curtilage / application site) should not normally exceed 0.06Ha (600sqm), unless exceptional circumstances are put forward by the applicant. The application site (Site boundary marked with a red line on plans) should therefore not exceed 600sqm.

8.5.2 Any buildings ancillary to the affordable dwelling, such as garages should reflect the property size, housing needs and should not impact significantly on the overall market value of the property. Detached garages and other ancillary outbuildings will not be considered as contributing to the 130sqm house size restriction set out in Policy HP10 and may be permitted providing they are suitably designed and appropriate to their context. Where garages or ancillary outbuildings are permitted, they will be subject to suitable conditions to ensure that they are not used for circumventing the 130sqm dwelling size restriction.

Table A

House type / Location	100% ACG	58% ACG	42% ACG	40% ACG

5p 3b house Band 3	£136,100	£78,938	£57,162	£54,440
Powys	£148,100	£85,898	£62,202	£59,240

Annex B

Policy HP8 – Affordable Housing Adjoining Settlements with Development Boundaries (Rural Exception Sites)

3.2 Size

3.2.3 An affordable dwelling plot size must be in keeping with the surrounding general pattern of development, density levels and character. An affordable dwelling plot size (residential curtilage / application site) should not normally exceed 0.06Ha (600sqm), unless exceptional circumstances are put forward by the applicant. The application site (Site boundary marked with a red line on plans) should therefore not exceed 600sqm.

3.2.4 Any buildings ancillary to the affordable dwelling, such as garages should reflect the property size, housing needs and should not impact significantly on the overall market value of the property. Detached garages and other ancillary outbuildings will not be considered as contributing to the 130sqm house size restriction set out in Policy HP10 and may be permitted providing they are suitably designed and appropriate to their context. Where garages or ancillary outbuildings are permitted, they will be subject to suitable conditions to ensure that they are not used for circumventing the 130sqm dwelling size restriction.

Annex C

Policy HP9 – Affordable Dwellings in Rural Settlements (Rural Exception Site)

3. Size

3.3 An affordable dwelling plot size must be in keeping with the surrounding general pattern of development, density levels and character. An affordable dwelling plot size (residential curtilage / application site) should not normally exceed 0.06Ha (600sqm), unless exceptional circumstances are put forward by the applicant. The application site (Site boundary marked with a red line on plans) should therefore not exceed 600sqm.

3.4 Any buildings ancillary to the affordable dwelling, such as garages should reflect the property size, housing needs and should not impact significantly on the overall market value of the property. Detached garages and other ancillary outbuildings will not be considered as contributing to the 130sqm house size restriction set out in Policy HP10 and may be permitted providing they are suitably designed and appropriate to their context. Where garages or ancillary outbuildings are permitted, they will be subject to suitable conditions to ensure that they are not used for circumventing the 130sqm dwelling size restriction.

**Appendix 5
Sale Prices**

Percentage (%) discount Calculation & Example Maximum

All factors/variables in this example will vary with prevailing economic circumstances. At the time of this calculation, there is no premium price paid for new build properties – due to **the** current economic climate.

Table B – Financial Variable used to calculate % discount in Affordable Housing for sale definition

Letter	Variables	2/3 bed house All Houses (Median Price 2010)
A	A = Median Gross Annual Pay (Resident based) Powys (ASHE November 2008-09) CACI Paycheck Median Household Income 2010	20,957 24,230
B	B = Mortgage multiplier	3.5
C	C = Amount that mortgage lender will lend C = A x B	£73,349.50 £84,805
D	Average Deposit (Hometrack, Dec 2009 Financial Services Authority, Dec 2010)	25%
E	Amount can afford to purchase including deposit E = C / {(100-D)/100} 'Affordability Level'	£97,799.33 £113,073
F	Average House/ Flat Price / Open Market Value (Hometrack Dec 2009, Land Registry Price Paid Dataset)	Average 2/3 bed House (Dec 2009) £134,721 + £164,960 / 2 = £149,840.50 £165,000
G	Affordability Gap G = F - E	£149,840.50 - £97,799.33 = £52,041.17 £165,000 - £113,073 = £51,927
H	Sale price discount H = G / F	52,041.17 / 149,840.50 x 100 = 35% 51,927 / 165,000 x 100 = 31%

Table C – ~~Hometrack Property Prices~~ Land Registry House Prices (Price paid dataset)

Hometrack Property Types	Land Registry HPI Property Types	ACG Property types	Powys Council, Land Registry Median Open Market House Prices (2010)
	All		£165,000
1 bed (Flat)	Flat / Maisonette	2P1B Flat	£102,975
2 bed (Flat)		3P2B Flat	
2 bed (House)	Terraced	3P2B House	£110,000
		4P2B House	
3 bed (House)	Semi- Detached	4P3B House	£140,000
		5P3B House	
4 bed (House)	Detached	6P4B House	£210,000
		7P4B House	

Appendix 6 Acceptable Cost Guidance Figures for Powys (Welsh Government Housing Directorate, May 2011)

Powys ACG (2007)	Community Bandings					
ACG Property types	ACG Band 1	ACG Band 2	ACG Band 3	ACG Band 4	ACG Band 5	ACG Band 6
2P1B Flat	£73,100	£77,000	£80,900	£88,700	£94,900	£101,200
3P2B Flat	£85,200	£89,500	£93,800	£102,400	£109,300	£116,200
3P2B House	£86,500	£93,800	£101,000	£115,600	£127,200	£138,800
4P2B House	£105,200	£113,800	£122,400	£139,700	£153,500	£167,300
4P3B House	£111,500	£120,100	£128,700	£146,000	£159,800	£173,600
5P3B House	£117,700	£126,900	£136,100	£154,500	£169,300	£184,000
6P4B House	£136,600	£147,200	£157,900	£179,100	£196,100	£213,100
7P4B House	£154,200	£166,800	£179,300	£204,500	£224,600	£244,600

ANNEX A - ACCEPTABLE COST GUIDANCE

TABLE 1 - SELF CONTAINED UNITS - GENERAL NEEDS & ELDERLY

UNIT TYPE	BAND 1	BAND 2	BAND 3	BAND 4	BAND 5
7P4B HOUSE	156100	171200	186200	206300	226400
6P4B HOUSE	147100	159800	172600	189600	206600
5P3B HOUSE	126000	137000	148100	162800	177500
4P3B HOUSE	118000	128300	138700	152500	166300
4P2B HOUSE	112400	122800	133200	147000	160800
3P2B BUNGALOW	102400	115200	127900	144900	161900
3P2B FLAT	95200	100400	105600	112500	119400
2P1B FLAT	75500	80100	84700	90900	97000
1P1B BEDSIT	56900	60600	64200	69100	74100
SHARED ABBEYFIELD	73900	77000	80100	84300	88500

Acceptable cost guidance figures for bespoke unit types are available on request from the Housing Quality Assurance Manager; contact details as previously described.

Community Council Bandings for Accepted Cost Guidelines in Powys	
±	Abbey Cwmhir
	Aberedw
	Beguildy
	Cray
	Dissertth and Trecoed
	Gladestry
	Glascwm
	Glyn Tarell
	Gwernyfed
	Honddu Isaf
	Llanafanfawr
	Llanbadarn Fawr (Radnor)
	Llanbadarn Fynydd
	Llanbister
	Llanddewi Ystradenny
	Llanfihangel Rhydithon
Llangunllo	
Llanwrthwl	

	Llanyre
	Llywel
	Maescar
	Merthyr Cynog
	Nantmel
	New Radnor
	Old Radnor
	Penybont
	St. Harmon
	Tawe-Uchaf
	Trallong
	Treflys
	Whitton
	Yscir
	Ystradfellte
2	Duhonw
	Erwood
	Knighton
	Llanddew
	Llangamarch
	Llanigon
	Llanwrtyd Wells
	Paincastle
	Presteigne
	Rhayader
	Ystradgynlais
3	All except listed as 1, 2, 4, 5 & 6
4	Bronllys
	Builth
	Clyro
	Felin-fach
	Llandrindod Wells
	Llanfrynach
	Llangors
	Newtown & Llanllwchaiarn
	Talgarth
	Talybont-on-Usk
	Welshpool
5	Glasbury
	Hay
	Llangattock
	Llangynidr
	The Vale of Grwyney
6	Brecon
	Crickhowell

Community Council Bandings for Accepted Cost Guidelines in Powys

ANNEX E

Local Authority	ACG Band	Community Council
Powys	1	Abbey Cwmhir
		Aberedw
		Beguildy
		Cray
		Disserth & Trecoed
		Dunhonw
		Erwood
		Gladestry
		Glascwm
		Gwernyfed
		Honddu Isaf
		Llanafanfawr
		Llanbadarn Fynydd
		Llanbardarn Fawr (Radnor)
		Llanbister
		Llanddewi Ystradenny
		Llanfihangel Rhydithon
		Llangamarch
		Llangunllo
		Llanigon
		Llanwrthwl
		Llanyre
		Llywel
		Maescar
		Merthyr Cynog
		Nantmel
		New Radnor
		Old Radnor
		Paincastle
		Penybont
		Presteigne
		Rhayader
		St Harmon
Tawe-Uchaf		
Trallong		
Treflys		
Whitton		
Yscir		
Ystradfellte		
Ystradgynlais		
Powys	2	Banwy
		Bettws (Montgomeryshire)
		Carno

		Carreghofa
		Castle Caereinion
		Cilmery
		Felin-fach
		Glantwymyn
		Glyn Tarell
		Knighton
		Llanbryn-mair
		Llanddew
		Llandinam
		Llanelwedd
		Llanerfyl
		Llanfair Caereinion
		Llanfechain
		Llanfihangel
		Llanfihangel Cwmdu etc
		Llanfyllin
		Llangedwyn
		Llangurig
		Llangyniew
		Llangynog (Montgomeryshire)
		Llanidloes Without
		Llanrhaeadr-ym-Mochnant
		Llansilin
		Llanwddyn
		Llanwrtyd Wells
		Manafon
		Meifod
		Mochdre (Montgomeryshire)
		Pen-y-Bont Fawr
		Trefeglwys
		Tregynon
Powys	3	Aberhafesp
		Bausley with Criggion
		Berriew
		Bronllys
		Builth
		Cadfarch
		Caersws
		Churchstoke
		Dwyriw
		Fordeu
		Guilsfield
		Kerry
		Llandrindod Wells
		Llandrinio
		Llandysilio
		Llandyssul

		Llanfrynach
		Llanidloes
		Llansantffraid (Monts)
		Machynlleth
		Montgomery
		Newtown and Llanllwchaiarn
		Trewern
		Welshpool
Powys	4	Clyro
		Glasbury
		Hay
		Langors
		Llangattock
		Llangynidr
		Talgarth
		Talybont-on-Usk
		The Vale of Grwyney
Powys	5	Brecon
		Crickhowell

ANNEX D

TABLE 1 - NOTIONAL FLOOR AREAS

UNIT TYPE	FLOOR AREA - M2
7P4B HOUSE	114
6P4B HOUSE	110
5P3B HOUSE	94
4P3B HOUSE	88
4P2B HOUSE	83
3P2B BUNGALOW	58
3P2B FLAT - WALK UP	65
3P2B FLAT - COMMON ACCESS	59
2P1B FLAT - WALK UP	51
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Appendix 7 – Model Section 106 Agreement Templates

NOW THIS DEED WITNESSES as follows:

3. In this Agreement the following expressions shall have the following meanings:

- “Affordable Housing” means
- i) housing for sale where the sale price does not exceed the Maximum Price or
 - ii) housing for rent where the rent level does not exceed 80% of the prevailing **Powys average open market rent level or the full** Benchmark Rent Level or Indicative Rent (Local Housing Allowance) or such other rent level as the Council shall reasonably specify in the event that both the Welsh Assembly Government fails or ceases to publish both the Benchmark Rent Level and the Indicative Rent
- “Indicative Rent” means the indicative rent, **also known as Local Housing Allowance** published by the Welsh Assembly Government for the determination of housing benefit
- “RSL Mortgagee”** means a mortgagee of an Affordable Housing Unit where the mortgagor is a Registered Social Landlord (including for the avoidance of doubt the Mortgagee) or any receiver appointed by such mortgagee

4. It is agreed and declared as follows:

4.7 An RSL Mortgagee of an Affordable Housing Unit may dispose of an Affordable Housing Unit on the open market in exercise of its statutory power of sale or otherwise and the obligations contained in this Agreement shall not apply to that disposal and the Affordable Housing Unit subject to that disposal shall thereafter cease to be subject to the obligations under this Agreement

Second Schedule

The Owners' Covenants

4. Not to cause or permit the Affordable Housing Unit to be let for a rent exceeding 80% of the prevailing Powys average open market rent level or the full Benchmark Rent or Indicative Rent (Local Housing Allowance) or such other equivalent rent that the Council shall reasonably specify in the event that the Welsh Assembly Government fails or ceases to publish both the Benchmark Rent and Indicative Rent.

Third Schedule

Calculation of percentage discount

Additional Definitions for the purpose of this Schedule:

~~"ASHE" the Annual Survey of Hours and Earnings published by the Office of National Statistics~~

"Average Deposit" the average house purchase deposit as provided by Hometrack the Financial Services Authority (FSA).

"Average Price" the average house price as provided by Hometrack the Land Registry.

~~"Hometrack" the Housing Intelligence System which provides average house prices and average house purchase deposit values for Powys or if not available such other system as the Council shall in its absolute discretion consider appropriate.~~

"CACI Paycheck" Commercial dataset on household incomes published by CACI Limited. Registered in England & Wales. Registration No. 1649776. CACI House, Avonmore Road, London, W14 8TS

A	A = Median Gross Annual Pay (Resident based) Powys (ASHE) Household Income (CACI Paycheck)
B	B = Mortgage multiplier (3.5)
C	C = Amount that mortgage lender will lend C = A x B

D	Average Deposit (Hometrack FSA)
E	'Affordable Level' Amount can afford to purchase including deposit $E = C / \{(100-D)/100\}$
F	Average Open Market Value $2/3$ bed House Price (Hometrack, Land Registry)
G	Affordability Gap $G = F - E$
H	Percentage discount $H \% = G / F$

Formula

$$C = A \times B$$

$$E = C / \{(100-D)/100\}$$

$$G = F - E$$

$$G / F = H \%$$

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Decisions taken by Individual Portfolio Holders

Portfolio Holder for Resources, Workforce and Housing

Decisions Taken 9th August 2011

Domestic Abuse Policy

Decision:	Reason for Decision:
That the Domestic Abuse Policy be authorised so that it can be implemented and communicated to employees.	Implementation of a Fit for Purpose Policy.

Whistle-blowing Policy

Decision:	Reason for Decision:
That the Whistle-blowing Policy is authorised so that it can be implemented and communicated to employees.	Implementation of a Fit for Purpose Policy.

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CYNGOR SIR POWYS COUNTY COUNCIL

BOARD PORTFOLIO HOLDER FOR HUMAN RESOURCES
(16th May, 2011)

REPORT AUTHOR: Karen Williams, Head of Human Resources

SUBJECT: Domestic Abuse Policy

REPORT FOR: Decision

Introduction

A Domestic Abuse has been devised.

The formulation of a Domestic Abuse Policy was discussed at a Policy Development workshop and members of the Council's Scrutiny Committee have contributed to its content through the Council's Domestic Abuse Co-ordinator.

Policy Sign Off

The Trade Unions have had opportunity to comment on both policies and any suggestions have either been included or reasons given why they may not be suitable for the policy content. It is requested that the Portfolio Holder for HR signs off the Policies so that they can be communicated to employees and included on the Council's HR Intranet Site.

Corporate Improvement Plan

HR Policies are included in the workforce efficiency programme contained with Powys Change Programme.

Options Considered/Available

1. Not to have a Domestic Abuse Policy.
2. To have a Domestic Abuse Policy.

Preferred Choice and Reasons

Option 2 is the preferred choice: To ensure that the Council upholds fair and consistent employment practices which support service areas to manage their workforces as they are affected by issues relating to Domestic Abuse.

Option 1 is not a viable choice as the Joint Council for Wales has deemed that all Local Authorities should have a Domestic Abuse Policy.

Sustainability and Environmental Issues/Equalities/Crime and Disorder/Other Policies

Page 35

The revisions would ensure that the Council provides consistent employment practices in order to maintain service continuity.

Other Front Line Services

Heads of Service and their Managers are involved in the Policy Development Workshops. The impact on their services have therefore been considered and included where appropriate.

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

Legal – The policy has been considered by the legal department

Finance – Costs of training and support will be met from existing resources in HR and Social Services.

Statutory Officers

Monitoring Officer – I have no comments on this new policy

Section 151 Officer -

Recommendation:	Reason for Recommendation:
It is proposed that the Domestic Abuse Policy is authorised so that it can be implemented & communicated to employees.	Implementation of a Fit for Purpose Policy.

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

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

Person(s) To Implement Decision:	Karen Williams, Interim Head of HR
Date By When Decision To Be Implemented:	1st April, 2011

Contact Officer Name:	Tel:	Fax:	Email:
Lesley Rossiter	01597 826070	01597 826215	lesley.rossiter@powys.gov.uk

Councillor Tony Thomas, HR Portfolio Holder

..... (Signature) 9/8/2011 (Date)

..... Tony Thomas (Print Name)

CYNGOR SIR POWYS COUNTY COUNCIL
Domestic Abuse Policy

Status	Version 1
Date of Issue	July, 2011
Date of Previous Version	New Policy
Agreed by	Portfolio Holder for HR
Review Date	July, 2013

Cyngor Sir Powys County Council

Domestic Abuse Policy

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Cyngor Sir Powys County Council

Domestic Abuse Policy

Policy Statement

The Council recognises that domestic abuse could affect anyone, whatever their gender, age, sexuality, religion or ability.

The Council is committed to supporting the community on domestic abuse and violence through the Powys Domestic Abuse Forum.

An important element of this commitment is the support that the Council can provide for its employees who experience domestic abuse; we have a responsibility for the welfare of our employees and as such we recognise that domestic abuse may be a workplace issue.

Managers and colleagues are encouraged to be aware that any member of staff could be affected by domestic abuse, regardless of their relationship to the perpetrator, (for example, they could be a partner, a parent, a son/daughter or a sibling etc).

In providing an effective, confidential and empathic response to employees who experience domestic abuse, valuable skills can be retained within the organisation as well as providing the stability of employment for a vulnerable or distressed employee.

This policy seeks to:

- support those employees experiencing domestic abuse;
- raise awareness of domestic abuse - its implications for the services that we provide within the community and its effects within the workplace;
- ensure that all the Council's employees understand the important role they can play in tackling domestic abuse and to develop a consistent approach across the Council.

Further, the Council will take very seriously the conduct of employees where they themselves are perpetrators of domestic abuse and will take necessary preventive action, including referral to the Police and disciplinary action (see section 5.2).

1.0 Definition

Powys County Council has adopted the Welsh National Domestic Abuse Strategy definition of domestic abuse, which states that:

"Domestic Abuse is best described as the use of physical and /or emotional abuse or violence, including undermining self confidence, sexual violence or the threat of violence, by a person who is or has been in a close relationship"

A useful extract from the Strategy that places Domestic Abuse into context is that:

Domestic abuse can go beyond actual physical violence. It can also involve emotional abuse, the destruction of a spouse's or partner's property, their isolation from friends, family or other potential sources of support, threats to others including children, control over access to money, personal items, food, transportation and the telephone, and stalking.

It can also include violence perpetrated by a son, daughter or any other person who has a close or blood relationship with the victim/survivor. It can also include violence inflicted on, or witnessed by children. The wide adverse effects of living with domestic abuse for children must be recognised as a child protection issue. The effects can be linked to poor educational achievement, social exclusion and to juvenile crime, substance abuse, mental health problems and homelessness from running away.

Domestic abuse is not a "one off" occurrence; it is frequent and persistent."

2.0 Why is Domestic Abuse a Workplace Issue?

Being a good employer includes supporting staff through new or difficult periods in their lives. Domestic abuse has a devastating impact on individuals and their families. Worldwide domestic abuse is the biggest killer of women aged 19-44 – greater than cancer, road traffic accidents and war.

People experiencing domestic abuse are often subject to disciplinary action and lose their jobs because their behaviour, being late for example, is misinterpreted. However, a steady income is often key to a survivor's economic independence and their opportunities to escape from an abusive relationship. What's more, employers have a responsibility to provide all staff with a safe and effective work environment.

Having a domestic abuse workplace policy can clearly demonstrate domestic abuse is not tolerated within or outside the workplace. It will show a commitment to provide support for staff to take action against perpetrators.

Supporting staff that have or are, experiencing domestic abuse makes business sense. In England and Wales £2.7billion a year is lost through economic output due to decreased productivity, administrative difficulties from unplanned time off, lost wages and sick pay. Domestic abuse can cause employees to be distracted at work, arrive late, leave early, or miss work.

With the statistic that 1 in 4 women will experience domestic abuse at some point in their life, it is likely that all public authorities have staff that have or are experiencing domestic abuse (as well as those who are perpetrators of abuse).

Introducing an effective workplace policy and practice is a good investment to retain skilled and experienced staff. It will allow staff to recognise the impact of domestic abuse on the workplace, by understanding the support offered by their employer, which can often increase their commitment to the organisation.

3.0 Guidance for colleagues and confidantes

3.1 It is recognised that the manager may not be the first person to be approached for help by someone experiencing abuse; it is possible that a trusted colleague may be the first person to learn of someone's situation.

3.2 An employee may not wish to approach their line manager and may prefer to involve a third party such as a colleague, HR Adviser, Occupational Health Adviser, or trade union representative. If a colleague confides in you or discloses that they are having problems at home, then there are a number of approaches you should take:

- Listen, in a reassuring and supportive way
- Respond in a sensitive, non-judgemental manner, avoiding giving your opinion or view on the situation
- Tell them about this policy and bring their attention to the support available both within the organisation and through external agencies listed in Section 5.
- Encourage your colleague to seek support from relevant organisations
- Encourage your colleague to talk to their manager for support
- If you can, keep the discussion confidential, but see the section 4.5 on confidentiality

4.0 Guidance for managers for dealing with domestic abuse involving employees (See also Appendix A).

4.1 Managers need to develop a sensitive and non-judgmental approach when dealing with employees who are experiencing or who have experienced domestic abuse. This should include:

- Taking time to listen to the employee and taking seriously what they say.
- Ensuring that any discussion about the employee's situation takes place in privacy and that their confidentiality is respected as far as possible.
- Being aware that there may be additional issues faced by the employee because of their age, gender, sexuality, ethnic background, disability etc.
- Being non-judgmental - the employee may need some time to decide what to do and may try many different options during this process. Research has shown that it can take a long time and be extremely difficult to break free of an abusive relationship. It should not be assumed, therefore, that because an individual returns or stays in an abusive relationship that the abuse was not severe or did not take place. Discussions that take place between managers and the individual should be to facilitate rather than impose solutions.
- Being aware of what appropriate support is available and exploring these options with the employee; a list of support agencies for women and men is

included in this Policy. However, if the employee does not want other agencies to be contacted, this wish must be followed.

While managers must be ready to respond to direct requests for help from employees, or incidents of violence or abuse at work, it is more likely that the manager will become aware of the situation through absence monitoring or poor performance. Identifying that an employee is experiencing difficulties at an early stage can help ensure appropriate help is provided. This can then help enable the employee to deal with their situation more effectively. The signs of domestic abuse may also vary, for example a person may work extra hours or come in early or late.

If an employee does not wish to speak to you about their situation, it is important that you let them know what support is available through this policy but they should be advised of the difficulties that may arise if you are not aware of the relevant facts and circumstances (for instance if there is a potential health and safety issue or if other action is being taken on capability or absence management).

4.2 Leave and time off work

The Council supports a range of leave arrangements through the Leave and Flexible Working and Supporting Working Parents policies. While taking the needs of the Service Area into account Managers should look sympathetically at requests for reasonable time off within these arrangements for employees who have disclosed that they are experiencing domestic abuse.

Managers may receive requests for time off from employees who are experiencing domestic abuse, to arrange appointments during the normal working day. These requests should be treated sympathetically. These appointments could include: -

- Appointments with support agencies such as Women's Aid, Social Services or Counsellors;
- Arranging re-housing;
- Meetings with solicitors;
- Making alternative childcare arrangements, including meetings with schools.

Managers should also explore other measures supportively, such as temporary negotiated hours, where requested by employees experiencing domestic abuse.

4.3 Health effects

Employees experiencing domestic abuse may be more vulnerable to symptoms of stress and reference should also be made to the Council's Stress Policy. If appropriate and with the employee's consent, managers should refer the employee to the Occupational Health Advisor.

4.4 Ensuring Safety

The responsibilities of employers, employees and others for the health and safety of persons at work are defined by the Health and Safety at Work Act 1974.

Managers may have to consider that domestic abuse may involve violent partners or ex-partners visiting the workplace, abusive phone calls, or intimidation or harassment of an employee by the alleged perpetrator. These issues could be addressed by the following measures (which are only suggestions and not exhaustive and which may not be appropriate or available in the section in question):

- Improving security measures, such as changing key pad numbers or ensuring that access to buildings is open to authorised employees only.
- Reception or switchboard staff will not divulge information about employees, especially personal details such as addresses, telephone numbers or shift patterns.
- Offering temporary or permanent changes in workplace, work-times and patterns, helping to make the employee less at risk at work and on their journeys to and from work.
- Offering changes in specific duties, such as answering phones or working in reception area, or, in exceptional circumstances, redeployment to another post if other changes are not easily implemented.
- Agreeing what to tell colleagues and how they should respond if the abuser rings or calls at the workplace.
- Making sure that the systems for recording employees' whereabouts during the day are adequate and if the work requires visits outside the office, considering how risks can be minimised (e.g. changing duties or allowing another colleague to accompany them on certain journeys).
- Recording any incidents of abuse in the workplace, including persistent phone calls e-mails or visits, to an employee by their partner/ex-partner. Details of any witnesses to these incidents should also be noted. These records could be used if the employee wants to press charges or apply for an injunction against the alleged perpetrator.

4.5 Confidentiality

Once an employee has confided to their manager that they are experiencing domestic abuse, the manager should reassure them that they will keep this information confidential as far as possible. However, in circumstances where others (e.g. service users, customers or colleagues) could be put at risk, the employee needs to be advised that information could be shared with others.

One of the exceptions to confidentiality is where child or adult protection issues could arise, for instance, if an employee gives information that suggests that their child or another child or a vulnerable adult is at risk from abuse (whether physical, emotional, sexual or neglect). In these circumstances, the manager should inform the employee that they are seeking further advice from an appropriate agency i.e., Social Services Child Protection Unit and they may have to pass this information onto these bodies.

Managers have a responsibility to maintain a safe environment for all employees and this could be made easier if colleagues are aware of potential risks. However, it is essential that managers agree with the individual concerned what information to tell colleagues. It is important to establish with employees that this information is confidential and any unauthorised breaches of this could be subject to disciplinary action being taken.

The consequences of breaching confidentiality could have serious effects for the person experiencing domestic abuse. Statistics have shown that the risk of more serious assaults, permanent injury and murder takes place when an individual decides to leave home or immediately after. It is important, therefore, not to underestimate the danger or assume that the fear of abuse is exaggerated. It is also important to recognise that for a host of reasons a person may return to an abusive partner and the importance of maintaining a commitment to the provisions of the policy and a non - judgemental attitude is paramount.

4.6 Multi Agency Risk Assessment Conference (MARAC) and CAADA (Co-ordinated Approach Against Domestic Abuse)

The MARAC focuses on the victim of the abuse and their children. It ensures that all preventative action is taken and all safety measures possible are put in place having regard to the victim's circumstances to ensure the safety of the victim and their children.

If a Manager feels that the employee is in significant danger it is recommended that he/she completes a CAADA (Co-ordinated Approach Against Domestic Abuse) risk assessment/ Risk Indicator Checklist. This Risk Indicator Checklist (RIC) can be obtained from the Domestic Abuse Co-ordinator (DAC), see Section 5 (Helpful Contacts & Websites). If the Manager wishes to seek confidential advice on assessing the danger or help with the completion of the RIC, it is recommended they contact the Domestic Abuse Co-ordinator or their nearest Domestic Abuse Support Provider, see Section 5.

If completion of the RIC indicates that the employee is High Risk, a referral should be made immediately to the MARAC (Multi Agency Risk Assessment Conference). This can be done by the Manager themselves, or via one of the Support Providers, to the Domestic Abuse Co-ordinator or the Public Protection Unit at Llandrindod Wells Police Station, see Section 5. It is best practice to explain the process and obtain the employee's consent to make the referral, but where action is needed to prevent a crime or significant harm or to save life, consent is not essential (acting without consent would only be in exceptional circumstances and the employee must be advised of the action taken in any event).

4.7 Training and Awareness Raising

Powys County Council recognises managers and colleagues may need training in recognising and supporting employees who are victims of Domestic Abuse. There is a training course currently being developed to raise manager's awareness and increase their skills in the area of Domestic Violence. Please check Trent to see when this course has been launched.

On the Council's Learning and Development site there is an e-learning session to support this policy as well as case study demonstrating the issues surrounding Domestic Abuse.

At Appendix A is a brief outline to support managers and colleagues in recognising and supporting staff who are victims of Domestic Abuse.

5.0 Employees who are Perpetrators of Abuse

5.1 Criminal Law - Employees should be aware that domestic abuse is a serious matter that can lead to criminal conviction.

5.2 Council Disciplinary Procedures

Any employee who threatens, harasses or abuses a partner or family member at, or from, the Council's workplace will be subject to disciplinary action. This includes employees who use Council resources such as 'phones, fax machines, email, mail or other means to threaten, harass or abuse a partner or family member.

Conduct outside work (whether or not it leads to a criminal conviction) can also lead to disciplinary action against an employee depending on the job undertaken by that employee and whether the conduct has brought, or is likely to bring, the Council into disrepute. There should be a preliminary investigation of the facts as far as possible, a view taken and consideration given as to whether the conduct is sufficiently serious to warrant instituting the disciplinary procedures.

Factors to consider will be:

- the nature of the conduct; the nature of the work to be done
- the extent to which it involves contact with other employees, service users and children and vulnerable adults.
- the status of the employee.
- the actual or potential impact of the conduct on the reputation of the Council

In addition such conduct may make certain job duties inappropriate and justify dismissal or redeployment. It will not be appropriate for a perpetrator of domestic abuse to be providing services to vulnerable adults and children. Disciplinary action could result in the employee being dismissed or a change of duties or a transfer may need to be considered in such circumstances.

Similarly, proven criminal harassment and intimidation of Council employees by their partner or ex partner who also works for the Council will be viewed seriously and may lead to disciplinary action being taken.

6.0 Helpful Contact Numbers & Websites

<p>Powys IDVA – 01686 629831; Mobile – 07990 524695 Independent Domestic Violence Advisor www.hafancymru.co.uk</p>	<p>Independent, confidential and expert advice and assistance from a professionally trained domestic violence advisor. For high and very high risk clients only. Access safety planning, advice and assistance on a wide range of options including the criminal justice system. Short term, crisis intervention work. To access this service, complete a high risk checklist and if your client meets the criteria please do not hesitate to contact this service.</p>
<p>Victim Support - 01597 825699 www.victimsupport.org.uk</p>	<p>Trained domestic abuse volunteers can provide one to one support for any period of time to those experiencing abuse that do not meet the high risk criteria. Volunteers can offer a wide range of support and access to other services.</p>
<p>Brecknockshire Women's Aid - 01874 610222 (Central Office); 01874 625146 (Refuge) Information Centres - Open: Tuesdays 10am - 1pm in Brecon and Fridays 10am - 12pm in Ystradgynlais. Other times by appointment</p>	<p>24 / 7 Specialist domestic abuse Refuge and advice line which can offer accommodation and advice to those fleeing or experiencing domestic abuse, available to all groups, however men cannot be accommodated. Outreach and floating support for women and children in the community. Can work with all levels of risk.</p>
<p>Radnorshire Women's Aid - 01597 824655</p>	<p>Specialist domestic abuse Refuge and advice line which can offer accommodation and advice to those fleeing or experiencing domestic abuse, available to all</p>

	groups, however men cannot be accommodated. Outreach and floating support for women and children in the community. Can work with all levels of risk.
Montgomeryshire Family Crisis Centre - 01686 629114 www.familycrisis.co.uk	Female Refuge and a Male Refuge taking referrals from people all over the UK. Child Contact Centre operates throughout Powys. Floating Support services are provided for men and women in Montgomeryshire, together with a Drop In Centre and a Charity shop/Resource centre in Newtown.
Powys Public Protection Unit, Domestic Abuse Officers- 101 www.dyfed-powys.police.uk	Domestic abuse officers can offer help and advice to victims who need police assistance of a non urgent nature.
Bobby Van www.dyfed-powys.police.uk/en/whatwedo/bobbyvan	The bobby van is a lottery funded initiative managed by Dyfed Powys Police which enables victims to stay in their own homes by securing their properties.
All Wales Domestic Abuse Helpline – 0808 8010 800 www.WDAH.org	National domestic abuse and sexual abuse helpline for national Refuge space and advice/information. Bi-lingual.
National Women’s aid – 0808 2000 247- www.womensaid.org.uk	24 hr helpline offering advice and assistance, refuge space, can access interpreters and has BT type talk for deaf callers.
Broken Rainbow – 08452 60 44 60	Support for lesbian, gay, bisexual and transgender people that have or are experiencing abuse.
The Dyn Project – 0808 81 0321 www.dynproject.co.uk	Support for men in abusive relationships. Advice, information and signposting.
Hafan Cymru – 01267 225 555 www.hafancymru.co.uk	Offer a variety of accommodation and support services across Wales for vulnerable

	women, men and children.
BAWSO- 0800 731 8147 www.bawso.org.uk	Provide specialist holistic services to black and minority ethnic women and children fleeing domestic abuse in Wales, affiliated to Welsh Women's aid. Access to refuge, advice and info and translation services. 24 hour helpline.
Karma Nirvana- 0800 5999 247 www.karmanirvana.org.uk	Honour network and forced marriage helpline. For victims and professionals.
Kiran – 020 8558 1986 Outside office hours – 08457023468	Asian women's aid, offers advice, support and refuge for Asian women and women from other cultures.
National Centre for Domestic Violence- 0844 8044 999/08009702070 www.ncdv.org.uk	Specialist's in helping victims of domestic violence obtain non molestation orders and other types of order i.e. injunction to protect victims from further abuse. This is a free service available to EVERYONE. Those with an income are not excluded. Quick, confidential and professional service.
Cyngor ar Bopeth Powys CAB - 01686 624390 www.citizensadvice.org.uk	Information and advice on options, debt, benefit, divorce, legal advice.
Respect-08451228609 www.respect.uk.net	Helpline for those who are male perpetrators of domestic violence. Access to perpetrators programmes.
Move on to Change- Carmarthen- cdaf@ammanvalleywomensaid.org	Voluntary perpetrators programme held in Carmarthen managed by Carmarthen Domestic Abuse Forum. Open to perpetrators in Powys, Pembrokeshire and Ceredigion who would like to voluntarily attend a programme. Based on the Deluth model. Email referrals.
NSPCC – 0808 800 5000 www.nspcc.org.uk	24hr helpline offering counselling, information

	and advice to anyone that is concerned about a child. All counsellors are trained child protection officers.
SARC- -01267 235 464- www.newpathways.co.uk	Sexual Assault Referral Centre
Domestic Abuse Co-ordinator Powys 01597 851416 www.powysdomesticabuse.org	Co-ordinating domestic abuse provision and strategy across the county.

Recognising and Supporting staff who are Victims of Domestic Abuse

Some of the signs of Domestic Abuse

- Lateness or high absenteeism without sufficient explanation;
- Uncharacteristic depression, anxiety, distraction or problems with concentration;
- Changes in the quality of work performance for no apparent reason;
- Obsession with time, avoiding lunch breaks or socialising outside work;
- Inappropriate or excessive clothing;
- Repeated injuries, unexpected bruising or explanations that do not fit the injuries displayed;
- Increased hours being worked for no apparent reason;
- Excessive make-up to disguise bruising or 'crying' eyes

Disclosure

The manager may not be the person approached for advice or help in the first instance. It may be in some cases another manager, colleague, HR Advisor or trade union representative. Anyone contacted for support should take a non-judgmental approach and be prepared to:-

- Listen, reassure and take seriously what is being disclosed;
- Respond in a sensitive and supportive way and ensure the employee is provided with up-to-date information and aware of all the options open to them;
- Actively support the employee to choose an appropriate safe option but recognise and respect their right to decide;
- Ensure that the employee's safety and well-being is being maintained;
- Ensure all discussions take place in privacy and are kept confidential in all but the most exceptional circumstances. These will be where there is a legal requirements to disclose information about other parties such as children and vulnerable adults e.g. POCA and POVA;
- Be aware that the employee may need time off work to make personal arrangements and seek specialist advice and support;
- Be aware that there may be additional issues faced by an employee because of their age, gender, sexuality, ethnic background or disability.

CYNGOR SIR POWYS COUNTY COUNCIL

BOARD PORTFOLIO HOLDER FOR HUMAN RESOURCES
(28th June, 2011)

REPORT AUTHOR: Karen Williams, Head of Human Resources

SUBJECT: Whistle-blowing Policy

REPORT FOR: Decision

Introduction

The Council's Whistle-blowing Policy has been revised.

The Whistle-blowing Policy was discussed at a Policy Development workshop, members of the Council's Standards Committee have contributed to its content. The Policy was also discussed and agreed as sound by the Standards Committee on 23rd June and Audit Committee on 27th June.

Policy Sign Off

The Trade Unions have had opportunity to comment on this policy and any suggestions have either been included or reasons given why they may not be suitable for the policy content. It is requested that the Portfolio Holder for HR signs off the Policies so that they can be communicated to employees and included on the Council's HR Intranet Site.

Corporate Improvement Plan

The revised Whistle-blowing Policy is included in the workforce efficiency programme contained with Powys Change Programme.

Options Considered/Available

1. To not replace or review the policy in question.
2. To update the policy in question.

Preferred Choice and Reasons

Option 2 is the preferred choice: To ensure that the Council upholds fair and consistent employment practices which support service areas to manage their workforces as they are affected by issues relating to Whistle-blowing.

Option 1 is not a viable choice as the current Policies are no longer deemed fit for purpose.

Sustainability and Environmental Issues/Equalities/Crime and Disorder/Other Policies

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The revisions would ensure that the Council provides consistent employment practices in order to maintain service continuity.

Other Front Line Services

Heads of Service and their Managers are involved in the Policy Development Workshops and middle managers in the Property Rationalisation Forum. The impact on their services have therefore been considered and included where appropriate.

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

Legal – Legal Services have been involved in the development of these Policies.

Finance – There are no budget implications for this revised Policy.

Statutory Officers

Monitoring Officer – The new policy appears acceptable.

Section 151 Officer -

Recommendation:	Reason for Recommendation:
It is proposed that the Whistle-blowing Policy is authorised so that it can be implemented & communicated to employees.	Implementation of a Fit for Purpose, updated Policy.

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

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

Person(s) To Implement Decision:	Karen Williams, Interim Head of HR
Date By When Decision To Be Implemented:	1st April, 2011

Contact Officer Name:	Tel:	Fax:	Email:
Lesley Rossiter	01597 826070	01597 826215	lesley.rossiter@powys.gov.uk

Councillor Tony Thomas, HR Portfolio Holder

..... (Signature) 9/8/2011 (Date)

..... Tony Thomas (Print Name)

CYNGOR SIR POWYS COUNTY COUNCIL
Whistleblowing Policy

Status	Version 2
Date of Issue	July, 2011
Date of Previous Version	2000
Agreed by	Portfolio Holder for Human Resources
Review Date	July, 2013

Cyngor Sir Powys County Council Whistleblowing Policy

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Cyngor Sir Powys County Council Whistleblowing Policy

1.0 Introduction – What is Whistleblowing?

Whistleblowing is the term given to the act of reporting or disclosing something of concern, such as wrong-doing relating to illegal acts or omissions at work, financial malpractice or dangers to the public or to the environment.

The Public Interest Disclosure Act 1998, together with this policy, provides a means for employees who raise concerns in good faith and reasonably believe them to be true, to be protected from possible reprisal or victimisation.

2.0 Policy Statement

Under the Official Code of Conduct, employees have a duty to raise attention to any deficiency in the provision of services, impropriety or breach of procedure.

The Council encourages staff to use this policy constructively in its commitment to providing the highest possible standards of service and accountability to the public. This policy and procedure sets out what to do in order to voice serious concerns and aims to empower employees to do this within the Council at the earliest possible opportunity rather than 'bottling it up' for fear of intimidation, victimisation or harassment.

To this end, Powys County Council will not tolerate any victimisation, harassment or unfair treatment of any whistleblower. Any such behaviour or misuse of this policy will be dealt with through the Council's Disciplinary procedure.

3.0 What is covered by this policy?

The Whistleblowing policy is intended for use where there is concern about something that you believe:

- Is a criminal offence (e.g., fraud, corruption or theft) which has been/is likely to be committed;
- Is a miscarriage of justice which has or is likely to occur;
- Is against the Council's Financial Regulations, Codes of Conduct or policies;
- Is, or is likely to be a danger to the health or safety of any individual;
- Has, or is likely to, damage the environment;
- Is an act of discrimination to any member of staff or service recipient on grounds of race, gender or disability;
- Amounts to abuse of a service user by any member of staff;
- Amounts to neglect to deal with complaints (e.g., of abuse or malpractice);
- Falls below established procedures or standards of practice;
- Amounts to improper conduct;
- Is a cover-up of any of the above or where information relating to any of the above is being deliberately concealed or attempts are being made to conceal the same.

If, however, you are aggrieved about your personal situation, please use the Grievance Procedure or the Fairness & Dignity at Work policy, which you can get from your manager, from Human Resources or from your Trade Union representative. The Whistleblowing

policy is primarily for concerns where the interests of others or of the Council itself are at risk.

Complaints of misconduct against County councillors should be made to the Council's Monitoring Officer (In Legal Services).

If you raise a concern under this Whistleblowing policy which you believe to be genuine and is made in good faith but it is not confirmed by the investigation, then no action will be taken against you. If, however, it is found that you have made a false allegation with malicious or mischievous intent, the action will be dealt with under the Disciplinary policy.

4.0 Who can use the Whistleblowing policy?

This policy is available to all employees of the Council, irrespective of status. It may also be used by anyone carrying out work on behalf of the Council such as agency workers, independent consultants or contractors if they have a concern about something they witness whilst conducting Council business and this policy should be shared with any of these bodies.

5.0 What support should a Whistleblower expect to receive?

It may not be an easy decision to report a concern, especially if the person fears reprisal from those responsible for the malpractice. However, the Council encourages staff to report concerns and as such, you will receive the support to do this and the Council will deal with the matter swiftly.

Measures will be taken to safeguard a whistleblower from harassment or victimisation. Any measures taken to protect you would be with your agreement and of such a nature that you do not feel disadvantaged in any way. If you are worried about reprisal, you should say so at the time of reporting the malpractice so that this can be taken into account when addressing the matter. If you experience or receive unwelcome behaviour as a result of raising a concern, the Council will take appropriate and necessary action against the offender and to protect you.

Because of this commitment to protect whistleblowers, you are encouraged to put your name to the concerns you are raising so that the person investigating the matter can verify or clarify any points with you and add credibility to the concern. Concerns expressed anonymously are much less powerful and can be difficult to substantiate. Your identity will be protected as far as possible, but you must be aware that any investigation into the matter is likely to reveal the source of the information and you may be required to make a statement which will form part of the evidence. If you are interviewed as part of any investigation, all attempts will be made to ensure these take place away from the workplace or at a location which does not identify the purpose of your meeting to other people.

If you do raise a concern under this policy, you will not be at risk of losing your job or of suffering any form of retribution as a result, provided that:

- The disclosure is made in good faith; and
- You reasonably believe that information and any allegations contained in it, are substantially true; and
- You are not acting for personal gain.

The Staff Counselling Service is available to all staff and you may wish to make contact with a Counsellor for additional support.

6.0 How to raise a concern at work

If you become concerned about something at work, you should first discuss this with your manager. If the concern involves your manager or someone senior to them in your service area, then you should contact one of the people listed below as appropriate:

- The Head of Finance, or Audit Manager
- The Head of Legal, Scrutiny & Democratic Services
- The Head of HR
- The Child/Adult Protection Co-ordinator
- Any senior manager whom you feel comfortable approaching
- A Strategic Director
- The Chief Executive

You should make contact with one of these people as soon as possible because the sooner something is reported, the easier it is to take action. You may also speak to a trade union representative who may be able to help you raise your concern.

It may be the case that you are not the only person with concerns and you may wish to come forward together for moral support, but you may be interviewed separately as part of any resulting investigations so that the fullest picture possible can be drawn.

It is best to support your concerns by putting it in writing, giving names, dates, places, the events as they appear to you and why you are concerned about the situation.

If, for any reason, you feel unable to write it all down, then speak to the person you are reporting to so that they can record what you are describing to them.

If you are unsure whether, or how, to use this procedure or want independent advice, you may contact Public Concern at Work, an independent authority on public interest whistleblowing. They can give free, confidential advice at any stage on how to raise a concern about serious malpractice at work. They can be contacted on 020 7404 6609 or email helpline@pcaw.co.uk.

Points to remember:

Do –

- Make an immediate note of your concerns
- Convey your suspicions to one of the people listed above
- Deal with the matter promptly
- Seek advice from your union or from Public Concern at Work

Don't –

- Do nothing
- Be afraid of raising your concerns
- Approach or accuse any individuals directly

- Try to investigate the matter yourself
- Convey your suspicions to anyone other than those with the proper authority

7.0 What will happen when a concern is raised?

The person you reported the concern to will write to you to acknowledge your concern and indicate how it is intended to proceed and the reasons why.

Once the matter has been reported to the appropriate person they will inform the monitoring officer in order that all potential whistle-blowing cases are recorded. The monitoring officer will also be informed once the matter has been responded to and informed of the outcome in order that this can be recorded and if necessary reported to the Standards Committee.

Depending on the nature of the concern, the action taken may take the following forms:

- An investigation under the relevant Council policy/procedure (e.g., Child or Adult Protection, Anti-fraud & Corruption)
- Referral to the Police
- Referral to an external auditor
- An independent enquiry

It is likely that you will be interviewed or asked further questions to assist the investigation and you may be asked to sign a statement confirming the details of what you have reported. You are entitled to bring a trade union representative or a colleague (provided they are not involved in the matter) to any interviews or meetings.

In the event that an investigation results in criminal or disciplinary proceedings you may be required to attend a hearing. The Council will advise you about this and support you through the process. You may also wish to seek support and guidance from your trade union.

Subject to any legal constraints, you will be kept informed of any action taken during and after the investigation and once the matter has been concluded, you will be informed of the outcome, but you must keep any information confidential.

8.0 Monitoring this policy

The Standards Committee has overall responsibility for the maintenance and operation of this policy. The Monitoring Officer maintains a record of concerns raised and the outcomes, together with feedback of peoples' experience of using this policy, and will report as necessary to the Standards Committee who will make recommendations to the Council.

9.0 What do I do if I am not satisfied that the matter has been dealt with?

The Council will take all reasonable steps to ensure that your concerns have been addressed and dealt with in the appropriate manner, but if you feel that this is not the case, then the following are possible contact points:

- The Council's Monitoring Officer – 01597 826395
- Your local County Councillor (if you live within Powys) – 01597 826410

- Your trade union
- Internal Audit – 01597 826821
- Relevant professional or regulatory bodies
- Your solicitor/the Citizen's Advice Bureau
- The Police – Dyfed-Powys Police – 101 / 01267 222020
- Public Concern at Work - 020 7404 6609 or email helpline@pcaw.co.uk
- The Health & Safety Executive – 0845 3450055
- Public Services Ombudsman for Wales – 01656 641150

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Decisions taken by Individual Portfolio Holders

Councillor A.G. Thomas
Portfolio Holder for Workforce Resources and Housing

Decision Taken 23 September 2011

Human Resources Interim Reorganisation

DECISION	Reason for decision
To increase HR capacity for a two year fixed term period as described in the report.	To meet increased demand for strategic and operational HR support and to support the effective delivery of the Powys Change Plan.

Applications for Charitable Rate Relief

DECISION	Reason for decision
To approve the recommendations in the report.	In line with policy

Applications for Hardship Rate Relief

DECISION	Reason for decision
To approve the recommendations in the report.	In line with policy

Housing Debt Write Off

DECISION	Reason for decision
To approve the recommendations in the report.	In line with policy

Write off of Debts

DECISION	Reason for decision
To approve the recommendations in the report.	In line with policy

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CYNGOR SIR POWYS COUNTY COUNCIL

CABINET REPORT

1st August 2011

REPORT AUTHOR: County Councillor Tony Thomas
Portfolio Holder for Human Resources

SUBJECT: Human Resources Interim Reorganisation

REPORT FOR: Decision

Summary

The Human Resource Service is experiencing increasing demand for strategic HR support from Services who are looking to implement major change programmes as part of the Powys Change Plan. This increase in demand comes at a time when the Service is also experiencing increased demand for operational HR support in managing absence, grievance and disciplinary cases from managers who are looking to improve service performance. Heads of Service, Senior Managers and Head-teachers have all commented that they need greater HR support and are concerned at the current capacity levels.

A review of the Human Resource Service was recently conducted by Price Waterhouse Coopers and they concluded that although the service was performing well in terms of operational support to services, there was limited HR capacity to support change programmes within the Council. With the introduction of the Powys Change Plan and the extensive and complex change programmes that are either in development or in progress, the demand for strategic HR capacity to support the delivery of these programmes is expected to increase markedly over the next two years.

It is clear that in the medium to longer term there will be a need to remodel the HR service to better provide the required strategic support to the Council's services. At the same time improved training and development of managers should lead to a decrease in the hands on support required from HR on operational employee relations issues. Consequently it is anticipated that any future remodelling will not involve an increase in resources, but will require the significant development of both HR Advisers to be able to operate effectively at a strategic level and line managers to be able to take greater responsibility for resolving less complex HR issues within their services.

The HR Service has started to plan for the necessary managerial and HR staff development to realise this objective but it is anticipated that the required skill development will take a minimum of two years to enable the effective transition to a new service delivery model.

In the meantime, demand for both operational and strategic HR support is increasing to the extent that the service no longer has the capacity to respond effectively to these demands.

As a short term measure to bridge the increase in demand over the next two years, it is proposed that additional capacity is sought for the HR Advisory Team to allow the service to continue to respond effectively to both operational and strategic service demands. The detail of these proposals is explained below.

Proposal

All the proposals detailed below will be on an interim basis for a period of two years.

It is proposed that 2 additional HR Advisers be recruited on a two year fixed-term basis. Also, that an existing HR Adviser post be upgraded to a senior post to lead the delivery of HR support to schools.

In addition, that 4 Administrative employees currently employed within the BPU, transfer on their existing grades (again on a two year fixed term basis), into the HR Advisory Team. These employees currently undertake limited HR Advisory responsibilities in addition to HR transactional work and pure administrative duties.

The above measures will allow the HR Advisory team to better organise their workload, enabling capacity to be released for both strategic and operational HR support through the development of a new service delivery model based on an informal Business Partner/Shared Services approach.

The transactional HR work currently being undertaken by the Administrative employees will be absorbed by the Conditions Team within Employment Services. This is possible due to the additional capacity that can be realised within this team due to new and improved processes being introduced that will automate areas of pre employment verification and contract production, releasing time and resource to absorb the additional work. The pure administrative duties, which accounts for a very small proportion of their current duties, will be absorbed by the remaining BPU administrative employees.

A copy of the proposed Interim HR Advisory Team is attached.

The cost of the proposal is as follows:

HR Adviser (PO 6-9 budgeted to top of scale) inc. on-costs per annum	£45,275
HR Adviser (PO 6-9 budgeted to top of scale) inc. on-costs per annum	£45,275
Supplementary costs inc. travel, property & IT per annum	£12,000
Senior HR Adviser upgrade	£ 4,610
Total	£107,160

These costs will be funded through efficiencies/reserves already achieved within the HR service.

Powys Change Plan

These proposals are intended to allow the HR service to respond to the increased demand for strategic HR support arising out of the challenging change programmes established in the Powys Change Plan.

Options Considered/Available

This proposal is for a temporary increase in capacity to meet the increasing demand for both operational and strategic HR support. The longer-term plans for the reorganisation of the HR Service will require the consideration of a variety of options including collaboration with other organisations over certain aspects of HR service delivery where appropriate.

The proposal is a short-term solution to cope with the immediate demands for increased HR support.

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

N/A

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

N/A

Local Member(s)

N/A

Other Front Line Services

N/A

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

Informal discussions have taken place with the Head of the BPU who is supportive of the proposals.

The Strategic Director Finance and Infrastructure has confirmed that the proposals can be funded from internal HR resources.

Local Service Board/Partnerships/Stakeholders etc

N/A

Communications

N/A

Statutory Officers

The views of the Strategic Director, Finance & Infrastructure (Section 151 Officer) and the Strategic Director, Law & Governance (Monitoring Officer) have been sought and both are content with this proposal.

Members' Interests

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.

Future Status of the Report

N/A

Recommendation:	Reason for Recommendation:
To increase HR capacity for a two-year fixed-term period as described in this report	To meet increased demand for strategic and operational HR support and to support the effective delivery of the Powys Change Plan

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

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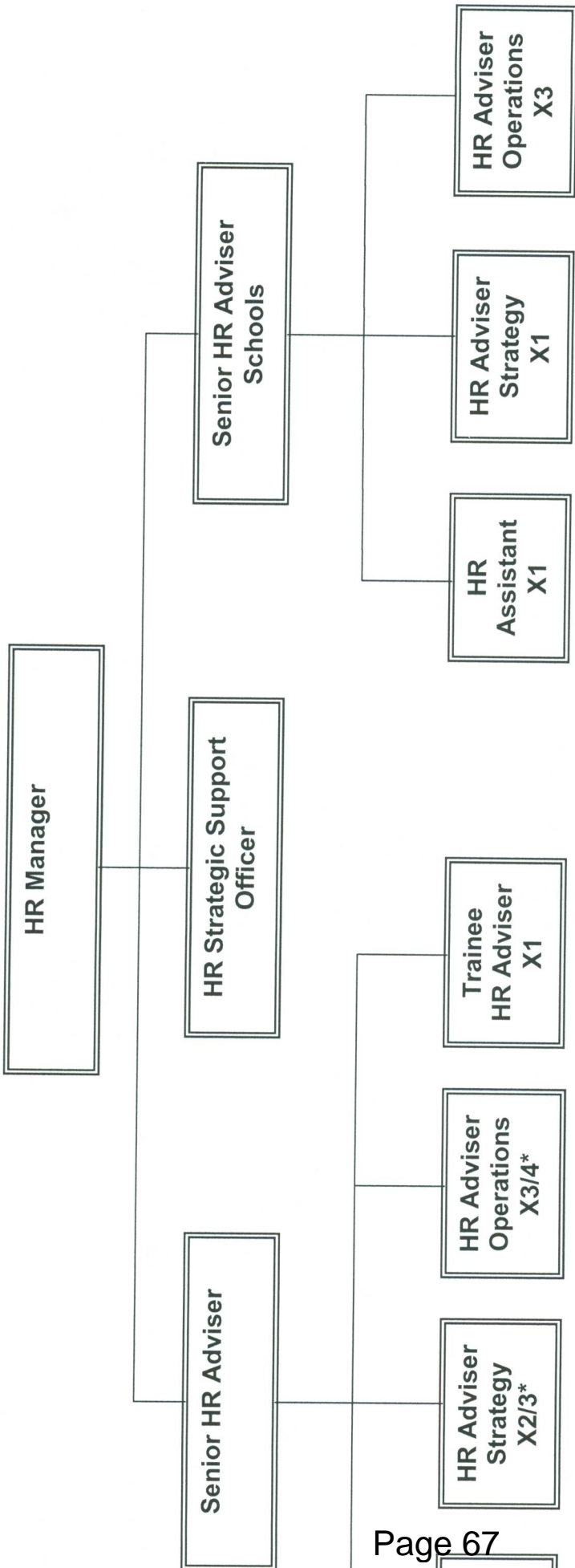
Person(s) To Implement Decision:	
Date By When Decision To Be Implemented:	

Contact Officer Name:	Tel:	Fax:	Email:
Karen Williams	01597 826743	01597 826215	Karen.williams@powys.gov.uk

Background Papers used to prepare Report:

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Proposed Interim HR Advisory Structure 2011



Numbers to be determined and may vary in the short to medium term

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Portfolio Holder Decisions

Councillor E.M. Jones
Leader

Councillor L.G. Davies
Portfolio Holder for Children and Partnerships

Councillor S.M. Hayes
Portfolio Holder for Learning and Leisure

Councillor K.M. Roberts-Jones
Portfolio Holder for Portfolio Holder for Corporate Governance and Assets

Councillor A.G. Thomas
Portfolio Holder for Resources, Workforce and Housing

Decision Taken 17 November 2011

21st Century Schools Capital Bid Submission

DECISION	Reason for Decision
To approve submission of the 21st Century Schools Capital Bids as attached.	To ensure that the authority submits its bid for 21st Century Schools funding within the deadline set by the Welsh Government

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Programme of Projects

Submission Template - Form Band A

Local Authority:	Powys
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Section 1: Strategy & Investment Aims

Box 1. If applicable, please explain the extent of the changes to the Band A programme outlined in your SOP due to the prioritisation criteria (Section 7.2 of the Guidance Note) and the application of the 50% intervention rate. Any de-scoping and/or omission of project(s) should be provided in this section.

Powys' initial 21st Century Schools submission made in December 2010 outlined the investment programme that the authority had planned for the 12 years commencing in April 2012. **The majority of that planned investment in the original band A projects (2012/13 to 2014/15) was directly linked to either the Bro Dyfi geographical pathfinder project, which has previously seen the construction of award winning "Canolfan Hyddgen" using the Passivhaus construction methodology, or to the primary catchment area reviews in the Gwernyfed, John Beddoes, Welsh Medium Severn Valley and the Llanidloes / Machynlleth catchment areas.**

The authority's original submission of £323m for the period up to 2023 had been based on an authority's contribution of 30% (£97m) to the schemes.

The authority has successfully undertaken a review of Primary provision in the Maesydderwen catchment area, and will open 4 new schools in the catchment during the 2012-13 school year. This area review approach is very time intensive, but does ensure inclusivity in the decision making process. This wider community involvement in the decision making process was reflected with the authority only receiving 15 objections to the statutory proposals to close the existing 10 schools and reflects the buy in achieved with the community.

The decision to delay the start of the 21st Century Capital programme, due to financial constraints, until 2014 and the introduction of the authority's requirement to fund 50% of the programme has resulted in the following proposed programme

changes:-

1. The authority has removed £2m per annum in respect of major repairs from the bid as this type of investment no longer meets the Welsh Government's investment criteria.
2. The authority has removed its separate bid of £5m in respect of ICT infrastructure. Some of the expectations of the original bid will have been met through separate investments made by the authority and through the Public Sector Broadband Aggregate (PSBA) investment programme by the revised start date for the 21st century programme. Any other investment required in respect to ICT has been incorporated into the individual projects being submitted.
3. The authority commenced a Primary area review in the Gwernyfed High School Catchment Area during 2010, with an expectation that the review would have been completed in time for the start of the investment programme in 2012. The authority has undertaken a series of informal consultation meetings with staff, governors and the communities in the area during the spring/summer 2010 and is planning to commence statutory consultation procedures during 2011. It is proposed to reduce from the current 10 primary schools to 5 schools, with a plan to remodel 3 of the existing schools and provide 2 new schools.

Due to the delay in the start of the 21st Century programme the authority has identified £ 5.82 m from its own resources to commence 2 of the capital schemes needed in this catchment area. The remaining investment to complete the catchment is included in the revised submission.

4. The review undertaken around the Welsh Medium in the Severn Valley has identified the need to increase the capacity for Welsh Medium Primary Education by the replacement of the current Ysgol Dafydd Llywd with a new Welsh Medium Primary School for up to 300 learners.

A work stream has been established to identify the full requirements of the school and to identify a suitable site. The authority has again recognised the urgency of this project and has identified £7.54m to fund 80% of the scheme, the remaining £1.89m (20%) required is included in the submission.

The council will be committing a substantial part of its reserves to commence the work on the Gwernyfed catchment and the Severn Valley Welsh Medium schemes prior to the 21st Century Schools funding becoming available.

5. A review of the projects that were included in the original Band B and C schemes has been undertaken to consider if any of the schemes should be brought forward based on the condition of the buildings. One scheme "South Powys Secondary Improvement Programme Phase 1" within the

original Band B (2015/16 to 2017/18) is a programme to replace the current high school in Brecon with a new integrated learning campus, incorporating all post 11 education for the catchment, including Further Education and establishing Brecon as the main centre for the delivery of post 16 education for the south of the county. As with the current scheme in Ystradgynlais this and the other projects will be developed on the principles of extending the wider community use of the facilities and the incorporated leisure services will be dual use to maximise the schools and community usage.

The school was the only secondary school in the county to be assessed as a Category “D” in terms of condition. In reality the inclusion of this scheme in the resubmission is not bringing it forward as the original investment was planned to commence in 2015 and it is now projected that this scheme should commence in the second half of the 6 year programme. The bid included is based on the replacement cost of the school together with the elements of the leisure facilities that would be required to deliver the primary and secondary education curricula. The authority has already commenced discussions with Coleg Powys on the proposed integrated learning project. The improvement of the facilities in Brecon has been identified as the priority in the college’s asset management plan.

Section 2: Detail of Programme

Box 2. Please provide a breakdown and further detail on the project(s) in the first band programme.

The projects that are included in the first band programme for the 21st Century Schools capital invest are:-

Review Area	Council Investment 2012-13 & 21013-14	21st Century Schools Capital Programme 2014 - 15 to 2019 - 20	Priority
Gwernyfed Primary	£ 5.82 m	£ 15.13 m	1
New Welsh Primary	£ 7.54 m	£ 1.89 m	1
John Beddoes Primary	£ Nil	£ 2.42 m	1
Llanidloes/Machynlleth Primary	£ Nil	£ 6.20 m	1
Beacons Sec. (Brecon)	£ Nil	£ 33.00 m	1
Machynlleth-Pathfinder	£ Nil	£ 19.54 m	2
Total	£ 13.36 m	£ 78.18 m	

In terms of investment timing, as the authority has completed or is in the process of completing the 4 primary area review programmes and to ensure the revenue efficiencies are achieved, all four identified investments are required by the end of the first half of the investment programme (2016-17).

The authority has already commissioned and received feasibility studies on each of the 2 secondary school schemes, albeit for more extensive schemes than now proposed. It is proposed that funding for design etc. would be required in the first three years of the programme timescale with the major capital investment being required during the second half (2016/17 to 2019/20) of the programme.

Based on the above figures if the full programme was delivered the split of the Capital costs would be £ 52.45m from the Council and partner resources and £39.09m in grant from the Welsh Government.

Priority 1 Projects

Gwernyfed Primary School Review.

The authority commenced a review of the primary school provision in the Gwernyfed High School catchment during the 2009-10 school year and is planning for the statutory consultation meetings to take place before the end of the current school year.

The catchment currently consists of 10 Primary Schools (5 Community, 3 Church Controlled & 2 Church Aided) with pupil numbers ranging from 20 to 150. The area review has been undertaken by an “Area Project Board” (APB) which has consisted of representatives from each school, council service areas, health, church bodies, third sector (PAVO) and local councillors. The catchment is very rural in nature with the main centres of population being centred on the small market towns of Hay-on-Wye and Talgarth. The review has been undertaken through the main board being supported by work streams focussing on :-

- SEN/ALN requirements
- Community Focussed Requirements
- Church Schooling requirements
- Welsh Education

The proposal in Gwernyfed is to build two new schools in Hay on Wye (240 pupil) and Talgarth (150 pupil) and to remodel the three schools in Clyro, Llangorse and Llyswen (Archdeacon Griffiths). The two new schools, in addition to general class rooms will also have additional SEN/ALN facilities. All 5 schools would offer pre school education for 2 and 3 year olds with full day care being provided where required.

The proposed school configuration would leave the catchment with 2 community, 2 church controlled and 1 church aided schools. The diocesan authorities and their

school representatives have played an integral role in developing the proposals.

The full implementation of the proposals for the catchment is expected to make revenue saving of between £335,000 and £385,000 per annum.

This area review is the second such area review the authority has undertaken. To ensure the proposals of the APB are implemented the authority's cabinet has identified £5.82 m of capital budget for the 2012-13 and 2013-14 to ensure the proposals are implemented as quickly as possible to achieve the educational and financial benefits for the children currently in the schools.

Severn Valley Welsh Medium (Replacement school for Ysgol Dafydd Llwyd)

The authority's original Welsh Education Scheme (WES) and the developing Welsh Education Strategic Plan (WESP) has/will have a priority of developing additional capacity to meet the increasing demand for Welsh Medium Education in the catchment area of Newtown. Currently Welsh medium primary school provision in Newtown is delivered through Ysgol Dafydd Llwyd, which currently shares a site with Ladywell Green N & I school and Hafren Junior Schools.

The school's physical facilities are poor, of the four blocks comprising the school, 2 have been assessed as category "D", one as "C" and the remaining block as "B", with 83% of the accommodation being assessed as C or D. In addition to the poor condition of the building the school is operating with restricted facilities and in particular does not have direct access to a school hall, and has to access this type of facility in Hafren CP.

The pupil numbers in the school have grown over the years, but has shown a rapid increase over the last 3 years with the early years and infant pupils estimated to represent approximately 60% of the total 180 pupils in the school by the end of the current school year. This growth is projected to continue as the numbers in the linked Clych Meithrin are also very strong and it is projected that the school will grow to between 230 and 270 pupils over the next 5 years.

The authority has undertaken a review of Welsh Medium for the whole Severn Valley (Llanidloes to Welshpool) over the last 18 months. The membership of this APB contained similar representation to that of the APB in Gwernyfed. This review confirmed that the priority was to address the shortfall of Welsh Medium Primary places in Newtown.

A small project team was established at the start of this school year to identify a suitable site for the new school and is expected to report back to council in the spring of 2012.

As with the Gwernyfed review there is an urgency to deliver this project and the cabinet of the authority has identified £7.54m of Capital for the 2012-13 and 2013-14 financial years towards this project, with the remaining projected costs being included in the submission.

The implementation of this project will not release any revenue savings but will

significantly improve the quality of facilities for the pupils and meet the increasing demand for Welsh Medium primary Education in the area.

John Beddoes Primary Review

The area review, which has been established on the same basis as the previous reviews, commenced during 2010. There are currently six primary schools in the catchment, 3 Church controlled, 2 community and one charity voluntary aided school. As with the Gwernyfed catchment, the area is very rural with two main centres of population in Knighton and Presteigne. The area is situated in the east of the county and borders both Shropshire and Herefordshire in England.

The authority is planning for the APB to approve the commencement of informal consultation meetings at its next meeting in December. It is expected that the consultation will be on the proposal to reduce to 3 schools, with the schools being located in Knighton, Presteigne and New Radnor, with 1 community school, 1 church controlled and the third school being either a church controlled or community school.

The John Beddoes primary review was included as part of Band A and part of Band B in the initial 21st Century Schools bid and therefore only one school remodelling has been included in this resubmission.

As with the work undertaken by the Gwernyfed APB, officers from the Brecon and Swansea Diocese have been integral to the discussion undertaken in this catchment.

The reduction in the number of schools in the catchment, even after accounting for the additional transport costs is projected to make annual revenue saving of between £215,000 and £245,000.

Llanidloes / Machynlleth Primary Area Review

This is the last primary area review that the authority launched and began during the 2010-11 school year. Unlike the other catchment reviews which are around a single high school catchment, this review has looked at two small catchments in the north west of the county. As with the other reviews the catchment is very rural with centres of population around the small market towns of Llanidloes and Machynlleth and large villages (for Powys) of Caersws and Trefeglwys. Each catchment currently has 4 primary schools, all of which are community schools with numbers ranging from 35 to 300. The catchments are comprised of 3 Welsh Medium, 2 Dual Stream and 3 English Medium schools.

Of the 8 schools, 2 are relatively new, 1 has been remodelled in the last 15 years, 1 was partly remodelled under the infant class size capital grant, with the remaining 4 schools having no major works undertaken in them in the last 20 years.

Governing bodies in both catchments and in both the primary and secondary sectors have expressed an interest in the establishment of an through school in

the respective areas and a significant piece of work around this has commenced with the area project board.

In Llanidloes, the primary and secondary schools are co-located and part of the submission for this catchment is to remodel part of the Primary school and some of the common facilities used by both schools.

In Machynlleth the primary school is less than 20 years old, but the secondary building is in a very poor condition (Category C) and is subject to a separate bid later in this section of the submission.

It is envisaged that the authority will be proposing the closure of three schools across these two catchments with net annual revenue saving of between £180,000 and £210,000. In addition to the work outlined above it is planned to remodel the other remaining school in the Machynlleth Catchment.

Beacons Community Campus School (Brecon)

Powys County Council, following discussions with its partner providers have recently developed proposals to transform secondary and post-16 education in the county. These proposals address the pressures facing all learning providers through budgetary constraints, demographics, the legislative requirement to increase choices for 14 – 19 year olds and the need to provide a broad range of skills-based provision to meet the needs of the local and national economy.

As stated above the condition of buildings at Brecon High School are very poor – Condition D – and are in need of significant investment. Coleg Powys' buildings are of a variable quality. The College's long-standing estates strategy has identified Brecon as a key location for a skills centre in South Powys. The current combined range of facilities in Brecon falls considerably short of what the Authority and the College feel are necessary to meet the needs of learners in the 21st Century.

The proposal for the development of an integrated Learning Campus in Brecon has resulted from the identification of the need for significant investment, by Powys County Council and Coleg Powys, in the buildings and facilities of Brecon High School and the College's Brecon campus. The Council sees the development of an integrated Learning Campus as providing a hub for learning in South Powys, enabling the growth of cost-effective courses, and providing more learning opportunities and seamless pathways for learners.

The concept has been developed with a clear focus on putting the learner at the heart of the learning campus. The proposed location of the teaching and learning spaces, social areas, administration, management and specialist resources have all been considered from the point of view of the learner; their experience of learning, maximising the benefit that they get from their time learning and making their whole learning experience as engaging and as varied as possible.

There are excellent potential links between Brecon High School, the College and the leisure centre which will allow collaboration on joint learning projects as well as allowing students from both the school and the college to access a variety of general and specialist learning spaces as appropriate. This will enable learners to have greater access to a wider range of subject choice, more recognition of their

non formal and informal learning and facilitate improved access to support services as well as providing greater collaboration between partners in the development of individual learner pathways at 14 and 16+. This provision will fully support Powys in its mission to create a modern, efficient, effective and sustainable secondary and post-16 Learning Network which provides all learners with a coherent and wide range of relevant, contemporary, high quality and accessible provision.

Ysgol Bro Dyfi (Machynlleth)

The aim of this proposal is to develop a new-build Community Campus on the site of Ysgol Bro Ddyfi, replacing the current ageing building. The new campus will enable the manifestation of the Council's ambition for efficient and high-quality education provision whilst providing citizen-centred services to a rural and isolated community. Efficiencies will be realised by bringing together a secondary school, post-16 provision and adult learning services on one campus. The Authority has been working within a challenging budgetary situation for the last few years and is required to look at ways of making efficiency savings and of providing services in a more efficient and effective manner.

This is one of the priority projects for the Authority and has been in development since the Geographic Pathfinder initiative in 2005/06. The first phase of the project was completed in 2009, with the opening of Canolfan Hyddgen, a multi-agency post-16 training centre. The project encapsulates the Authority's vision for providing Services for the Green Heart of Wales – it addresses three of the four main improvement priorities – learning in the community, economic regeneration and climate change, and can also make a positive contribution to improving adult living.

The integration of these facilities provides a cost-effective way of retaining key services in a rural area. This is particularly important for the Authority as it faces a very challenging economic outlook. The Dyfi Valley Community Campus will be the second major reconfiguration in Powys under the auspices of the Secondary and Post 16 Modernisation Programme and provides a solution to the issues facing the county's education provision.

Linked to this development is the recommendation to develop an All Through School for 3 – 19 year olds in the Dyfi Valley. The concept of integrating education for 3-19 year olds is seen as an efficient solution to safeguarding educational provision, especially in rural areas. The educational benefits of this model for all learners aged 3 – 19 are significant and will take forward the aims of Welsh Government to improve standards of education for all learners. It is not anticipated at this stage that the new campus will replace the existing primary school in Machynlleth, as this is a 15 year old building in good condition. However, the campus will be designed to ensure that there is flexibility to deliver a significant amount of cross-phase education for primary aged pupils.

(Word limit 2,000 words)

Section 3 - Resource Inefficiencies

i. Condition

Please detail the number of schools that are currently in each condition category that will be affected by the Band A programme/project(s) and the condition category of each school after the investment programme of Band A is complete.

Table 1

Condition Category	Condition of Primary in Programme (Pre-Investment)	Condition of Primary in Programme (Post-Investment)	Condition of Secondary in Programme (Pre-Investment)	Condition of Secondary Programme (Post-Investment)
A	0	8		2
B	18	6		
C	7	0	1	
D	0	0	1	
Total	25	14	2	2

Box 3 - If appropriate, please provide a rationale to explain why those school buildings identified as Condition Category D in your survey are not included within the first band of investment.

Powys only has 2 Schools (Excluding those in the Ystradgynlais Area) which were given an overall assessment of “D”, the first is Brecon High School at which the 2 main school blocks were also given an individual assessment of “D”.

The other School is Ladywell Green N & I School in Newtown, which is one of the schools that is co-located on the same site as Ysgol Dafydd Llwyd, which is planned to be replaced with a new Welsh Medium School for the Severn Valley. Although given an overall assessment of D each of the blocks at the school was given a C assessment.

As stated above the authority is undertaking its Primary reviews, catchment area by catchment area and the review for Newtown has been planned to commence after the next Council elections. The development of the new Welsh Medium School in the town will include the option of transferring provision from some of the Condition Category C buildings at Ladywell into the Condition Category B elements of Ysgol Dafydd Llwyd once the new school has been built.

Of the 9 blocks in the School estate that were assessed as Category D, 4 of them have been included in the bids for Brecon High School and Ysgol Dafydd Llwyd, with the remainder being small demountable areas in schools with a level of surplus capacity and the Authority has already instigated a plan to remove these

areas from the school estate.

(Word Limit – 1,000)

ii. School Capacity

Box 4. If applicable please provide an overview of your local authority's strategy to reduce surplus capacity (particularly surplus places) for the whole school estate (not just Band A) over the next 12 years. This section should outline the key mechanisms to achieve this (i.e. both capital and non-capital interventions)

Please also advise on any target established by the local authority (for example < 10%). If the target is greater than 10% please also advise why this is the case.

The latest submission to the Welsh Government (June 11) based on the January 2011 PLASC data showed that Powys had 2,876 (23.8%) surplus places in the Primary Sector and 1,944 (18.25%) surplus places in the Secondary Sector. The data submitted also provided pupil number forecasts for the period up to and including 2016. This data showed a projected increase in Primary numbers of 250 pupils over the period, but a drop of 940 Pupils in the Secondary schools over the same period. The net reduction of 690 pupils across the two sectors will increase the total surplus places to 5,510 (24.3%) based on the current school building stock.

The authority has set itself a very challenging target of reducing the overall level of surplus places to less than 10% which will require a reduction of 3,250 places. This reduction, if translated into floor area, will require the removal of between 10,000 and 20,000 square metres of floor space. The authority's fair funding formula provides an average of £39 per square metre in relation to property costs. The above reduction in area would release between £390,000 and £780,000 of annual revenue savings for reinvestment back into the schools budgets. The actual expenditure on property costs in 2010-11 was at a similar level to the delegated figure.

The authority is planning to address the overprovision of places through seven main work streams:-

- 1. The review of Mobile Classrooms.** A recent report has identified that the authority has 93 mobile / temporary blocks on 78 individual sites. Of these 48 schools have surplus places in excess of 30 places. A review of the use of all mobile classroom areas is to be undertaken between January 2012 and December 2013, with the expected removal of a significant percentage of this stock. It is expected that this work stream will reduce the number of

places by a minimum of 500 places. This will release between £60,000 and £120,000 of annual revenue savings.

- 2. Review of Building Blocks Assessed as Category C & D.** Of the 362 school blocks that were assessed during 2009 and 2010, 144 (39.8%) were assessed to be in poor or very poor condition (C & D), A review of the use of these blocks will commence in the 2012/13 school year and will consider if these blocks can be declared surplus and removed from the school's use. This work stream is in its infancy, but it is anticipated that a minimum reduction of 750 places will be achieved through this work stream. This will release between £90,000 and £180,000 of annual revenue savings.
- 3. Primary Area Reviews and Small Schools Programme (Phase 1).** The authority has already closed 8 small schools in the last decade and is currently undertaking statutory proposals on a further 4 schools. In addition to the small schools closures the planned reconfiguration of the primary school estate in the Maesydderwen, Gwernyfed, John Beddoes, Llanidloes and Machynlleth catchment areas will reduce the primary sector by a further 17 schools. The authority has already seen a revenue reduction of £600,000 from the closure of the eight small schools and is expected to realise estimated further reduction of £1,500,000 from the planned net reduction of 21 schools. Much of this work will result in the removal of the very small classes (under 15) in the small schools and the majority of the projected saving (80 – 90%) is released through increased efficiency of staffing resources in the schools, with the remaining saving coming from the removal of the estimated 750 places from this programme.
- 4. Primary Area Reviews and Small Schools Programme (Phase 2).** The other Primary Catchment reviews will commence during the 2012/13 school year and are expected to run into the next decade. These reviews across the remaining eight catchment areas are expected to reduce the number of schools by approximately 10 schools, with a reduction in places of 750 places with estimated annual revenue saving of £650,000.
- 5. Secondary Programme. (Phase 1)** The two secondary Schools included in this bid (Brecon and Bro Dyfi) have a projected surplus of 420 places between the 2 schools by 2016. The planned replacement work of the 2 schools will reduce this level by a minimum of 250 places, releasing annual revenue saving of between £30,000 and £60,000 per annum. The current remodelling and replacement of Maesydderwen High School through tranche 2 funding will remove 200 places from the school, with annual revenue saving of between £24,000 and £48,000 per annum.
- 6. Secondary Programme. (Phase 2)** Future reviews in bands B to D of the programme are projected to remove an average of 75 places per school, with 10 schools to be included in those reviews. This is projected to release 750 places, with annual revenue saving of £90,000 to £180,000 per annum.
- 7. Co-location of services on School Sites.** The new schools being

developed in the Maesydderwen Catchment and the recently opened school at Trefonnen, Llandrindod Wells have / are being constructed as Community Focussed Schools and will deliver Education, Social Services and Health Services from the sites. This principle will be encouraged across the school estate, where there are available surplus places and available buildings in suitable condition. It is expected that this review will reduce the number of available places by approximately 500 places and release annual revenue saving of £60,000 to £120,000 per annum to the schools estate.

The projected reduction in places and annual revenue savings of the six above work streams, together with the projected saving per surplus place removed is summarised in the following table. The table also includes an adjustment to reflect a percentage of double counting in the above figures.

Work Stream	Estimated reduction In Places	Estimated Annual Revenue Savings	Estimated Annual Saving per Place
1. Mobile Classroom review	500	£ 60 - £ 120 k	£ 120 - £ 240
2. Review of Blocks C & D	750	£ 90 - £ 180 k	£ 120 - £ 240
3. Primary Reviews (Phase 1)	750	£1,500 k	£ 2,000
4. Primary Reviews (Phase 2)	750	£ 650 k	£ 867
5. Secondary 21 st Cent.(Phase 1)	450	£ 54 - £ 108 k	£ 120 - £ 240
6. Secondary 21 st Cent. (Phase 2)	750	£ 90 - £ 180 k	£ 120 - £ 240
7. Co-location of Services	500	£ 60 - £ 120 k	£ 120 - £ 240
Total	4,450	£2,504 - £ 2,858 k	£ 562 - £ 642
Less reduction re Double Count. (750)		£(90) - £ (180)k	£(120) - £(240)
Net Total	3,700	£2,414 - £2,678 k	£ 652 - £ 723

The above figures show that when implemented in full the authority will reduce its level of surplus places to below the 10% target. The figures also show that although there are some savings from property related funding elements from a removal of surplus buildings from a school site, the major savings are achieved by the transformational changes made through the reconfiguration of the schools structure within the Primary Sector. The savings will be used, in part, to fund prudential borrowing to match the 21st century schools funding.

Further projected savings are also available from the transformational proposals linked to the authority's recent announcement around the Secondary School reconfiguration; the estimated savings are detailed in Box 6 below.

(Word Limit 1,000)

Table 2 i: Please provide an indicative timeline of estimated reductions over the next 12 years after each band of investment.

Bands	Percentage of Surplus Places (Before)	Percentage of Surplus Places (After)
A	24.3%	14.9%
B	14.9%	12.6%
C	12.6%	10.3%
D	10.3%	8.0%

Table 2 ii. Please detail the Measuring Capacity of School in Wales (MCSW) as detailed in Circular 09/2006 and how they will change as a result of the implementation of all four investment bands.

	January 2011	After Band A	After Band B	After Band C	After Band D	Total Reduction
Total Number of School places (All available MCSW school capacity as per POSP return)	22,692	20,567	20,042	19,517	18,992	Reduction of 3,700 places from 22,692 to 18,992
Percentage Reduction (Cumulative)	%	9.36% (9.36)%	2.55% (11.67)%	2.61% (13.99)%	2.68% (16.31)%	16.31%

Box 5. Please detail what impact the capital investment in Band A Programme/Project will have on helping your local authority's schools' reorganisation plan and reducing surplus places. Please also include the number of school closures in both primary and secondary schools.

The narrative included under box 4 above details the seven work streams that will

be used as the key elements of the implementation of the schools reorganisation, school place planning and asset management plans.

The authority is using two strategic approaches in respect to the reorganisation of primary schools. The main approach is to undertake a review on a catchment by catchment basis with a multi agency membership area project board being the main consultative body. The APB is tasked with developing the structure of schools that is required for that individual area taking account of the particular local factors. The second approach is to undertake an individual review on those schools with very low numbers and which are not involved in an area review.

This approach has been very successful in the Ystradgynlais area and is expected to have similar results in the 4 other catchment areas currently subject to a review.

The authority currently has one of the highest levels of surplus places in percentage terms across Wales, with each surplus place costing the authority £120 – £240 per annum in terms of unused physical space. The figures shown in Box 4 clearly shows that the main cost saving available is achievable through the transformational reconfiguration of the schools structure in a catchment area, and is achieved through the reduction of the number of classes in the Primary Sector with fewer than 20 pupils in them, with the resulting reduction in staff. The primary area reviews are expected to reduce the number of available places by approximately 1,500 places with an annual revenue reduction of £2.15m which is an average annual saving of £1,433 per place removed.

The proposals contained in this paper do not include the closure of any Secondary Schools, but does include the expected closure of a further 25 Primary Schools in addition to the 14 schools either closed or scheduled for closure in the last decade. The breakdown of these expected closures are :-

Maesydderwen Area Review	6 schools
Gwernyfed Area Review	5 schools
John Beddoes Area Review	3 schools
Llanidloes/Machynlleth Area Review	3 schools
Small School Review (Phase 1)	4 schools
Primary Reviews Bands B – D	10 schools

In addition to the above programme that will see the closure of 36% of the primary school estate over a 20 year period, the authority has recently consulted on a major review of the Secondary School provision in the authority. Although this review will not result in a school closure it will however have a significant impact on the delivery made from the 13 schools. The delivery of Welsh Medium and Post 16 education will be planned and delivered through a more efficient and effective structure.

This revised structure is expected to reduce the cost of delivery in the secondary

sector by approximately £1,000,000. This reduction will largely be delivered through the reconfiguration of the post 16 education system with the planning and commissioning of the provision being developed through a new planning body. The proposals around the delivery of Welsh Medium are not expected to deliver significant revenue savings, but are expected to increase the level and continuity of provision across the county.

The figures shown in Tables 3 – 6 below include the planned investment from the authority’s own resources in 2012-13 and 2013-14 as well as the planned investment under Band A of the 21st Century Schools submission. Where the planned work is on a dual stream school, these figures have been included in Table 3.

(Word Limit 500 words)

Please complete the tables on the proposed project/programme in Band A for the following categories.

Table 3 – Community Schools

	No of Community Primary Schools	No. of Places		No. of Community Secondary Schools	No. of Places		Total Estimated Total Cost
	Reconstruction	2	390		2	1,200	
Remodelling	No. of Primary Schools	Estimated Squares Metres	Estimated Cost	No. of Secondary Schools	Estimated Squares Metres	Estimated Cost	Total Estimated Total Cost
	2	3,100	£5.52m	0	0	0	£ 5.52m
Brief Overview Description of remodelling projects	Community Primary Sector: The 3 schools were assessed as Category B / C in terms of Condition, however the internal configuration of the schools does not allow the maximisation of the efficient and effective delivery of Education. The proposed remodelling will make all facilities Condition A in terms of Condition and Suitability.			Community Secondary Sector: {narrative to explain nature of remodelling works}			

Table 4 – Welsh Medium Schools

Reconstruction	No of Welsh Medium Primary Schools	No. of Places		No. of Welsh Medium Secondary Schools	No. of Places		Total Estimated Total Cost
		1	300		0	0	
Remodelling	No. of Primary Schools	Estimated Squares Metres	Estimated Cost	No. of Secondary Schools	Estimated Squares Metres	Estimated Cost	Total Estimated Total Cost
	1	500 m2	£3.10m	0	m2	£0	£3.10m
Brief Overview Description of remodelling projects	Welsh Medium Primary Sector: The school was assessed as Category B in terms of Condition , however the internal configuration of the schools does not allow the maximisation of the efficient and effective delivery of Education. The proposed remodelling will make all facilities Condition A in terms of Condition and Suitability.			Welsh Medium Secondary Sector:			

Table 5a – Church Controlled Schools

Reconstruction	No. of Primary Schools	No. of Places		No. of Secondary Schools	No. of Places		Total Estimated Total Cost
		0	0		0	0	
Remodelling	No. of Primary Schools	Estimated Squares Metres	Estimated Cost	No. of Secondary Schools	Estimated Squares Metres	Estimated Cost	Total Estimated Total Cost
	2	1,200m2	£ 5.96m	0	0m2	£0	£6.24m
Brief Overview Description of remodelling projects	Church Controlled Schools Primary Sector: The 2 schools were assessed as Category B / C in terms of Condition, however the internal			Church Controlled Secondary Sector:			

	<p>configuration of the schools does not allow the maximisation of the efficient and effective delivery of Education. The proposed remodelling will make all facilities Condition A in terms of Condition and Suitability.</p>	
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Table 5b – Voluntary Aided (VA)/Foundation Schools

	No. of Primary Schools	No. of Places		No. of Secondary Schools	No. of Places		Total Estimated Total Cost
	Reconstruction	0	0		0	0	
Remodelling	No. of Primary Schools	Estimated Squares Metres	Estimated Cost	No. of Secondary Schools	Estimated Squares Metres	Estimated Cost	Total Estimated Total Cost
	1	720 m2	£ 3.17m	0	0m2	£0	£ 3.17m
Brief Overview Description of remodelling projects	<p>VA/Foundation Schools Primary Sector:</p> <p>The school was assessed as Category B in terms of Condition , however the internal configuration of the schools does not allow the maximisation of the efficient and effective delivery of Education. The proposed remodelling will make all facilities Condition A in terms of Condition and Suitability</p>			<p>VA/Foundation Secondary Sector:</p>			

Table 6

Please detail the <u>estimated number</u>	Pre-Programme (Band A)		Post- Programme (Band A)	
	Total number	As a percentage	Total number of	As a percentage

of surplus places that will be removed from the system in relation to the proposed project programme in Band A	of surplus places in the local authority.	(%)	surplus places in the local authority.	(%)
	5,510	24.3%	3,385	15.0%
	Total number of surplus places for the schools in the Programme.	As a percentage (%)	Total number of surplus places of places removed as a result of the programme.	As a percentage (%)
	1,448	30.7%	960	66% of Surplus places reducing % to 12% of surplus capacity in Band A Schools

Section 4 . Resource Efficiencies

Table 7. Please detail existing costs and <u>estimated</u> efficiency savings.	Pre-Programme Investment (Band A)	Post- Programme Investment (Band A)
Total Gross Internal Area (GIA):	All Primary / Secondary Schools : 171,696 Band A Schools : 31,185	All Primary / Secondary Schools : 157,000 Band A Schools : 26,900
Running Costs (Per metre and per learner basis) Premises & Energy Costs (Including Cleaning etc)	Per square metre: £41.75 Per learner: £381.87	Per square metre: £31.47 Per learner: £287.84
Energy Consumption <i>(kwh/m2/per year)</i>	196.93	95.43
Co2 <i>co2/m2/per year</i>	95.43	28.21
Any other savings you wish to identify and quantify – please detail.	None	Green Energy Payments such as FITS etc of an estimate of £15,000 per

		school.
Rateable Value(s)	Band A Schools : £819,500	Band A Schools : £ 1,600,500

Box 6. As a summary to the above table please detail and quantify all cash releasing benefits.

The summary of minimum projected annual savings available in the period 2012-13 to 2019-20 :-

1. Review of Mobile Classrooms and Temporary Accommodation	£ 60,000
2. Review of Blocks assessed as Category C and D	£ 90,000
3. Primary School (Small Schools and Area Reviews)	£1,410,000
4. Secondary Schools (Brecon and Bro Dyfi)	£ 54,000
5. Co-location of Services	£ 60,000
6. Reconfiguration of Post 16 Services	£1,000,000
Total	£2,674,000
Plus Additional Income re FITs etc.	£ 165,000
Total	£ 2,839,000

Box 7	Primary:	Secondary:
No. of sites to be rationalised including projected capital receipts.	Gwenyfed Catchment 5 Schools £ 565 k Cap R	None
	John Beddoes Catch 3 Schools £ 190 k Cap R	
	Llanidloes Catchment 2 Schools £ 370 k Cap R	
	Machynlleth Catchment 1 School £ 150 k Cap R	
	Small Schools 4 Schools £ 250 k Cap R	
	Total 15 Schools £1,525k Cap R	

Section 5. Affordability

Please can you confirm that the authority can contribute 50%	Yes, 100% of Spend in 2012-13 to 2013-14 and 50% of planned Spend 2014-15 to 2019-20 will be funded by the authority via:-
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contribution required to support the overall programme in Band A.		2012/13 to	2014/15 to
		2013/14	2019/20
Please identify and confirm availability of all sources of funding.	Supported Borrowing	£ 1.85m	£11.45m
	Prudential Borrowing	£ 1.20m	£ 9.60m
	Capital Receipts	£ 3.05m	£12.54m
	Council Reserves	£ 7.26m	£ 0.00m
	S106/ Developer	£ 0.00m	£ 5.50m
	Total	£ 13.36m	£ 39.09m

Authorisation of Chief Executive:

Signed	
Date	18th November 2011

Decisions taken by Individual Portfolio Holders

Councillor A.G. Thomas
Portfolio Holder for Workforce Resources and Housing

Decision Taken 20 December 2011

Write off of Debts

DECISION	Reason for decision
To approve the recommendations in the report.	In line with policy

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

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Decisions taken by Individual Portfolio Holders

**Councillor A.G. Thomas
Portfolio Holder for Workforce Resources and Housing**

Decision Taken 20 December 2011

Applications for Charitable Rate Relief

DECISION	Reason for decision
To approve the recommendations in the report.	In line with policy

Applications for Hardship Rate Relief

DECISION	Reason for decision
To approve the recommendations in the report.	In line with policy

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

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