

## County Council

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Meeting Venue  
**Council Chamber - County Hall,  
Llandrindod Wells**

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Meeting date  
**Thursday, 10 October 2019**

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Meeting time  
**10.30 am**

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For further information please contact  
**Stephen Boyd**  
01597 826374  
steve.boyd@powys.gov.uk



County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

4 October 2019

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Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod, a bydd gwasanaeth cyfieithu ar y pryd ar gael.  
You are welcome to speak Welsh or English in the meeting, and a simultaneous translation service will be provided.

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### AGENDA

<b>1.</b>	<b>APOLOGIES</b>
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To receive apologies for absence.

<b>2.</b>	<b>MINUTES</b>
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To authorise the Chair to sign the minutes of the last meeting held on 11<sup>th</sup> July 2019 as a correct record.  
(Pages 11 - 70)

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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To receive any announcements from the Chair of Council.

<b>5.</b>	<b>LEADER'S ANNOUNCEMENTS</b>
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To receive any announcements from the Leader.

<b>6.</b>	<b>PUBLIC QUESTIONS</b>
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**6.1. Question to the Portfolio Holder for Education from Katherine Lewis**

Assuming that you were both aware and approved of the content of Dr Caroline Turner's recent letter to all Headteachers regarding the Global climate strike on Friday 20th September 2019, I would like to know on what grounds an issue that has been taught as part of both Science & Geography curricula for at least the past three decades could be deemed "Political"?

(Pages 71 - 72)

<b>7.</b>	<b>DRAFT VISION 2025 OUR CIP UPDATE AND ANNUAL PERFORMANCE REPORT 2019</b>
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To receive and consider the Draft Vision 2025 Our CIP Update and Annual Performance Report 2019.

(Pages 73 - 224)

<b>8.</b>	<b>BUDGET VIREMENTS</b>
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**8.1. Virements for Highways, Transport and Recycling**

(Pages 225 - 228)

**8.2. Virement for Gwernyfed High School**

(Pages 229 - 232)

**8.3. Virements for 21st Century School Projects**

(Pages 233 - 236)

<b>9.</b>	<b>CHANGES TO THE FINANCIAL REGULATIONS FOR VIREMENTS</b>
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To consider the report of the Head of Finance.

(Pages 237 - 238)

<b>10.</b>	<b>EFFICIENCY SAVINGS REPORT AS AT 31ST AUGUST 2019</b>
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To consider the report of the Portfolio Holder for Finance, Countryside and Transport.

(Pages 239 - 246)

<b>11.</b>	<b>RECOMMENDATIONS FROM THE DEMOCRATIC SERVICES COMMITTEE</b>
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To consider the recommendations of the Democratic Services Committee.

<b>12.</b>	<b>APPOINTMENTS TO COMMITTEES AND OUTSIDE BODIES</b>
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**12.1. Powys Community Health Council**

To appoint a member from Montgomeryshire to Powys Community Health Council to replace County Councillor Heulwen Hulme.

**12.2. Brecon and Radnor Sports Partnership**

To appoint a member from Radnorshire to fill a vacancy.

**12.3. Community Chest Sportlot**

To appoint a member from Radnorshire to fill a vacancy.

**12.4. Appointments made by political groups and approved by the Monitoring Officer**

To note the following appointments made to committees by political groups and approved by the Monitoring Officer under the general power of delegation granted by Council on 16<sup>th</sup> May 2013:

County Councillor Iain McIntosh appointed to the Standards Committee in place of Sarah Lewis.

<b>13.</b>	<b>NOTICE OF MOTION - WHITE RIBBON CAMPAIGN</b>
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That Powys County Council supports the White Ribbon campaign.

The White Ribbon campaign encourages men to:

- engage other men to talking about violence against women and girls;
- wear a white ribbon;
- pledge never to commit, excuse or remain silent about male violence against women.

Proposed by County Councillor Matthew Dorrance

Seconded by County Councillor Michael Williams

<b>14.</b>	<b>NOTICE OF MOTION - NATIONAL DEVELOPMENT FRAMEWORK</b>
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This Council strongly objects to the acceptance of significant landscape change as a consequence of the cumulative impact of major wind and solar development, and grid connection, associated with the Priority Areas for Wind and Solar Areas in the Welsh Government Draft National Development Framework. This Council seeks assurance that in any response due reference is paid to Renewable Policy RE1, Landscape Policy DM4 and the respective Supplementary Planning guidance for these policies.

Proposed by County Councillor Jonathan Wilkinson  
Seconded by County Councillor Amanda Jenner

<b>15.</b>	<b>NOTICE OF MOTION - POWYS PENSION DISVESTMENT FROM FOSSIL FUELS</b>
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This council calls for support for the Powys County Council Pension Fund Committee to consider the following:

- Continue the ongoing support for the principle of divestment in companies engaged in fossil fuel extraction, in order to divest from direct ownership of equities and corporate bonds, as well as any comingled funds, of companies engaged in fossil fuel extraction
- The Adoption of the United Nations Sustainable Development Goal 13:-  
“To take urgent action to combat climate change and its impact”
- And; to request and actively encourage that members of the Wales Pension Partnership consider divestment within a period of five years

If you are thinking harder about the impacts of fossil fuels – then vote for this motion today. Fossil fuel companies are subsidised at the expense of the climate, our health and our future.

We can no longer afford to ignore the fiscal cost of subsidising and investing in fossil fuels.

We further accept that the Welsh Pension Partnership is committed to ethical investment but is not clear on divestment from global businesses which seek to continue to extract fossil fuels and deplete the natural environment of important resources.

Proposed by County Councillor Emily Durrant  
Seconded by County Councillor Jackie Charlton

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**We ask that this Council notes:-**

Section 6 under Part 1 of the Environment (Wales) Act 2016 introduced an enhanced biodiversity and resilience of ecosystems duty (Section 6 Duty) for public bodies. The duty requires that public bodies must seek to maintain and enhance biodiversity so far as consistent with the proper exercise of their functions and in doing so promote the resilience of ecosystems. This not only protects but enhances conditions for biodiversity to thrive and flourish and makes a major contribution to reducing climate damage.

Climate change is a major threat and investment in fossil fuels and continued massive, unnecessary subsidies by large Pension Funds and government ensures continued extraction of finite fossil fuels which add to carbon emissions and the



climate change crisis. It is widely acknowledged that we have entered a 'CLIMATE CRISIS'.

We should, as councillors, further note the conclusions of the Intergovernmental Panel on Climate Change that *"we are already seeing the consequences of 1°C of global warming through more extreme weather, rising sea levels and diminishing Arctic sea ice"*.

We ask that councillors note the Intergovernmental Panel's finding that *"warming of 1.5°C or higher increases the risk associated with long-lasting or irreversible changes, such as the loss of some ecosystems,"* and that *"limiting global warming to 1.5°C would require 'rapid and far-reaching' transitions in land, energy, industry, buildings, transport, and cities. Global net human-caused emissions of carbon dioxide (CO2) would need to fall by about 45 percent from 2010 levels by 2030, reaching 'net zero' around 2050."*

We also ask that councillors note that by divestment we send a message to government that subsidising fossil fuel companies is becoming unsustainable for the future of our planet.

We understand that work has been undertaken to consider a move towards divestment for the Powys County Council Pension fund which is paid in to by employees and councillors alike. We can as a Council, move a motion to enable the Pension Committee to free itself of any investment into damaging our environment further, by approving this motion to reduce to nil investment into fossil fuels within 5 years.

#### **Guardian – Jillian Ambrose 6 September 2019**

*"Major oil companies have invested £40.6 billion in fossil fuel projects that undermine global efforts to avert a runaway climate crisis, according to a report."*

This includes investing in developing *"high-cost plans to extract oil and gas from tar sands, deepwater fields and the Arctic despite the risks to climate and shareholder returns."*

The report further challenges the *".....many oil executives who claimed to support the Paris goals and vowed to invest in renewable energy projects."*

The report was commissioned for UN Environment Programme and is outlining the constructive increases in investment of renewable energy projects.

<b>16.</b>	<b>NOTICE OF MOTION - CONSERVATION AND REWILDING</b>
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Council notes the project led by Rewilding Britain in the area from Machynlleth and Llanidloes to Aberystwyth, called 'Summit to Sea' that covers 38,000 hectares.

Whilst the Council states its support for conservation work within our communities it is opposed to the activities of Rewilding Britain in Mid Wales.

It furthermore calls on the 'Summit to Sea project' to cut ties with Rewilding Britain and for any future management structure to be rooted within the communities, be led

by those communities it serves, and include such partners as the farming unions, Mentrau Iaith and local authorities as a fundamental starting point.

Proposed by County Councillor Elwyn Vaughan  
Seconded by County Councillor Bryn Davies

<b>17. QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION</b>
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**17.1. Question to the former Portfolio Holder for Learning and Welsh Language from County Councillor James Gibson-Watt**

The Portfolio Holder has recently dismissed appeals by parents from the Brecon High School catchment area applying for school transport for their children to Ysgol Calon Cymru Builth Wells campus to study through the medium of Welsh, on the grounds that the Welsh medium provision at Brecon High School is comparable to the provision at Ysgol Calon Cymru, despite the fact that Welsh medium provision at Brecon High School is demonstrably not as extensive as at Ysgol Calon Cymru, especially in Years 10 and 11.

Given the above how does the Portfolio Holder justify her decision to dismiss the appeals in circumstances in which Powys County Council is still providing school transport to some learners from the Brecon High School catchment area to Welsh medium provision at Ysgol Calon Cymru Builth Wells campus; and can she confirm that her decision to dismiss these appeals is compliant with current Equalities legislation and the provisions in Powys County Council's Welsh Education Strategic Plan?

(Pages 287 - 288)

**17.2. Question to the Leader from County Councillor William Powell**

Given the likelihood of either a General Election or a Confirmatory Vote on Brexit in the coming weeks – and concerns around anomalies in the recent General Election - what is the Leader doing, in liaison with the Returning Officer to review guidance on Purdah, as it affects Powys County Council Officers, Members and County Council assets, to ensure that it is consistent, lawful and proportionate?

(Pages 289 - 290)

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

What is the portfolio holder's proposed action following the independent report obtained by Abermule residents which suggest that the ecology survey undertaken by PCC was both sub-standard and not in accordance with good practice or the legislation and that consequently the presence of great crested newts on site cannot be properly discounted? Specifically, will the portfolio holder offer categorical assurance that no works will commence on site until the legislation in this respect has been fully complied with?

(Pages 291 - 292)

**17.4. Question to the Portfolio Holder for Economic Development, Housing and Regulatory Services from County Councillor James Gibson-Watt**

Could the Portfolio Holder outline the efforts made by Powys County Council to promote Welsh Government's 'Targeted Regeneration Investment' grants to town centre retail shop owners and long-term tenants in Powys's market towns?

(Pages 293 - 294)

**17.5. Question to the Portfolio Holder for Education from County Councillor Jon Williams**

When Tesco built their new store in Llandrindod, they gave £700,000 to build a new Scout hut. This was built with extra money added from PCC to add a youth centre on the side. For many years the scouts have had to deal with other users of the building using their space and causing damage. There was an agreement over the use of the building and the formulation of a management committee to run the building. These have not been honoured even though the scouts have tried over many years to get PCC to deal with the issues. A few weeks ago, PCC called a meeting with the users of the building to tell them they had applied for grant funding to make part of the building an office and drop in centre. This is obviously a safeguarding issue for the youth groups who use the building. There are still many unresolved issues over ownership and management of the building, which the scouts have had no reply from PCC since January 2019 when it was stated "we will get back to you shortly". Can the portfolio holder please tell me, why they have not received a reply, why PCC have not honoured the agreement to form a management committee and why they have gone against the original agreement which states "It is proposed that use of the new facility by other organisations shall be restricted to youth groups, only. Any future proposal to allow use by non-youth groups will be subject to agreement by the management committee and ultimate approval by the Council's Board following consultation with existing user groups including the Scouts."

(Pages 295 - 296)

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

Over the last couple of years Powys County Council has looked to remove services and place them in control of the communities. Hay Swimming pool was taken over by a dedicated group of volunteers and presently provide the service over 450 people. This service would have been lost and is vital to the community as without it the local school would not be able to support the level of provision and would result in a minimum of lessons each year just to meet the national curriculum. This comes at a cost to the local community who are working hard to keep the service going but at times there are large maintenance bills or development that are needed to bring them to a legal and safe standard. For example Hay swimming pool is having to renew its pool lining at a

cost in the region of £18k inc VAT the community have raised with support from residents and local community organisations just over £11k. With this in light will the portfolio holder look at forming a budget to allow community groups that have taken over service to apply for loans to support the service within their community that have been adopted?

(Pages 297 - 298)

**17.7. Question to the Portfolio Holder for Young People and Culture from County Councillor Gareth Ratcliffe**

Can the portfolio holder please provide an update on the consultation with communities and user groups on the future of libraries across Powys County Council in line with the budget proposals for this year's budget and also the work planned for the budget round for 2020/21?

(To Follow)

**17.8. Question to the Portfolio Holder for Finance, Countryside and Transport from County Councillor Karen Laurie-Parry**

Powys County Council being such a large rural area, has a large expenditure on Contracted Coach costs, be it public transport or school transport.

I understand that a former Director did ask Cabinet, for All Coach Transport Costs, be it public or school, to be reviewed to ascertain where any savings could be made and I too, did highlight concerns I had, regarding empty coaches operating at certain times of the day. There are probably logical reasons, but as we are expecting a further squeeze on budgets, do you consider that the former Director's professional request should be undertaken?

Whilst realising that again this is a sensitive area, could the Portfolio Holder explain and confirm, whether or not such a Full Public and School Transportation Cost Review has taken place or will be undertaken?

(Pages 299 - 300)

**17.9. Question to the Portfolio Holder for Young People and Culture from County Councillor Karen Laurie-Parry**

In March, 2019, I was assured by a former Director, that there would be a final financial analysis, as to who might be responsible for the delay in the construction of Y Gaer, Brecon and therefore increased costs.

All reasons would be forensically examined, to consider where fault lies and the former Director even offered to remain available, to Powys County Council to assist with any background information, for as long as is required.

A detailed file was being kept, on all aspects of the construction. This file was to be analysed towards the end of the contract, to identify if claims against any party can be pursued fruitfully. The risks of pursuing a claim, will need careful analysis because Powys County Council knows, that the legal process can be costly, without any guarantee of success.

Whilst appreciating that this is a sensitive area, can the Portfolio Holder explain and confirm, what is the position regarding the forensic analysis? Also, will Powys County Council be able to enforce Court Procedures for reimbursement of payments made, to both the contracted Construction Company and contracted Project Management Company / Quantity Surveyors, if the Contract was not delivered on time and within the Contract budget?

(To Follow)

<b>18.</b>	<b>DIRECT PAYMENTS</b>
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To view a video on direct payments. The video can be viewed here  
<https://www.youtube.com/watch?v=5xhLhmS1sSY>

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**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNCIL  
CHAMBER - COUNTY HALL, LLANDRINDOD WELLS ON THURSDAY, 11 JULY  
2019**

**PRESENT**

County Councillor B Baynham (Chair)

County Councillors MC Alexander, M Barnes, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, P Davies, M J Dorrance, D O Evans, J Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, H Hulme, A Jenner, D R Jones, E Jones, G Jones, J R Jones, E M Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, S Lewis, MC Mackenzie, I McIntosh, S McNicholas, C Mills, G Morgan, JG Morris, R Powell, WD Powell, D R Price, GD Price, P C Pritchard, G Pugh, J Pugh, G W Ratcliffe, L Roberts, P Roberts, K M Roberts-Jones, E Roderick, D Selby, K S Silk, D A Thomas, T J Van-Rees, E Vaughan, M Weale, A Williams, G I S Williams, D H Williams, J Williams, J M Williams, R Williams and S L Williams

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors S C Davies, E Durrant, E A Jones, M J Jones, P E Lewis, DW Meredith, N Morrison, D Rowlands and J Wilkinson

<b>2.</b>	<b>MINUTES</b>
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The Chair was authorised to sign the minutes of the meetings held on 21<sup>st</sup> February, 7<sup>th</sup> March, 3<sup>rd</sup> May and 16<sup>th</sup> May 2019 as correct records.

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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All members present declared a personal but non prejudicial interest in relation to Allowances and Expenses pursuant to paragraph 12 (2) (b)(iv) of the Code of Conduct.

County Councillor S Williams declared a personal interest in the Chief Fire Officer's presentation as her husband was employed by the Mid and West Wales Fire and Rescue Service.

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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Prior to the meeting the Chair made presentations to Dr Greg Thomas who had received an Alarm Risk Award for work on the Builth Wells Event Safety Group and to Ian Maddox (Professional Lead Building Control), Nigel Davies (Senior Building Control Surveyor), and Alastair Edwards (Principal Engineer) who had recently received a commendation from Dyfed Powys Police in recognition for their work supporting the police operation for the tragic house fire in Llangammarch Wells in 2017.

<b>5. LEADER'S ANNOUNCEMENTS</b>
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The Leader advised Council that Councillor Matthew Dorrance had been appointed as the WLGAs spokesperson on Community Safety and that she had been appointed the spokesperson for Rural Affairs and County Councillor Aled Davies as the deputy spokesperson. She gave details of meetings with Welsh Government Ministers and the Welsh Affairs Select Committee on the Mid Wales Growth Deal. The Leader congratulated Councillor Gareth Ratcliffe on being appointed Chair of the Brecon Beacons National Park Authority and all those Powys schools that had featured in the top 200 secondary schools in Wales, particularly Gwernyfed High School which had been ranked third.

The Portfolio Holder for Corporate Governance, Housing and Public Protection made a statement on the collapse of the contractors who had been developing the bowling green site in Newtown. He confirmed that the site had been secured and no payments made to the contractor. Welsh Government had confirmed that the Innovative Housing Grant awarded to this scheme was secure and not at risk. The Council's preferred route to market was a full retender of the scheme which was expected to delay to the project by approximately six months to appoint a principal contractor and a further three months for the contractor to commence on site.

<b>6. CHIEF EXECUTIVE'S BRIEFING</b>
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There was no briefing from the Chief Executive on this occasion.

<b>7. PUBLIC QUESTIONS</b>
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**7.1. Question to the Portfolio Holder for Finance, Countryside and Transport from Mr Jeremy Thorp**

**What progress has been made, specifically with items 6 and 7 under this motion (repeated below) and in particular, what resource have you allocated to writing it and what date have you set for this strategy to be completed by?**

**Motion 13.2, items 6 and 7**

**6. That the authority should put in place an economically feasible strategy to reduce its carbon output and strive to develop best environmental practice in its buildings**

**7. That the authority should look into best practice from other authorities such as [robinhoodenergy.co.uk](http://robinhoodenergy.co.uk) with Nottinghamshire Council and [theleccy.co.uk/about/](http://theleccy.co.uk/about/) with Liverpool City Council, in order to consider developing local energy ownership and supply chains but also assisting tackling fuel poverty.**

**Response**

**i. Council Buildings**



The Welsh Government's Low Carbon Delivery Plan launched in March 2019 requires the public sector in Wales to develop and implement a range of carbon savings to meet the ambitious target of the Welsh public sector to be carbon neutral by 2030. To meet this target property officers are currently working with the Welsh Government Energy Service to undertake an estate wide energy assessment to identify energy efficiency and renewable opportunities within the Councils land and building estate. Once complete, this assessment will be used to inform an economically feasible strategy.

The Council's housing service is reviewing its overall investment programme for council housing, to support investment over a thirty year Housing Revenue Account business plan to reach an energy efficiency rating of SAP81 for municipally owned housing. SAP is the Government's Standard Assessment Procedure for Energy Rating of Dwellings and uses a scale of 1 to 100, with a higher rating indicating a better level of energy efficiency. This target will be challenging, and will be dependent upon the development of new technologies. However it will make a substantial and positive difference to both the energy efficiency of homes – reducing the risk of fuel poverty – and contributing to the decarbonisation outcomes of an 80% reduction being considered by the Welsh Government for all Welsh housing by 2050. The actual measures will change over time as new ideas are tried, tested and implemented.

#### **ii. Powys Public Service Board - Carbon Positive Strategy**

Step 7 of Towards 2040 – the Powys Wellbeing Plan is to 'develop a carbon positive strategy that maximises green energy production'. A steering group of representatives from all PSB members including the Council has been set up by Welsh Government, who are the Lead organisation for Step 7, to oversee its development. The strategy is due to be completed by April 2020.

Areas of action within the scope of the strategy will include energy efficiency, renewable and low carbon energy deployment, behaviour change, emissions reductions, low carbon transport, and research and development of related infrastructure, for example smart grids. A sectorial approach will be taken across: power, transport, buildings, agriculture, land use and forestry, industry, public sector and waste

#### **Mid Wales Regional Energy Planning**

Through the Growing Mid Wales Partnership, the Council is engaged in the development of a Regional Energy Strategy and Delivery Plan for Mid Wales with the Welsh Government Energy Service.

The development of a Regional Energy Strategy and Delivery Plan aims to:

- Raise the level of ambition regionally on energy (heat, power, transport)
- Secure cross-sector stakeholder engagement (private, public & third sector) and support for a shared, place-based low carbon energy system vision for the Mid Wales region
- Provide an evidence base to inform prioritised investments in local and regional energy systems
- Develop a regional pipeline of deliverable projects and programmes that will achieve the vision

- Explore opportunities to integrate low carbon energy proposals into the Mid Wales Growth Deal

A Mid Wales Regional Energy Planning Workshop took place in April 2019. This was organised by Powys CC and the Welsh Government Energy Agency on behalf of the GMW Partnership. 50 delegates attended the event from across the private, public and third sector. The event was part of engagement to support the development of the Regional Energy Strategy and Delivery Plan and the Mid Wales Growth Deal.

It is envisaged that initial work on the preparation of the Mid Wales Energy Strategy and Delivery Plan will be completed by December 2019.

#### **Best Practice from other Local Authorities**

The Powys PSB Low Carbon Energy Strategy and Mid Wales Regional Energy Planning work streams outlined above will examine and draw on best practice from other areas in the UK and further afield to help inform their preparation and recommendations. This will include examining the potential of a local energy company such as those set up by Liverpool and Nottinghamshire City Councils and other opportunities including those outlined under part 7 of the motion.

#### **b) Which portfolio holder is responsible for implementing this motion?**

Cllr Aled Davies is the Portfolio Member for sustainability.

In response to Mr Thorp's supplementary question, the Portfolio Holder confirmed that the council would be willing have discussions with community groups about the possibility of developing community energy projects on its property estate.

#### **7.2. Question to the Portfolio Holder for Economy and Planning from Dr Christine Hugh-Jones**

**The Planning Department is apparently operating new "paperless" procedures for handling incoming documents from applicants, statutory consultees, stakeholder groups and members of the public.**

**At the same time representations from the public and stakeholder organisations are not included on the planning portal as they are for many other local authorities.**

**The current procedures effectively conceal information, which is material to planning decisions, from the public view. This raises serious concerns about public accountability and public participation in the planning process**

**What urgent action does the Council intend to take to ensure that all relevant planning documents, including public responses to planning consultations, are available for public view on the planning portal and how will the Council engage with the public in achieving this?**

Following a data breach which was reported to and investigated by the Information Commissioner, the Council reviewed its procedures for managing personal data to prevent and avoid further breaches in relation to the processing of planning applications and the high volume of correspondence received from third parties. This review found that the authority faces significant continued risk of breaching the data protection regulations if it were to continue to publish third party representations on its website. In order to remove this significant risk, further staff resource would be required in order to read through and redact all personal data before publishing any third party correspondence. Unfortunately this staff resource is not available within the financial climate that the authority currently operates within. Whilst third party correspondence is not available on the Council's website, this information is available for inspection at either Powys County Hall or Neuadd Maldwyn by appointment only. An appointment is necessary because staff time has to be allowed to fully prepare the information by redacting all sensitive data.

In response to the supplementary question asking the council to improve procedures and educate staff in handling personal data, the Portfolio Holder said he stood by the decision to remove third party representations from the planning portal given the financial risk to the Council and a lack of resources in the planning section.

**7.3. Question to the Portfolio Holder for Economy and Planning from Mr Nigel Dodman**

**Should the Powys Planning Department discharge pre-commencement Planning Conditions (for Hendy Wind Farm) when they have not seen full plans of what the developer intends to construct?**

**Response**

A planning condition should only be discharged once appropriate information has been submitted that complies with the requirements of the relevant condition. Discharge of condition applications relate only to the development approved and do not relate to plans that the developer may intend to construct that are separate from the approved development.

Mr Dodman's supplementary question was to ask if the Council intended to refuse to discharge the conditions and standby while the developer constructs an unauthorised development. The Portfolio Holder said he would provide a written response.

<b>8.</b>	<b>DRAFT VISION 2025 OUR CIP UPDATE AND ANNUAL PERFORMANCE REPORT 2019</b>
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Council was advised that the group leaders considered that in light of the purdah period for the forthcoming parliamentary by-election, consideration of this report should be deferred.

<b>9.</b>	<b>LEARNING AND SKILLS SCRUTINY COMMITTEE ANNUAL REPORT MAY 2018 - MAY 2019</b>
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Council received the Learning and Skills Scrutiny Committee Annual Report for 2018/19.

<b>10.</b>	<b>MEMBERS ALLOWANCES AND EXPENSES 2018/19</b>
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Council received details of the salaries and allowances paid to councillors and co-opted members in 2018/19.

<b>11.</b>	<b>VIREMENTS TO CARRY FORWARD UNALLOCATED BUDGETS FROM 2018/19 TO 2019/20 FINANCIAL YEAR</b>
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Council was asked to approve virements to roll forward to 2019/20 budgets for ongoing capital schemes that were not completed at the end of the financial year 2018/19. It was moved by County Councillor Kath Roberts-Jones and seconded by County Councillor Timothy Van-Rees and by 57 votes to 0 with 1 abstention it was

<b>RESOLVED:</b>	<b>Reason for Decision:</b>
To approve the virements detailed in section 1.2 of the report in respect of Schools Transformation and the 21 <sup>st</sup> Century School Project.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.
To approve the virement detailed in section 1.3 of the report in respect of Corporate Activities.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.
To approve the virement detailed in section 1.4 of the report in respect of Highways, Transport and Recycling.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.
To approve the virement detailed in section 1.5 of the report in respect of Leisure and Recreation.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.
To approve the virements detailed in section 1.6 of the report in respect of the Housing Revenue Account.	To ensure appropriate virements are carried out that reflect the forecasted capital spend.

<b>12.</b>	<b>RECOMMENDATIONS FROM THE DEMOCRATIC SERVICES COMMITTEE</b>
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**12.1. Public questions to the County Council**

Council considered recommendations from the Democratic Services Committee proposing amendments to the scheme for asking public questions at Council. The recommendations were proposed by County Councillor Michael Williams and seconded by County Councillor Karl Lewis and by 59 votes to 0 it was

<b>RESOLVED</b>	<b>Reason for Decision:</b>
<p><b>1. That the Public Participation in Council meetings continues,</b></p> <p><b>2. that paragraph 1.7.1 (iii) is amended to:</b>  “is substantially the same as a question / issue which has been considered at two meetings of the Council in the past six months (including questions raised by Members and answered)”</p> <p><b>3. that officers review the information relating to the scheme and the process for involvement and</b></p> <p><b>4. that the Democratic Services Committee monitors the use of the scheme on an ongoing basis and undertake reviews, as required, with the possibility of extending public participation to Cabinet meetings.</b></p>	<p><b>To provide the public with an opportunity to put questions to Council.</b></p>

**12.2. Personal Safety Guidance**

Council was asked to consider the recommendation from the Democratic Services Committee on personal safety guidance for members. It was moved by County Councillor Joy Jones and seconded by County Councillor Timothy Van-Rees and by 59 votes to 0 it was

<b>RESOLVED</b>	<b>Reason for decision</b>
<p><b>That the Personal Safety Guidance for Councillors be approved and that a Member development session on personal safety be provided for Members.</b></p>	<p><b>To support Members in their role.</b></p>

<b>13.</b>	<b>APPOINTMENTS TO COMMITTEES AND OUTSIDE BODIES BY POLITICAL GROUPS REQUIRING APPROVAL BY THE MONITORING OFFICER</b>
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Council noted the following appointment made by political groups and approved by the Monitoring Officer under the general power of delegation granted by Council:

County Councillor Mark Barnes appointed to the Economy, Residents, Communities and Governance Scrutiny Committee by the Conservative Group.

<b>14. NOTICE OF MOTION - FOOD JUSTICE</b>
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Council debated the following motion proposed by County Councillor Matthew Dorrance and seconded by County Councillor David Meredith.

This Council notes that:

1. there are 8 million people in the UK who have trouble putting food on the table according to the UN;
2. over 500,000 people used food banks in the UK last year. The Trussell Trust alone distributed over 1.3m three-day emergency food supplies to people in crisis in the financial year 2017-2018;
3. 3 million children are at risk of hunger during the school holidays;
4. up to 1 million people live in food deserts in the UK; and
5. a significant amount of the NHS budget goes on treating diabetes.

This Council further notes the UK Government's commitment to the UN's 17 Sustainable Development Goals (Global Goals) commits government to ending hunger by 2030.

This Council resolves to:

1. establish a lead member role with the responsibility of delivering food justice;
2. work with community groups and partners to set up a food partnership (a non-profit organisation helping people learn to cook, eat a healthy diet, grow their own food and waste less food); and
3. task scrutiny to investigate the extent of the issue in Powys and what can be done to tackle it.

Members spoke in support and the Leader of Council indicated that she considered the Anti-Poverty Champion, County Councillor Joy Jones, to be the best person to take the lead member role.

An amendment moved by County Councillor Timothy Van-Rees and seconded by County Councillor David Jones that the matter be referred to Cabinet and Scrutiny for research and appropriate action was defeated by 22 votes to 29 with 4 abstentions.

Council voted on the motion and by 56 votes to 0 with 2 abstentions it was

**RESOLVED to**

1. **establish a lead member role with the responsibility of delivering food justice;**
2. **work with community groups and partners to set up a food partnership (a non-profit organisation helping people learn to cook, eat a healthy diet, grow their own food and waste less food); and**
3. **task scrutiny to investigate the extent of the issue in Powys and what can be done to tackle it.**

<b>15. QUESTIONS IN ACCORDANCE WITH THE CONSTITUTION</b>
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**15.1. Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor Bryn Davies**

**In view of the recent publicity regarding plastic and other waste being shipped to Asia, can we have confirmation where such waste from Powys goes, and an assurance that none is 'dumped' on other countries?**

**Response**

Following the various media coverage around plastics, notably David Attenborough's Blue Planet series and more recently Hugh and Anita's War On Plastic documentary, we have received many enquiries on this issue. Whilst this may have suddenly become a hot topic, it is nothing new for those of us familiar with the workings of the waste and recycling industry. Indeed we have already provided the information requested by Cllr Huw Williams in the same question to Council on October 18<sup>th</sup> 2018. We are of course happy to provide this information again with the document appended to the report giving some detail regarding what happens to the material collected at the kerbside.

We are required by law to account for all the material we collect including all end destinations and this information is publicly available on the NRW/Defra website [www.wastedataflow.org](http://www.wastedataflow.org). Whilst this does not in itself guarantee the most ethical or sustainable outcome for the material, the contracts for our recyclable materials have been procured through WRAP who work on behalf of the Welsh Government, which adds an additional layer of scrutiny.

When we collect plastics at the kerbside we only collect material that recycling processors actually want. This is why we stopped collecting plastic film several years back as it is very difficult to find a market for this material. We take our recycling responsibilities very seriously which includes developing our own infrastructure to ensure that we have a sustainable solution to bulk up and transport recyclable material generated by residents of Powys. We can assure residents of Powys that the material they put out at the kerbside is recycled and helps us to achieve a recycling rate in excess of 60%.

There was no supplementary question.

**15.2. Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor Gareth Ratcliffe**

**With the growing concerns nationally on the way councils have been transferring and disposing of their recycling collections and some have been found not to be recycled but ending up in landfills 1000's of miles away in places such as China and India. Also this has been highlighted by Sir David Attenborough and the plastic within our world seas there is even more scrutiny put upon the way we dispose of our waste and recycling in Powys as well as other councils in the UK. On the doorstep I am being asked how Powys County Council are disposing of our recycling and waste we collect. One of the issues people are asking is are we recycling just for PCC to chase a figure set nationally or are we ensuring the future of our children. I believe its fundamental that if we are to get residents to buy in there has to be purpose to why we and what we recycle to build confidence in the process.**

**Please can the portfolio holder supply a briefing for council members on how the council recycle and where our recycling is processed to ensure recycling means recycling?**

**Response**

Following the various media coverage around plastics, notably David Attenborough's Blue Planet series and more recently Hugh and Anita's War On Plastic documentary, we have received many enquiries on this issue. Whilst this may have suddenly become a hot topic, it is nothing new for those of us familiar with the workings of the waste and recycling industry. Indeed we have already provided the information requested by Cllr Huw Williams in the same question to Council on October 18<sup>th</sup> 2018. We are of course happy to provide this information again with the document appended to the report giving some detail regarding what happens to the material collected at the kerbside.

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There was no supplementary question.



**15.3. Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor Jackie Charlton**

Llangattock and Crickhowell are just 4 miles from the Monmouthshire border and 6 miles from recycling and waste centre in Abergavenny. Residents of both our communities use Abergavenny for shopping, cultural activities, hospital visits and lots else besides. Residents of Llangattock and Crickhowell are constantly asking why they cannot use the waste recycling centre in Abergavenny, which would be much easier, more sustainable and makes perfect sense.

Brecon is 15 + miles (round trip 30 miles) away for most of our residents and for some up to 25 miles (round trip 50 miles) away but we have to take any waste which cannot be taken in weekly recycling to the waste station in Brecon.

I understand from asking about this issue that Powys and Monmouthshire are looking at an approach which would enable our residents to use the site in Abergavenny. A recent email sent to me from a resident after trying to negotiate with Monmouthshire to take their waste to Abergavenny resulted in this response:-

*“Over time we have used {Abergavenny} less than we did when we first moved but because of some further house renovation recently we have accumulated some more unwanted items and yesterday loaded the car boot with them, only to discover, to our horror, that because we live just out of Monmouthshire we can no longer use the Llanfoist site. Naturally we checked this morning with the Powys office to find out where our nearest provision is in Powys and was told that Brecon, 15 miles away from us, is our nearest, but that it is closed today and tomorrow. The next nearest site is apparently 40 miles away in Llandrindod Wells and there are in any case only 5 (we understand) sites in the vast area covered by Powys authority.*

*It was suggested to us by the clerk in the Powys office that we should contact Monmouthshire to see if we might, as a close ‘neighbour’ be able to obtain a permit to use the Llanfoist site. To our amazement we were informed by a clerk in the Monmouthshire office that Monmouthshire have been actively involved with trying to negotiate arrangements for non Monmouthshire residents to use its sites but so far have only met with refusal (from Powys).”*

**Could you please reassure me that Powys are working actively with Monmouthshire to find a resolution here?**

**Response**

All local authorities in Wales are facing significant reductions in funding and hence need to ensure that they provide the best possible service to their own residents. This is why Monmouthshire have taken these measures to restrict the use of their sites to those residents who pay for them, i.e. their own. In reality, Powys residents have been using this site for a number of years by the good grace of Monmouthshire, although we appreciate that this is not how residents see this and understandably they do not pay much attention to county borders.

For Monmouthshire to allow Powys residents to use the site at no cost to the resident would incur a significant cost to ourselves (potentially tens of thousands of pounds) which we simply do not have within our existing budget.

We were in a similar situation with our site at Lower Cwmtwrch near Ystradgynlais, with considerable cross border use from Neath Port Talbot. When we had previously approached NPT for a contribution to this site, they were similarly not in a position financially to be able to do so and hence we have restricted their residents from using this site. With NPT closing their nearest site at Pontardawe on the expiry of the contract, we are now sharing the use of the Lower Cwmtwrch site with NPT, which has resulted in a saving for both authorities.

With regard to the comment from the resident that all attempts at negotiation have met with refusal from Powys, this is simply not the case, and we are taking this up with colleagues in Monmouthshire. Discussions are underway to potentially allow Powys residents to use the site in Abergavenny on payment of a fee.

We appreciate that this is not an ideal situation but as stated previously, the significant budget cuts (exacerbated by reductions in Welsh Government waste grants) have resulted in Councils having to take drastic measures, as indeed we have had to previously with the closing of sites and restrictions on hours and vehicle types. We do still provide five facilities across Powys against a statutory requirement to provide one. In terms of number of sites per head of population, this is quite high, but unfortunately in a county such as Powys there will always be residents with some distance to travel.

We will continue our discussions with Monmouthshire, but any solution will almost certainly require a contribution from the resident.

In response to Councillor Charlton's supplementary question as to whether a way could be found of letting Crickhowell and Llangattock residents using the site in Abergavenny, the Portfolio Holder advised that whilst he was happy to have discussions with Monmouthshire he could not commit to anything that would involve additional costs.

**15.4. Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor Gareth Ratcliffe**

**Now the council has been operating its garden waste collection for 3 months now and has a take up of nearly 7,000 collections I am pleased to see they are listening to residents' concerns over missed collections and reviewing the collection rounds. Can the portfolio holder provide the cost to the service including set up costs as well as ongoing costs and income for this service?**

**Response**

Since the rollout of the garden waste collection scheme, we have supplied over 7,000 containers to residents, with a total income of £250k to date. We are continuing to promote the scheme and expect this figure to rise over the coming months. As with any new service, there will always be teething problems and these are being addressed through rationalising rounds now that we have a clearer picture of initial take up rates.

The set up costs for the service are £56k, with a forecast spend for the first year of operation being £262k. We anticipate further take up (and hence income) this year and would expect an increase again in the next financial year as more and more residents appreciate the convenience of having garden waste collected at the kerbside.

There was no supplementary question.

#### 15.5. **Question to the Leader from County Councillor Lucy Roberts**

**I believe that one of the most important issues that the council should currently be addressing is that of Climate Change. We should be leading the way and demonstrating our commitment to our residents, particularly our children and young people who are the ones likely to suffer most if our world doesn't change. We have committed to removing single use plastics where possible and that is a start, but there is so much more we can do. One obvious move in the right direction would be to ensure that all new council built buildings, including houses/flats and schools are built to carbon neutral standards. Another would be to ensure that all council buildings use energy from sustainable sources. Can the leader confirm that this is already happening, and if not, give some assurance that such measures will be taken in the future? Can she also give a commitment that the council will work towards becoming carbon neutral across all services, setting an example to other councils, well ahead of the UK Government's deadline of 2050?**

#### **Response**

##### **1. Housing**

The Welsh Government's Low Carbon Delivery Plan launched in March 2019 requires the public sector in Wales to develop and implement a range of carbon savings to meet the ambitious target of the Welsh public sector to be carbon neutral by 2030. To meet this target our New Development Project Officers within the Housing Team are currently working with Welsh Government Energy Officers as part of the design process on all our projects, as we work towards confirming our 5 year new build housing programme. This will help ensure we identify and explore all energy efficiency and renewable energy opportunities. We have also recently engaged the expertise of Cardiff Metropolitan University to consider opportunities for post occupancy monitoring of new homes built giving a commitment to continuous improvement and learning.

Our Home Grown Homes Partnership and associated corporate objective is exploring the use of sustainable local timber in construction. The Council's Wood Encouragement policy introduced in January 2017 is always recommended to all our Registered Social Landlords and is embedded in our tender documentation. Through this work, the Council has secured over £1.5M of funding from the Rural Development Programme to undertake a supply chain study that Wood Knowledge Wales and its consortium are carrying out. The study has had a significant impact on the Innovative Housing Grant Programme in Wales which has resulted in an increased use in timber and in particular home grown timber. This will make a substantial and positive difference to both the

energy efficiency of homes – reducing the risk of fuel poverty – and contributing to the decarbonisation outcomes of an 80% reduction being considered by the Welsh Government for all Welsh housing by 2050.

The Welsh Government Housing Division has confirmed that it accepts that wood is the preferred material to help address the carbon agenda and is very supportive of energy efficiency and renewable opportunities as part of its future grant funding. With vast areas off grid, Powys has a significant opportunity to explore a broad range of options and is in a strong position to apply for associated grant funding going forward.

The Council's housing service is reviewing its overall investment programme for council housing, to support investment over a thirty year Housing Revenue Account business plan to reach an energy efficiency rating of SAP81 for municipally owned housing. SAP is the Government's Standard Assessment Procedure for Energy Rating of Dwellings and uses a scale of 1 to 100, with a higher rating indicating a better level of energy efficiency. This target will be challenging, and will be dependent upon the development of new technologies.

## **2. Schools and Other Buildings**

### **i. Sustainable Sources for New Buildings:**

#### New-build Schools

Powys County Council's 21<sup>st</sup> Century Schools Programme, which is jointly funded by Powys CC and Welsh Government and will invest £200 million to improve the school infrastructure within the county strives to deliver new-builds with minimal impact on the environment. This is even more poignant now that WG have declared a 'climate emergency' and it is highly likely that there will be stronger emphasis on environmental impact, carbon neutral buildings and the use of sustainable heating methods as part of the funding criteria as the programme progresses.

The 5 new primary schools in the Gwernyfed catchment area have solar panels installed with a generating capacity of 10kW. Archdeacon Griffiths CIW School, which was the first school to open in January 2018, has seen a saving of 10% in carbon emissions. The schools are heated by gas, but all new builds have highly effective insulation strategies. Ysgol Carno which opened in March 2019 also has solar panels, with the new school being heated via the existing pellet biomass boiler at the Community Centre.

Using the local supply chain and sustainable local products is key to driving down environmental impact of new buildings and this is something that is targeted through continuous monitoring; the timber for the Welshpool CIW Primary School building was supplied from a local company based only 8 miles from the school site, for example.

A key and critical part of Powys CC 21<sup>st</sup> Century Schools Programme is to ensure that the pupils, staff, parents and wider communities learn about the environmental impact of their new building. Welshpool Church in Wales Primary School pupils and parents have been actively collecting newspapers to provide sustainable insulation (Warmcell insulation) for their new-build school and have

had numerous educational classes from local leaders in the field, and this will be a key driver as new projects are launched.

Moving forward, Powys CC 21<sup>st</sup> Century Schools Programme will be aiming to achieve a BREEAM (Building Research Establishment Environmental Assessment Method) 'Excellent' or 'Very Good' rating for every standalone newbuild school. The programme is also aiming to install electric car charging points at each new building and is currently exploring the possibility of opening the charging points for community use.

Powys County Council's 21<sup>st</sup> Century Schools Programme is leading the way in delivering Passivhaus schools with Welshpool Church in Wales Primary School, Ysgol Gymraeg y Trallwng and Ysgol Bro Hyddgen projects all aiming to achieve Passivhaus status. Ysgol Bro Hyddgen will be the first Passivhaus all-through school within the UK.

ii. Retrofit Renewables to buildings:

Renewables installed on existing buildings does occur where an economic business case is found. The latest example of a renewable retrofit is an 11kW Solar PV system installed at Ffrwdgrech Highways Depot in February 2019. The number of buildings that have had retrofit renewables installed is currently limited across the property portfolio.

### **3. Powys Public Service Board - Carbon Positive Strategy**

Step 7 of Towards 2040 – the Powys Wellbeing Plan is to 'develop a carbon positive strategy that maximises green energy production'. A steering group of representatives from all PSB members including the Council has been set up by Welsh Government, who are the Lead organisation for Step 7, to oversee its development. The strategy is due to be completed by April 2020.

Areas of action within the scope of the strategy will include energy efficiency, renewable and low carbon energy deployment, behaviour change, emissions reductions, low carbon transport, and research and development of related infrastructure, for example smart grids. A sectorial approach will be taken across: power, transport, buildings, agriculture, land use and forestry, industry, public sector and waste.

There was no supplementary question.

#### **15.6. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Elwyn Vaughan**

**Can the portfolio holder for housing please confirm when were all the housing under his responsibility PAT tested and how often, as legally required as a landlord?**

#### **Response**

PAT (Portable Appliance Testing) testing does not apply to any fixed installations, such as the wiring in a property or any hard wired equipment. It only applies to things such as washing machines, kettles, fridges etc. We do not supply these to our tenants. PAT testing is not compulsory. The law simply

requires an employer to ensure that their electrical equipment is maintained to prevent danger. Any portable equipment, for example a kettle at a community room, is however PAT tested.

In his supplementary question Councillor Vaughan asked if it was true that fire alarm systems in council properties hadn't been tested in years and how many lives had been put at risk. The Portfolio Holder replied that the Housing service was going through a compliance 100 project ensuring that all health and safety requirements including smoke alarm testing was up to date as soon as possible.

**15.7. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Joy Jones**

**With the launch of the new housing development in Newtown a few weeks ago and all the promises of lovely new flats on the site next to the bowling club, that has be left abandoned for a long time it has been extremely disappointing to hear that within weeks the contractors have gone into administration leaving an eyesore in the centre of the town.**

**Given that Dawnus went into administration earlier this year, will the Portfolio Holder explain what checks were carried out before appointing Jistcourt to do the work and why a bank bond guarantee was not in place before they began work onsite and what will be done to ensure more thorough checks in the future and that bank bound guarantees are in place before work begins?**

**Will the Portfolio Holder advise Council how much money has been lost due to this and how long the scheme will be delayed by?**

**Response**

The procurement process for the Bowling Green site in Newtown involved an assessment of the contractors experience, and suitability. This assessment included a requirement to demonstrate Constructionline Level 2 Silver registration, which incorporates a contractors financial ability and established track record for successfully delivering contracts to the anticipated value of the contract being awarded. Constructionline are a national pre-qualification register who assess contractors to the PAS91 standard, which was developed by the British Standards Institute (BSI) and has been commissioned by Government. This is a recommended common minimum standard for construction procurement.

In addition to this, and prior to award of the contract, an assessment of Jistcourt's finances was undertaken by the Council as final due diligence.

Under the contract and Employer's Requirements a performance bond of 10% of the total contract value was required before any payments would be made to the principal contractor. Once it became apparent that Jistcourt could not provide the necessary bond, work was stopped. As a result of this no invoices were received from Jistcourt, and no payments were made. It has been confirmed by

Welsh Government that the Innovative Housing Grant awarded to this scheme is secure and not at risk.

The Council continually reviews its processes for financial and tender analysis, particularly since the collapse of Dawnus and Jistcourt. Updated financial analysis based on a Pass/Fail basis has now been used on the Salop Road PQQ, and on the affordable housing development at Heol Y Ffynnon Brecon. Due to the current situation that is affecting the entire UK construction industry, the Council will continue to monitor the situation and how it assesses the suitability of companies to bid for Council contracts.

Following a review of all available procurement options, the Council's preferred route to market is a full retender of the scheme, to include Pre-Qualification Questionnaire (PQQ) and Invitation to Tender (ITT). Due to following this route to market the expected delay to the project is approximately six months to appoint a principal contractor and a further three months mobilisation for the contractor to commence on site.

There was no supplementary question.

**15.8. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor David Selby**

**Could the Portfolio Holder confirm his commitment to building 250 new Council Homes within the next five years?**

**Response**

Yes

Councillor Selby asked if the Portfolio Holder agreed with the target and that a well-funded council housing service was a vital part of the Council's activities and the Portfolio Holder confirmed that he did.

**15.9. Question to the Portfolio Holder for Corporate Governance Housing and Public Protection from County Councillor Roger Williams**

**How many social housing units have the County Council completed since the May 2017 Council elections?**

**Response**

Since the 2017 May Elections the council has purchased 25 ex-right to buy/other properties that have been added to our housing stock. As stated within Vision 2025 there is a target of developing 250 new affordable homes by the end of 2023. The Housing Service are also developing a longer term programme and are currently in the process of securing land which will enable development beyond 2023.

The Housing Service has been assessing land potential around the county and engaging with communities to identify need, this work is ongoing. They are also developing policies and procedures, which will enable the provision of alternative Low Cost Homeownership products, such as shared equity.

The Council is working with its strategic partners, in particular Housing Associations, via the Strategic Housing Partnership to identify and develop complementary schemes across Powys. The Housing Strategy is due to be reviewed over the next 12 months and will be subject to consultation, providing an opportunity to comment on the longer term plans of the service.

In response to Councillor Williams' supplementary question asking for confirmation that no social housing units had been completed yet, the Portfolio Holder advised that developments would be starting soon.

**15.10. Question to the Portfolio Holder for Corporate Governance Housing and Public Protection from County Councillor Matthew Dorrance**

**Will the Cabinet Member make a statement on service charges paid to Powys County Council by Council tenants?**

**Response**

The Housing Revenue Account (HRA) is made up of income from rents and other housing related funds, including service charges. This income is used to fund all HRA landlord related services. It also underpins our ability to deliver a balanced and sustainable HRA Business Plan to allow the Council to be an effective, developing landlord.

An important part of the Business Plan is the ability to recover from tenants and leaseholders service charges to cover the cost of services provided to them by the Council. These charges must reflect the actual cost of providing the service and should not be higher or lower than that actual cost. Service charges are amended each year, at the same time as rents are also reviewed and amended. This last happened in April 2019. The service charges for 2019-2020 are shown below. It should be noted that service charges vary from year to year, dependent on the costs to the service of providing those services in the previous full year.

	<b>Highest Weekly Charge for 2019/20</b>	<b>Lowest Weekly Charge for 2019/20</b>	<b>How Charge Is Calculated</b>
Grounds maintenance	£1.58	£0.04	Calculated on a site by site basis, based on actual meterage and the cost of the contract.
Communal cleaning	1.38	£1.38	Based on the global cost of the contract divided by all recipients of the service.
Communal lighting	£0.56	£0.56	Based on the cost of the service globally divided by all recipients.
Fire safety work	£1.74	£0.12	Based on actual costs per block and divided by all residents of the block.
TV aerials	£0.16	£0.16	Based on the costs associated with each aerial and divided by all potential recipients.
Repairs to entrance doors	£1.04	£0.01	Based on actual costs per block and divided by all residents of the block.



Communal washing lines	£0.44	£0.26	Based on actual costs per block and divided by all residents of the block.
Sewerage treatment	£6.33	£6.33	Based on the cost of the service globally divided by all recipients
Lift maintenance	£1.50	£0.75	Costs split equally between all tenants (for repairs/servicing)
Repairs to communal areas in flats	£2.45	£0.01	Costs per block divided between all residents of the block
Admin	£0.43	£0.43	Based on cost of the service globally divided by all recipients
Window Cleaning	£1.25	£1.25	Based on the estimated cost of providing the service, divided equally between all residents

For the majority of service charges, the calculation of the charge is based on the previous whole year – therefore for example the charge for door entry repairs for 2019-20 is based on the cost of providing the service in 2018-19.

Service charges for 2018-2019 as per Business Plan £200,156 (total)

Service charges 2019-2020 as per Business Plan £205,257 (total)

Councillor Dorrance asked in his supplementary question if the Portfolio Holder would agree to reinstating the vermin control service. The Portfolio Holder said he could not give a commitment at the meeting but that he would consider it.

#### 15.11. **Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Huw Williams**

**In a Wellbeing Assessment undertaken by Powys officers, it was found that 16% of Powys households are experiencing fuel poverty. This is defined as a household that spends at least 10% of its income on fuel. The Council passed a Labour party Notice of Motion in 2017 agreeing it 'must do as much as it can to help residents suffering fuel poverty, to mitigate the situation'. Also, the National Assembly recently published guidelines outlining the main sources of funding, and advice, available to constituents who are struggling to pay their bills, or, who, want to improve the energy efficiency of their homes.**

**Considering the agreed Notice of Motion and Welsh Assembly guidelines can the Portfolio holder, provide an update on the Council's current work to tackle fuel poverty?**

#### **Response**

The Housing service continues to seek to support householders in fuel poverty in the following ways:

#### **Welsh Government's Warm Homes Nest Scheme**

The Welsh Government Warm Homes programme, which includes the Nest schemes, provides funding for energy efficiency improvements to low income households and those living in deprived communities across Wales. The Nest

scheme provides householders living in Wales with access to free advice and support to help them reduce their energy bills. Those meeting Nest's eligibility criteria can access a free package of energy efficiency measures.

The end of year 2018/2019 Nest annual report has not yet been issued, but we understand it should be made available in July 2019. Based on quarterly reports, the number of enquiries from Powys residents for Nest decreased from 969 to 852 in 2017/2018 to 2018/2019, respectively. The number of Powys householders receiving measures, such as insulation, new boilers and new heating systems increased from 132 in 2017/2018 to 180 in 2018/2019.

In autumn 2019, we plan to continue to raise awareness of the Nest scheme in Powys by working with Income and Awards and Nest to carry out a direct mail campaign and having drop in sessions across Powys for residents.

Further information about the Nest scheme is available at <https://nest.gov.wales/en/> and information can be found on the Powys website <https://en.powys.gov.uk/article/2742/Welsh-Government-Warm-Homes-Nest-scheme>

### **Welsh Governments Warm Homes Arbed Scheme**

We have identified a potential gas infill scheme for Radnor Drive Knighton, where residents have reported high energy bills, damp and condensation in properties. We have been working with project partners, Affordable Warmth Solutions and Arbed Am Byth to progress the scheme.

### **Welsh Housing Quality Standard**

The Housing Service continues to invest in the Housing Revenue Account (HRA) stock by carrying out improvement works. In 2018/2019 the Housing Service installed 1462 energy saving measures in HRA properties, such as new heating systems, loft insulation, external wall insulation and new doors and windows.

The housing service is reviewing its overall investment programme for council housing, to support investment over the thirty year Housing Revenue Account business plan to reach an energy efficiency rating of SAP81 for municipally owned housing. This will be challenging, and is dependent upon the development of new technologies. However, it will make a substantial and positive difference to both the energy efficiency of homes – reducing the risk of fuel poverty – and contributing to the decarbonisation outcomes of an 80% reduction being considered by the Welsh Government for all Welsh housing by 2050. The actual measures used will change over time as new ideas are tried, tested and implemented.

In September 2019 we will be running three National Energy Action Tackling Fuel Poverty and Fuel Debt courses. The courses will be attended by housing staff to raise awareness of fuel poverty and improve how the Council can identify and help fuel poor householders reduce their energy costs.

The Housing Service are currently in the process of acquiring new software to model the energy efficiency of homes. The software will improve our data management and reporting capabilities to assist us to target and identify energy efficiency improvement works so that investment is targeted where the need is greatest.

### **ECO Flex**

ECO Flex is a UK wide grant scheme allowing energy efficiency improvements for customers in fuel poverty (defined as using 10% of disposable income on heating). The scheme is **not** means tested, nor does it require people to be on benefits. It is not a council funded scheme (or available to municipal tenants). Funding for ECO Flex is provided by energy companies via the Energy Company Obligation (ECO) and the works are provided by an organisation chosen by the household.

Provision of ECO Flex funding is dependent upon:

- fuel type and energy efficiency of individual properties - assessed by a qualified energy assessor
- client being in fuel poverty
- detailed property survey - undertaken by a qualified surveyor and/or heating engineer

To date, ECO Flex support has covered the following energy efficiency improvements:

- replacement of inefficient oil, LPG and gas boilers with more efficient models - higher levels of funding provided for off gas properties
- replacement of inefficient electric storage heaters with more efficient models
- provision of insulation to improve energy efficiency including measures such as cavity wall, external wall and loft insulation (where appropriate)

Since the scheme was launched in March 2018, households in Powys have been able to access new energy efficient heating appliances and insulation measures. This has primarily centred on the replacement of inefficient oil boilers (as funding for this measure was very highly subsidised) but ceased at the end of September 2018, with the introduction of ECO 3.

The scheme resulted in;

- delivery of 2,050 measures including boiler and insulation upgrades
- reduced average annual household fuel bills of successful applicants by approximately £200

### **ECO 3**

At the end of September 2018, ECOFLEX funding concluded with the introduction of ECO3. Powys County Council intends to issue a revised 'Statement of Intent' to embrace and encourage installation of new 'greener' heating measures set to receive funding. A draft delivery model and revised 'Statement of Intent' is currently in the process of development following publication of the SWAP report investigation into ECO2.

A working group of senior officers is currently looking at development of ECO3 in Powys. Detailed delivery options will be developed and proposed by the group however, adoption of ECO3 will be subject to Cabinet decision following thorough analysis of delivery options by Scrutiny Committee. Any future scheme if adopted, will be fully compliant with the Department for Business, Energy and Industrial Strategy's local authority guidance.

ECO 3 will provide:

- funding for ground source heat pumps
- funding for air source heat pumps
- more attractive funding rates for gas properties
- more attractive funding rates for insulation measures

To complement this funding stream, we are working in partnership with the Robert Owen Community Banking Fund on an offer to provide supplementary measures such as solar PV and battery systems associated with air source heat pumps, to reduce client's energy bills. This will involve use of local solar installers who would otherwise not receive any subsidy under ECO 3. We are also looking to deliver greater levels of External Wall Insulation (EWI) in conjunction with interest free loans, making this potentially costly measure more affordable for Powys residents.

### **Referrals**

Where appropriate, we work with and refer householders to partner organisations, such as Citizens Advice, Care and Repair or Nest.

Citizens Advice Powys offer Energy Appointments through their "Warmer Wales" scheme. Their Energy Advisers can provide a range of assistance with energy related issues, such as:

- Checking meters and bills to make sure they are the right amount
- Switching help - to help switch to a different tariff or supplier that's better value for money and make savings.
- Saving energy with energy saving ideas like turning appliances off and making sure walls and lofts are well insulated.
- Negotiating energy and water debts.

Citizens Advices Energy Advisors may also suggest further cost-cutting measures people can adopt, depending on their circumstances. This could include making sure their home is well insulated so it's energy efficient, or checking if they're entitled to benefits, grants such as NEST and Health Through Warmth or discounts such as the Warm Home Discount - a £140 rebate from their supplier. For energy advice, members of the public can contact Citizens Advice Powys on 01686 617 667.

There was no supplementary question.

#### **15.12. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Linda Corfield**

**Would the Portfolio Holder please advise Members what is happening with regard to progressing the new ECO3 scheme? It is a while now since the SWAP report into ECO2 was made available. The SWAP report detailed many of the failings of ECO2, which resulted in the scheme having such a detrimental impact on local plumbing businesses within Powys. Following publication of the SWAP report Members were advised that a working group was to be set up to look at how the new ECO3 scheme is to be drawn up and administered, in order that loop holes which were so easily exploited by Agents from outside of Powys in ECO2 cannot be repeated with the new ECO3 scheme**

### **Response**

A working group of senior officers has been established to review the development of ECO3 in Powys. This group met on 10<sup>th</sup> May to initially look at the nine recommendations contained within the SWAP report. Agreed actions to all recommendations were reported to Internal Audit Committee on 10<sup>th</sup> June. The working group met again on 5<sup>th</sup> July where a number of delivery options were discussed.

Detailed delivery options will be developed and proposed by the working group. Adoption of an ECO3 scheme in Powys will be subject to Cabinet decision following analysis of those delivery options by Scrutiny Committee. No decision has been made to date but various options are being pursued and any future scheme, if adopted, will be fully compliant with BEIS local authority guidance.

In response to Councillor Corfield's supplementary question, the Portfolio Holder confirmed that members would have sight of the statement of intent and that external partners had been approached.

### **15.13. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Elwyn Vaughan**

**Under the ECO2 scheme Powys approved around 3800 applications that were submitted to them by the ECO Flex agents. Of these they have confirmed that they know of 2048 installations that were actually undertaken. When the onus was on the ECO Flex agents to notify the council of completed installations, how likely is it that many of the alleged 'missing' 1800 approvals have in fact also been completed, just not declared as such to the council by the ECO Flex agents they employed to run the scheme?**

### **Response**

The 1,800 figure represents the number of measures approved by the authority but not completed, it includes cases where installations were not financially viable, and where the client cancelled and withdrew from the scheme. The figure also includes duplicate applications where clients/surveyors applied to multiple ECO agents, in an attempt to access diminishing funds. We believe there are approximately 1,200 outstanding applications, 400 of which were clients of one company in receipt of severe funding cuts towards the end of the scheme.

We acknowledge a slim possibility that some of these jobs may have been completed by agents who subsequently failed to inform the council. However, the council has pursued agents for payment on all completed schemes and has not received any complaints or enquires from recipients of installations where the council were unaware that measures had been installed.

It should be noted, ECO agents were never employed by the council, the scheme is a Government initiative administered by OFGEM and BEIS.

Looking forward to ECO3, any scheme proposal placed before Cabinet for adoption will include a mechanism to levy an upfront charge for declarations, independent of a successful installation.

In response to Councillor Vaughan's supplementary question, the Portfolio Holder conformed that the report would be shared with all members.

**15.14. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Gwilym Williams**

**If the council decide to continue with ECO3 LA Flex, I understand they would use Robert Owen Community Banking to manage ECO3 LA Flex in Powys. Is PCC going to hand over full responsibility of the running of this to Robert Owen? Including EVERY application, full vetting to both qualification criteria (fuel poverty & EPC) before being approved.**

**Response**

A working group of senior officers is currently looking at the development of ECO3 in Powys. Detailed delivery options will be developed and proposed by the group. Adoption of ECO3 in Powys will be subject to Cabinet decision following analysis of delivery options by Scrutiny Committee. No decision has been made to date but various options are being discussed. One such option is investigating the viability of outsourcing the vetting of applicants to a third party. However, we need to ensure that any future scheme, if adopted, will be fully compliant with BEIS local authority guidance.

In response to Councillor Williams' supplementary question, the Portfolio Holder advised that one County Councillor had benefitted from the scheme.

**15.15. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Amanda Jenner**

**In light of the findings of the independent investigation report into ECO2, please can you comment on the following:**

**Please can you advise if there a lead officer who is keeping in touch with the Powys plumbing group and members to update them directly on matters and when did they last receive a formal communication with an update? If there is not a lead officer can this be addressed.**

**I understand that it was agreed at the scrutiny co-ordinating committee that a joint working group (selected from the economic and audit committees) be formed to review the report and carry out any further scrutiny required. I think it needs to be clear what their role is, for example lessons learned from ECO2, mitigation steps for the future scheme, future vetting of applicant statements and consideration of the scope and definition of fuel poverty. I would welcome seeing the scope/ terms of reference for the working group.**

**Will the working group committee's recommendations be made available to both the Powys plumbing group and all councillors in advance of a decision on ECO2 being made and who will make the final decision on**

**whether or not ECO3 will be going ahead and the changes to its implementation /operation following the concerns raised with ECO2?**

**Response**

The Powys Plumbing Group were in regular communication with the Lead Officer for the scheme who organised face to face meetings with the group and provided regular updates by email and telephone. There has not been recent communication, however, once a proposal is put forward from the Officer Working Group, this will be discussed with the group before a decision is made by Cabinet.

Adoption of an ECO3 scheme in Powys will be subject to a Cabinet decision following analysis by Scrutiny Committee. No decision has been made to date but various options are being pursued and any future scheme, if adopted, would be fully compliant with latest BEIS local authority guidance. An Officer Working Group met on 10<sup>th</sup> May and 5<sup>th</sup> July to work through the recommendations of the SWAP Audit report and look at the requirements set out in the new Guidance. Details of how the applications would be processed as part of any future ECO3 scheme would be clearly outlined within the Business Case for Scrutiny and then Cabinet.

There are no formal terms of reference for the Officer Working Group, however, their remit is to learn lessons from ECO2, take into consideration the recommendations outlined in the SWAP report, and put forward robust proposals for any potential ECO3 scheme. There is no set timetable, however, I would anticipate proposals coming forward early autumn.

In her supplementary question Councillor Jenner asked if it would be appropriate for the timetable for when reports would be considered to be shared with the Powys Plumbing Group and the Portfolio Holder advised that dates would be published and that the Scrutiny group could invite representatives of the group to meetings when the issue was being considered.

**15.16. Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor Jackie Charlton**

**I understand the issues over the last few years on Road Traffic Orders. There is now a backlog which is looking untenable and unmanageable. Could you as Cabinet Member provide some confidence to members and to residents that crucial RTO's in respect of reducing speed in areas which should be 30 mph rather than the 60 mph in place in a residential area?**

**Response**

Councillor Charlton, as you will be aware the council's budgets are under significant strain and therefore works can only be considered in order of priority. Within HTR we are looking at a total savings target of £3.3M for 2019-20. There is therefore no additional funding that can be utilised to help reduce the backlog more quickly. Whilst you may consider it crucial to see a reduction from the national limit to a 30mph limit within your area, can I remind you that limits are indeed limits, not targets and drivers are still responsible for driving in accordance with the nature and condition of the road. However, I can assure

you that the backlog will be progressed in accordance with its ranking against other schemes.

In response to Councillor Charlton's supplementary question about the cost pressures facing the service, the Portfolio Holder explained that a large backlog of Traffic Regulation Orders had built up during the moratorium but that there were less staff to process them.

**15.17. Question to the Portfolio Holder for Highways, Recycling and Assets from County Councillor Pete Roberts**

**Despite the success of the OVO women's tour the bike racks in county hall rarely have more than two or three bikes in them at any one time.**

**What facilities are available to staff in council offices to make active travel more attractive to council staff and how might this be expanded on in the future for officers and members of the public cycling to work in our designated active travel towns?**

**Response**

Powys County Council supports and promotes active travel throughout the County. We are consistently successful in obtaining grant funding to develop physical infrastructure around our main towns each year, and have continued to increase the provision of facilities at many of our office sites; providing bike shelters and, where feasible the provision of showering and changing facilities.

All major operational depots now have showering and changing facilities. The office estate also provides such facilities; for example; County Hall will have a new shower facility constructed over the summer period and both the Gwalia and Neuadd Brycheiniog already have existing facilities.

We recognise that not all council buildings offer active travel facilities. However, the Property team continually review and will, where practicable design in such facilities when buildings are being refurbished. The Property team is also in the process of signing up to a national drinking water scheme to allow easy access to potable water for building users and the public.

Active travel in Powys has to date largely been viewed as more of a recreational benefit, but it is clear that there is now a pressing need from an environmental and health viewpoint, to develop real alternatives for commuting etc and to encourage a much broader take up by the public.

In his response to Councillor Roberts' supplementary question, the Portfolio Holder confirmed that the service would bid for funding to establish hubs in towns for anyone wishing to use active travel to get to work.

**15.18. Question to the Portfolio Holder for Corporate Governance, Housing and Public Protection from County Councillor Jeremy Pugh**

**Can you please tell me over the past two years how many settlements, non-disclosures and compromise agreements the Council have reached?**



**Response**

In the last 2 years (since January 2017), the Council has entered into 16 settlement agreements with former employees of the Council/Schools service.

Councillor Pugh asked who decided to proceed with these agreements and was advised by the Monitoring Officer that decisions were taken by senior officers, except in cases costing over £100,000 when decisions were taken by full Council.

**15.19. Question to the Portfolio Holder for Finance, Countryside and Transport from County Councillor Gwilym Williams**

**The Acting Chief Executive stated in full council that there was to be a restructure of senior management saving approximately £1million. I understand that this amount has not been saved. Can the portfolio holder inform me what the figure is of savings in senior management?**

**Response**

Of the £1m saving proposed for the 2019/20 financial year, £440k has been achieved to date. An update on the delivery of the remaining balance will be reviewed at the end of the first quarter.

In response to Councillor Williams' supplementary question about how the shortfall would be made up, the Portfolio Holder advised that the third element of savings would be a 20% reduction in all tiers of management which would take place in the current financial year.

**15.20. Question to the Portfolio Holder for Finance Countryside and Transport from County Councillor Pete Roberts**

**At the recent Brexit contingencies meeting I suggested that the council should look to support the "light lamb" market in the event of a no deal Brexit by putting in place plans to increase its usage within our schools and care services. The leader agreed and said that this would be taken forward through procurement.**

**Can you please update me on the progress that has been made since this meeting and what plans and barriers to action are now in place or being dealt with?**

**Response**

Officers have met the Council's food distributor to discuss this. The distributor does stock Welsh lamb, however not many local authorities buy this for the school meal provision due to the cost. The Council's Professional Lead Catering and Cleaning has asked for a list of products with prices to see what the cost would be and whether it would be affordable to put onto our menus.

As with all goods and services we are working hard to increase the amount that we can source or spend, locally making the maximum use of the Powys £ wherever practicable.

In response to Councillor Roberts' supplementary question as to whether the council would be working with suppliers could intervene in the market in the event of a fall in prices to underpin it, the Portfolio Holder advised that the Council could not underpin the market.

**15.21. Question to the Portfolio Holder for Finance, Countryside and Transport from County Councillor Matthew Dorrance**

**Will the Cabinet Member detail any contributions made by Heart of Wales Property Services Ltd to the Council's budget?**

**Response**

To date the Council has not received a contribution from Heart of Wales Property Services. The Joint Venture is projected to make a contribution for the 2018/19 financial year estimated at £99k.

Councillor Dorrance asked in his supplementary question if HOWPS would be pursued for the £350k loss absorbed by the Council, the Portfolio Holder advised that the Council's share of the loss was £290k and that any subsequent profit would be written off against the loss.

<b>16. ANNUAL REPORT OF THE DIRECTOR OF SOCIAL SERVICES</b>
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The Director of Social Services presented her annual report for 2018/19. She reported that the service was on a journey from improvement to excellence and that with a stable leadership team in place she expected the pace of improvement to pick up in 2019/20. The key to delivering sustainable improvement was to have the right workforce in place with the right skills. Both Adult Services and Children's Services had produced workforce strategies and there had been a staff restructure in Children's Services and a reduced reliance on agency staff. The Director outlined her priorities for 2019/20 and she thanked colleagues in the Council, partner organisations and members for their support and acknowledged the challenge and support of the Improvement and Assurance Board.

In response to questions about a decline in client satisfaction, the Director explained that the service was actively engaging with partnership forums to gain a better understanding of clients' experiences of the service. On key performance indicators she noted that the service's performance was comparable with that of other local authorities and that the service remained committed to delivering the targets. In response to a question about the adoption service, the Head of Children's Services acknowledged that the service was under pressure and that there had been a reallocation of resources to the service.

Council was asked to pass the resolution to exclude the public to view video clips of service users.

**RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 1 of The Local**

**Authorities (Access to Information) (Variation) (Wales) Order 2007).**

Jan Coles, the Head of Children's Services presented a number of video clips setting out the experiences of service users.

Council adjourned from 13.30 to 14.10 for lunch and resumed in open session.

County Councillor B Baynham (Chair)

County Councillors MC Alexander, M Barnes, G Breeze, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, M J Dorrance, L George, J Gibson-Watt, S M Hayes, H Hulme, A Jenner, E Jones, G Jones, E M Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, S Lewis, MC Mackenzie, I McIntosh, S McNicholas, C Mills, G Morgan, R Powell, J Pugh, G W Ratcliffe, L Roberts, P Roberts, K M Roberts-Jones, E Roderick, D Selby, K S Silk, D A Thomas, T J Van-Rees, E Vaughan, M Weale, G I S Williams, D H Williams, J M Williams, R Williams and S L Williams

<b>17. PRESENTATION BY THE CHIEF FIRE OFFICER</b>
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The Chief Fire Officer, Chris Davies, and the Assistant Chief Fire Officer, Iwan Cray gave a presentation and answered questions from members.

**County Councillor B Baynham (Chair)**

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**COFNODION O GYFARFOD O'R COUNTY COUNCIL A GYNHALIWDYD YN  
COUNCIL CHAMBER - COUNTY HALL, LLANDRINDOD WELLS AR THURSDAY, 11  
JULY 2019**

YN BRESENNOL

Cynghorydd Sir B Baynham (Chair)

Cynghorwyr Sir MC Alexander, M Barnes, G Breeze, J Charlton, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, P Davies, M J Dorrance, D O Evans, J Evans, L Fitzpatrick, L George, J Gibson-Watt, M R Harris, S M Hayes, H Hulme, A Jenner, D R Jones, E Jones, G Jones, J R Jones, E M Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, S Lewis, MC Mackenzie, I McIntosh, S McNicholas, C Mills, G Morgan, JG Morris, R Powell, WD Powell, D R Price, GD Price, P C Pritchard, G Pugh, J Pugh, G W Ratcliffe, L Roberts, P Roberts, K M Roberts-Jones, E Roderick, D Selby, K S Silk, D A Thomas, T J Van-Rees, E Vaughan, M Weale, A Williams, G I S Williams, D H Williams, J Williams, J M Williams, R Williams and S L Williams

**1. YMDDIHEURIADAU**

Cafwyd Ymddiheuriadau am absenoldeb gan y Cynghorwyr Sir S C Davies, E Durrant, E A Jones, M J Jones, P E Lewis, DW Meredith, N Morrison, D Rowlands and J Wilkinson.

**2. COFNODION**

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfodydd a gynhaliwyd ar 21<sup>ain</sup> Chwefror, 7<sup>fed</sup> Mawrth, 3<sup>ydd</sup> Mai ac 16<sup>eg</sup> Mai 2019 fel cofnodion cywir.

**3. DATGAN BUDDIANNAU**

Fe wnaeth pob aelod ddatgan buddiant personol ond heb fod yn rhagfarnus o safbwynt Lwfansau a Threuliau Aelodau yn unol â pharagraff 12 (2) (b)(iv) o'r Cod Ymddygiad.

Fe wnaeth y Cynghorydd Sir S Williams ddatgan buddiant personol yng nghyflwyniad y Prif Swyddog Tân gan fod ei gŵr yn gyflogedig gan Wasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru.

**4. CYHOEDDIADAU'R CADEIRYDD**

Cyn y cyfarfod gwnaeth y Cadeirydd gyflwyniadau i Dr Greg Thomas a oedd wedi derbyn Gwobr Risg Alarm am waith ar Grŵp Diogelwch Digwyddiadau Llanfair ym Muallt ac i Ian Maddox (Arweinydd Proffesiynol Rheoli Adeiladu), Nigel Davies (Uwch Syrfëwr Rheoli Adeiladu), ac Alastair Edwards (Pen Beiriannydd) a oedd yn ddiweddar wedi cael canmoliaeth gan Heddlu Dyfed Powys yn gydnabyddiaeth am eu gwaith yn helpu'r heddlu gyda'r achos trasig o'r tân yn y tŷ yn Llangammarch yn 2017.

<b>5.</b>	<b>CYHOEDDIADAU'R ARWEINYDD</b>
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Dyweddod yr Arweinydd wrth y Cyngor fod y Cynghorydd Matthew Dorrance wedi cael ei benodi'n llefarydd i CLILC ar Ddiogelwch Cymunedol a'i bod hithau wedi cael ei phenodi yn llefarydd dros Faterion Gwledig ac mai'r Cynghorydd Sir Aled Davies oedd y dirprwy lefarydd. Rhoddodd fanylion cyfarfodydd gyda Gweinidogion Llywodraeth Cymru a'r Pwyllgor Dethol ar Faterion Cymreig ar Fargen Twf Canolbarth Cymru. Llongyfarchodd yr Arweinydd y Cynghorydd Gareth Ratcliffe ar gael ei benodi yn Gadeirydd ar Awdurdod Parc Cenedlaethol Bannau Brycheiniog a'r holl ysgolion hynny ym Mhowys a oedd wedi ymddangos yn y 200 ysgol uwchradd uchaf yng Nghymru, yn enwedig Ysgol Uwchradd Gwernyfed a oedd wedi dod yn drydydd.

Gwnaeth y Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd ddatganiad ar gwmp y contractwyr a fu'n datblygu safle'r llain fowlio yn y Drenwydd. Cadarnhawyd y sicrhawyd y safle ac na wnaed dim taliadau i'r contractwr. Roedd Llywodraeth Cymru wedi cadarnhau bod y Grant Tai Arloesol a ddyfarnwyd i'r cynllun hwn yn ddiogel ac nad oedd perygl iddo. Y dull gweithredu a ffafrai'r Cyngor oedd ail-ddechrau'r broses dendro ar gyfer y cynllun o'r dechrau, proses a fyddai, mae'n bosibl, yn oedi'r prosiect oddeutu chwe mis i benodi pen contractwr a thri mis pellach i'r contractwr ddechrau ar y safle.

<b>6.</b>	<b>BRIFF Y PRIF WEITHREDWR</b>
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Ni chafwyd briff gan y Prif Weithredwr y tro hwn.

<b>7.</b>	<b>CWESTIYNAU GAN Y CYHOEDD</b>
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**7.1. Cwestiwn i'r Deilydd Portffolio dros Gyllid, Cefn Gwlad a Thrafnidiaeth gan Mr Jeremy Thorp**

**Pa gynnydd a wnaed, yn benodol gydag eitemau 6 a 7 dan y cynnig hwn (a ailadroddir isod) ac yn benodol pa adnoddau ydych chi wedi'u dyrannu i'w hysgrifennu a pha ddyddiad cwblhau ydych chi wedi'i osod ar gyfer y strategaeth hon?**

**Cynnig 13.2, eitemau 6 a 7**

**6. Y dylai'r awdurdod sefydlu strategaeth economaidd ymarferol i leihau ei allbwn carbon ac ymdrechu i ddatblygu'r arfer amgylcheddol gorau yn ei adeiladau**

**7. Y dylai'r awdurdod edrych ar arferion gorau awdurdodau eraill megis [robinhoodenergy.co.uk](http://robinhoodenergy.co.uk) gyda Chyngor Swydd Nottingham a [theleccy.co.uk/about/](http://theleccy.co.uk/about/) gyda Chyngor Dinas Lerpwl, er mwyn ystyried datblygu perchnogaeth ynni lleol a chadwyni cyflenwi ond hefyd helpu i fynd i'r afael â thlodi tanwydd.**

**Ymateb**

**i. Adeiladau'r Cyngor**

Mae Cynllun Cyflawni Carbon Isel Llywodraeth Cymru a lanswyd ym mis Mawrth 2019 yn mynnu bod y sector cyhoeddus yng Nghymru yn datblygu ac yn gweithredu amrywiol arbedion carbon er mwyn cyrraedd y targed uchelgeisiol y

bydd sector cyhoeddus Cymru yn garbon niwtral erbyn 2030. Er mwyn cyrraedd y targed hwn, mae'r swyddogion wrthi'n gweithio â Gwasanaeth Ynni Llywodraeth Cymru i gynnal asesiad ynni ar draws yr ystâd gyfan i ganfod cyfleoedd ag ynni adnewyddadwy ac effeithlonrwydd ynni yn ystâd adeiladau ac ar dir y Cynghorau. Ar ôl cwblhau'r asesiad hwn, caiff ei ddefnyddio i lywio strategaeth economaidd ddichonadwy.

Mae gwasanaeth tai'r Cyngor wrthi'n adolygu ei raglen fuddsoddi gyffredinol ar gyfer tai'r cyngor, i gefnogi buddsoddiad dros gyfnod deng mlynedd ar hugain cynllun busnes y Cyfrif Refeniw Tai i gyrraedd sgôr effeithlonrwydd ynni o SAP81 ar gyfer tai sy'n eiddo i'r cyngor. SAP yw Trefn Asesu Safonol y Llywodraeth ar gyfer Sgorio Ynni Anheddau a defnyddia raddfa o 1 i 100, gyda sgôr uchaf yn dangos gwell effeithlonrwydd ynni. Bydd y targed hwn yn un anodd, a bydd yn ddibynnol ar ddatblygu technolegau newydd. Fodd bynnag, bydd yn gwneud gwahaniaeth sylweddol a phositif i effeithlonrwydd ynni cartrefi – gan leihau risg tloedi tanwydd – ac yn cyfrannu at y canlyniadau datgarboneiddio o ostyngiad o 80% y mae Llywodraeth Cymru yn ei ystyried ar gyfer holl dai Cymru erbyn 2050. Bydd y mesurau gwirioneddol yn newid dros amser wrth i syniadau newydd gael eu treialu, eu profi a'u gweithredu.

## **ii. Bwrdd Gwasanaethau Cyhoeddus Powys – Strategaeth Carbon Bositif**

Cam 7 o Tuag at 2040 – Cynllun Llesiant Powys yw 'llunio strategaeth carbon bositif sy'n sicrhau'r cynhyrchiant ynni gwyrdd mwyaf posibl'. Mae grŵp llywio o gynrychiolwyr o blith holl aelodau'r BGC gan gynnwys y Cyngor wedi cael ei sefydlu gan Lywodraeth Cymru, sy'n Sefydliad arweiniol ar gyfer Cam 7, i oruchwylio ei ddatblygiad. Bwriedir cwblhau'r strategaeth erbyn mis Ebrill 2020.

Bydd y meysydd gweithredu o fewn cwmpas y strategaeth yn cynnwys effeithlonrwydd ynni, datblygiadau ynni carbon isel ac adnewyddadwy, newid ymddygiad, lleihau allyriadau, trafndiaeth carbon isel, ac ymchwilio a datblygu seilwaith cysylltiedig, er enghraifft gridiau clyfar. Gweithredir ar draws pob sector gan gynnwys: pŵer, trafndiaeth, adeiladau, amaethyddiaeth, defnydd tir a choedwigaeth, diwydiant, sector cyhoeddus a gwastraff

## **Cynllun Ynni Rhanbarthol Canolbarth Cymru**

Drwy gyfrwng y Bartneriaeth Tyfu Canolbarth Cymru, mae'r Cyngor yn rhan o'r gwaith o lunio Strategaeth a Chynllun Cyflawni Ynni Rhanbarthol ar gyfer Canolbarth Cymru a Gwasanaeth Ynni Llywodraeth Cymru.

Nod sefydlu Strategaeth a Chynllun Cyflawni Ynni Rhanbarthol yw:

- Cynyddu'r uchelgais o safbwynt ynni yn rhanbarthol (gwres, pŵer, trafndiaeth)
- Sicrhau bod rhanddeiliaid ar draws pob sector (sector preifat, cyhoeddus a'r trydydd sector) yn ymgysylltu ac yn gefnogol i gydweledigaeth o system ynni carbon isel sy'n seiliedig ar leoedd ar gyfer rhanbarth Canolbarth Cymru
- Darparu sylfaen dystiolaeth i arwain buddsoddiadau yn ôl eu blaenoriaeth mewn systemau ynni lleol a rhanbarthol
- Llunio rhestr ranbarthol o brosiectau a rhaglenni cyraeddadwy a fydd yn cyflawni'r weledigaeth

- Chwilio am gyfleoedd i integreiddio cynigion ynni carbon isel ym Margen Twf Canolbarth Cymru

Cynhaliwyd Gweithdy Cynllunio Ynni Rhanbarthol Canolbarth Cymru ym mis Ebrill 2019. Trefnwyd hwn gan CS Powys ac Asiantaeth Ynni Llywodraeth Cymru ar ran y Bartneriaeth GMW. Daeth 50 o gynrychiolwyr i'r digwyddiad o'r sector preifat, y sector cyhoeddus a'r trydydd sector. Roedd y digwyddiad yn rhan o broses ymgysylltu i helpu i sefydlu'r Strategaeth a'r Cynllun Cyflawni Ynni Rhanbarthol a Bargaen Twf Canolbarth Cymru.

Rhagwelir y caiff y gwaith cychwynnol ar baratoi Strategaeth a Chynllun Cyflawni Ynni Canolbarth Cymru ei gwblhau erbyn mis Rhagfyr 2019.

### **Ymarfer Gorau gan Awdurdodau Lleol eraill**

Bydd llifoedd gwaith Cynllunio Ynni Rhanbarthol Canolbarth Cymru a Strategaeth Ynni Carbon Isel BGC Powys a amlinellir uchod yn archwilio ac yn defnyddio'r arfer gorau o ardaloedd eraill yn y DU a thu hwnt er mwyn helpu i lywio'r gwaith o'u paratoi a'r argymhellion. Bydd hyn yn cynnwys archwilio potensial cwmni ynni lleol megis y rheini a sefydlwyd gan Gyngorau Dinas Swydd Nottingham a Lerpwl, ynghyd â chyfleoedd eraill gan gynnwys y rheini a amlinellir dan ran 7 o'r cynnig.

### **b) Pa ddeilydd portffolio sy'n gyfrifol am weithredu'r cynnig hwn?**

Cyng Aled Davies yw'r Aelod Portffolio dros gynaliadwyedd.

Mewn ymateb i gwestiwn atodol Mr Thorp, cadarnhaodd y Deilydd Portffolio y byddai'r cyngor yn barod i drafod â grwpiau cymunedol ynglŷn â'r posibilrwydd o ddatblygu prosiectau ynni cymunedol ar ei ystâd eiddo.

## **7.2. Cwestiwn i'r Deilydd Portffolio dros yr Economi a Chynllunio gan Dr Christine Hugh-Jones**

**Mae'r Adran Gynllunio, i bob golwg, yn gweithredu trefn newydd "dim papur" wrth ymdrin â dogfennau a gyflwynir gan ymgeiswyr, ymgynghoreion statudol, grwpiau rhanddeiliaid a'r cyhoedd.**

**Ar yr un pryd ni chaiff sylwadau gan y cyhoedd a sefydliadau rhanddeiliaid eu cynnwys ar y porth cynllunio fel y gwneir mewn llawer o awdurdodau lleol eraill.**

**Mae'r drefn bresennol, i bob pwrpas, yn cuddio gwybodaeth, sy'n bwysig i'r penderfyniadau cynllunio, o olwg y cyhoedd. Mae hyn yn peri pryderon difrifol ynglŷn ag atebolrwydd cyhoeddus a chyfranogiad y cyhoedd yn y broses gynllunio.**

**Pa gamau brys y mae'r Cyngor yn bwriadu eu cymryd i sicrhau bod yr holl ddogfennau cynllunio perthnasol, gan gynnwys ymatebion gan y cyhoedd i ymgynghoriadau cynllunio, ar gael i'r cyhoedd eu gweld ar y porth cynllunio a sut bydd y Cyngor yn ymgysylltu â'r cyhoedd i gyflawni hyn?**



**Ymateb**

Yn dilyn achos o dorri amodau diogelwch data y bu'r Comisiynydd Gwybodaeth yn ymchwilio iddo, mae'r Cyngor yn adolygu ei weithdrefnau ar gyfer rheoli data personol er mwyn atal ac osgoi achosion tebyg pellach o safbwynt prosesu ceisiadau cynllunio a'r nifer fawr o ohebiaeth a ddaw i law gan drydydd partiön. Canfu'r adolygiad hwn fod yr awdurdod yn wynebu risg parhaus sylweddol o dorri'r rheoliadau diogelu data pe byddai'n parhau i gyhoeddi sylwadau trydydd partiön ar ei wefan. Er mwyn dileu'r risg sylweddol hon, byddai gofyn cael adnoddau staff ychwanegol i ddarllen a golygu'r holl ddata personol cyn cyhoeddi unrhyw ohebiaeth gan drydydd parti. Yn anffodus, nid yw'r adnoddau staff hwn ar gael yn yr hinsawdd ariannol y mae'r awdurdod yn gweithredu ynddi ar hyn o bryd. Er nad yw gohebiaeth gan drydydd partiön ar gael ar wefan y Cyngor, mae'r wybodaeth hon ar gael i'w harchwilio naill ai yn Neuadd Sir Powys neu Neuadd Maldwyn drwy apwyntiad yn unig. Mae apwyntiad yn angenrheidiol oherwydd bod yn rhaid caniatáu amser staff i baratoi'r wybodaeth yn iawn drwy olygu'r holl ddata sensitif.

Mewn ymateb i'r cwestiwn atodol a ofynnai i'r cyngor wella'r gweithdrefnau ac addysgu staff ar sut i drin data personol, dywedodd y Deilydd Portffolio ei fod yn cefnogi'r penderfyniad i dynnu sylwadau trydydd parti oddi ar y porth cynllunio ac ystyried y risg ariannol i'r Cyngor a'r diffyg adnoddau yn yr adran gynllunio.

**7.3. Cwestiwn i'r Deilydd Portffolio dros yr Economi a Chynllunio gan Mr Nigel Dodman**

**A ddylai Adran Gynllunio Powys ryddhau Amodau Cynllunio cyn-dechrau (ar gyfer Fferm Wynt Hendy) a hwythau heb weld cynlluniau llawn o'r hyn y mae'r datblygwr yn bwriadu ei adeiladu?**

**Ymateb**

Ni ddylid ond rhyddhau amod cynllunio ar ôl i wybodaeth briodol gael ei chyflwyno sy'n cyd-fynd â gofynion yr amod perthnasol. Nid yw ceisiadau rhyddhau amod ond yn berthnasol i'r datblygiad a gymeradwywyd ac nid yw'n berthnasol i gynlluniau y mae'r datblygwr o bosibl yn bwriadu eu hadeiladu sydd ar wahân i'r datblygiad cymeradwy.

Cwestiwn atodol Mr Dodman oedd gofyn a oedd y Cyngor yn bwriadu gwrthod rhyddhau'r amodau a sefyll yn ôl wrth i'r datblygwr adeiladu datblygiad heb ei awdurdodi. Dywedodd y Deilydd Portffolio y byddai'n darparu ymateb ysgrifenedig.

<b>8.</b>	<b>DIWEDDARIAD AR GWELEDIGAETH 2025 EIN CYNLLUN GWELLA CORFFORAETHOL DRAFFT AC ADRODDIAD PERFFORMIAD BLYNYDDOL 2019</b>
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Hysbyswyd y Cyngor fod arweinyddion y grŵp yn teimlo, yng ngoleuni'r cyfnod encilio ar gyfer yr isetholiad seneddol a gynhelir yn fuan, y dylid gohirio ystyried yr adroddiad hwn.

<b>9.</b>	<b>ADRODDIAD BLYNYDDOL PWYLLGOR CRAFFU DYSGU A SGILIAU MAI 2018 - MAI 2019</b>
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Derbyniodd y Cyngor Adroddiad Blynyddol y Pwyllgor Craffu Dysgu a Sgiliau ar gyfer 2018/19.

<b>10.</b>	<b>LWFANSAU A THREULIAU'R AELODAU 2018/19</b>
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Derbyniodd y Cyngor fanylion y cyflogau a'r lwfansau a dalwyd i'r cynghorwyr a'r aelodau cyfetholedig yn 2018/19.

<b>11.</b>	<b>HAWL TROSGLWYDDO ARIAN I DDWYN YMLAEN GYLLIDEBAU HEB EU DYRANNU I FLWYDDYN ARIANNOL 2019/20</b>
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Gofynnwyd i'r Cyngor gymeradwyo trosglwyddiadau i ddwyn ymlaen i 2019/20 gyllidebau ar gyfer cynlluniau cyfalaf parhaus nas cwblhawyd ar ddiwedd blwyddyn ariannol 2018/19. Cynigiodd y Cynghorydd Sir Kath Roberts-Jones ac eiliodd y Cynghorydd Sir Timothy Van-Rees ac o 57 pleidlais i 0 gydag 1 yn ymatal

<b>PENDERFYNWYD:</b>	<b>Rheswm am y penderfyniad:</b>
<b>Cymeradwyo'r trosglwyddiadau a nodir yn adran 1.2 o'r adroddiad o safbwynt Gweddnewid Ysgolion a'r Prosiect Ysgolion yr 21ain Ganrif.</b>	<b>Er mwyn sicrhau bod trosglwyddiadau priodol yn cael eu gwneud, gan adlewyrchu'r gwariant cyfalaf rhagweledig.</b>
<b>Cymeradwyo'r trosglwyddiad a nodir yn adran 1.3 o'r adroddiad o safbwynt Gweithgareddau Corfforaethol.</b>	<b>Er mwyn sicrhau bod trosglwyddiadau priodol yn cael eu gwneud, gan adlewyrchu'r gwariant cyfalaf rhagweledig.</b>
<b>Cymeradwyo'r trosglwyddiad a nodir yn adran 1.4 o'r adroddiad o safbwynt Priffyrdd, Trafnidiaeth ac Ailgylchu.</b>	<b>Er mwyn sicrhau bod trosglwyddiadau priodol yn cael eu gwneud, gan adlewyrchu'r gwariant cyfalaf rhagweledig.</b>
<b>Cymeradwyo'r trosglwyddiad a nodir yn adran 1.5 o'r adroddiad o safbwynt Hamdden ac Adloniant.</b>	<b>Er mwyn sicrhau bod trosglwyddiadau priodol yn cael eu gwneud, gan adlewyrchu'r gwariant cyfalaf rhagweledig.</b>
<b>Cymeradwyo'r trosglwyddiad a nodir yn adran 1.6 o'r adroddiad o safbwynt y Cyfrif Refeniw Tai.</b>	<b>Er mwyn sicrhau bod trosglwyddiadau priodol yn cael eu gwneud, gan adlewyrchu'r</b>

gwariant cyfalaf rhagweledig.
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<b>12.</b>	<b>ARGYMHELLION GAN Y PWYLLGOR GWASANAETHAU DEMOCRATAIDD</b>
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### 12.1. Cwestiynau gan y cyhoedd i'r Cyngor Sir

Rhoddodd y Cyngor ystyriaeth i argymhellion gan y Pwyllgor Gwasanaethau Democraidd a gynigiai ddiwygio'r cynllun ar gyfer derbyn cwestiynau gan y cyhoedd yn y Cyngor. Cynigiwyd yr argymhellion gan y Cynghorydd Sir Michael Williams ac fe'i heiliwyd gan y Cynghorydd Sir Karl Lewis ac o 59 pleidlais i 0

<b>PENDERFYNWYD</b>	<b>Rheswm am y penderfyniad:</b>
<ol style="list-style-type: none"> <li>1. Bod Cyfranogiad y Cyhoedd yng nghyfarfodydd y Cyngor yn parhau,</li> <li>2. bod paragraff 1.7.1 (iii) yn cael ei ddiwygio i:  "sydd i bob pwrpas yr un fath â chwestiwn / mater a ystyriwyd mewn dau gyfarfod o'r Cyngor yn y chwe mis diwethaf (gan gynnwys cwestiynau a godwyd gan Aelodau ac a atebwyd)"</li> <li>3. bod swyddogion yn adolygu'r wybodaeth sy'n gysylltiedig â'r cynllun a'r broses ar gyfer eu cynnwys a</li> <li>4. bod y Pwyllgor Gwasanaethau Democraidd yn monitro sut y defnyddir y cynllun yn barhaus ac yn cynnal adolygiadau, fel y bo'n ofynnol, gyda'r posibilrwydd o ymestyn cyfranogiad y cyhoedd i gyfarfodydd y Cabinet.</li> </ol>	Er mwyn darparu i'r cyhoedd gyfle i roi cwestiynau gerbron y Cyngor.

### 12.2. Arweiniad Diogelwch Personol

Gofynnwyd i'r Cyngor ystyried yr argymhelliad gan y Pwyllgor Gwasanaethau Democraidd ar arweiniad ar ddiogelwch personol i'r aelodau. Cynigiodd y Cynghorydd Sir Joy Jones ac eiliodd y Cynghorydd Sir Timothy Van-Rees ac o 59 pleidlais i 0

<b>PENDERFYNWYD</b>	<b>Rheswm am y penderfyniad</b>
Cymeradwyo'r Arweiniad ar Ddiogelwch Personol i'r Cynghorwyr a bod sesiwn datblygu ar ddiogelwch personol yn cael ei darparu i'r	Er mwyn cynorthwyo'r Aelodau yn eu rôl.

<b>Aelodau.</b>	
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<b>13.</b>	<b>PENODIADAU I BWYLLGORAU A CHYRFF ALLANOL GAN GRWPIAU GWLEIDYDDOL Y MAE GOFYN I'R SWYDDOG MONITRO EU CYMERADWYO</b>
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Nododd y Cyngor y penodiadau canlynol a wnaed gan grwpiau gwleidyddol ac a gymeradwywyd gan y Swyddog Monitro dan y pŵer dirprwyo cyffredinol a roddwyd gan y Cyngor:

Penodwyd y Cynghorydd Sir Mark Barnes i'r Pwyllgor Craffu ar yr Economi, Trigolion, Cymunedau a Llywodraethu gan y Grŵp Ceidwadwyr.

<b>14.</b>	<b>HYSBYSIAD O GYNNIG – CYFIAWNDER BWYD</b>
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Trafododd y Cyngor y cynnig canlynol a gynigiwyd gan y Cynghorydd Sir Matthew Dorrance ac a eiliwyd gan y Cynghorydd Sir David Meredith.

Mae'r Cyngor hwn yn nodi:

1. bod 8 miliwn o bobl yn y DU sy'n ei chael yn anodd rhoi bwyd ar y bwrdd yn ôl y Cenhedloedd Unedig;
2. bod dros 500,000 o bobl wedi defnyddio banciau bwyd yn y DU y llynedd. Bod y Trussell Trust ei hun wedi dosbarthu dros 1.3m o gyflenwadau bwyd brys ar gyfer tridiau i bobl mewn argyfwng ym mlwyddyn ariannol 2017-2018;
3. bod 3 miliwn o blant mewn perygl o fynd heb fwyd yn ystod y gwyliau ysgol;
4. bod hyd at 1 filiwn o bobl yn byw mewn anialwch bwyd yn y DU; a
5. bod swm sylweddol o gyllideb y GIG yn mynd ar drin diabetes.

Mae'r Cyngor hwn yn nodi ymhellach ymrwymiad Llywodraeth y DU i 17 Nod Datblygu Cynaliadwy'r CU (Nodau Byd-eang) sy'n ymrwymo'r llywodraeth i roi diwedd ar newyn erbyn 2030.

Mae'r Cyngor yn ymrwymo i:

1. Sefydlu rôl aelod arweiniol gyda'r cyfrifoldeb dros sicrhau cyfiawnder bwyd;
2. Gweithio â phartneriaid a grwpiau cymunedol i sefydlu partneriaeth fwyd (sefydliad nid er elw i helpu pobl i ddysgu i goginio, bwyta deiet iach, tyfu eu bwyd eu hunain a gwastraffu llai o fwyd); a
3. Gosod tasg i'r pwyllgor craffu i ymchwilio i faint y broblem ym Mhowys a'r hyn y gellir ei wneud i fynd i'r afael â'r mater.

Roedd yr Aelodau'n gefnogol a dywedodd Arweinydd y Cyngor mai'r Hyrwyddwr Atal Tlodi, y Cynghorydd Sir Joy Jones, yn ei barn hi, fyddai'r unigolyn gorau i ysgwyddo rôl yr aelod arweiniol.

Cafodd gwelliant a gynigiwyd gan y Cynghorydd Sir Timothy Van-Rees ac a eiliwyd gan y Cynghorydd Sir David Jones, y dylid cyfeirio'r mater i'r Cabinet a'r Pwyllgor Craffu i ymchwilio iddo a gweithredu'n briodol, ei drechu o 22 pleidlais i 29 gyda 4 yn ymatal.

Pleidleisiodd y Cyngor ar y cynnig ac o 56 pleidlais i 0 gyda 2 yn ymatal

#### **PENDERFYNWYD**

- 1. sefydlu rôl aelod arweiniol gyda'r cyfrifoldeb dros sicrhau cyfiawnder bwyd;**
- 2. gweithio â phartneriaid a grwpiau cymunedol i sefydlu partneriaeth fwyd (sefydliad nid er elw i helpu pobl i ddysgu i goginio, bwyta deiet iach, tyfu eu bwyd eu hunain a gwastraffu llai o fwyd); a**
- 3. gosod tasg i'r pwyllgor craffu i ymchwilio i faint y broblem ym Mhowys a'r hyn y gellir ei wneud i fynd i'r afael â'r mater.**

<b>15. CWESTIYNAU'N UNOL Â'R CYFANSODDIAD</b>
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#### **15.1. Cwestiwn i'r Deilydd Portffolio Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd Sir Bryn Davies**

**Yng ngoleuni'r cyhoeddusrwydd diweddar ynglŷn â phlastig a gwastraff o fath arall yn cael ei gludo ar longau i Asia, a allem gael cadarnhad i ble mae gwastraff o'r fath o Bowys yn mynd, a sicrhad na chaiff dim ohono ei 'ddympio' ar wledydd eraill?**

#### **Ymateb**

Yn dilyn y sylw amrywiol yn y cyfryngau ynglŷn â phlastig, yn benodol cyfres Blue Planet David Attenborough ac yn fwy diweddar rhaglen ddogfen Hugh and Anita's War On Plastic, rydym wedi cael nifer o ymholiadau am y mater hwn. Er bod hyn o bosibl wedi dod yn gryn destun trafod, nid oes dim yn newydd yn hyn i'r rhai ohonom sy'n gyfarwydd â phrosesau'r diwydiant gwastraff ac ailgylchu. Yn wir, rydym eisoes wedi darparu'r wybodaeth y gofynnodd y Cyng Huw Williams amdani yn yr un cwestiwn i'r Cyngor ar Hydref 18<sup>fed</sup> 2018. Rydym wrth gwrs yn fodlon darparu'r wybodaeth hon eto, gyda'r ddogfen sy'n atodiad i'r adroddiad yn rhoi manylion ynglŷn â'r hyn sy'n digwydd i'r deunydd a gesglir wrth ymyl y ffordd.

Yn gyfreithiol, rhaid inni fwrw cyfrif o'r holl ddeunydd a gasglwn gan gynnwys diwedd taith y deunyddiau hyn, ac mae'r wybodaeth hon ar gael i'r cyhoedd ar wefan Cyfoeth Naturiol Cymru /Defra [www.wastedataflow.org](http://www.wastedataflow.org). Er nad yw hyn ynddo'i hun yn sicrhau'r canlyniad mwyaf moesegol na chynaliadwy i'r deunydd, mae'r contractau ar gyfer ein deunyddiau ailgylchadwy wedi cael eu caffael drwy WRAP ar ran Llywodraeth Cymru, ac mae hynny'n ychwanegu proses graffu ychwanegol.

Pan gasglwn blastig ar ymyl y ffordd nid ydym ond yn casglu deunydd y mae'r proseswyr ailgylchu eisiau. Dyna pam y gwnaethom roi'r gorau i gasglu plastig ystwyth flynyddoedd yn ôl gan ei bod yn anodd iawn dod o hyd i farchnad ar gyfer y deunydd hwn. Rydym yn cymryd ein cyfrifoldebau ailgylchu o ddifrif, ac mae hyn yn cynnwys datblygu ein seilwaith ein hun i sicrhau bod gennym ateb cynaliadwy i bentyrru a chludo'r deunydd ailgylchadwy a gynhyrchir gan drigolion Powys. Gallwn sicrhau trigolion Powys bod y deunydd a roddant allan ar ymyl y ffordd yn cael ei ailgylchu ac yn ein helpu i gyrraedd cyfradd ailgylchu o dros 60%.

Ni chafwyd cwestiwn atodol.

#### **15.2. Cwestiwn i'r Deilydd Portffolio Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd Sir Gareth Ratcliffe**

Gyda'r pryderon cynyddol yn genedlaethol ynglŷn â'r ffordd y bu cynghorau'n trosglwyddo ac yn gwaredu eu casgliadau ailgylchu, a'r canfyddiad bod rhai ddim yn cael eu hailgylchu ond yn hytrach yn cael eu hanfon i safleoedd tirlenwi filoedd o filltiroedd i ffwrdd mewn llefydd fel Tsieina ac India. Amlygwyd hyn gan Syr David Attenborough hefyd a gyda'r plastig ym moroedd y byd ceir hyd yn oed fwy o graffu ar y ffordd y gwaredwn ein gwastraff a'n hailgylchu ym Mhowys yn ogystal ag mewn cynghorau eraill yn y DU. Ar stepen ein drws gofynnwyd imi sut mae Cyngor Sir Powys yn gwaredu'r ailgylchu a'r gwastraff a gasglwn. Un o'r cwestiynau y mae pobl yn eu gofyn yw a ydyn ni'n ailgylchu dim ond er mwyn i CSP geisio cyrraedd ffigur a osodwyd yn genedlaethol ynteu a ydym yn ceisio diogelu dyfodol ein plant. Rwy'n credu ei fod yn sylfaenol, os ydym eisiau i drigolion fod yn gefnogol, rhaid cael pwrpas i pam ein bod yn ailgylchu a beth yr ydym yn ei ailgylchu er mwyn meithrin hyder yn y broses.

**Os gwelwch yn dda, a all y deilydd portffolio roi gwybodaeth i aelodau'r cyngor ar sut mae'r cyngor yn ailgylchu ac ymhle caiff ein deunydd ailgylchu ei brosesu er mwyn sicrhau bod ailgylchu yn golygu ailgylchu?**

#### **Ymateb**

Yn dilyn y sylw amrywiol yn y cyfryngau ynglŷn â phlastig, yn benodol cyfres Blue Planet David Attenborough ac yn fwy diweddar rhaglen ddogfen Hugh and Anita's War On Plastic, rydym wedi cael nifer o ymholiadau am y mater hwn. Er bod hyn o bosibl wedi dod yn gryn destun trafod, nid oes dim yn newydd yn hyn i'r rhai ohonom sy'n gyfarwydd â phrosesau'r diwydiant gwastraff ac ailgylchu. Yn wir, rydym eisoes wedi darparu'r wybodaeth y gofynnodd y Cyng Huw Williams amdani yn yr un cwestiwn i'r Cyngor ar Hydref 18fed 2018. Rydym wrth gwrs yn fodlon darparu'r wybodaeth hon eto, gyda'r ddogfen sy'n atodiad i'r

adroddiad yn rhoi manylion ynglŷn â'r hyn sy'n digwydd i'r deunydd a gesglir wrth ymyl y ffordd.

Yn gyfreithiol, rhaid inni fwrw cyfrif o'r holl ddeunydd a gasglwn gan gynnwys diwedd taith y deunyddiau hyn, ac mae'r wybodaeth hon ar gael i'r cyhoedd ar wefan Cyfoeth Naturiol Cymru /Defra [www.wastedataflow.org](http://www.wastedataflow.org). Er nad yw hyn ynddo'i hun yn sicrhau'r canlyniad mwyaf moesegol na chynaliadwy i'r deunydd, mae'r contractau ar gyfer ein deunyddiau ailgylchadwy wedi cael eu caffael drwy WRAP ar ran Llywodraeth Cymru, ac mae hynny'n ychwanegu proses graffu ychwanegol.

Pan gasglwn blastig ar ymyl y ffordd nid ydym ond yn casglu deunydd y mae'r proseswyr ailgylchu eisiau. Dyna pam y gwnaethom roi'r gorau i gasglu plastig ystwyth flynyddoedd yn ôl gan ei bod yn anodd iawn dod o hyd i farchnad ar gyfer y deunydd hwn. Rydym yn cymryd ein cyfrifoldebau ailgylchu o ddifrif, ac mae hyn yn cynnwys datblygu ein seilwaith ein hun i sicrhau bod gennym ateb cynaliadwy i bentyrru a chludo'r deunydd ailgylchadwy a gynhyrchir gan drigolion Powys. Gallwn sicrhau trigolion Powys bod y deunydd a roddant allan ar ymyl y ffordd yn cael ei ailgylchu ac yn ein helpu i gyrraedd cyfradd ailgylchu o dros 60%.

Ni chafwyd cwestiwn atodol.

### 15.3. Cwestiwn i'r Deilydd Portffolio Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd Sir Jackie Charlton

**Nid yw Llangadog a Chrucywel ond 4 milltir o'r ffin â Sir Fynwy a 6 milltir o'r ganolfan ailgylchu a gwastraff yn y Fenni. Mae trigolion y ddwy gymuned yn defnyddio'r Fenni ar gyfer siopa, gweithgareddau diwylliannol, ymweliadau ysbyty a llawer o bethau eraill. Mae trigolion Llangadog a Chrucywel bob amser yn gofyn pam na chânt ddefnyddio'r ganolfan ailgylchu gwastraff yn y Fenni, a fyddai'n llawer haws, yn fwy cynaliadwy ac mae'n gwneud perffaith synnwyr.**

**Mae Aberhonddu 15+ milltir (30 milltir ddwyffordd) i ffwrdd i'r rhan fwyaf o'n trigolion ac i rai mae'n hyd at 25 milltir (50 milltir ddwyffordd) i ffwrdd, ond rhaid inni fynd ag unrhyw wastraff na ellir ei roi yn y blychau ailgylchu wythnosol i'r orsaf wastraff yn Aberhonddu.**

**Rwy'n deall, o holi ynglŷn â'r mater hwn, fod Powys a Sir Fynwy yn ystyried dull a fyddai'n galluogi i'n trigolion ddefnyddio'r safle yn y Fenni. Dyma'r ymateb a roddwyd i e-bost diweddar a anfonwyd ataf oddi wrth drigolyn ar ôl ceisio trafod â Sir Fynwy i fynd â'u gwastraff i'r Fenni:-**

***"Dros amser rydym wedi defnyddio {y Fenni} lai nag y gwnaethom pan symudon ni gyntaf ond oherwydd gwaith adnewyddu pellach ar y tŷ yn ddiweddar mae gennym ar ein dwylo ragor o eitemau diangen a ddoe fe wnaethom eu llwytho i gist y car, a chanfod, er dychryn inni, oherwydd ein bod yn byw ychydig y tu allan i Sir Fynwy na chawn ddefnyddio safle Llan-ffwyst mwyach. Yn naturiol, fe wnaethom holi swyddfa Powys y bore yma, i weld lle mae ein darpariaeth agosaf ym Mhowys a chawsom wybod mai Aberhonddu, 15 milltir i ffwrdd, yw ein safle agosaf, ond ei fod ar gau heddiw ac yfory. Mae'r***

***safle agosaf wedyn oddeutu 40 milltir i ffwrdd yn Llandrindod ac nad oes prun bynnag ond 5 (fe ddeallwn) safle yn yr ardal eang a gwmpesir gan awdurdod Powys.***

***Awgrymodd y clerc yn swyddfa Powys y dylem gysylltu â Sir Fynwy i weld a allem, fel 'cymydog' agos gael trwydded i ddefnyddio safle Llan-ffwyst. Er syndod inni dywedodd y clerc yn swyddfa Sir Fynwy fod Sir Fynwy wedi bod yn ceisio sefydlu trefniadau er mwyn i bobl nad ydynt yn byw yn Sir Fynwy ddefnyddio ei safleoedd ond fod Powys yn gwrthod."***

**A allwch chi fy sicrhau bod Powys yn gweithio'n ddiwyd â Sir Fynwy i ddod o hyd i ateb yma?**

### **Ymateb**

Mae'r holl awdurdodau lleol yng Nghymru yn wynebu gostyngiadau mawr mewn cyllid ac felly mae angen iddynt sicrhau eu bod yn darparu'r gwasanaeth gorau posibl i'w trigolion eu hunain. Dyma pam bod Sir Fynwy wedi cymryd y camau hyn, i gyfyngu'r hawl i ddefnyddio'u safleoedd i'r trigolion hynny sy'n talu amdanynt, h.y. eu trigolion eu hunain. Mewn gwirionedd, bu trigolion Powys yn defnyddio'r safle hwn ers blynnyddoedd drwy ewyllys da Sir Fynwy, er ein bod yn sylweddoli nad fel hyn y mae'r trigolion yn gweld hyn ac yn ddealladwy nid ydynt yn rhoi gormod o sylw i ffiniau sirol.

Pe byddai Sir Fynwy yn caniatáu i drigolion Powys ddefnyddio'r safle heb gost i'r trigolion byddai'n golygu cost sylweddol i ni (degau o filoedd o bunnau o bosibl) ac yn syml nid oes gennym arian o'r fath yn ein cyllideb bresennol.

Roeddem mewn sefyllfa debyg gyda'n safle yng Nghwmtwrch Isaf ger Ystradgynlais, gyda llawer o drigolion ar draws y ffin yng Nghastell-nedd Port Talbot yn ei ddefnyddio. Pan gysylltom yn y gorffennol â Chastell-nedd i gael cyfraniad ar gyfer y safle hwn, nid oeddent hwythau mewn sefyllfa yn ariannol i allu gwneud hynny ac felly rydym wedi atal eu trigolion rhag defnyddio'r safle hwn. Gyda Chastell-nedd yn cau eu safle agosaf ym Mhontardawe pan ddaeth y contract i ben, rydym yn defnyddio safle Cwmtwrch Isaf ar y cyd â Chastell-nedd, ac o'r herwydd, mae'r ddau awdurdod yn arbed arian.

O safbwynt y sylw gan y trigolyn bod pob ymgais i drafod wedi cael ei wrthod gan Bowys, nid yw hynny'n wir, a byddwn yn gwneud ymholiadau ynglŷn â hyn â'n cydweithwyr yn Sir Fynwy. Mae trafodaethau'n mynd rhagddynt i ganiatáu o bosibl i drigolion Powys ddefnyddio'r safle yn y Fenni, os byddant yn talu ffi.

Rydym yn sylweddoli nad yw hon yn sefyllfa ddelfrydol, ond fel y dywedwyd yn flaenorol, oherwydd y toriadau sylweddol yn y gyllideb (yn ychwanegol at y gostyngiadau yng ngrantiau gwastraff Llywodraeth Cymru) mae'r Cyngorau yn gorfod cymryd camau eithafol, fel yn wir y bu'n rhaid inni ei wneud o'r blaen drwy gau safleoedd a chyfyngu ar oriau ac ar y mathau o gerbydau. Rydyn ni'n dal i ddarparu pump o gyfleusterau ar draws Powys yn erbyn gofyn statudol i ddarparu un. O ran nifer y safleoedd y pen o'r boblogaeth, mae'r ffigur yn eithaf uchel, ond yn anffodus mewn sir fel Powys bydd yna wastad drigolion a fydd yn gorfod teithio cryn bellter.



Byddwn yn parhau â'n trafodaethau â Sir Fynwy, ond bydd unrhyw ateb bron yn sicr yn gofyn am gyfraniad gan y trigolion.

Mewn ymateb i gwestiwn atodol y Cynghorydd Charlton ynglŷn ag a ellid dod o hyd i ffordd o adael i drigolion Crucywel a Llangadog ddefnyddio'r safle yn y Fenni, dywedodd y Deilydd Portffolio, er ei fod yn fodlon cael trafodaethau â Sir Fynwy, na allai ymrwymo i ddim a fyddai'n golygu costau ychwanegol.

#### **15.4. Cwestiwn i'r Deilydd Portffolio Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd Sir Gareth Ratcliffe**

**Nawr bod y cyngor wedi bod yn rhedeg ei casgliad gwastraff gardd am 3 mis a bod ganddo bron 7,000 o gasgliadau, rwy'n falch o weld eu bod yn gwrandao ar bryderon y trigolion ynglŷn â methu chasgliadau ac yn adolygu'r rowndiau casglu. A all y deilydd portffolio ddarparu'r gost i'r gwasanaeth gan gynnwys y costau sefydlu yn ogystal â'r costau parhaus a'r incwm ar gyfer y gwasanaeth hwn?**

##### **Ymateb**

Ers cyflwyno'r cynllun casglu gwastraff gardd, rydym wedi cyflenwi dros 7,000 o gynwysyddion i drigolion, gyda chyfanswm o £250k o incwm hyd yma. Rydyn ni'n dal i hyrwyddo'r cynllun a disgwyliwn i'r ffigur hwn godi dros y misoedd nesaf. Fel gydag unrhyw wasanaeth newydd, bydd yna wastad broblemau cychwynnol ac mae'r rhain yn cael sylw drwy ad-drefnu'r rowndiau yn awr bod gennym ddarlun cliriach o'r cyfraddau defnyddio cychwynnol.

Costau sefydlu'r gwasanaeth yw £56k, gyda'r rhagolygon gwariant ar gyfer y flwyddyn gyntaf yn gweithredu yn £262k. Rydym yn rhagweld cynnydd yn y nifer sy'n defnyddio'r cynllun (ac felly'r incwm) eleni a byddem yn disgwyl gweld cynnydd unwaith eto yn y flwyddyn ariannol nesaf wrth i fwy a mwy o drigolion werthfawrogi hwylustod cael casgliad gwastraff gardd wrth ymyl y ffordd.

Ni chafwyd cwestiwn atodol.

#### **15.5. Cwestiwn i'r Arweinydd gan y Cynghorydd Sir Lucy Roberts**

**Rwy'n credu mai un o'r materion pwysicaf y dylai'r cyngor fod yn rhoi sylw iddo yw Newid Hinsawdd. Dylem fod yn arwain y ffordd ac yn dangos ein hymrwymiad i'n trigolion, yn enwedig i'n plant a'n pobl ifanc sy'n debygol o ddiodef fwyaf os na fydd ein byd yn newid. Rydym wedi ymrwymo i beidio â defnyddio plastig untro lle bo modd ac mae hynny'n ddechrau, ond mae cymaint mwy y gallwn ei wneud. Un cam amlwg yn y cyfeiriad iawn fyddai sicrhau bod holl adeiladau newydd y cyngor, gan gynnwys tai/fflatiau ac ysgolion yn cael eu hadeiladu i safonau carbon niwtral. Cam arall fyddai sicrhau bod holl adeiladau'r cyngor yn defnyddio ynni o ffynonellau cynaliadwy. A all yr arweinydd gadarnhau bod hyn eisoes yn digwydd, ac os nad yw, a all roi sicrhau y cymerir camau o'r fath i'r dyfodol? A all hi hefyd roi ymrwymiad y bydd y cyngor yn gweithio at fod yn garbon niwtral ar draws ei holl wasanaethau, gan osod esiampl i gynghorau eraill, ymhell cyn dyddiad targed Llywodraeth y DU yn 2050?**

## **Ymateb**

### **1. Tai**

Mae Cynllun Cyflawni Carbon Isel Llywodraeth Cymru a lanswyd ym mis Mawrth 2019 yn mynnu bod y sector cyhoeddus yng Nghymru yn datblygu ac yn gweithredu llu o arbedion carbon er mwyn cyrraedd y targed uchelgeisiol bod sector cyhoeddus Cymru yn niwtral o ran carbon erbyn 2030. I gyrraedd y targed hwn, mae ein Swyddogion Prosiectau Datblygiadau Newydd yn y Tîm Tai wrthi'n gweithio â Swyddogion Ynni Llywodraeth Cymru fel rhan o'r broses ddylunio ar ein holl brosiectau, wrth inni weithio tuag at gadarnhau ein rhaglen 5 mlynedd ar gyfer adeiladu tai newydd. Bydd hyn yn helpu i sicrhau ein bod yn archwilio'r holl gyfleoedd effeithlonrwydd ynni ac ynni adnewyddadwy. Yn ddiweddar rydyn ni hefyd wedi defnyddio arbenigedd Prifysgol Fetropolitan Caerdydd i ystyried cyfleoedd i fonitro cartrefi newydd a adeiladir ar ôl iddynt gael eu meddiannu gan roi ymrwymiad i wella a dysgu'n barhaus.

Mae ein Partneriaeth Cartrefi o Bren Cynhenid a'm hamcan corfforaethol cysylltiedig yn archwilio'r syniad o ddefnyddio pren lleol cynaliadwy i adeiladu. Caiff polisi Annog Defnyddio Coed y Cyngor, a gyflwynwyd ym mis Ionawr 2017 ei argymhell i'n holl Landlordiaid Cymdeithasol Cofrestredig ac mae'n rhan annatod o'n dogfennau tendro. Drwy gyfrwng y gwaith hwn, mae'r Cyngor wedi sicrhau dros £1.5M o gyllid gan y Rhaglen Datblygu Gwledig i gynnal astudiaeth o'r gadwyn gyflenwi sy'n cael ei chynnal gan Wood Knowledge Wales a'i gonsortiw. Mae'r astudiaeth wedi cael effaith fawr ar y Rhaglen Grant Tai Arloesol yng Nghymru ac wedi arwain at ddefnyddio mwy o goed ac, yn benodol, goed cynhenid. Bydd hyn yn gwneud gwahaniaeth sylweddol a phositif i effeithlonrwydd ynni cartrefi – gan leihau risg tlodi tanwydd – ac yn cyfrannu at y canlyniadau datgarboneiddio o ostyngiad o 80% y mae Llywodraeth Cymru yn ei ystyried ar gyfer holl dai Cymru erbyn 2050.

Mae Is-adran Dai Llywodraeth Cymru wedi cadarnhau ei bod yn derbyn mai pren yw'r deunydd a ffeifrif i helpu i roi sylw i'r agenda garbon a'i bod yn gefnogol iawn i gyfleoedd adnewyddadwy ac effeithlonrwydd ynni fel rhan o'i chyllid grant i'r dyfodol. Gydag ardaloedd eang oddi ar y grid, mae gan Bowys gyfle da i archwilio ystod eang o ddewisiadau ac mae mewn sefyllfa gref i ymgeisio am gyllid grant cysylltiedig i'r dyfodol.

Mae gwasanaeth tai'r Cyngor wrthi'n adolygu ei raglen fuddsoddi gyffredinol ar gyfer tai'r cyngor, i gefnogi buddsoddiad dros gyfnod deng mlynedd ar hugain cynllun busnes y Cyfrif Refeniw Tai i gyrraedd sgôr effeithlonrwydd ynni o SAP81 ar gyfer tai sy'n eiddo i'r cyngor. SAP yw Trefn Asesu Safonol y Llywodraeth ar gyfer Sgorio Ynni Anheddau a defnyddia raddfa o 1 i 100, gyda sgôr uchaf yn dangos gwell effeithlonrwydd ynni. Bydd y targed hwn yn un anodd, a bydd yn ddibynnol ar ddatblygu technolegau newydd.

### **2. Ysgolion ac Adeiladau Eraill**

i. Ffynonellau Cynaliadwy ar gyfer Adeiladau Newydd:

#### Ysgolion Newydd

Bydd Rhaglen Ysgolion ar gyfer yr 21ain Ganrif Cyngor Sir Powys, a ariennir ar y cyd gan CS Powys a Llywodraeth Cymru ac a fydd yn buddsoddi £200 miliwn i

wella'r seilwaith ysgolion yn y sir, yn ceisio adeiladu ysgolion newydd a fydd yn cael cyn lleied â phosibl o effaith ar yr amgylchedd. Mae hyn yn bwysicach fyth nawr bod Llywodraeth Cymru wedi datgan 'argyfwng hinsawdd' ac mae'n debygol iawn y ceir pwyslais cadarnach ar effaith amgylcheddol, adeiladau carbon niwtral a defnyddio dulliau gwresogi cynaliadwy fel rhan o'r meini prawf ariannu wrth i'r rhaglen fynd rhagddi.

Mae gan y 5 ysgol gynradd newydd yn nalgylch Gwernyfed baneli solar sydd â'r capasiti i gynhyrchu 10kW. Mae Ysgol yr Eglwys yng Nghymru Archddiacon Griffiths, sef yr ysgol gyntaf i agor ym mis Ionawr 2018, wedi gweld arbediad o 10% mewn allyriadau carbon. Nwy sy'n gwresogi'r ysgolion, ond mae gan yr holl adeiladau newydd strategaethau inswleiddio effeithiol iawn. Mae gan Ysgol Carno a agorwyd ym mis Mawrth 2019 baneli solar hefyd, a chaiff yr ysgol newydd ei gwresogi drwy'r bwylter biomas peledi sydd yn y Ganolfan Gymunedol.

Mae defnyddio'r gadwyn gyflenwi leol a chynhyrchion lleol cynaliadwy yn allweddol i leihau effaith amgylcheddol adeiladau newydd ac mae hyn yn rhywbeth a gaiff ei dargedu drwy fonitro parhaus; cyflenwyd y coed ar gyfer adeiladu Ysgol Gynradd Eglwys yng Nghymru y Trallwng gan gwmni lleol a leolir 8 milltir yn unig o safle'r ysgol, er enghraifft.

Un rhan allweddol a hanfodol o Raglen Ysgolion ar gyfer yr 21ain Ganrif CS Powys yw sicrhau bod y disgyblion, y staff, y rhieni a'r cymunedau ehangach yn dysgu am effaith amgylcheddol eu hadeilad newydd. Bu disgyblion a rhieni Ysgol Gynradd Eglwys yng Nghymru y Trallwng yn brysur yn casglu papurau newydd fel deunydd inswleiddio cynaliadwy (deunydd inswleiddio Warmcell) ar gyfer eu hysgol newydd a chawsant nifer o ddsbarthiadau addysgol gan arweinwyr lleol yn y maes, a bydd hyn yn un o'r ysgogwyr allweddol wrth i brosiectau newydd gael eu lansio.

Gan edrych i'r dyfodol, bydd Rhaglen Ysgolion ar gyfer yr 21ain Ganrif CS Powys yn ceisio ennill sgôr 'Ardderchog' neu 'Da iawn' dan y cynllun BREEAM (Dull Asesu Amgylcheddol y Sefydliad Ymchwil Adeiladu) ar gyfer pob ysgol newydd unigol. Mae'r rhaglen hefyd yn bwriadu gosod pwyntiau gwefru ceir trydan ym mhob adeilad newydd ac mae hefyd yn ystyried y posibilrwydd o agor y pwyntiau gwefru i'r gymuned eu defnyddio.

Mae Rhaglen Ysgolion ar gyfer yr 21ain Ganrif Cyngor Sir Powys yn arwain y ffordd i gyflenwi ysgolion Passivhaus gyda phrosiectau Ysgol Gynradd Eglwys yng Nghymru y Trallwng, Ysgol Gymraeg y Trallwng ac Ysgol Bro Hyddgen oll yn ceisio ennill statws Passivhaus. Ysgol Bro Hyddgen fydd yr ysgol gydol oes Passivhaus gyntaf yn y DU.

ii. Ôl-osod Systemau ynni Adnewyddadwy ar adeiladau:

Caiff systemau ynni adnewyddadwy eu gosod ar adeiladau sy'n bodoli eisoes os ceir achos busnes economaidd. Yr esiampl ddiweddar o ôl-osod system ynni adnewyddadwy yw system Solar PV 11kW a osodwyd yn Nepo Priffyrdd Ffrwdgrech ym mis Chwefror 2019. Prin yw nifer yr adeiladau y gosodwyd systemau ynni adnewyddadwy ôl-osod arnynt ar hyn o bryd ar draws y portffolio eiddo.

### **3. Bwrdd Gwasanaethau Cyhoeddus Powys – Strategaeth Carbon Bositif**

Cam 7 o Tuag at 2040 – Cynllun Llesiant Powys yw 'llunio strategaeth carbon bositif sy'n sicrhau'r cynhyrchiant ynni gwyrdd mwyaf posibl'. Mae grŵp llywio o gynrychiolwyr o blith holl aelodau'r BGC gan gynnwys y Cyngor wedi cael ei sefydlu gan Lywodraeth Cymru, sy'n Sefydliad arweiniol ar gyfer Cam 7, i oruchwylio ei ddatblygiad. Bwriedir cwblhau'r strategaeth erbyn mis Ebrill 2020. Bydd y meysydd gweithredu o fewn cwmpas y strategaeth yn cynnwys effeithlonrwydd ynni, datblygiadau ynni carbon isel ac adnewyddadwy, newid ymddygiad, lleihau allyriadau, trafndiaeth carbon isel, ac ymchwilio a datblygu seilwaith cysylltiedig, er enghraifft gridiau clyfar. Gweithredir ar draws pob sector gan gynnwys: pŵer, trafndiaeth, adeiladau, amaethyddiaeth, defnydd tir a choedwigaeth, diwydiant, sector cyhoeddus a gwastraff

Ni chafwyd cwestiwn atodol.

**15.6. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Elwyn Vaughan**

**A all y deilydd portffolio dros dai gadarnhau os gwelwch yn dda pryd y gwnaed profion PAT ar y tai dan ei gyfrifoldeb a pha mor aml y gwneir y profion hyn, fel y mae'n ofynnol iddo wneud yn gyfreithiol fel landlord?**

**Ymateb**

Nid yw profion PAT (Profion Cyfarpar Cludadwy) yn berthnasol i unrhyw systemau sefydlog, megis y weirio mewn eiddo na unrhyw gyfarpar gwifrau caled. Nid ydynt ond yn berthnasol i bethau fel peiriannau golchi, tegellau, rhewgelloedd ayb. Nid ydym yn cyflenwi'r rhain i'n tenantiaid. Nid yw profion PAT yn orfodol. Yr oll a wna'r gyfraith yw mynnu bod cyflogwr yn sicrhau bod ei offer trydanol yn cael ei gynnal i'w gadw'n ddiogel. Mae unrhyw gyfarpar cludadwy, er enghraifft tegell mewn ystafell gymunedol, fodd bynnag yn cael profion PAT.

Yn ei gwestiwn atodol gofynnodd y Cynghorydd Vaughan a oedd yn wir nad oedd y systemau larwm tân yn eiddo'r cyngor wedi cael eu profi ers blynyddoedd a faint o fywydau a roddwyd mewn perygl. Atebodd y Deilydd Portffolio gan ddweud bod y Gwasanaeth Tai yn mynd drwy brosiect cydymffurfio 100 i sicrhau bod yr holl ofynion iechyd a diogelwch gan gynnwys profion larymau mwg yn ddiweddar cyn gynted â phosibl.

**15.7. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Joy Jones**

**Yn dilyn lansio'r datblygiad tai newydd yn y Drenewydd rai wythnosau'n ôl, a'r holl addewidion am fflatiau newydd hyfryd ar y safle ger y clwb bowllo, a adawyd yn wag ers tro, bu'n siomedig iawn clywed bod y contractwyr o fewn wythnosau wedi mynd i ddwylo'r gweinyddwyr gan adael safle hagr yng nghanol y dref.**

**Ac ystyried bod Dawnus wedi mynd i ddwylo'r gweinyddwyr yn gynharach**

**eleni, a wnaiff y Deilydd Portffolio egluro pa archwiliadau a wnaed cyn penodi Jistcourt i wneud y gwaith, a pham nad oedd gwarant bond banc wedi'i drefnu cyn iddynt ddechrau'r gwaith ar y safle a beth a wneir i sicrhau y gwneir archwiliadau mwy trylwyr i'r dyfodol a bod gwarantau bond banc wedi'u sefydlu cyn i'r gwaith ddechrau?**

**A wnaiff y Deilydd Portffolio ddweud wrth y Cyngor faint o arian a gollwyd oherwydd hyn a faint caiff y cynllun ei oedi oherwydd hyn?**

### **Ymateb**

Fel rhan o'r broses gaffael ar gyfer safle'r Llain Fowlio yn y Drenewydd gwnaed asesiad o brofiad, ac addaswyd y contractwr. Fel rhan o'r asesiad hwn roedd gofyn dangos cofrestriad Arian Lefel 2 â Constructionline, sy'n cynnwys gallu ariannol contractwr ynghyd â'i record am gyflawni contractau'n llwyddiannus yn unol â gwerth disgwylidig y contract a ddyfernir. Cofrestr cyn cymhwyso cenedlaethol sy'n asesu contractwr yn ôl y safon PAS91 yw Constructionline; fe'i sefydlwyd gan y Sefydliad Safonau Prydeinig (BSI) ac fe'i comisiynwyd gan y Llywodraeth. Ceir safon ofynnol gyffredin a argymhellir ar gyfer ymarferiadau caffael ar gyfer gwaith adeiladu.

Yn ogystal â hyn, a chyn dyfarnu'r contract, gwnaeth y Cyngor asesiad o sefyllfa ariannol Jistcourt fel diwydrwydd dyladwy terfynol.

Dan y contract a Gofynion y Cyflogwr, roedd bond perfformiad o 10% o gyfanswm gwerth y contract yn ofynnol cyn i unrhyw daliadau gael eu gwneud i'r pen contractwr. Ar ôl iddi ddod i'r amlwg na allai Jistcourt ddarparu'r bond angenrheidiol, ataliwyd y gwaith. O'r herwydd, ni chafwyd dim anfonebau gan Jistcourt, ac ni wnaed dim taliadau. Cadarnhaodd Llywodraeth Cymru fod y Grant Tai Arloesol a ddyfarnwyd i'r cynllun hwn yn ddiogel ac nad oes perygl iddo.

Mae'r Cyngor yn adolygu ei brosesau ar gyfer gwneud dadansoddiadau ariannol a dadansoddi tendrau yn barhaus, yn enwedig ers i Dawnus a Jistcourt fynd i'r wal. Cafodd system dadansoddi ariannol ddiweddar sy'n seiliedig ar Basio/Methu ei defnyddio'n awr ar PQQ Ffordd Salop, ac ar y datblygiad tai fforddiadwy yn Heol y Ffynnon Aberhonddu. Oherwydd y sefyllfa bresennol sy'n effeithio ar ddiwydiant adeiladu'r DU gyfan, bydd y Cyngor yn dal i fonitro'r sefyllfa a'r ffordd y mae'n asesu addaswyd cwmnïau i fidio am gontractau'r Cyngor.

Ar ôl cynnal adolygiad o'r holl ddewisiadau caffael oedd ar gael, mae'r Cyngor wedi dewis cynnal proses ail-dendro lawn ar gyfer y cynllun, gan gynnwys Holiadur Cyn Gymhwyso (PQQ) a Gwahoddiad i Dendro (ITT). Drwy ddilyn y broses hon, disgwylir i'r prosiect gael ei oedi oddeutu chwe mis er mwyn penodi pen contractwr a thri mis arall er mwyn trefnu i'r contractwr ddechrau ar y safle.

Ni chafwyd cwestiwn atodol.

### **15.8. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir David Selby**

**A allai'r Deilydd Portffolio gadarnhau ei ymrwymiad i adeiladu 250 o Gartrefi Cyngor newydd yn y pum mlynedd nesaf?**

**Ymateb**  
Gallaf

Gofynnodd y Cynghorydd Selby a gytunai'r Deilydd Portffolio â'r targed a bod gwasanaeth tai cyngor â chyllid digonol yn rhan hanfodol o weithgareddau'r Cyngor, a chadarnhaodd y Deilydd Portffolio ei fod yn cytuno.

**15.9. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Roger Williams**

**Faint o unedau tai cymdeithasol y mae'r Cyngor Sir wedi'u cwblhau ers etholiadau'r Cyngor ym mis Mai 2017?**

**Ymateb**

Ers Etholiadau Mai 2017 mae'r cyngor wedi prynu 25 hen eiddo hawl i brynu/eraill a ychwanegwyd at ein stoc dai. Fel y nodir yn Gweledigaeth 2025 ceir targed i ddatblygu 250 o gartrefi fforddiadwy newydd erbyn diwedd 2023. Mae'r Gwasanaeth Tai hefyd yn datblygu rhaglen tymor hwy ac maent wrthi'n sicrhau tir a fydd yn eu galluogi i ddatblygu ar ôl 2023.

Bu'r Gwasanaeth Tai yn asesu potensial tir o amgylch y sir ac yn ymgysylltu â chymunedau i ganfod angen, mae'r gwaith hwn yn parhau. Maent hefyd yn datblygu polisiau a gweithdrefnau, a fydd yn eu galluogi i ddarparu cynhyrchion Perchentyaeth Cost Isel amgen, megis rhannu ecwiti.

Mae'r Cyngor yn gweithio â'i bartneriaid strategol, yn benodol Cymdeithasau Tai, drwy gyfrwng y Bartneriaeth Tai Strategol i nodi a datblygu cynlluniau ategol ar draws Powys. Caiff y Strategaeth Tai ei hadolygu dros y 12 mis nesaf a chynhelir ymgynghoriad arni, gan roi cyfle i wneud sylwadau ar gynlluniau tymor hwy'r gwasanaeth.

Mewn ymateb i gwestiwn atodol y Cynghorydd Williams a ofynnai am gadarnhad na chwblhawyd yr un uned tai cymdeithasol eto, dywedodd y Deilydd Portffolio y byddai'r datblygiadau'n dechrau'n fuan.

**15.10. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Matthew Dorrance**

**A wnaiff yr Aelod Cabinet wneud datganiad ar y taliadau gwasanaeth y mae tenantiaid y Cyngor yn eu talu i Gyngor Sir Powys?**

**Ymateb**

Fel rhan o'r Cyfrif Refeniw Tai (HRA) ceir incwm o renti a chyllid o fath arall sy'n gysylltiedig â thai, gan gynnwys taliadau gwasanaeth. Defnyddir yr incwm hwn i ariannu holl wasanaethau landlord gysylltiedig yr HRA. Mae hefyd yn sylfaenol i'n gallu i gyflwyno Cynllun Busnes HRA cytbwys a chynaliadwy i ganiatáu i'r Cyngor fod yn landlord effeithiol, datblygol.

Un rhan bwysig o'r Cynllun Busnes yw'r gallu i adennill gan y tenantiaid a'r deiliaid prydles i daliadau gwasanaeth i dalu cost y gwasanaethau y mae'r Cyngor yn eu darparu iddynt. Rhaid i'r taliadau hyn adlewyrchu union gost darparu'r gwasanaeth ac ni ddylent fod yn uwch nac yn is na'r union gost. Caiff y taliadau gwasanaeth eu diwygio bob blwyddyn, ar yr un pryd ag y caiff rhenti eu hadolygu a'u diwygio. Digwyddodd hyn ddiwethaf ym mis Ebrill 2019. Mae'r taliadau gwasanaeth ar gyfer 2019-2020 i'w gweld isod. Dylid nodi bod taliadau gwasanaeth yn amrywio o un flwyddyn i'r llall, yn ddibynnol ar y costau i'r cyngor am ddarparu'r gwasanaethau hynny yn y flwyddyn flaenorol.

	<b>Tâl Wythnosol Uchaf ar gyfer 2019/20</b>	<b>Tâl Wythnosol Isaf ar gyfer 2019/20</b>	<b>Sut caiff y Tâl ei Gyfrifo</b>
Cynnal a chadw tir	£1.58	£0.04	Fe'i cyfrifir fesul safle, ar sail yr union fedrau a chost y contract.
Glanhau manau cyffredin	1.38	£1.38	Ar sail cost gyflawn y contract wedi'i rannu â'r nifer sy'n derbyn y gwasanaeth.
Goleuadau cyffredin	£0.56	£0.56	Ar sail cost gyflawn y gwasanaeth wedi'i rannu â'r nifer sy'n derbyn y gwasanaeth.
Gwaith diogelwch tân	£1.74	£0.12	Ar sail yr union gostau fesul bloc ac wedi'i rannu â holl drigolion y bloc.
Erialau teledu	£0.16	£0.16	Ar sail y costau sy'n gysylltiedig â phob erial ac wedi'i rannu â'r holl dderbynwyr posibl.
Trwsio drysau mynedfa	£1.04	£0.01	Ar sail yr union gostau fesul bloc ac wedi'i rannu â holl drigolion y bloc.
Leiniau dillad cyffredin	£0.44	£0.26	Ar sail yr union gostau fesul bloc ac wedi'i rannu â holl drigolion y bloc.
Trin y garthffosiaeth	£6.33	£6.33	Ar sail cost gyflawn y gwasanaeth wedi'i rannu â'r nifer sy'n derbyn y gwasanaeth.
Cynnal lifftiau	£1.50	£0.75	Rhannu'r costau'n gyfartal rhwng yr holl denantiaid (am drwsio/gwasanaethu)
Trwsio manau cyffredin yn y fflatiau	£2.45	£0.01	Costau fesul bloc wedi'u rhannu â holl drigolion y bloc.
Gweinyddol	£0.43	£0.43	Ar sail cost gyflawn y gwasanaeth wedi'i rannu â'r holl dderbynwyr.
Glanhau Ffenestri	£1.25	£1.25	Ar sail amcangyfrif o'r gost o ddarparu'r gwasanaeth, wedi'i rannu'n gyfartal rhwng yr holl drigolion.

Ar gyfer y rhan fwyaf o'r taliadau gwasanaeth, caiff y tâl ei gyfrifo ar sail y flwyddyn gyfan ddiwethaf – felly er enghraifft mae'r tâl am drwsio drws y fynedfa ar gyfer 2019-20 yn seiliedig ar y gost o ddarparu'r gwasanaeth yn 2018-19.

Taliadau gwasanaeth ar gyfer 2018-2019 yn ôl y Cynllun Busnes £200,156 (cyfanswm)

Taliadau gwasanaeth 2019-2020 yn ôl y Cynllun Busnes £205,257 (cyfanswm)

Gofynnodd y Cynghorydd Dorrance yn ei gwestiwn atodol a fyddai'r Deilydd Portffolio yn cytuno i adfer y gwasanaeth rheoli plâu. Dywedodd y Deilydd Portffolio na allai roi addewid yn y cyfarfod ond y byddai'n ystyried y mater.

**15.11. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Huw Williams**

**Mewn Asesiad o Lesiant a wnaed gan swyddogion Powys, canfuwyd bod 16% o aelwydydd Powys mewn tlodi tanwydd. Diffinnir hyn fel aelwyd sy'n gwario o leiaf 10% o'i incwm ar danwydd. Pasiodd y Cyngor Hysbysiad o Gynnig gan y blaid Lafur yn 2017 yn cytuno bod 'rhaid iddo wneud cymaint â phosibl i helpu trigolion sydd mewn tlodi tanwydd, er mwyn lliniaru'r sefyllfa'. Hefyd, fe wnaeth y Cynulliad Cenedlaethol yn ddiweddar gyhoeddi canllawiau a amlinellai'r prif ffynonellau cyllid, a chyngor, sydd ar gael i etholwyr sy'n ei chael yn anodd talu eu biliau, neu, sydd eisiau gwella effeithlonrwydd-ygni eu cartrefi.**

**Ac ystyried yr Hysbysiad o Gynnig y cytunwyd arno a chanllawiau'r Cynulliad, a all y Deilydd Portffolio ddarparu diweddariad ar y gwaith a wna'r Cyngor ar hyn o bryd i fynd i'r afael â thlodi tanwydd?**

**Ymateb**

Mae'r gwasanaeth tai yn dal i geisio helpu aelwydydd sydd mewn tlodi tanwydd fel a ganlyn:

**Cynllun Nyth Cartrefi Clyd Llywodraeth Cymru**

Mae rhaglen Cartrefi Clyd Llywodraeth Cymru, sy'n cynnwys y cynllun Nyth, yn darparu cyllid i wella effeithlonrwydd ygni i aelwydydd incwm isel ac i rai sy'n byw mewn cymunedau difreintiedig ar draws Cymru. Mae'r <https://nyth.llyw.cymru/cy/> yn darparu i aelwydydd yng Nghymru fynediad i gyngor a chymorth am ddim i'w helpu i leihau eu biliau ygni. Gall y rheini sy'n bodloni meini prawf cymhwyso Nyth gael pecyn o fesurau effeithlonrwydd ygni am ddim.

Ni chyhoeddwyd adroddiad blynyddol Nyth ar gyfer y flwyddyn y diweddu 2018/2019, ond deallwn y dylai fod ar gael ym mis Gorffennaf 2019. Yn seiliedig ar adroddiadau chwarterol, cwmpodd nifer yr ymholiadau gan drigolion Powys i Nyth o 969 i 852 yn 2017/2018 i 2018/2019. Fe wnaeth nifer yr aelwydydd ym Mhowys a dderbyniodd fesurau, megis deunydd inswleiddio, bwyleri newydd a systemau gwresogi newydd gynyddu o 132 yn 2017/2018 i 180 yn 2018/2019.

Yn ystod hydref 2019, rydym yn bwriadu dal i gynyddu ymwybyddiaeth o'r cynllun Nyth ym Mhowys drwy weithio ag Incwm a Dyfarniadau a Nyth i gynnal



ymgyrch bost uniongyrchol a chynnal sesiynau galw i mewn ar draws Powys i'r trigolion.

I gael rhagor o wybodaeth am y cynllun Nyth ewch i <https://nyth.llyw.cymru/cy/> ac mae gwybodaeth ar gael ar wefan Powys <https://cy.powys.gov.uk/article/4155/Cynllun-Nyth-Cartrefi-Clyd-Llywodraeth-Cymru>

### **Cynllun Arbed Cartrefi Clyd Llywodraeth Cymru**

Rydym wedi nodi cynllun mewnlenni nwy posibl ar gyfer Radnor Drive Trefyclo, lle mae'r trigolion wedi adrodd am filiau ynni uchel, lleithder ac anwedd mewn tai. Rydym wedi bod yn gweithio â phartneriaid y prosiect, Affordable Warmth Solutions ac Arbed Am Byth i fwrw'r cynllun ymlaen.

### **Safon Ansawdd Tai Cymru**

Mae'r Gwasanaeth Tai yn dal i fuddsoddi yn stoc y Cyfrif Refeniw Tai (HRA) drwy wneud gwaith gwella. Yn 2018/2019 gosododd y Gwasanaeth Tai 1462 o fesurau arbed ynni yn eiddo'r HRA, megis systemau gwresogi newydd, inswleiddio atigau, inswleiddio waliau allanol a gosod ffenestri a drysau newydd.

Mae gwasanaeth tai'r Cyngor wrthi'n adolygu ei raglen fuddsoddi gyffredinol ar gyfer tai'r cyngor, i gefnogi buddsoddiad dros gyfnod deng mlynedd ar hugain cynllun busnes y Cyfrif Refeniw Tai i gyrraedd sgôr effeithlonrwydd ynni o SAP81 ar gyfer tai sy'n eiddo i'r cyngor. Bydd y targed hwn yn un anodd, a bydd yn ddibynnol ar ddatblygu technolegau newydd. Fodd bynnag, bydd yn gwneud gwahaniaeth sylweddol a phositif i effeithlonrwydd ynni cartrefi – gan leihau risg tloidi tanwydd – ac yn cyfrannu at y canlyniadau datgarboneiddio o ostyngiad o 80% y mae Llywodraeth Cymru yn ei ystyried ar gyfer holl dai Cymru erbyn 2050. Bydd y mesurau gwirioneddol yn newid dros amser wrth i syniadau newydd gael eu treialu, eu profi a'u gweithredu.

Ym mis Medi 2019, byddwn yn cynnal tri chwrs Delio â Thloidi Tanwydd a Dyledion Tanwydd gan National Energy Action. Bydd staff y gwasanaeth tai yn mynychu'r cyrsiau hyn er mwyn cynyddu ymwybyddiaeth o dloidi tanwydd a gwella sut gall y Cyngor ganfod a helpu aelwydydd sydd mewn tloidi tanwydd leihau eu costau ynni.

Mae'r Gwasanaeth Tai wrthi'n caffael meddalwedd newydd i fodelu effeithlonrwydd ynni cartrefi. Bydd y feddalwedd yn gwella ein gallu i reoli ac adrodd ar ddata er mwyn ein helpu i dargedu a nodi gwaith gwella effeithlonrwydd ynni fel bod buddsoddiadau'n cael eu hanelu at lle mae'r angen fwyaf.

### **ECO Flex**

Cynllun grant yn y DU yw ECO Flex sy'n caniatáu gwelliannau effeithlonrwydd ynni i gwsmeriaid sydd mewn tloidi tanwydd (a ddiffinnir fel defnyddio 10% o'u incwm gwario ar wresogi). **Nid** yw'r cynllun yn gwneud profion modd, ac nid oes rhaid i bobl fod ar fudd-daliadau. Nid yw'n gynllun a ariennir gan y cyngor (ac nid yw ar gael i denantiaid y cyngor). Cwmnïau ynni sy'n darparu'r cyllid ar gyfer ECO Flex drwy'r Rhwymedigaeth Cwmnïau Ynni (ECO) a chaiff y gwaith ei wneud gan sefydliad a ddewisir gan yr aelwyd.

Mae darparu cyllid ECO Flex yn ddibynnol ar:

- Math o danwydd ac effeithlonrwydd ynni eiddo unigol – a asesir gan asesydd ynni cymwysedig
- A yw'r cleient mewn tlodi tanwydd
- Arolwg manwl o'r eiddo – a gynhelir gan syrfêwr cymwysedig a/neu beiriannydd gwresogi

Hyd yma, mae cymorth ECO Flex wedi talu am y gwelliannau effeithlonrwydd ynni canlynol:

- Adnewyddu bwyleri olew, LPG a nwy aneffeithlon â modelau mwy effeithlon – rhoddir lefelau cyllid uwch i eiddo nad ydynt ar y rhwydwaith nwy
- Adnewyddu gwresogyddion storio trydan aneffeithlon â modelau mwy effeithlon
- Darparu mesurau insiwleiddio i wella effeithlonrwydd ynni gan gynnwys mesurau megis rhoi deunydd inswleiddio mewn waliau ceudod, waliau allanol a'r atig (lle bo'n briodol)

Er lansio'r cynllun ym mis Mawrth 2018, bu aelwydydd ym Mhowys yn gallu cael mynediad at fesurau inswleiddio ac offer gwresogi ynni-effeithlon. Mae hwn wedi canolbwyntio'n bennaf ar adnewyddu bwyleri olew aneffeithlon (gan fod cymhorthdal uchel iawn ar gael i'r cyllid ar gyfer y mesur hwn) ond daeth i ben ddiwedd Medi 2018, pan gyflwynwyd ECO 3.

Llwyddodd y cynllun i:

- gyflwyno 2,050 o fesurau gan gynnwys uwchraddio bwyleri a deunydd insiwleiddio
- lleihau biliau tanwydd blynyddol cyfartalog aelwydydd yr ymgeiswyr llwyddiannus oddeutu £200

### **ECO 3**

Ddiwedd Medi 2018, daeth cyllid ECOFLEX i ben pan gyflwynwyd ECO3. Mae Cyngor Sir Powys yn bwriadu cyhoeddi 'Datganiad o Fwriad' diwygiedig i groesawu ac annog pobl i osod mesurau gwresogi newydd 'mwy gwyrdd' a all gael cyllid. Mae model cyflawni drafft a 'Datganiad o Fwriad' diwygiedig wrthi'n cael eu llunio yn dilyn cyhoeddi'r adroddiad ar ymchwiliad SWAP i ECO2.

Mae gweithgor o uwch swyddogion wrthi'n edrych ar ddatblygu ECO3 ym Mhowys. Bydd y gweithgor yn datblygu ac yn cynnig dewisiadau cyflawni manwl, fodd bynnag, bydd mabwysiadu ECO3 yn amodol ar benderfyniad y Cabinet ar ôl i'r Pwyllgor Craffu ddadansoddi'r dewisiadau cyflawni'n drylwyr. Bydd unrhyw gynllun i'r dyfodol a gaiff ei fabwysiadu, yn gwbl gydnaws â chanllawiau'r Adran Busnes, Ynni a Strategaeth Ddiwydiannol i awdurdodau lleol.

Bydd ECO 3 yn darparu:

- cyllid ar gyfer pypiau gwres o'r ddaear
- cyllid ar gyfer pypiau gwres o'r aer
- cyfraddau cyllid mwy atyniadol i eiddo nwy
- cyfraddau cyllid mwy atyniadol ar gyfer mesurau insiwleiddio

I gyd-fynd â'r llyf nawdd hwn, rydyn ni'n gweithio mewn partneriaeth â Chronfa Banc Cymunedol Robert Owen ar gynnig i ddarparu mesurau ategol megis systemau solar PV a batri sy'n gysylltiedig â phypiau gwres o'r aer, i leihau

biliau ynni cleientiaid. Bydd hyn yn golygu defnyddio gosodwyr solar lleol a fyddai fel arall ddim yn cael unrhyw gymhorthdal dan ECO 3. Rydyn ni hefyd yn gobeithio cyflenwi mwy o waith Inswleiddio Waliau Allanol (EWI) mewn cydweithrediad â benthyciadau di-log, gan wneud y mesur hwn sy'n gallu bod yn ddrud yn fwy fforddiadwy i drigolion Powys.

### **Atgyfeiriadau**

Lle bo'n briodol, rydym yn gweithio ag aelwydydd ac yn eu cyfeirio at sefydliadau partner, megis Cyngor ar Bopeth, Gofal a Thrwsio neu Nyth.

Mae Cyngor ar Bopeth Powys yn cynnig Apwyntiadau Ynni drwy eu cynllun "Cymru Gynhesach". Gall eu Cynghorwyr Ynni roi cymorth â materion sy'n gysylltiedig ag ynni, megis:

- Darllen mesuryddion a biliau i wneud yn siŵr eu bod yn gywir
- Help i newid – i helpu pobl i newid i dariff neu gyflenwr gwahanol sy'n cynnig gwell gwerth am arian ac arbed arian.
- Arbed ynni â syniadau arbed ynni fel diffodd peiriannau a sicrhau bod waliau ac atigau wedi'u hinswleiddio'n dda.
- Trafod dyledion biliau ynni a dŵr.

Gallai Cynghorwyr Ynni Cyngor ar Bopeth hefyd awgrymu mesurau arbed arian pellach y gall pobl eu cymryd, yn ddibynnol ar eu hamgylchiadau. Gallai hyn gynnwys sicrhau bod eu cartref wedi'i inswleiddio'n dda fel ei fod yn ynni effeithlon, neu weld a oes ganddynt hawl i fudd-daliadau, grantiau fel NYTH a Health Through Warmth neu ddisgownt megis Disgownt Cartref Clyd – ad-daliad o £140 gan eu cyflenwr. I gael cyngor ar ynni, gall y cyhoedd gysylltu â Chyngor ar Bopeth Powys ar 01686 617 667.

Ni chafwyd cwestiwn atodol.

### **15.12. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Linda Corfield**

**A fyddai'r Deilydd Portffolio gystal â hysbysu'r Aelodau'r hyn sy'n digwydd o safbwynt datblygu'r cynllun ECO3 newydd? Aeth cryn amser heibio'n awr ers cyhoeddi adroddiad SWAP ar ECO2. Roedd adroddiad SWAP yn tynnu sylw at lawer o fethiannau ECO2, a arweiniodd at i'r cynllun gael effaith mor andwyol ar fusnesau plymio lleol ym Mhowys. Ar ôl cyhoeddi adroddiad SWAP dywedwyd wrth yr Aelodau bod gweithgor yn cael ei sefydlu i edrych ar sut caiff y cynllun ECO3 newydd ei lunio a'i weinyddu, er mwyn sicrhau na chaiff yr amwysedd rheolau a oedd yn hawdd i Asiantau o'r tu allan i Bowys fanteisio arnynt yn ECO2 eu hailadrodd yn y cynllun ECO3 newydd.**

### **Ymateb**

Sefydlwyd gweithgor o uwch swyddogion i adolygu datblygiad ECO3 ym Mhowys. Cyfarfu'r gweithgor hwn ar 10<sup>fed</sup> Mai i edrych i ddechrau ar y naw argymhellid a geir yn adroddiad SWAP. Adroddwyd ar gamau gweithredu y cytunwyd arnynt ar gyfer yr holl argymhellion gerbron y Pwyllgor Archwilio

Mewnol ar 10<sup>fed</sup> Mehefin. Cyfarfu'r gweithgor eto ar 5<sup>ed</sup> Gorffennaf lle trafodwyd nifer o ddewisiadau cyflawni.

Bydd y gweithgor yn datblygu ac yn cynnig dewisiadau cyflawni manwl. Y Cabinet a fydd yn penderfynu ynglŷn â mabwysiadu cynllun ECO3 ym Mhowys ar ôl i'r Pwyllgor Craffu ddadansoddi'r dewisiadau cyflawni hynny. Ni wnaed dim penderfyniad hyd yma ond mae amrywiol ddewisiadau'n cael eu hystyried a bydd unrhyw gynllun i'r dyfodol, os caiff ei fabwysiadu, yn gwbl gydnaws â chanllaw'r BEIS i awdurdodau lleol.

Mewn ymateb i gwestiwn atodol y Cynghorydd Corfield, cadarnhaodd y Deilydd Portffolio y byddai'r aelodau'n cael gweld y datganiad o friad ac y cysylltwyd â phartneriaid allanol.

**15.13. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Elwyn Vaughan**

**Dan gynllun ECO2 cymeradwyodd Powys oddeutu 3800 o geisiadau a gyflwynwyd iddynt gan asiantau ECO Flex. O'r rhain, maent wedi cadarnhau eu bod yn gwybod bod 2048 o systemau wedi cael eu gosod. Pan oedd y cyfrifoldeb ar asiantau ECO Flex i hysbysu'r cyngor o osodiadau a gwblhawyd, pa mor debygol ydyw bod llawer o'r 1800 o geisiadau cymeradwy 'colledig' honedig hefyd wedi cael eu cwblhau, ond heb gael eu datgan felly wrth y cyngor gan yr asiantau ECO Flex a gyflogasant i redeg y cynllun?**

**Ymateb**

Y ffigur 1,800 yw nifer y mesurau a gymeradwywyd gan yr awdurdod ond nas cwblhawyd, mae'n cynnwys achosion lle'r oedd y gosodiadau'n ariannol hyfyw, a lle bo'r cleient wedi canslo a thynnu'n ôl o'r cynllun. Mae'r ffigur hefyd yn cynnwys ceisiadau dyblyg lle gwnaeth cleientiaid/syrfewyr ymgeisio i nifer o asiantau ECO, mewn ymgais i gael gafael ar gyllid oedd yn lleihau. Credwn fod yna oddeutu 1,200 o geisiadau heb eu cwblhau, ac roedd 400 o'r rheini yn gleientiaid i un cwmni a gafodd doriadau difrifol mewn cyllid tua diwedd y cynllun.

Cydnabyddwn bosibilrwydd bychan fod rhyw gymaint o'r gwaith hwn wedi cael eu cwblhau gan asiantau a oedd yn ddiweddarach wedi peidio â hysbysu'r cyngor. Fodd bynnag, mae'r cyngor wedi mynd ar ôl asiantau am daliad am yr holl gynlluniau a gwblhawyd ac ni chafodd ddim cwynion na ymholiadau gan dderbynwyr gosodiadau lle bo'r cyngor ddim yn ymwybodol bod mesurau wedi'u gosod.

Dylid nodi na chafodd asiantau ECO erioed eu cyflogi gan y cyngor, cynllun gan y Llywodraeth a weinyddir gan OFGEM a BEIS ydyw.

Gan edrych ymlaen at ECO3, bydd unrhyw gynllun a gynigir gerbron y Cabinet i'w fabwysiadu yn cynnwys peirianwaith i godi tâl ymlaen llaw am ddatganiadau, yn annibynnol ar osodiad llwyddiannus.

Mewn ymateb i gwestiwn atodol y Cynghorydd Vaughan, cadarnhaodd y Deilydd Portffolio y byddai'r adroddiad yn cael ei rannu â'r holl aelodau.

**15.14. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Gwilym Williams**

**Os penderfyna'r cyngor barhau ag ECO3 LA Flex, rwy'n deall y byddent yn defnyddio Banc Cymunedol Robert Owen i reoli ECO3 LA Flex ym Mhowys. A yw CSP yn mynd i roi'r cyfrifoldeb llwyr dros redeg hwn i Robert Owen? gan gynnwys POB cais, y broses fetio lawn ar gyfer y ddau faen prawf cymhwyso (tiodi tanwydd ac EPC) cyn cael eu cymeradwyo.**

**Ymateb**

Mae gweithgor o uwch swyddogion wrthi'n edrych ar ddatblygu ECO3 ym Mhowys. Bydd y gweithgor yn datblygu ac yn cynnig dewisiadau cyflawni manwl. Y Cabinet a fydd yn penderfynu ynglŷn â mabwysiadu cynllun ECO3 ym Mhowys ar ôl i'r Pwyllgor Craffu ddadansoddi'r dewisiadau cyflawni. Ni wnaed dim penderfyniad hyd yma ond mae amrywiol ddewisiadau'n cael eu trafod. Un dewis o'r fath yw archwilio'r posibilrwydd o osod y gwaith o fetio ymgeiswyr ar gontract i drydydd parti. Fodd bynnag, mae angen inni sicrhau bod unrhyw gynllun i'r dyfodol, os caiff ei fabwysiadu, yn gwbl gydnaws â chanllawiau'r BEIS i awdurdodau lleol.

Mewn ymateb i gwestiwn atodol y Cynghorydd Williams, dywedodd y Deilydd Portffolio fod un Cynghorydd Sir wedi elwa o'r cynllun.

**15.15. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cynghorydd Sir Amanda Jenner**

**Yng ngoleuni canfyddiadau'r adroddiad ymchwilio annibynnol i ECO2, a allwch chi roi sylw ar y canlynol:**

**A allwch ddweud a oes swyddog arweiniol sy'n cadw mewn cysylltiad â grŵp plymio Powys a'r aelodau i roi iddynt y wybodaeth ddiweddaraf yn uniongyrchol ar faterion, a phryd gawsant ohebiaeth ffurfiol ddiwethaf gyda diweddariad? Os nad oes swyddog arweiniol a ellir rhoi sylw i hyn.**

**Deallaf y cytunwyd yn y pwyllgor cydlynu craffu y dylid ffurfio cyd-weithgor (wedi'u dethol o'r pwyllgor economaidd a'r pwyllgor archwilio) i adolygu'r adroddiad a gwneud unrhyw waith craffu pellach sy'n ofynnol. Rwy'n meddwl bod angen bod yn glir beth yw eu rôl, er enghraifft gwersi a ddysgwyd o ECO2, camau lliniaru ar gyfer y cynllun i'r dyfodol, fetio datganiadau ymgeiswyr i'r dyfodol ac ystyried cwmpas a diffiniad tiodi tanwydd. Byddwn yn croesawu gweld cwmpas/ cylch gorchwyl y gweithgor.**

**A fydd argymhellion pwyllgor y gweithgor yn cael eu rhannu â grŵp plymio Powys a'r holl gynghorwyr cyn i benderfyniad gael ei wneud ar ECO2, a phwy fydd yn gwneud y penderfyniad terfynol ynglŷn ag a fydd ECO3 yn**

**mynd yn ei flaen ai peidio, a'r newidiadau i'r ffordd caiff ei weithredu / ei redeg yn dilyn y pryderon a godwyd ag ECO2?**

**Ymateb**

Roedd Grŵp Plymio Powys mewn cysylltiad rheolaidd â Swyddog Arweiniol y cynllun a drefnodd gyfarfodydd wyneb yn wyneb â'r gweithgor ac a ddarparodd ddiweddariadau rheolaidd drwy'r e-bost a'r teleffon. Ni chafwyd cysylltiad yn ddiweddar, fodd bynnag, ar ôl i'r Gweithgor Swyddogion gyflwyno cynnig, caiff hwn ei drafod â'r grŵp cyn i'r Cabinet wneud penderfyniad.

Y Cabinet a fydd yn penderfynu ynglŷn â mabwysiadu cynllun ECO3 ym Mhowys ar ôl i'r Pwyllgor Craffu ddadansoddi'r ystyriaethau. Ni wnaed dim penderfyniad hyd yma ond mae amrywiol ddewisiadau'n cael eu hystyried a bydd unrhyw gynllun i'r dyfodol, os caiff ei fabwysiadu, yn gwbl gydnaws â chanllaw'r BEIS i awdurdodau lleol. Cyfarfu Gweithgor Swyddogion ar 10<sup>fed</sup> Mai a 5<sup>ed</sup> Gorffennaf i drafod yr argymhellion o adroddiad Archwilio SWAP ac i archwilio'r gofynion a geir yn y Canllawiau newydd. Byddai manylion sut byddai'r ceisiadau'n cael eu prosesu fel rhan o unrhyw gynllun ECO3 i'r dyfodol yn cael eu hamlinellu'n glir yn yr Achos Busnes ar gyfer y pwyllgor craffu ac yna'r Cabinet.

Nid oes cylch gorchwyl ffurfiol i'w gael ar gyfer y Gweithgor Swyddogion, fodd bynnag, eu gwaith yw dysgu gwersi o ECO2, ystyried yr argymhellion a amlinellir yn adroddiad SWAP, a chyflwyno cynigion cadarn ar gyfer unrhyw gynllun ECO3 posibl. Nid oes amserlen wedi'i phennu, fodd bynnag, byddwn yn rhagweld y byddai'r cynigion yn cael eu cyflwyno ddechrau'r hydref.

Yn ei chwestiwn atodol gofynnodd y Cyngorydd Jenner a fyddai'n briodol i'r amserlen ar gyfer pryd caiff adroddiadau eu hystyried gael ei rhannu â Grŵp Plymio Powys, a dywedodd y Deilydd Portffolio y byddai'r dyddiadau'n cael eu cyhoeddi ac y gallai'r Grŵp craffu wahodd cynrychiolwyr o'r grŵp i gyfarfodydd pan fyddai'r mater yn cael ei ystyried.

**15.16. Cwestiwn i'r Deilydd Portffolio Priffyrdd, Ailgylchu ac Asedau gan y Cyngorydd Sir Jackie Charlton**

**Rwy'n deall y problemau dros y blynyddoedd diwethaf gyda Gorchmynion Traffig y Ffordd. Ceir bellach ôl-groniad sy'n edrych yn anghynladwy ac yn feichus.**

**A allech chi fel Aelod Cabinet roi ychydig hyder i aelodau ac i drigolion bod Gorchmynion Traffig hanfodol i leihau cyflymder mewn ardaloedd a ddylai fod yn 30 mya yn hytrach na 60 mya ar waith mewn ardal breswyl?**

**Ymateb**

Gyngorydd Charlton, fel y gwyddoch, mae cyllidebau'r cyngor dan gryn bwysau ac felly na all gwaith ond cael eu hystyried yn nhrefn eu blaenoriaeth. Yn HTR rydym yn edrych ar darged arbedion o gyfanswm o £3.3M ar gyfer 2019-20. Nid oes felly ddim cyllid ychwanegol y gellir ei ddefnyddio i helpu i leihau'r ôl-groniad ynghynt. Er eich bod chi'n ystyried ei bod yn hanfodol gweld gostyngiad o'r terfyn cenedlaethol i derfyn 30mya yn eich ardal chi, a gaf fi eich atgoffa mai terfynau yn wir yw'r terfynau, ac nid targedau a bod gyrwyr yn dal yn gyfrifol am

yrru yn unol â natur a chyflwr y ffordd. Fodd bynnag, gallaf eich sicrhau y caiff yr ôl-groniad sylw yn unol â'i flaenoriaeth yn erbyn cynlluniau eraill.

Mewn ymateb i gwestiwn atodol y Cynghorydd Charlton am y pwysau cost sy'n wynebu'r gwasanaeth, eglurodd y Deilydd Portffolio fod ôl-groniad o Orchmynion Rheoleiddio Traffig wedi cronni yn ystod y moratoriwm ond fod yna lai o staff i'w prosesu.

**15.17. Cwestiwn i'r Deilydd Portffolio Priffyrdd, Ailgylchu ac Asedau gan y Cynghorydd Sir Pete Roberts**

**Er gwaethaf llwyddiant taith menywod OVO anaml iawn y ceir mwy na dau neu dri o feiciau ar y tro yn y rheseli beiciau yn neuadd y sir.**

**Pa gyfleusterau sydd ar gael i staff yn swyddfeydd y cyngor i wneud teithio llesol yn fwy atyniadol i staff y cyngor a sut gellir ymestyn hyn i'r dyfodol i swyddogion a'r cyhoedd sy'n beicio i'r gwaith yn ein trefi teithio llesol dynodedig?**

**Ymateb**

Mae Cyngor Sir Powys yn cefnogi ac yn hybu teithio llesol ar draws y Sir. Rydym yn gyson wedi llwyddo i gael cyllid grant i ddatblygu seilwaith ffisegol o amgylch ein prif drefi bob blwyddyn, ac rydym wedi parhau i gynyddu'r cyfleusterau a ddarperir ar lawer o'n safleoedd swyddfeydd; gan ddarparu llochesi beiciau a, lle bo hynny'n ymarferol bosibl, darparu cyfleusterau newid a chawodydd.

Mae cyfleusterau newid a chawodydd ar gael yn awr yn yr holl ddepos gweithredol mwyaf. Mae'r ystâd swyddfeydd hefyd yn darparu cyfleusterau o'r fath; er enghraifft; bydd cyfleusterau cawodydd newydd yn cael ei adeiladu yn Neuadd y Sir dros yr haf ac mae cyfleusterau o'r fath eisoes i'w cael yn Neuadd Brycheiniog a Gwalia.

Rydym yn cydnabod nad oes cyfleusterau teithio llesol ar gael yn holl adeiladau'r cyngor. Fodd bynnag, mae'r tîm Eiddo yn adolygu'n barhaus a byddant, lle bo hynny'n ymarferol bosibl, yn dylunio cyfleusterau o'r fath pan gaiff adeiladau eu hadnewyddu. Mae'r tîm Eiddo hefyd yn y broses o ymuno â chynllun dŵr yfed cenedlaethol i ganiatáu mynediad hawdd i ddŵr yfed ar gyfer defnyddwyr yr adeilad a'r cyhoedd.

Mae teithio llesol ym Mhowys hyd yma i raddau helaeth wedi cael ei ystyried fel budd hamdden, ond mae'n glir y ceir yn awr wir angen o safbwynt amgylcheddol ac iechyd, i ddatblygu dewisiadau amgen gwirioneddol yn lle teithio i'r gwaith ayb ac i annog ymrwymiad gan y cyhoedd ar raddfa llawer ehangach.

Yn ei ymateb i gwestiwn atodol y Cynghorydd Roberts, cadarnhaodd y Deilydd Portffolio y byddai'r gwasanaeth yn ymgeisio am nawdd i sefydlu canolfannau mewn trefi ar gyfer unrhyw un sy'n dymuno defnyddio dulliau teithio llesol i gyrraedd y gwaith.

**15.18. Cwestiwn i'r Deilydd Portffolio dros Lywodraethu Corfforaethol, Tai a Gwarchod y Cyhoedd gan y Cyngorydd Sir Jeremy Pugh**

**A fyddech gystal â dweud wrthyf dros y ddwy flynedd diwethaf, faint o gytundebau cyfaddawdu, setlo a pheidio â datgelu yr ymrwymodd y Cyngor iddynt?**

**Ymateb**

Yn y 2 flynedd diwethaf (er Ionawr 2017) mae'r Cyngor wedi ymrwymo i 16 cytundeb setlo â chyn weithwyr y Cyngor/ gwasanaeth Ysgolion.

Gofynnodd y Cyngorydd Pugh pwy benderfynodd fwrw ymlaen â'r cytundebau hyn a dywedodd y Swyddog Monitro wrtho mai uwch swyddogion wnaeth y penderfyniadau, heblaw mewn achosion a oedd yn costio dros £100,000 pan roedd y Cyngor llawn yn gwneud y penderfyniadau.

**15.19. Cwestiwn i'r Deilydd Portffolio dros Gyllid, Cefn Gwlad a Thrafnidiaeth gan y Cyngorydd Sir Gwilym Williams**

**Dywedodd y Prif Weithredwr Dros Dro yn y cyngor llawn y byddai'r uwch-reolwyr yn cael eu had-drefnu er mwyn arbed oddeutu £1 filiwn. Deallaf nas arbedwyd y swm hwn. A all y deilydd portffolio ddweud wrthyf beth yw'r ffigur arbedion ymysg yr uwch-reolwyr?**

**Ymateb**

O'r arbediad o £1m a gynigiwyd ar gyfer blwyddyn ariannol 2019/20, sicrhawyd £440k hyd yma. Caiff diweddariad ar arbed y gweddill ei adolygu ar ddiwedd y chwarter cyntaf.

Mewn ymateb i gwestiwn atodol y Cyngorydd Williams am sut byddai'r bwch yn cael ei lenwi, dywedodd y Deilydd Portffolio mai trydydd elfen yr arbediad fyddai 20% o ostyngiad ym mhob haen rheoli a fyddai'n digwydd yn y flwyddyn ariannol gyfredol.

**15.20. Cwestiwn i'r Deilydd Portffolio dros Gyllid, Cefn Gwlad a Thrafnidiaeth gan y Cyngorydd Sir Pete Roberts**

**Yn y cyfarfod diweddar ar gynlluniau wrth gefn ar gyfer Brexit awgrymais y dylai'r cyngor ystyried y farchnad "ŵyn ysgafn" os ceir Brexit heb gytundeb drwy sefydlu cynlluniau i'w ddefnyddio fwy yn ein hysgolion a'r gwasanaethau gofal. Cytunodd yr arweinydd a dywedodd y byddai hyn yn cael ei weithredu drwy'r broses gaffael.**

**A allwch roi'r diweddaraf imi ar y cynnydd a wnaed ers y cyfarfod hwn a pha gynlluniau a rhwystrau rhag gweithredu sydd yn awr wedi'u sefydlu neu sy'n cael sylw?**

**Ymateb**



Mae'r Swyddogion wedi cyfarfod â dosbarthwr bwyd y Cyngor i drafod hyn. Mae'r dosbarthwr yn stocio cig oen Cymreig, fodd bynnag nid oes llawer o awdurdodau lleol yn ei brynu ar gyfer y ddarpariaeth prydau ysgol oherwydd y gost. Mae Arweinydd Proffesiynol Arlwygo a Glanhau'r Cyngor wedi gofyn am restr o gynhyrchion â'u prisiau i weld faint fyddai'r gost ac a fyddai'n fforddiadwy ei roi ar ein bwydlenni.

Fel gyda'r holl nwyddau a'r gwasanaethau rydym yn gweithio'n galed i gynyddu faint y gallwn ei gyrchu neu ei wario, yn lleol gan ddefnyddio £ Powys cymaint â phosibl lle bo hynny'n ymarferol bosibl.

Mewn ymateb i gwestiwn atodol y Cyngorydd Roberts ynglŷn ag a fydd y cyngor yn gweithio â chyflenwyr i ymyrryd yn y farchnad os ceir cwmp mewn prisiau i'w chynnal, dywedodd y Deilydd Portffolio na allai'r Cyngor gynnal y farchnad.

**15.21. Cwestiwn i'r Deilydd Portffolio dros Gyllid, Cefn Gwlad a Thrafnidiaeth gan y Cyngorydd Sir Matthew Dorrance**

**A wnaiff yr Aelod Cabinet roi manylion unrhyw gyfraniadau a wnaed gan Heart of Wales Property Services Ltd i gyllideb y Cyngor?**

**Ymateb**

Hyd yma nid yw'r Cyngor wedi cael cyfraniad gan Heart of Wales Property Services. Disgwylir i'r Gyd-fenter wneud cyfraniad ar gyfer blwyddyn ariannol 2018/19 ac amcangyfrifir y bydd yn £99k.

Gofynnodd y Cyngorydd Dorrance yn ei gwestiwn atodol a fyddai'r Cyngor yn mynd ar ôl HOWPS am y golled o £350k y mae'r Cyngor wedi'i hamsugno, a dywedodd y Deilydd Portffolio fod cyfran y Cyngor o'r golled yn £290k ac y byddai unrhyw elw diweddarach yn cael ei ddileu yn erbyn y golled.

<b>16.</b>	<b>ADRODDIAD BLYNYDDOL CYFARWYDDWR Y GWASANAETHAU CYMDEITHASOL;</b>
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Cyflwynodd Cyfarwyddwr y Gwasanaethau Cymdeithasol ei hadroddiad blynyddol ar gyfer 2018/19. Adroddodd fod y gwasanaeth ar siwrnai o welliant i ragoriaeth a gyda thîm arweinyddiaeth sefydlog wedi'i sefydlu y disgwyliai i'r gwelliannau ddigwydd ynghynt yn 2019/20. Yr allwedd i sicrhau gwelliant cynaliadwy oedd sefydlu'r gweithlu iawn sy'n meddu ar y sgiliau iawn. Roedd y Gwasanaethau Oedolion a'r Gwasanaethau Plant wedi llunio strategaethau gweithlu ac ad-drefnwyd y staff yn y Gwasanaethau Plant ac mae'n dibynnu llai ar staff asiantaeth. Amlinellodd y Cyfarwyddwr ei blaenoriaethau ar gyfer 2019/20 a diolchodd i'w chydweithwyr yn y Cyngor, y sefydliadau partner a'r aelodau am eu cefnogaeth gan gydnabod her a chefnogaeth y Bwrdd Gwella a Sicrwydd.

Mewn ymateb i gwestiynau am ddirywiad ym moddhad cleientiaid, esboniodd y Cyfarwyddwr fod y gwasanaeth yn ymgysylltu â fforymau partneriaethau er mwyn cael gwell dealltwriaeth o brofiadau cleientiaid o'r gwasanaeth. O safbwynt

dangosyddion perfformiad allweddol dywedodd fod perfformiad y gwasanaeth yn debyg i berfformiad awdurdodau lleol eraill a bod y gwasanaeth yn dal i fod wedi ymrwymo i gyrraedd y targedau. Mewn ymateb i gwestiwn am y gwasanaeth mabwysiadu, cydnabu Pennaeth y Gwasanaethau Plant fod y gwasanaeth dan bwysau ac yr ail-ddyrannwyd adnoddau i'r gwasanaeth.

Gofynnwyd i'r Cyngor basio'r penderfyniad i wahardd y cyhoedd er mwyn gwyllo clipiau fideo o ddefnyddwyr gwasanaethau.

**PENDERFYNWYD gwahardd y cyhoedd ar gyfer yr eitem fusnes ganlynol ar y sail y byddai gwybodaeth eithriedig yn cael ei datgelu iddynt dan gategori 1 o Orchymyn Awdurdodau Lleol (Mynediad i Wybodaeth) (Amrywio) (Cymru) 2007.**

Cyflwynodd Jan Coles, Pennaeth y Gwasanaethau Plant nifer o glipliau fideo a ddisgrifiai brofiadau defnyddwyr gwasanaethau.

Gohiriwyd y Cyngor rhwng 13.30 a 14.10 am ginio ac aildechreuodd mewn sesiwn agored.

Cynghorydd Sir B Baynham (Chair)

Cynghorwyr Sir MC Alexander, M Barnes, G Breeze, L V Corfield, K W Curry, A W Davies, B Davies, D E Davies, M J Dorrance, L George, J Gibson-Watt, S M Hayes, H Hulme, A Jenner, E Jones, G Jones, E M Jones, D Jones-Poston, F H Jump, K Laurie-Parry, H Lewis, K Lewis, S Lewis, MC Mackenzie, I McIntosh, S McNicholas, C Mills, G Morgan, R Powell, J Pugh, G W Ratcliffe, L Roberts, P Roberts, K M Roberts-Jones, E Roderick, D Selby, K S Silk, D A Thomas, T J Van-Rees, E Vaughan, M Weale, G I S Williams, D H Williams, J M Williams, R Williams and S L Williams

<b>17. CYFLWYNIAD GAN Y PRIF SWYDDOG TÂN</b>
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Rhoddodd y Prif Swyddog Tân, Chris Davies, a'r Prif Swyddog Tân Cynorthwyol, Iwan Cray gyflwyniad cyn ateb cwestiynau gan yr aelodau.

**Cynghorydd Sir B Baynham (Chair)**

# 6.1

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10<sup>th</sup> October 2019

**REPORT AUTHOR:** County Councillor Phyl Davies, Portfolio Holder for Education

**SUBJECT:** Question from Katherine Lewis

**Assuming that you were both aware and approved of the content of Dr Caroline Turner's recent letter to all Headteachers regarding the Global climate strike on Friday 20th September 2019, I would like to know on what grounds an issue that has been taught as part of both Science & Geography curricula for at least the past three decades could be deemed "Political"?**

### **Response**

Thank you for your question. I agree that issue of climate change is not of itself a political matter, but when "strike action" by pupils and staff is called for, and a school site is being proposed as the base for a rally, this makes it political. I am sure that this is what Dr Turner was referring to in her letter.

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## CYNGOR SIR POWYS COUNTY COUNCIL.

COUNTY COUNCIL  
10th October 2019

**REPORT AUTHOR:** County Councillor Rosemarie Harris, Leader  
County Councillor Aled Davies

**SUBJECT:** DRAFT Vision 2025 Our CIP UPDATE and Annual  
Performance Report 2019

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**REPORT FOR:** Approval

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## 1. Summary

1.1 The purpose of this report is to present the draft Vision 2025 CIP Update and Annual Performance Report 2019 (attached at Appendix A) for consideration and approval. It sets out Powys County Council's performance during 2018-19 against delivering the well-being objectives published in Vision 2025, in April 2019. These are:

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

1.2 The report (attached at Appendix A) also sets out updates to Vision 2025: Our CIP for 2019-20 onwards. Cabinet agreed these at a meeting on 5<sup>th</sup> March 2019. In the past we published an annual update to our Corporate Improvement Plan at the start of each financial year (April/May), followed by our backward looking performance report at the end of October. However, for the first time, this document pulls together our past performance and updated plan into one place.

1.3 Vision 2025: Our CIP Update and Annual Performance Report 2019 (Appendix A) has been designed to meet the council's reporting duties under the Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009. In doing so, it includes:

- A summary of our performance during 2018-19
- Vision 2025 at a glance: A summary of our well-being objectives, transformation projects, values and guiding principles
- A detailed analysis of the progress we have made to deliver each of our Well-being objectives during 2018-19, including:
  - An overall judgement of performance - Each of our objectives has been given an overall rank of excellent, good, adequate or

poor depending on the BRAG (**B**lue, **R**ed, **A**mber, **G**reen) status given to the series of activities and success measures which support delivery of the objective (a definition of BRAG can be found in Appendix A):

- Excellent – All activities completed or on track and success measures meeting targets
  - Good – Majority of activities on track and success measures improving
  - Adequate – Activities broadly on track, but limited impact on outcomes
  - Poor – Majority of activities off-track and outcomes not improving
- Performance against our success measures
  - Progress against projects and activities
  - How the steps we have taken contribute to a more sustainable Wales and Powys' journey so far towards maximising contribution to the seven well-being goals and acting in accordance with the sustainable development principle.
  - How much we have saved and spent
  - Updates to our plan for 2019-20 onwards
- How we have engaged and consulted with residents, communities and businesses
  - Feedback from our regulators (Wales Audit Office, Care Inspectorate Wales and Estyn) and how we are responding to their comments.

1.4 The report aims to provide a balanced and open account of performance and has been developed using information from the following reports to ensure clear alignment and consistency:

- Quarterly SIP Achievements, Issues, Actions reports
- Quarterly Transformation Programme highlight reports
- Director of Social Services Annual Report 2017-18
- Assurance and Improvement Board Reports
- Revenue and Capital outturn reports.

## **2. Proposal**

2.1 It is proposed that County Council consider the content of the DRAFT Vision 2025 CIP Update and Annual Performance Report 2019 (Appendix A), and approve for publication.

2.2 On approving the draft document, County Council will be satisfied that the following criteria have been met:

- Key achievements identified are collectively considered to be the most important/relevant ones to be published
- The report provides an open, balanced and realistic self-assessment of performance
- There is appropriate information which demonstrates not only what and how much the council does, but also the difference the council is making in terms of outcomes

- The document is clear and provides the right level of information that will be meaningful and relevant to all audiences.

### **3. Options Considered / Available**

3.1 N/A

### **4. Preferred Choice and Reasons**

4.1 N/A

### **5. Impact Assessment**

5.1 Is an impact assessment required? No.

### **6. Corporate Improvement Plan**

6.1 The DRAFT Vision 2025 CIP Update and Annual Performance Report 2019 sets out performance and progress against the council's Corporate Improvement Plan objectives, activities and success measures.

### **7. Local Member(s)**

7.1 The DRAFT Vision 2025 CIP Update and Annual Performance Report 2019 impacts with equal force across the whole County.

### **8. Other Front Line Services**

8.1 The DRAFT Vision 2025 CIP Update and Annual Performance Report 2019, describes progress against the activities that were agreed in Vision 2025 and is not intended to be a comprehensive performance report of ALL council services. This report includes reference to the Director of Social Services Annual Report, which provides a more detailed account of performance in Children's and Adult Services.

### **9. Communications**

9.1 Have Communications seen a copy of this report? Yes.

9.2 In order to make the report more accessible, a 'moovly' is being prepared, which will summarise key information from the DRAFT Vision 2025 CIP Update and Annual Performance Report 2019. The 'moovly' and report attached will be available bilingually on the council's website following approval by full council.

### **10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)**

10.1 Legal: The recommendations can be supported from a legal point of view

10.2 Finance: The Finance Business Partner notes the contents of the report. The CIP Update and Annual Performance Report 2019 has been designed to meet the council's reporting duties which will include updates on how much the authority has saved and how much it spends.

### **11. Scrutiny**

11.1 The DRAFT Vision 2025 CIP Update and Annual Performance Report 2019 was considered by a scrutiny working group on 11<sup>th</sup> June 2019.

## 12. Statutory Officers

12.1 The Head of Finance (Section 151 Officer) notes the content of the report.

12.2 The Solicitor to the Council (Monitoring Officer) commented as follows: “I note the legal comments and have nothing to add to the report.”

## 13. 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.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
To approve the DRAFT Vision 2025 CIP Update and Annual Performance Report 2019 (in Appendix A to the report).	<p>To ensure the report gives a balanced and open account of Powys County Council’s performance during the 2018-19 financial year, against the well-being objectives set out in Vision 2025: Our Corporate Improvement Plan 2018-2023.</p> <p>To ensure the Council meets its statutory obligations as outlined in the Well-being of Future Generations (Wales) Act 2015 and Local Government (Wales) Measure 2009.</p>

<b>Relevant Policy (ies):</b>	Vision 2025: Our Corporate Improvement Plan 2018-23, Local Government Wales Measure 2009, Well-being of Future Generations (Wales) Act 2015.		
<b>Within Policy:</b>	<b>Y</b>	<b>Within Budget:</b>	<b>Y</b>

<b>Relevant Local Member(s):</b>	
----------------------------------	--

<b>Person(s) To Implement Decision:</b>	
<b>Date By When Decision To Be Implemented:</b>	<b>10<sup>th</sup> October 2019</b>

Contact Officer: Emma Palmer Tel: 01874 612217 Email: emma.palmer@powys.gov.uk
--

## **Background Papers used to prepare Report:**

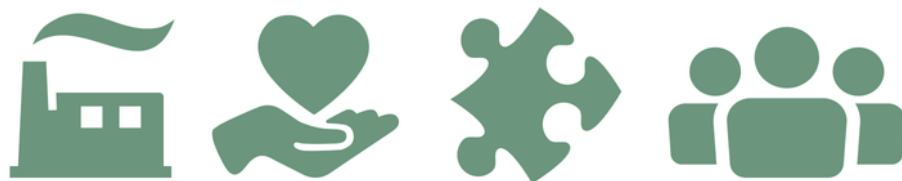


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# Vision 2025:

## Our Corporate Improvement Plan

Update and Annual Report  
2019



This document looks back at Powys County Council's Performance during 2018-19 against the Well-being objectives and activities set out in Vision 2025: Our Corporate Improvement Plan 2018-2023. It also looks forward and updates our plan for 2019 onwards, ensuring that all activities are still relevant and focussed on our vision and outcomes.



A short animation summarising our performance can be found on the Powys County Council Youtube channel.

Let us know what you think of this report and how you think we could improve services in the future.

### Get in touch:

---



Chief Executive and Member Support  
Powys County Council,  
County Hall,  
Llandrindod Wells,  
Powys, LD1 5LG




01597 826158



[business\\_intelligence@powys.gov.uk](mailto:business_intelligence@powys.gov.uk)



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Youtube: [Cyngor Sir Powys County Council](https://www.youtube.com/CyngorSirPowysCountyCouncil) 

Instagram: [@powyscountycouncil](https://www.instagram.com/powyscountycouncil)

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## 1.1 Leaders Introduction



Councillor Rosemarie Harris  
Leader Powys County Council

**In April 2018, my Cabinet and I presented our long-term aspirations for Powys – better known as Vision 2025: Our Corporate Improvement Plan. Our plan is ambitious, setting out 40 outcomes that we want to improve, to help make a real difference for Powys residents, communities and businesses.**

To help us achieve our Vision, we made a commitment to focus our efforts on four well-being objectives:

- We will develop a vibrant economy
- We will lead the way in providing effective, integrated health and care in a rural environment
- We will strengthen learning and skills
- We will support our residents and communities

We also have an internal facing objective called Making it Happen, to ensure we put in place the key building blocks for improving the efficiency and effectiveness of our services.

In the past we published an annual update to our Corporate Improvement Plan at the start of each financial year (April/May), followed by our backward looking performance report at the end of October.

However, for the first time, this document pulls together our past performance and updated plan into one place. We hope you will find it helpful in outlining what we have achieved, what difference we are making and where we plan to do better.

Our plan has a range of activities, some short-term that can be delivered relatively quickly and others that are longer term that will take time to develop and implement.

In this report, we focus on the activities that started during 2018-19 and where we expected progress to be made. After just one year of delivering our plan, we're proud to have achieved several key milestones, including completion of our Welsh Housing Quality Standard Programme, launch of a new community lottery, building of 5 new schools and supporting 9 schools to come out of Estyn's 'improvement' category, following improved inspection results. We have also increased the amount we spend with Powys businesses by 2.1% and the economic impact of tourism has increased by 3.1%. Our Children's and Adults Services continue to be monitored by our inspectors and an independent Board and we are pleased to report that improvements are being made. I am very grateful to Powys residents, our staff, county councillors and partners for their contribution and helping to make our vision a reality.

After reflecting on our performance in 2018-19 and reviewing the challenges ahead, I can reaffirm that our well-being objectives will stay the same for 2019-20 onwards. However, some of the activities for delivering them have changed. This is to ensure we focus more on transformational improvement; that we think about longer term outcomes, that we listen to what our residents are telling us is important to them and we use our resources more effectively. The updated activities and performance measures are contained within this document and will supersede Vision 2025: Our CIP (2018-2023) that was published in April 2018.

For more information on why we have made the changes please **click here**.

Despite the financial challenges we face, we remain ambitious and committed to investing in the services our residents rely on the most. An overview of where our budget is prioritised in 2019-20, can be found on page 58 (Financial Strategy).

Our Senior Management structure has undergone significant transformation during 2019 and I am pleased to welcome a number of new staff to Powys. A new chapter now begins, with renewed energy, passion and ideas to drive our plan forward.

## 1.2 Message from the Chief Executive



Dr Caroline Turner  
Chief Executive

**I joined Powys County Council at a critical point in its transformation journey. While a number of key milestones have been achieved against Vision 2025 during its first year, there is still significant improvement and developments to be made.**

As Chief Executive, my role is to ensure that all staff have 'Vision 2025' at the core of the work that they do, whether they work in social care, education or highways and transport, to mention a few. We need to remain focussed on delivering the outcomes our residents and communities expect and deserve, particularly at a time when we face year on year reductions in our budget. We have already made in excess of £100m over the last decade, but over the next 3 years we need to find further significant savings to balance our budget, based on current modelling this is estimated between £30m to £46m, best and worst case scenario. To achieve this, we know we need to transform the way we deliver services.

During 2018 -19 a new Transformation Programme was developed to drive forward change at pace. The cross- cutting projects making up the current programme are:

### **Mid Wales Growth Deal**

We will work with partners to secure a growth deal potentially worth in the region of £200m, in order to maximise the economic benefit for Mid Wales and encourage businesses to stay and invest here.

### **North Powys Well-being Hub**

We will look at the options for developing a Regional Rural Centre in Newtown to address the issues around the ageing estate, support the future population needs and mitigate against the potential shift of services away from north Powys under the Future Fit programme.

### **Improve our schools Infrastructure**

Our school buildings will be transformed through delivery of a £114m capital investment scheme. We will ensure that our new and re-furbished schools provide modern environments that are fully equipped for 21st century learning and are central to community life. We will complete the first round of capital investment by 2020 (Band A) and second round (Band B) by 2025. We will implement our new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve. The Delivery Plan will focus on improving secondary and post-16 provision, primary provision and Welsh-medium/bilingual provision.

### **Digital Transformation**

To design and implement our digital transformation, setting the map for how the Council will take advantage of digital technologies to transform service delivery through the way we work, how we use information, support our customers, improve resident opportunities and help our businesses to compete.

### **Workforce Futures**

We will re-model the council's staffing structure to embed changes in organisational culture, while making significant financial savings. We will equip the workforce with the right skills, attitude, behaviours and experience and develop our own talent through apprenticeships and training, to enable them to reach their potential.





### **Local Authority Trading Company**


We will explore the benefits of establishing a Local Authority Trading Company to improve opportunities for greater income generation as well as a significant drive to reduce Council expenditure.

### **Brecon Place Based Strategy**

We will prepare a place-based strategy for Brecon which will review and make recommendations regarding the council's property portfolio in Brecon, as well as housing, education, extra care and council and partner accommodation requirements for now and in the future.

We are embracing the Well-being of Future Generations (Wales) Act 2015, and will continue to look for ways to work more sustainably. We are already working together with our partners on the Public Services Board Well-being Plan (Towards 2040) and are proud to be taking the lead on delivering four out of the 12 steps. We are also key partners of the Regional Partnership Board and are committed to working collaboratively to improve health and social care services.

We are also committed to listening to the views of all our residents and partners and will have an extensive programme of consultation and public engagement during the life of our Corporate Improvement Plan. We encourage you to sign up to our Citizens Panel and have your say. You can also keep up to date with council news and events on our Twitter and Facebook pages.

Visit [www.powys.gov.uk](http://www.powys.gov.uk) 

### 1.3 A guide to this document

This document meets the council's responsibility under the Well-being of Future Generations (Wales) Act 2015 to report on the progress it has made in meeting its well-being objectives for the preceding financial year (2018/19). Our well-being objectives show how we are contributing to a national set of goals (the 7 well-being goals) in a sustainable way (this means thinking about the longer term, involving people in planning our services, considering how we can deliver services in collaboration with others, ensuring our plans are integrated and putting resources into preventing problems occurring or getting worse). For a description of the 7 Well-being goals and 5 Ways of Working see Appendix A.

This document includes:

A summary of our key achievements during 2018-19

Vision 2025 at a glance: A summary of our well-being objectives, transformation projects, values and guiding principles

A detailed analysis of the progress we have made to deliver each of our Well-being objectives during 2018-19, including:

An overall judgement of performance - Each of our objectives has been given an overall rank of excellent, good, adequate or poor depending on the BRAG (**B**lue, **R**ed, **A**mber, **G**reen) status given to the series of activities and success measures which support delivery of the objective (a definition of BRAG can be found in Appendix A):

- Excellent – All activities completed or on track and success measures meeting targets
- Good – Majority of activities on track and improving
- Adequate – Commitments broadly on track, but limited impact on outcomes
- Poor – Majority of commitments off-track and outcomes not improving

How the steps we have taken contribute to a more sustainable Wales and Powys' journey so far towards maximising contribution to the seven well-being goals and acting in accordance with the sustainable development principle. (Appendix A sets out definitions of the national Well-being goals and explains the steps in the Future Generations Commissioner Journey Checker.)

Performance against our success measures

Progress against projects and activities

How much we have saved and spent?

Updates to our plan for 2019-20 onwards

How we have engaged and consulted with residents, communities and businesses

Feedback from our regulators (Wales Audit Office, Care Inspectorate Wales and Estyn) and how we are responding to their comments

This report also meets the council's responsibility to review its Improvement Objectives and assess its performance in the previous financial year in line with the Local Government (Wales) Measure 2009 and shows how the council is delivering the 7 aspects of improvement.

It is important to assess performance so that we can see what activities are working well and where we need to make improvements. This may mean making changes to our plan to ensure that we are focussing on the right activities of work and measuring the right information to see if we are making a difference where it is needed most.

## 1.4 Looking back: A summary of our performance in 2018-19

## Key statistics

## Population

Current Population

**132,515****16%**  
Under 16**12%**  
Over 75

## Households

Households in Powys

**59,473****33%**  
are single person  
households

## Expenditure

Approximate gross expenditure

**£420 m**

The council employs around

**6,000**staff who provide a  
large range of  
services to meet the needs  
of local people

## Councillors

The council has

**73** elected councillorsrepresenting **73** council  
wards

## Council Tax

Average Council Tax\*

**£1,470.57**for band D  
property\* (year end 31/03/19)  
Welsh Average £1,492.00

Outlined below is an overview of our performance in 2018/19, against our key measures of success.

## Good Performance

- In December 2018, the council successfully completed its Welsh Housing Quality Standard (WHQS) programme, two years before the 2020 statutory deadline. Tenants satisfaction with the WHQS works was 86% with 2891 elemental improvements carried out in 2018-19
- The proportion of revenue spend with Powys based suppliers and providers (or suppliers who provide services from a location in Powys) increased from 27% to 29.1%, exceeding our target of 2%
- 563 adult clients have been supported in their own home through assistive technology, which is a significant increase from 390 the year before



- 72.3% of schools had a Green or Yellow categorisation in the National School Categorisation System compared to 61% the previous year. 9 schools also came out of intervention, following improved inspection results
- According to our staff survey, the number of staff reporting that they are proud to work for the council has increased, from 59% to 61.81%
- 178 compliments were received. This equates to an average of 44.5 compliments per quarter, compared to 32 in 2017-18
- Revenue outturn (excluding the Housing Revenue Account and schools delegated budget) was a 0.4% (£713k) overspend versus the budget



## Average Performance

- 34 people were supported to get back into work through the councils two employability projects, Communities for Work+ Powys and Workways+
- Powys'. This was below our expected target.
- 7.9 (full time equivalent) staff provided people with integrated social and health care services (this was 10.5 full time equivalents in 2017)
- 63.1% of year 11 pupils achieved the Level 2 threshold including General Certificate of Secondary Education English or Welsh first language and maths compared to 62.2% the previous year (Wales 55.1%)
- Pupil attendance of compulsory school age at primary schools was 95.1% compared to 95.5% the previous year (Wales 94.6%)
- Pupil attendance of compulsory school age at secondary schools was 94.5% compared to 94.6% the previous year (Wales 93.9%)
- 25 recommendations or proposals for improvement were received from our regulators (CIW and WAO)
- On average, 9.5 days/ shifts per council employee (full time equivalent) were lost due to sickness absence, compared to 9.74 days in 2017/18 (Welsh average: 10.4 days)



## Poor Performance

- 79.21% of complaints were responded to within statutory timescales, compared to 97.06% in 2017-18

1.5 Looking forward: Vision 2025 at a glance

Our Vision 2025:

We will be an open and enterprising council; this means;

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

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

Our Well-being objectives:

We will develop a vibrant **ECONOMY**

We will lead the way in providing effective, integrated **HEALTH AND CARE** in a rural environment

We will strengthen **LEARNING AND SKILLS**

We will support our **RESIDENTS AND COMMUNITIES**

“ Making It Happen ”

Engagement and communication

Leadership and governance

Changing how we work

Our Values:

Professional

Positive

Progressive

Open

Collaborative

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

**Positive:** We take a positive attitude in all we do

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

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

**Collaborative:** We work constructively and willingly on joint initiatives

Our Guiding Principles:

Long-Term

Prevention

Integration

Collaboration

Involvement

(based on the Well-being of Future Generations (Wales) Act 2015 sustainable development principles):

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

**Prevention** - Putting resources into preventing problems occurring or getting worse

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

**Collaboration** - Working together with other partners to deliver our priorities

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

## 2.1 The Economy

We will develop a vibrant economy



We believe the economy of Powys has to be at the heart of our thinking. With a strong vibrant, enterprising economy we will provide quality jobs for our young people, create and nurture our local companies and attract leading companies to Powys. Through taking action in this area, we are committed to delivering the following outcomes:



New business start-ups and relocations will increase



Skilled employment opportunities will increase



The economically active population will increase



Tourism & leisure based activity and attractions will increase



Local businesses benefit from good advice and support that help them thrive



Regulation supports business and communities and is proportionate



Council priorities are used to develop new industries and supply chains



A greater supply and mix of suitable work space to support employment



More job opportunities and apprenticeships for young people

Powys is established as an innovation base for learning, skills and research for:



Farming and land-use innovation



Health and care



Rural teacher training accreditation



Local businesses and consortia competing for public sector contracts will increase



There is significant investment in the development of affordable and sustainable housing

### Overall assessment of performance:

Overall, we have judged performance of this objective to be 'good'. 15 (88%) out of the 17 activities in place to support this objective during 2018-19 were reported as green and 2 were amber. 9 measures used to monitor success were green and 3 were amber (no RAG status was available for 3 of the measures).



## What difference have we made?

### Our success measures show:

34 people were supported to get back into work through the councils two employability projects, Communities for Work+ Powys and Workways+ Powys'. This was below our expected target.

We had 18,705 visitors to the midwalesmyway.com website compared to 15,867 in 2017/18

According to the most recent national STEAM data which quantifies the local economic impact of tourism, Powys has seen increases in the following categories since 2016:

- The number of of day visitors to Powys was 3.02 million in 2017 which is an increase of 0.4%
- The total Visitor Days was 10.85 million in 2017, increasing by 2.0%
- Economic impact was £815.5m, which is an increase of 3.1%
- Average spend per visitor day was £54, which is an increase of £2.52 on previous spending

1 employment premises was established in our Ffrwdgrech Depot in Brecon, offering 5 units to meet local business needs. We had committed to establish at least 2 per year, however there have been delays to the development of Ladywell House in Newtown. This is now due for completion by September 2019 and will provide 20 newly refurbished units/ office accommodation for businesses.

20 vacant or underused properties have been enhanced or brought back into viable use through the support of the Town centre loan scheme

We have invested in excess of £2 million of Capital into our transport infrastructure using the Freight Strategy and Active Travel Plan priorities to inform investment

12 business breakfast networking meetings and 12 workshop meetings were hosted for micro businesses, which engaged over 590 businesses. They offered businesses an opportunity to make new links, develop trade, find free support and advice and hear about hot topics going on in the county. As part of our drive to increase spend with county-based businesses, we also held two meet the buyer events in Brecon and Newtown, giving local businesses a chance to learn about the major projects the council is planning and meet different contractors who are already involved with the work

14 new businesses benefitted from the services we offer as part of our Heart of Wales Business Solutions (HWBS) service, against a target of 10. These contracts generated £32,422,26 of income during 2018/19, which means the total generated since HWBS started in 2017 is £170,000

We have provided advice and support to four communities who were interested in community broadband projects. Building on the success of the Yscir (Brecon) community scheme which has been completed through Welsh Governments Access Broadband Cymru Grant Scheme, three other communities are in their early stages and are considering options for support (Ystradfelte (Ystradgynlais), Llanafan Fawr (Newbridge on Wye), Llanfihangel-yng-Ngwynfa (Llanffyllin)

8 Broadband training events were delivered to Powys Businesses

In 2017, there were 420 new business start-ups, which is 7.2% of Powys' total businesses. This compares to 13.7% across Wales (This is the most up to date data available at the point of publishing this report)

Sites to build 174 council owned homes against our target of 250 have been allocated during 2018-19

In December 2018, the council successfully completed its Welsh Housing Quality Standard (WHQS) programme, two years before the 2020 statutory deadline. Tenants satisfaction with the WHQS works was 86% with 2891 elemental improvements carried out in 2018-19

The proportion of revenue spend with Powys based suppliers and providers (or suppliers who provide services from a location in Powys) increased from 27% to 29.1%, exceeding our target of 2%. This equates to £60,557,358.

### CASE STUDY – Welsh Housing Quality Standard

Powys County Council is the largest provider of affordable rented housing in the county, with management and maintenance responsibility for more than 5,300 tenanted homes as well as a number of units of temporary and leased accommodation for homeless households.

Over the last seven years, £71 million has been spent on improving council houses. The investment by the council has seen just under 14,000 building components replaced so that council houses meet the WHQS. As part of the investment, 2,960 bathrooms and 2,946 kitchens were installed while energy efficient works were carried out on 3,736 properties in the county.

Achieving WHQS however, is just the start, it is the Council's intention to improve our stock and your homes further, by raising the bar above (as stated previously) the minimum requirements set out in the standard, by investing heavily in providing homes that you the residents are proud to live in. We are also developing a new damp strategy and thermal comfort and fuel poverty strategy in response to the WHQS audit results and ongoing concerns raised by tenants and tenant representatives.

#### Community Benefits of the programme include:

During November 2018 a team of employees and Sub Contractors from SERS Ltd who are our appointed contractor for External Wall Insulation spent a day painting the Community Sports Pavilion in Hay on Wye. The Pavilion is well used by the local community and is home to the bowling club.

Anglian Building Products our appointed contractor installing replacement windows and doors in the north of the county have made a donation to fund a Construction Zone at Welshpool Church in Wales Primary School. The school have been working hard to develop playtimes that support their pupils social and emotional well-being so they can manage all aspects of life. The Head Teacher commented "We are extremely grateful to Anglian Building Projects for this donation as it will provide wonderful opportunities for our children to play imaginatively together and support them to build healthy relationships through exploring the materials creatively together. It will make such a positive difference to our playtimes!"







## So what next?

We will continue to improve the quality of the environment that our housing tenants live in and the services they receive through the delivery of the Love Where you Live tenancy Sustainability Strategy.

### Progress against our activities include:



#### Providing support for businesses to grow:

- **Help for local businesses supplying to the council** - We have continued to make it easier for local companies to supply to the council by rolling out the use of Sell2Wales for smaller works which only require 3 quotes to help encourage local suppliers to submit quotes. We are working with the National Procurement Service to lot the new liquid fuel framework to enable local suppliers better access to be able to be a main provider on the framework or work as sub-contractors through larger multinational suppliers. As part of the grounds maintenance tender we held a supplier engagement event with 12 of the 21 businesses attending being local. The contract was lotted in 25 different areas to help access for local suppliers. As a result, 6 Powys based contractors have been awarded a three-year contract, worth over £200,000 a year.
- **Abermule Business Park** – The council has purchased a 1.7 hectare site from the Welsh Government which is well located to provide opportunities for existing businesses to expand and attract new enterprises to the county. During 2018-19, planning designs were completed for the site and outline planning permission was granted for 6 business units. The business unit design has been commissioned and prospective tenants have been issued draft heads of terms.
- **Town Centre Loan Scheme** – Investment totalling £2.85 million through the town centre loan scheme has supported the refurbishment of buildings, including renovation on a Llandrindod Wells building to provide secure and fully accessible housing for vulnerable people. The council's Housing Service has been transforming Fairview to provide 12 separate one and two bedroom apartments, three of which will be wheelchair accessible. This accommodation will provide safe and secure homes for people who want to live independent and healthy lives within their community, but need a little bit more support to do so. Victoria Arcade, Middleton St, Llandrindod Wells has also been transformed to upgrade an existing unused building to develop 4 dwellings and increase the retail space. Central Garage, Newtown, located in the town centre has also been regenerated, turning redundant garage space into retail units.
- **Business Improvement Districts (BID)** – The council has received an offer letter from Welsh Government to undertake consultation with Brecon and Newtown businesses with a view to developing BID's for each town.



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

- **Mid Wales Growth Deal** – A number of consultation workshops were held with representatives from the private and public sector to assess the challenges and opportunities facing the Mid Wales economy. Using the information gathered from the events, we have worked closely with partners on the Growing Mid Wales Partnership to agree priorities for jobs and economic growth within the Mid Wales region. Businesses from across the Mid Wales region also gathered in the Senedd in Cardiff Bay on Thursday, 31 January to show the potential for growth in the region. Organised by the Growing Mid Wales Partnership the event showcased the uniqueness of the region and promoted the region's industries including Powys-built hydrogen powered cars, world class research facilities at Aberystwyth, and regionally important businesses for the rural economy and tourism. An inter Authority Agreement for the Growing Mid Wales Growth Deal between Powys County Council and Ceredigion County Council has been developed.

Further workshops with the private sector have been held towards the end of 2018/19 to identify project ideas for economic growth in Mid Wales. Over 120 people have attended the events showing significant interest and support from the private sector.

- **Mid Wales Regional Economic Action Plan** – As part of developing a new action plan for the Mid Wales region, businesses were asked for their views on issues such as digital connectivity, business support, transport infrastructure and skills, to identify opportunities for growth in the region. The new Regional Economic Action Plan will look to develop a programme of strategic projects and investments that will help transform the Mid Wales economy and support growth over the next 15 years. It is anticipated that the projects will be delivered through a range of funding sources including the potential Growth Deal for Mid Wales. As part of the plan a tender document is being prepared to undertake a review of land and premises within the Mid Wales region. The provision of an appropriate supply of employment sites and premises is a fundamental component of supporting the Mid Wales economy and enabling economic growth. The commissioning of consultants by Powys County Council on behalf of the Growing Mid Wales Partnership is proposed to provide an up to date, independent market assessment and action plan to support the development of future planning policy and the Mid Wales Growth Deal. The proposal will be funded and overseen by the Welsh Government, Ceredigion County Council and Powys County Council.
- **New Events Strategy** – A new events strategy has been developed for Powys, and is currently awaiting final agreement. We continued to work with Welsh Government to attract large events to the county, and have strengthened relationships with existing event organisers. During 2018/19 we had a corporate presence at the Royal Welsh Show, Royal Welsh Spring Festival, Royal Welsh Winter Fair, Hay Festival, and at the Urdd Eisteddfod. The Urdd Eisteddfod was held on the Royal Welsh Showground, and research has shown that it contributed £6million to the local economy, and that 78% of visitors spent money with local businesses. An audit and refresh of the Mid Wales My Way Website has been undertaken to give Powys more prominence.
- **Tourism engagement grant funding secured** – We secured £95,275 from Visit Wales' Regional Tourism Engagement Fund (RTEF) for a project which tied in with Visit Wales' Year of the Sea (2018) and Year of Discovery (2019). The project, developed in partnership with Ceredigion County Council, focused on bringing to life the legend of the Three Sisters of Plynlimon, while focussing attention on the spectacular upland areas of Mid Wales, as well as key tourism assets along the Rivers Severn, Wye and Ystwyth. The project outputs were an animated film of the Three Sisters story, a series of digital audio trails along the rivers, the 50km 'Race to the Sea' event held in October 2017, and an overarching press and social media marketing campaign to engage with key visitor audiences.



### Improve the availability of affordable and sustainable housing:

- **Affordable Housing Development** - Sites to build 174 council owned homes against our target of 250 have been allocated during 2018-19. The sites which have been identified include Sarn, Cradoc Close Brecon, Clyro, Former Smithfield site Llanidloes. We were successful in our application for funding from the Welsh Government's Innovative Housing Programme to build 26 one-bedroomed flats in Newtown. The planned low-carbon flats in Newtown received planning permission in September 2018. The planned development, which will meet Welsh Government Development Quality Requirements, has been designed to meet the needs of future tenants and will use Welsh timber as part of its construction in accordance with the Councils Home Grown Homes priority. The Housing service when tendering all its new housing developments, includes the wood encouragement policy in order to promote the increased use of Welsh timber.

- **Affordable Housing events** - Drop in events were held all over the county during the summer of 2018, where the team attended agricultural shows, school fete's, leisure centres and market days in the main market towns to get the views of local residents on affordable housing and also establish the housing needs of the areas. The Affordable Housing team also attended the business network presentations held as breakfast and evening events in locations county wide. Our Affordable Housing Team will continue to work in communities throughout Powys to identify suitable land for housing and establishing housing needs, we recently encouraged local members at a development day to contact us with developable land within their local communities. We want to produce good quality, sustainable and affordable homes that meet the needs of local communities across Powys and encourage increased use of Welsh timber fulfilling the aims of the Home Grown Homes objective. We have made a commitment to developing 250 additional homes over the next five years. We are also working with our Housing Association Partners to promote greater use of Welsh timber in their new housing developments.
- **Extra Care Housing** - As the Strategic Housing Authority we have worked with Adult Social Care and the Health board to allocate funding to the delivery of Extra Care as identified in the Adult Social Care Market Position Statement. As a result, the Planned Delivery Programme (the process which allocates Welsh Government Grant to housing associations in Powys) for next the 3 years prioritises Extra Care in Welshpool, Ystradgynlais and Brecon. Adult Social Care and Health have allocated over £3 million of its Intermediate Care Fund capital allocation to the delivery of Extra Care over the same period.



### Improve our infrastructure to support regeneration and attract investment:

- **Llandrindod Lake Park Regeneration** - We have received a £50k grant from the Welsh Government's Landfill Disposal Tax Community Scheme, administered by the Wales Council for Voluntary Action, to improve facilities in the lake area of Llandrindod Wells. Proposed works will include replacing fishing platforms, installing a boardwalk and a new bird hide around the lake. The materials used for the platforms and the boardwalk will be produced from recycled plastic materials. Interpretation boards will also be installed as part of this scheme. As part of the project, we have asked residents for their views to help measure the benefits that the works will bring to the community and others who enjoy the space. We have also worked with the Town Council to secure the continuation of the boating business at the lake.
- **Transport infrastructure and connectivity improvements** – We have developed a new transport interchange on Station Crescent in Llandrindod Wells which provides a central hub, connecting bus and train facilities in a single location. It offers a greatly enhanced and safer designated bus terminus for the regular bus services which visit the town. Both the council and the health board have worked closely on this plan to improve the infrastructure for public transport users living and visiting Llandrindod Wells. £450k of funding was received from Welsh Government to buy the site.
- **Active travel works** - Phase two of Presteigne's Safe Route to Communities got underway thanks to a £400,000 grant from the Welsh Government. The latest works will see new paths created, existing paths widened, traffic calming measures and a new 20mph zone along Greenfield Road and Hereford Street. Phase one of the scheme was completed in March 2018 and officially opened in June. The scheme aims to improve active travel facilities in the town so that more residents are encouraged to travel short journeys by walking or cycling rather than by vehicle. £330k was also secured to develop Knighton for the Ludlow road Scheme.



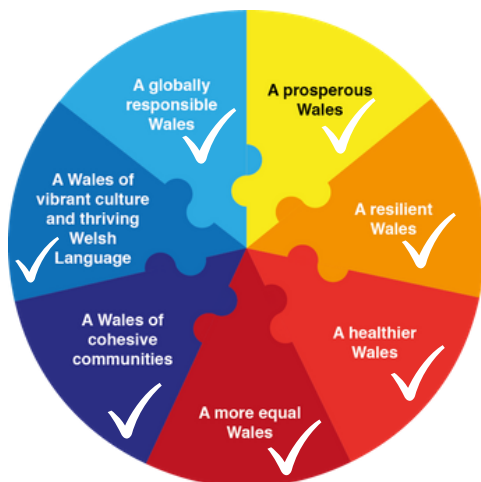
- **Electric vehicle infrastructure** – An initial scoping exercise has been undertaken to identify potential locations in which the infrastructure can be implemented within the county.
- **Superfast Broadband** - A delegation from Powys County Council visited West Cork to learn how the area has been successful in bringing superfast connectivity to a rural setting. Delegates learnt how a joint focus on the digital economy is encouraging experienced people to migrate or return to the area, as well as creating opportunities for young people who want to stay.



### Improve skills and support people to get good quality jobs:

- **Communities for Work Plus** - A new programme has been launched to help people who are in or at risk of poverty. The 'Communities for Work Plus' project is particularly tailored for people who are aged 16 or over and are in or at risk of poverty. It will help people who aren't working, as well as people who are working but still are facing financial struggles. An initial £150,000 was secured from the Welsh Government during 2018-19 to support this project and a further £150,000 has also been secured for 2019-20. During 2018-19, 76 people engaged in the programme.
- **Workways+ Powys** - Two 'Support for the Community' events were organised, one in Brecon and one in Newtown, at which Workways+ Powys, Communities for Work+, Care and Repair, British Red Cross, the local Volunteer Bureaus, Citizen Advice Bureau, and other organisations were in attendance to provide free advice and information to local people. The objective of the events was to raise awareness of the Workways+ Powys project and encourage new participants, whilst working in partnership with other community support services. During 2018-19, 236 people have engaged in the project.

### Our contribution to the 7 Well-being goals:



### How much did we save/spend in 2018-19?

#### Headline capital investments:

- Active travel works – £359k
- Ladywell House – £194k
- Lake Park Regeneration - £139k

#### Headline savings:

- Property Services Joint Venture Company (HOWPS) - £56k

### The Journey Checker

Where are we on the journey to maximising our contribution to the 7 Well-being goals?



## Updates to our plan and key improvement activity for 2019 onwards

## Activity - What will we do?

## How will we measure success?



## Provide support for businesses to grow:

We will help ensure an appropriate supply of employment sites and premises to meet business needs.

Fully refurbished office accommodation will be made available at Ladywell House in Newtown by the end of September 2019.

- Increased supply of employment sites and premises to meet business needs by a minimum of two premises per year
- By 2025 over 20 vacant or underused properties have been enhanced or brought back into viable use.
- By 2025 occupancy rates for new Council owned industrial/commercial premises will be 85% (in 2017/18 this was 50%)

We will continue to develop and promote financial support for businesses.

- By 2025 the percentage of new business births/start-ups (VAT/PAYE registrations) per year is closer to matching the Welsh average

By 2020 we will ensure our policies and processes make it easier for local companies to supply to the council.

- The proportion of revenue spend with Powys based suppliers and providers (or suppliers who provide services from a location in Powys) increase by 2% in 2019/20 and 3% in 2020/21.
- Increased engagement of local suppliers in the council's procurement process (2017-18 baseline: 336 local companies invited to tender from a total 1309. 96 of the 336 responded and 26 ITT awarded)



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

We will agree and implement an events strategy and rebrand the current Mid Wales My Way tourism marketing programme, to ensure that Powys is recognised as a destination that people want to visit.

- By 2021 the number of visitors to the midwalesmyway.com website will increase from 15,867 to over 17,500 per year
- An increase in tourism income measured via the STEAM data categories:-
  - Staying in Serviced Accommodation
  - Staying in Non-Serviced Accommodation
  - Staying with Friends and Relatives
  - Tourist Day Visitors

We will work with partners to secure a growth deal potentially worth in the region of £200m, in order to maximise the economic benefit for Mid Wales and encourage businesses to stay and invest here.

- An increase in more technically skilled jobs and economic growth in the technical and motor industry as a result of securing investment funding from the Mid Wales growth zone.

We will develop further supply chains appropriate to Powys e.g. food supply, motor industry and timber.

- We will host 6 business networking meetings and 12 workshop meetings for micro businesses per year. We will support more businesses with advice via contacts at Business Wales and directly from the Authorities appropriately skilled officers



### Improve the availability of affordable and sustainable housing

Ensure there is a greater choice of affordable housing and extra care provision so people have a choice of where to live and stay in their communities.

Implement our Home Grown Homes programme to encourage use of local, sustainable timber for new council and housing association projects.

- By 2023 we will build 250 new affordable homes in areas where they are most needed across the county



### Improve our infrastructure to support regeneration and attract investment

We will actively compete for any grant funding opportunities, and subject to such funding, deliver transport infrastructure projects, develop active travel, support suitable transport options, road safety and flood alleviation.

- By 2020 we will complete the brief, design or construction phases on the following projects:
  - Transport Interchange Improvements at Machynlleth, Welshpool and Llandrindod
  - Pedestrian and Cycle Links Crickhowell to Llangattock, Knighton to Train Station, Presteigne, Newtown Severn Crossing and Link.

We will support the delivery of improved digital connectivity (high speed broadband) and encourage businesses to take advantage of the technology.

- Increased number of communities supported through advice and assistance regarding community broadband solutions. (3 communities supported during 2018/19).

Working with Ceredigion County Council we will draw up a programme of regeneration projects based on the objectives of the Targeted Regeneration Investment Programme (TRIP) Welsh Government Funded initiative.



### Improve skills and support people to get good quality jobs

Help address barriers to employment to support people into work and better paid opportunities.

By 2020 we will investigate the possibilities for using council owned farms for innovation, education, forestation or social care.

- By 2022, over 150 people have progressed to employment as a result of their participation in Council operated employability activities.

## 2.2 Health and Care

We will lead the way in providing effective, integrated health and care in a rural environment



Health and care is a priority for all, we have to work with partners to deliver integrated services to provide solid service foundations for the future. We must do all we can to provide as many caring services within the boundaries of Powys, whilst working in a strengths based way to promote independence and self-care wherever possible. Through taking action in this area, we are committed to delivering the following outcomes:



We focus on what matters to the individual



There is an increasing supply of housing with care



Families are supported to build resilience and stay together



Health and care teams support each other to get things right first time



Young people, adults and families are able to create the foundations of good physical and mental health throughout their life



People have good access to information, advice and assistance



Young people, adults and families experience health and care services as joined up and effective



Accessible and equitable services fit around people's busy lives



We concentrate on safeguarding and supporting vulnerable people and those at risk



Technology enables people to care for themselves more easily and remain independent



Positive partnerships which promote co-production in service design and delivery



We work together to deal with the major causes of illnesses which limit people's lives, especially cancer, circulatory diseases, mental health, and respiratory diseases



The physical environment helps people maintain their health and well-being



In the first 1,000 days of a child's life, we strive to ensure the maximum positive impact on their well-being



Significant investment in integrated health and care facilities and infrastructures

### Overall assessment of performance:

Overall, we have judged performance of this objective to be 'good'. 7 (78%) out of the 9 start well activities in place to support this objective were green and 2 were amber. 16 (84%) of the live well/ age well activities were reported as green and 3 amber. 3 start well measures used to monitor success were green, 4 were amber and 6 were red (no RAG was available for 6 of the measures). 6 live well/ age well measures were green (no RAG was available for 2 measures at the time of publishing this report).



### What difference have we made?

During 2018-19 we continued to implement our comprehensive Adults and Children's Improvement Plans, which ensured we focussed on improving the standards of our statutory social care services and responded to fundamental weaknesses highlighted by our regulators. Delivery of these plans was overseen by an independent Improvement and Assurance Board who provided support, challenge and guidance to ensure improvements were being made in priority areas. A detailed report called the Director of Social Service Annual Report has been published separately, which provides a detailed account of progress against these plans. The report can be accessed [here](#) 

Outlined below is an update to the activities and success measures which were included within the council's Vision 2025 and which align to the delivery of the shared priorities which we are focussed on with our partners in the Regional Partnership Board.

#### Our success measures show:

##### Start well

There were 15 First Time Entrants (FTE) to the Youth Justice System which is a reduction from 18 the previous year

77% of children and young people who accessed our counselling services reported improved emotional and mental well-being

246 children were reported as living away from their families, including in placements outside the county. This is an increase from 204, recorded in Feb 2018.

- 86.5% of assessments were completed for children within statutory timescales. This is an increase from 53% in Feb 2018, but below our target of 100%.
- We reduced the percentage of children looked after on 31 March who had three or

more placements during the year from 12.7% (in Feb 2018) to 8%

- We increased the percentage of looked after children statutory visits carried out within timescale from 55% (in Feb 2018) to 90.6%. This narrowly missed our target of 95%
- We increased the percentage of children looked after statutory visits carried out within timescale from 53% (in Feb 2018) to 83%, but we did not meet our target of 95%
- 87% of operational staff had case supervision on a monthly basis from. This is an increase from 55% (in Feb 2018), but we missed our target of 95%

2,268 people engaged with the Family Information Service, for Information, Advice and Assistance

741 new Team Around the Family cases opened during the year

Following parental support programmes, 75% of parents reported a reduced frequency of behavioural problems, compared to 89% the previous year and 91% reported reduced number of problem behaviours, compared to 84% the previous year.

38% of placements were accommodated with in-house foster carers (not including placements with friends or relatives) which is less than the previous year (47.5% in Feb 2018)

6 children were supported to find permanent homes, including adoption

We did not perform as well as we had hoped with reducing the number of out of county placements which instead increased from 70 in Feb 2018 to 78

62% of initial health assessments were completed within 20 days, which is less than the previous years figure of 67%. We had aimed to reach 100%

76% of review health assessments were completed within 6 months (under 5 years)/ 12 months (over 5 years), which is less than the previous years figure of 97%. We had aimed to reach to 100%

According to an annual survey of children and young people who access social care services:

- 46% reported that they lived in a home where they were happy (this was 91% in 2017)

### Live well/ Age well

We increased the percentage of Adults who have completed a period of reablement and have no package of care and support 6 months later or a reduced package of care and support from 70% to 83%

621 identified carers were offered an assessment out of 657 (94.52%), compared to 321 out of 361 (88.92%) in 2017-18

1.49 persons (per 1000 population) aged 75 and over experienced a delay in return to their own home or social care setting following hospital treatment, compared to 1.78 in 2017-18

563 adult clients have been supported in their own home through assistive technology, which is a significant increase from 390 the year before

95% of adult protection enquiries were completed within statutory timescales, increasing from 62.33% the previous year and meeting our intended target for the year

7.9 (full time equivalent) staff provided people with integrated social and health care services (this was 10.5 full time equivalents in 2017)

According to an annual survey of people who access adult social care services:

- 63% of people reported that they live in the right home for them (this was 81% in 2017)
- 51% of people reported they have received the right information or advice when they needed it (this was 72% in 2017)
- 92% of people reported they have received care and support through their language of choice (this was 91% in 2017)
- 63% of people reported they felt involved in any decisions made about their care and support (this was 72% in 2017)
- 72% of people were satisfied with care and support that they received (this was 81% in 2017)
- 39% of carers reported they feel supported to continue in their caring role (this was 23% in 2017)



### CASE STUDY - Technology Enabled Care (Canary Alarm)

One Tuesday at 11am, Canary alert told us Dad was going out, the front door monitor was going off, and no movement in the flat. The service provider for Powys County Council arrived and thought that he had gone for a walk alone, something that NEVER happens now as his mobility causes pain, so unless his 'Side by Side' befriender arrives to take him out by car to the library, **this does NOT occur.**

**Total panic mode set in** - together we all communicated to see if we could locate him, the service provider asking all service providers around the town to be aware before contacting the police, when dad arrived back by car with Y the befriender. (I saw the door open on Canary).....she had told dad and her manager that she could not visit on the Thursday due to a funeral so had changed her visit to Tuesday... PHEW! We have now tightened the chain of communication, dad must never be given responsibility to pass on information, Y to call the service provider directly.

Without Canary we could not pinpoint movement times, a huge help to family based in Scotland and a Care team in Mid Wales. We have just returned after 8 days at a Seafood Exposition in Boston USA. I could see that dad was well and at home from there, what an amazing tool for Home Care! We now talk about 'Canary' as a member of the Care Team. This has helped us track dad's dementia progression as he is alone at home between 8pm and 8am, Canary is our monitor of any situations.



#### So what next?

We will increase the number of adult clients supported in their own home through assistive technology from 390 to 780 by 2020.



### CASE STUDY - Early Help Model



B first came to my attention when I could hear crying in the toilet next to the Youth Intervention Service room in the school. B came into my room and we had a chat. B explained how her mum was diagnosed with terminal cancer. B felt she needed support and someone she could talk too. After speaking to B's Head of Year I completed a Child And Family Assessment and I started working with B. Work at first was all about dealing with B's concerns and worries around her mum's illness.



Unfortunately, B's mum took a turn for the worse and was admitted to hospital. However, at this point in time the family were confident that mum would return home. After some weeks, mum was then taken to the hospice. This was a very difficult time for B and her family. B wanted to see her mum in the hospice however, each time B visited, it would cause distress due to her disorientated state of health.



B has a younger brother with autism and his behaviour escalated in reaction to the change that the family were experiencing. B felt the pressure and she felt she had to become the mother figure in the household.

Credu (Young Carers) were involved and gave additional support to B who was happy for Youth Intervention Service and Credu to share information, so collaborative work took place to ensure B had all the support needed. B started to see me twice a week as B was coming to terms with her mum's illness and that her mum would be passing sooner than the family and doctors anticipated. Support was given around preparing for B's mum to pass away.

B's mum passed away and the few days after the death B decided that she wanted to be in school rather than be with the family and extended family mourning at home. During this week B spent time in the Youth Intervention Service room where she came to terms with her loss. Youth Intervention Service work around this time involved looking at grief and supporting B with her emotions.

After a few weeks, work was focused on the present and future. B felt her mum would have wanted her to give back and to look to her future. B decided to come up with a bucket list of what she wants to do/achieve in her life, places she would like to visit and to learn a new language (Mandarin).

B represented Credu as a Young Carer. B has taken assemblies in the school for all year groups about Young Carers and her journey. As well as numerous speaking opportunities around the county. This has proved to be a therapeutic outlet for B which gives B great pride and determination to help young carers.



### So what next?

We will continue to strengthen our early help service and will increase the proportion of children and young people who are supported through Early Help services as a total of all referrals to Childrens Services (baseline to be established at Q1 2019/20).

### Progress against our activities include:



#### Focus on well-being and support people through the life course:

- **Young Carers initiative** - Credu (formerly Powys Carers Service) has utilised Integrated Care Funding to develop the Young Carers in Schools (YCiS) initiative which has been created jointly by Carers Trust and The Children's Society. The initiative aims to increase awareness, identification and support for Young Carers in our Powys schools. The programme will celebrate the good work already being done in some schools by recognising it in the form of an award, and will support other schools to become more Young Carer focussed. Each school now has an identified Young Carers Operational Lead who is part of the senior management team.
- **Participation and Engagement with young people** - During 2018 we have held two events for those aged 8-11 from across primary schools, which have seen over 150 primary school pupils come together to talk about Health, Education, Safety, Our World. These events were well supported by partners who ran workshops to make these events the success they were. The national participation standards charter was signed off in May 2018 and Powys was one of the first in Wales to do so.
- **Children's Pledge for Powys** – We have co-produced and drafted a children's pledge with young people in Powys. This sets out the expectations for young people as part of using our services and is part of the development of a Child Friendly County. The pledge will be formally signed off by the council and health board in early 2019-20.

- **Home Based Support Pilot** – Following the success of the Rhayader Home Support initiative, a pilot has been undertaken in Knighton and Presteigne to improve the support available to older people in the areas, enabling them to continue to live at home with greater practical assistance and maintain links within their communities. Early evaluation has shown positive outcomes and recommendations have been made for continued development with possible extension to other areas in the County.
- **Support for Carers** – A new carers steering group has been established under the umbrella of the Regional Partnership Board which will give carers a greater voice. This group will in 2019-20 determine how integrated care funding is used to support unpaid carers. Credu, the support provider for carers, have continued to convene carers forums and special events including a Carer's Voice event which was attended also by the Council and Powys Teaching Health Board. Credu have commenced development of a new carers' rights toolkit/booklet and in 2019-20 will provide training to both the local authority and health board staff. In March 2019, the council recruited an officer to lead on carers issues. Work has been undertaken with carers and Credu to develop a new carers assessment document which better meets their needs.



### Provide early help and support in an integrated way to support people to manage ill health and improve well-being:

- **Early Help model** – As part of the Childrens services restructure we have put in place an early help service to increase the level of support which can be provided through early intervention. We reviewed the effectiveness of the Team around the Family every bodies business model and concluded that this was not sufficient to meet families needs in Powys. We therefore have doubled the number of FTE positions within Children's Services as part of our restructure working on Early Help. The TAF team have been moved into the operational Children's Services which has resulted in more families being supported through TAF team. This also strengthened the step up and step down arrangements between TAF and statutory services. We have appointed Senior Manager with responsibility for Early Help, Front Door and Assessment and have also appointed permanent operational managers to the Early Help Service.
- **Edge of care** - We piloted an Edge of Care and Family Group conferencing service during 2018-19. This has helped to inform how we will deliver an edge of care service as part of the Children's Services restructure. We made the decision to end the contract with the external provider and deliver services in house which will enhance our Family Support Services.
- **Family Information Service** – New outreach capacity has been developed through the recruitment of two part-time FIS outreach posts in the North and South of Powys. A Family Info Fun Day was held in Builth Wells Sports Hall on 18 August 2018 and was coordinated by the Family Information Service Outreach workers. Eighteen different organisations were present and 111 children attended, with around half of these accompanied by family members. Feedback from families and organisations was positive. A significant amount of work has taken place in relation to the Childcare Offer for Wales and the roll out of this in Powys.
- **Adverse Childhood Experiences** - We have developed an interactive tool that has allowed us to analyse information regarding Adverse Childhood Experiences (ACEs) within Powys. This analysis focussed on our Children Looked After and Child Protection population down to a locality level, and will help inform how we plan services to better support vulnerable families.



### Provide joined up care, ensuring people are at the centre of health and care services and minimising duplication and complications between organisations and teams:

- **Young person's Counselling Service** –The new blended counselling service has been recommissioned which involved young people in the commissioning process. This will continue to

provide online and face-to-face counselling to young people and support them with many types of concerns including relationship problems, family issues, school worries, feeling low or depressed, drink and drug problems, sexuality, eating disorders, self harm, bullying, low confidence or abuse. From October to December 2018, 285 young people logged into the online services and 211 young people attended a face to face counselling appointment.

- **Mental Health** - We piloted a small grants scheme in 2018/19 to support community level groups to promote positive mental health and wellbeing. We received 107 applications from a variety of groups and 16 projects were successful in receiving funding. We were also able to signpost and support non successful applications to other potential funding sources.
- **Message in a Bottle Scheme** – We introduced this new scheme, which is a simple idea that could save social work teams and emergency services time in finding out vital information should someone have a fall or become ill at home. A small plastic bottle is placed in the fridge with your personal details rolled up inside. A sticker with a green cross is then placed on the fridge highlighting that vital information is stored inside. Adult Services are working in association with the Red Cross in Powys to distribute the bottles.
- **Multi-disciplinary teams** - Discussions with Powys Teaching Health Board are ongoing in relation to multi-disciplinary teams.
- **Domiciliary care** - During 2018-19 there were pressures within the domiciliary care market which impacted on delayed transfers of care. Providers of domiciliary care handed back their work due to financial pressures which impacted on the length of time to source packages of care for individuals. However, towards the end of the year new providers entered the market which had a positive impact on the numbers awaiting domiciliary care especially in the north and east of the county. The council and other providers continue to successfully deliver 11,000 hours of domiciliary care weekly. In 2019-20, the council will continue to work with providers and also look at some innovative solutions to reduce the numbers of delayed transfers of care especially during periods of Winter pressures.
- A pilot of a new electronic system for the purchase of domiciliary care called a **Dynamic Purchasing System (DPS)** has commenced in Ystradgynlais. The purpose of a new system will help ensure our supply pool of providers are able to grow sustainably and flexibly to deliver domiciliary care as well as ensuring that the Council secures best value in terms of cost and quality of service whilst providing equality of opportunity to external providers. An evaluation of the pilot will be undertaken in 2019-20 before any decisions are taken on next steps. Concerns remain about the sustainability of domiciliary care providers and the Council will continue to work with them to find solutions during 2019-20.



### Develop a workforce for the future, ensuring we have the right people in the right roles that can deliver the best possible level of care:

- **Integrated Disability Service** – We established the Integrated Disability Service (IDS) to include co-located multi agency teams and a single management structure. An Integrated Disability Service triage process has been started. What were monthly physical meetings are now weekly meetings using Skype where needed. This gives quicker and more informed advice and action for children with disabilities or complex health needs.
- **Workforce Strategy for Adult Services** – A workforce strategy, recruitment approach and workforce plan have been developed and will be implemented in 2019-20. The plan will be monitored and reviewed at regular stages to ensure it meets the needs of the service. Adult Services have worked closely with the newly appointed Joint Health and Social Care Workforce Planning Manager to collate data which will inform a strategy for the wider workforce within Powys which includes, e.g. health, social care, voluntary and independent sectors. The work which has been undertaken will also inform a national workforce strategy for Wales which is underpinned by the principles of A Healthier Wales.

- **Leadership** - To provide continued leadership at a senior level a new Head of Adult Services commenced in April 2019 following the departure of the previous officer. In addition, following retirement, 2 new Senior Managers have commenced in post for Mental Health and Disabilities and Older People. In Mental Health, Adult Services have experienced difficulties in recruiting and retaining Approved Mental Health Practitioners and continue to review how to overcome this issue.
- **Grow your own** – During 2018-19 the council has continued to support the development of existing staff. Adults services have 5 students on the Open University Degree in Social Work, all of whom are on Level 2 of their degree and have commenced their practice learning opportunity.
- There are also 4 members of staff undertaking their **practice assessor qualification**. The Adult Services Disability Team provided a Level 3 placement for a Chester MA student, who has gained permanent employment within the team having passed their degree.
- **What Matters conversations** – A requirement of the Social Services and Well-being Act is that Adult Social Care focus on what matters to the individual. To support the workforce in focussing on this when talking to service users and carers strengths based and outcome focussed collaborative communication training has been undertaken by staff. Joint training has also been undertaken with Ceredigion to support their team in their approach with carers to enhance their understanding of collaborative communication.
- **Staff and Partner Engagement** – The Director of Social Services has established employee representative meetings which provides opportunities for staff to be briefed directly on current issues and topics within the service. Staff were invited to contribute to a staff survey, the results of which will be analysed and discussed at a staff conference in July 2019. Engagement with partners continues through the Regional Partnership Board and as required in respect of service developments. Adult Services have also continued to engage with the learning disability, physical disability and sensory loss forums with positive feedback received. We have also engaged with communities where significant service changes have been proposed, such as day services.



### Create innovative environments that promote innovation, research and development across all aspects of the health and care system:

- **North Powys Well-being Hub (Regional Rural Centre in Newtown)** – In partnership with health and social care professionals, preparations commenced for the design of a new model of care in North Powys. This includes a Population Health and Well-being Assessment for north Powys, mapping of existing services and initial work on demand and capacity modelling around potential opportunities for bringing planned health care services closer to home. A preferred site for a new state of the art facility has also been identified in Newtown. The council and Powys Teaching Health Board have also been successful in receiving £2.55m funding from Welsh Government's Transformation Fund to support the development of transformative ways to deliver health and social care services.
- **Supported Housing** – Following the success of extra care housing project in Newtown the strategic direction for other areas of the county are being reviewed to identify future opportunities. Sites have been identified in Ystradgynlais and Welshpool which will increase extra care capacity in the county by 2020; the council will work with external partners to take forward this change. Work has commenced on 3 units of accommodation in the Brecon area one of which will accommodate a young adult moving from Children's to Adult Services.
- **Cae Glas** – Work has continued with partners on the development of specialised accommodation to support individuals with a learning disability. 6 individuals have been identified as potential future residents and individual plans are being developed to support and enable them to live within their community of choice. The project at Cae Glas not only supports individuals to return

to the county but will also avoid some having to leave to live in other areas.

**Shared Lives** – Shared Lives is an adult placement scheme where carers open up their homes and family lives to include a young person or adult who needs extra support to live well. The council has 21 shared lives carer households and during 2018-19 we supported 29 individuals. Work will continue to increase the capacity of carers within Shared Lives Service in 2019-20. Shared Lives was featured on the ITV news with a carer and service user from Powys interviewed.



<https://www.itv.com/news/wales/2019-04-21/charity-urges-more-people-to-open-up-their-homes-to-those-in-need/>

[https://www.youtube.com/watch?v=sO\\_7whSfDhI](https://www.youtube.com/watch?v=sO_7whSfDhI)

- **Research and Development** - In order to help inform future planning of adult services we have undertaken a 'Whole System Review' which maps the journey adults currently take through the social care system. Through the analysis, we want to identify how we can make the process more efficient and citizen centred. In the North of the county a proof of concept has been undertaken in ASSIST which looked at a whole system response to individual's needs and assets through a multi-disciplinary approach. This proof of concept will be evaluated in 2019-20.



#### Develop digital solutions that will enable sustainable and more effective health and care provision:

- **Information, Advice and Assistance (IAA)** - To provide a whole system approach to IAA and increased opportunities for people receiving information, work has commenced to explore options at existing information points such as library services which should reduce the impact of unnecessary use of ASSIST. Technologic improvements between Infoengine and Dewis Cymru have been undertaken which means that information can be shared between the two different systems which is an example of practical collaboration between the third sector and the public sector in Wales with vital information being readily available to individuals who need it. Community Connectors work within the community and support ASSIST in providing information, advice and assistance at the earliest opportunity.
- **Adult Social Services Information Support Team (ASSIST)** - A new front door service has been launched which replaced Powys People Direct and a new telephone number for adults who require information, advice or assistance in relation to adult social care has been introduced. The key role of the contact officers within the ASSIST team is to get to the heart of "what matters" to the person or their carer and to identify the outcome they are looking to achieve. The team work to a prioritisation framework to assess referrals and have a clear process for prevention and co-production with third sector services. There are clear pathways for any concerns which are raised about safeguarding. A new online enquiry form and carers assessment form have also been introduced.
- **WCCIS** – The Welsh Community Care Information System has been implemented within Adult Social Care but development work remains ongoing to improve its effectiveness. When fully implemented across Wales, WCCIS will help break down barriers caused by different organisations using different IT systems, by securely storing important information covering a range of activities such as community nursing, health and social care visits, mental health and learning disabilities. An integrated health and social care record will ensure individuals only have to tell their story once.
- **Technology Enabled Care** has continued to develop with new services being trialled. The number of unique individuals supported and technology enabled care prescriptions have continued to grow in line with targets. A cost avoidance calculator has been developed to estimate the projected costs which can be avoided with the investment of technology enabled care. Social Services have seen



demand and great success in supporting unpaid carers to look after their loved ones with dementia in their homes for longer, some avoiding care home admission altogether or delaying the need for this. Feedback captured has continued to evidence that individuals and unpaid carers are reporting positive outcomes. One such example is where a daughter has been able to support her father remotely despite them living in different areas of the country. A trial of Padbots will commence in 2019-20 which will enable social workers to undertake review assessment virtually via robotic assistance; the service user will be able to see and speak to the social worker via a screen.

- **Occupational Therapy** – Whilst the waiting list for occupational therapy in the South of the county is significant, work has commenced to reduce this with the aim of not having a waiting time for a service. The following case study is an example of how an individual was supported through the service to remain independent in their own home.

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

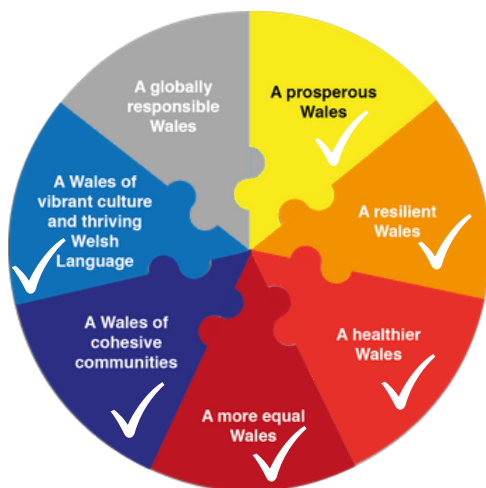


### Work in partnership to transform health and care services and improve well-being:

- **Children First** - A project called 'Raising Aspirations' is taking place in response to community feedback regarding futures for young people in Newtown. This is a monthly session where local inspirational people present their experience of work and talk about what they do, to Year 6 pupils.
- **Support for Children Looked After**- The Council, in conjunction with partners, has developed and agreed a 'Looked After Strategic Framework 2018-2023' to support families to stay together and reduce the need for children to be looked after, by focusing on services which provide timely help, build on family's strengths and prevent greater problems arising.
- **Active Offer** – The ASSIST team capture language preferences of individuals at the front door. Adult Services have experienced difficulties in recruiting Welsh speakers to enable the delivery of services in Welsh. However, consideration continues to be given to language skill requirements in all recruitment undertaken with training also being made available to existing staff to undertake Welsh language training.
- **Supporting People** – The Floating Support Service has successfully been re-commissioned which will support the early help and prevention model and should in future positively impact on avoiding demand for domiciliary care.
- **Direct Payments** – Social Services continue to promote the use of direct payments. Towards the end of 2018-19 a project commenced with the Direct Payment Support Scheme provider to identify registered personal assistants who have spare capacity. This was specifically in areas where domiciliary care was not available giving individuals the opportunity to use a direct payment to purchase their own care and allow them to live independently. In consultation with service users of the day centre in Crickhowell, work has commenced to see if they could be better supported through direct payments to attend local social groups.
- **Safeguarding** – The percentage of adult protection enquiries completed within statutory timescales has increased throughout the year to consistently remain above 90%. The council hold daily referral and screening meetings where all referrals are prioritised, risk assessed and allocated within 24-hours. The council continues to work with partner agencies to ensure discussions about safeguarding are robust. The council work alongside the Regional Safeguarding Board and have supported the development and implementation of the Safeguarding Threshold document. The purpose of this guidance document is to ensure that there is a regional and collective response to keeping people safe. The document was launched at a successful multi-agency safeguarding conference during National Safeguarding week called "see something ..... say something".

- **Third Sector Commissioning** – Advocacy - Following a successful tendering exercise to address statutory and non-statutory advocacy requirements in a single contract, DEWIS Centre for Independent Living have been commissioned to provide the Independent Professional Advocacy Service across all adults, except those in receipt of statutory mental health advocacy. This will see a change to how advocacy services for adults will be delivered in Powys from 1st April 2019.
- **Care Home Commissioning** – The Council have commissioned a new provider to run the 12 council owned care homes and Glan Irfon, a joint integrated intermediate care facility with Powys Teaching Health Board. The new provider, Shaw healthcare is a Welsh based company whose goal is to deliver the type of care that we would want for our own loved ones. There are also plans to modernise the provision and to develop services with the new provider. Work is underway with BUPA, Shaw Healthcare and Care Inspectorate Wales to enable a smooth and safe transfer of the service on 1st June 2019. The Council and Powys Teaching Health Board have reviewed requirements and a pooled fund post has been created which will be advertised in the new financial year 2019-20.

### Our contribution to the 7 Well-being goals:



### How much did we save/spend in 2018-19?

#### Headline capital investments:

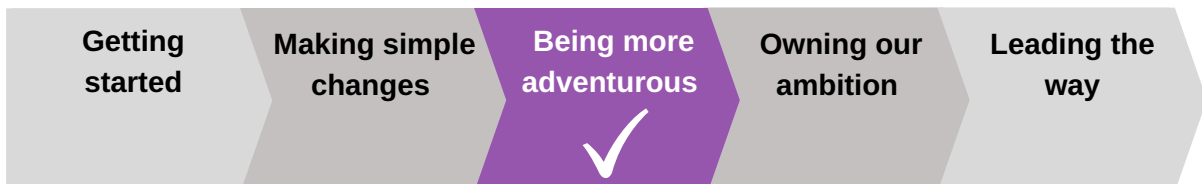
- £172k Community Equipment to enable clients to live in own home longer and facilitate discharge from hospital.
- £126k Refurbishment of Substance Misuse Premises in Welshpool

#### Headline savings:

- £1.468m achieved, which was £0.037m over target, down to right sizing of care packages, early intervention and prevention e.g. Reablement, TEC enabled care and outcome based care plans.

### The Journey Checker

Where are we on the journey to maximising our contribution to the 7 Well-being goals?



### Updates to our plan and key improvement activity for 2019 onwards

During 2018/19, we have updated our Children's and Adults Improvement Plans which are focussed on improving the standards of our statutory social care services and ensuring that our most vulnerable children and adults are safe. They will focus on the following priorities:

#### Activity - What will we do?

#### How will we measure success?



#### In Children Services we will:

Focus on early intervention and prevention ensuring access to the right support at the right time to keep families together, where possible and children safe. Intervene at the earliest opportunity to ensure that children and young people do not suffer harm.

Working with families rather than doing to. Work with children, young people and their families to coproduce plans which will bring about the changes children need as quickly as possible.

Providing and commissioning a flexible and affordable mix of high quality placements for children who are looked after to meet the diverse range of their needs and circumstances, keeping children as close to home as possible.

Achieve the best possible outcomes for those children in our care. Provide good parenting and specialist support, giving them clearly planned journeys through care into adulthood.

- Improved emotional and mental well-being amongst children and young people who access our counselling services (baseline to be established)
- The percentage of assessments completed for children within statutory timescales will be 90% or above by 2019/20.
- Children Looked After (CLA) who have three or more placements in 12 months will be in line with the Welsh National average at 10%, or less by 2019/20.
- The percentage of children looked after statutory visits carried out within timescale will be 95% or above by 2019/20.
- The percentage of child protection statutory visits carried out within timescale will be 95% or above by 2019/20.
- The percentage of operational staff who have had case supervision on a monthly basis will be 85% or above by 2019/20.
- The proportion of children and young people who are supported through Early Help services as a total of all referrals to Children's Services (baseline to be established at Q1 2019/20).
- Improvements in outcomes for children and young people as measured by recognised Distance Travelled Tools will be 80% by 2019/20.
- The percentage of placements accommodated with in-house foster carers will be 70% or more by 2019/20.
- Out of county placements will be 70 or less by 2019/20.
- Improved perceptions from children and young people who access care and support responding to an annual survey.
- The percentage of assessments completed with an outcome of no further action will be 40% or less by 2019/20.





### In Adult Services we will:

Promote independence and self-care wherever possible. To work alongside partners, in particular health, to ensure that individuals with complex care needs have the assessment they require under legislation and ensure that appropriate placements are available to meet their needs if required.

Support adults who require care and support. To ensure that timely assessment and the right level of care and support is available to adults who require this support.

Provide care and support for carers which will enable them to be supported to continue their caring role.

Identify risk positively and effectively when providing support to adults by making sure their needs are accurately assessed and met effectively, with positive outcomes for them. This will be in a strengths based approach which will involve re-connecting with their community networks and supporting carers to continue to care for their relative. Risk management needs to take into account the capacity of the individual to make specific decisions in terms of their lives, and decisions need to be made in compliance with legislation in terms of best interest where deemed appropriate.

Provide and commission a flexible and affordable mix of high quality support services for adults who require care and support and their carers to meet the diverse range of their individual needs and circumstances.

- The number of service users with a learning disabilities progressed from a residential care setting to a more independent and flexible community support options (not in Powys and within Powys).
- We will increase the percentage of Adults who have completed a period of reablement and have no package of care and support 6 months later or a reduced package of care and support from 70% to 80% by 2019
- We will double the number of identified carers who are offered an assessment from 150 to 300 by 2023
- Reduced numbers of persons (per 1000 population) aged 75 and over who experience a delay in return to their own home or social care setting following hospital treatment. (this was 1.5 in 2017/18)
- The number of adult clients supported in their own home through assistive technology from 390 to 780 by 2020
- The percentage of adult protection enquiries completed within statutory timescales will increase from 62.33% to 95% by 2021
- A year on year increase in the number of social services staff providing people with integrated/co-located social and health care services
- Improved perceptions from people who access social care responding to an annual survey regarding the following statements:
  - People reporting that they live in the right home for them (this was 81% in 2017)
  - People reporting they have received the right information or advice when they needed it (this was 72% in 2017)
  - People reporting they have received care and support through their language of choice (this was 91% in 2017)
  - People reporting they felt involved in any decisions made about their care and support (this was 72% in 2017)
  - People who are satisfied with care and support that they received (this was 81% in 2017)
  - Carers reporting they feel supported to continue in their caring role (this was 23% in 2017)

We are also committed to working with our partners through the Regional Partnership Board and will continue to play our part in delivering the priorities set out in the Joint Area Plan. Outlined below are the priorities the council is contributing towards:



### Focus on well-being

- **Community Development** - Working with our strongly connected local communities to develop and strengthen community skills and resources that support people's well-being.
- **Supporting Unpaid Carers** - Ensuring the well-being of unpaid carers before, during and after caring through information, advice and assistance, supporting education, skill and training opportunities for employment, respite and community support (SW).
- **Prevention and Health Improvement** - Enabling and supporting people to make decisions and take actions to improve their health and well-being and avoid or reduce ill health through, for example, stopping smoking or substance misuse, or increasing physical activity.



### Provide joined up care

- **Mental Health** - Across all tiers, from health promotion through to specialist services focus on further improving integrated working arrangements and on well-being, early help and support for people of all ages.
- **Care Co-ordination** - To develop integrated /co-located multi-disciplinary teams in line with the Regional Centres and community hubs.



### Develop a workforce for the future

- **Staffing Model** - Maximising the role of the workforce across all sectors including unpaid carers through an integrated approach will be fundamental to delivering the new model of care. New innovative models will be based on multi-skilled and generic roles ensuring a shift to prevention and early intervention.
- **Staff and Partner Engagement** - Develop a joint approach to using the collective knowledge, skills and experience of our staff and key stakeholders to inform and develop the work that we do.



### Create innovative environments

- **Regional Rural Centre in Newtown** - We will look at the options for developing a Regional Rural Centre in Newtown to address the issues around the ageing estate, support the future population needs and mitigate against the potential shift of services away from north Powys under the Future Fit programme.
- **East Radnorshire Community Hub** - Review Service Provision in East Radnorshire against the integrated model of care and existing community hub assets.
- **Development of Community Hub** – undertake a review of community assets as well as existing service provision against future population needs to identify further potential areas for community hub development.
- **Supported Housing** - Develop suitable accommodation for young people, people with a disability and older people that enables them to access basic services, build good relationships with neighbours and others, and maintain their independence.

- **Innovation, Improvement, Research and Development** - We will develop our evidence base, improve our ability to measure impact and seek to identify, share and embed good / innovative practice.



### Develop digital solutions

- **Information, Advice and Assistance (IAA)** - Continue to develop IAA including the Community Connectors to enable swift access to local community support.
- **Implement Welsh Community Care Information System (WCCIS)** - Continue to implement the WCCIS system across Powys to support care co-ordination.
- **Technology Enabled Independence and Care** - We will continue to develop and implement technology enabled care.



### Working in partnership

- **Safeguarding** - Continue to work with private, voluntary and independent sectors to ensure that safeguarding remains everybody's business.
- **Third Sector Commissioning** - Develop pooled budgets and joint commissioning arrangements for third sector provision to support our increased focus on well-being, early help and support and information and advice.
- **Care Home Commissioning** - Develop pooled budgets and joint commissioning arrangements for care home commissioning to ensure those in need of residential and nursing care receive a seamless service.
- **Welsh Language** - We will improve the Active Offer across social care services to improve equity.

## 2.3 Learning and Skills

We will strengthen learning and skills



Learning and skills is a cornerstone of our vision, providing high quality educational opportunities for all our learners. We need to embrace the challenges of being a large rural organisation and use technology to improve access for all. Through taking action in this area, we are committed to delivering the following outcomes:



All school leavers have the right qualifications to progress



Access to education provision and good career advice is equitable for all ages



Pupils have access to remote/ alternative learning opportunities



Early years provision is helping families to return to meaningful employment



Working in partnership with schools, colleges, universities and businesses will improve career opportunities



High quality teaching and learning environments embrace new technology for the population

### Overall assessment of performance:

Overall, we have judged performance of this objective to be 'adequate'. 4 (31%) out of the 13 activities in place to support this objective were green, 8 were amber and 1 red. 12 measures used to monitor success were green, 9 amber and 3 red (no RAG is available for 2 of the measures).



## What difference have we made?

### Our success measures show:

90.4% of all pupils attained the Key Stage Indicator at Key stage 2 compared to 91.2% the previous academic year (Wales 89.5%)

63.1% of year 11 pupils achieved the Level 2 threshold including General Certificate of Secondary Education English or Welsh first

language and maths compared to 62.2% the previous year (Wales 55.1%)

Pupil attendance of compulsory school age at primary schools was 95.1% compared to 95.5% the previous year (Wales 94.6%)

Pupil attendance of compulsory school age at secondary schools was 94.5% compared to 94.6% the previous year (Wales 93.9%)

90.4% of schools were not in need of Estyn follow up categories compared to 93% the previous year

72.3% of schools had a Green or Yellow categorisation in the National School Categorisation System compared to 61% the previous year.

Improvement in the progress of individual pupils receiving Additional Learning Needs (ALN) and Inclusion support:

- The percentage of pupils at school action/school action +/statement attaining the Core Subject Indicator at Key Stage 2 was 60.9% compared to 63.7% the previous year (Wales 64%)
- The percentage of pupils at school action /school action + /statement attaining Level 2 at Key Stage 4 was 23.3% compared to 30.9% the previous year (Wales 20.4%)
- The percentage of assessments completed for children within statutory timescales excluding exceptions was maintained at 100%
- The number of pupils permanently excluded per 1,000 pupils in primary schools was 0% and in secondary schools was 1.37%. This was 0.51 (primary) and 1.35 (secondary) the previous year.

Improve the progress of individual pupils 'Looked After' by the Authority:

- The percentage of Looked After pupils attaining Foundation Phase Indicator was 25% compared to 66.7% the previous year.
- The percentage of Looked After pupils attaining the Core Subject Indicator at Key Stage 2 was 44% compared to 77.8% the previous year
- The percentage of Looked After pupils attaining the Core Subject Indicator at Key Stage 3 was 75% compared to 58.3% the previous year.

- The percentage attendance of Looked After pupils in primary schools was 94.3% and in secondary schools was 94.2%. This was 97.6% (primary) and 94.6% (Secondary) the previous year.
- The Average Capped Points Score for Looked After pupils was 265 compared to 248 the previous year.

The uptake of early years services increased from 873 children to 1065, exceeding our target of 1000 children

50 families accessed the Incredible Years School Readiness programme compared to 80 in 2017/18

The number of our school buildings with an overall condition standard of C or D reduced from 132 to 130

Surplus places in primary schools was 17.6% (baseline 16.7%) and in secondary was 25.5% (baseline 24%)

The percentage of pupils assessed in Welsh (first language) in Year 2 was 17.7% compared to 19% the previous year (Wales 21.3%)

1.7% of 16 year olds were known NOT to be in education, employment or training. This is an increase in comparison to the 2017 figure of 0.9%, but within our target of 2%

1 distance learning course was made available with 6 learners participating in the course.

16 apprentices were employed by the council building on the 35 the previous year.

All learning activities started through the Powys Adult Community Learning Partnership which reached completion was 99% and 94% achieved the qualification compared to 91% the previous year



## Case study - Positive Pathways Powys



Positive Pathways Powys, the group which organises the Powys Careers Festival held a competition for all learners in Powys (between the ages of 11 and 19) in 2018/19.

The competition was  
**'What business would you set up in Powys in 2019 and why?'**

The competition had a large number of entries and it was also linked to the Welsh Baccalaureate examination as well as having the chance to win £200 vouchers kindly donated by Weales Wheels of Llanddewi and What About Me? Training Ltd). The top 3 entries were judged by Cllr Myfanwy Alexander and Cllr Martin Weale and businesses from the field which the respective entries referred to.

The winning team were Ethan Smith, Brooke Jones, Rhys Gough and Zoe Morgan – who study at the Newtown College of NPTC Group of Colleges. Their business was helping people to install smart technology into their homes and businesses and the students have decided to make their idea a real business. A team from Brecon High School took the Silver Award while Crickhowell High School students took Bronze. NPTC presented their business idea to the Cabinet and Senior Management.

The Positive Pathways Powys group is a partnership of Powys County Council, Careers Wales, The NPTC Group of Colleges, high schools in Powys, Cambrian Training Ltd and the Powys Association of Voluntary Organisations. The group aims to offer Powys students world-class advice and information on the opportunities, which await them after they finish compulsory education at 16. The group recently held its third Powys Careers Festival at the Royal Welsh Showground in Llanelwedd.

<https://www.facebook.com/PositivepathwaysPowys/> 



### So what next?

We will improve routes to employability by:

- Strengthening work based learning across the county, providing opportunities that encompass a diversity of formal, non-formal and informal arrangements including apprenticeships, work placements and informal learning on the job for all age groups by 2025
- Creating additional apprenticeships, including higher and degree-level apprenticeships by 2025
- Ensuring that there is easy access to high quality careers advice and guidance, and clear information about the local jobs market

**Progress against our activities include:****Improve educational attainment of all pupils:**

- **Significant improvement in our secondary school profile with Estyn** - Builth Wells HS, Llanfair Caereinion, Llandrindod High School, Llanfyllin and the Pupil Referral Unit (PRU) all came out of special measures during 2018-19. This is a key milestone in our improvement work as the PRU provides provision for some of our most vulnerable learners, and had been in Special Measures since February 2016. Out of the secondary schools in Powys, two remain in Estyn follow up categories, Newtown HS and Brecon HS. Following a monitoring visit in the autumn term, Bro Hyddgen have also been removed from Estyn Review.
- **Roll out of the new curriculum** - The New Curriculum for Wales is being piloted in pioneer schools. As part of a conference to discuss the new curriculum, 12 Powys schools shared their experiences as pioneer schools or in developing approaches to the new curriculum. All schools have started to adapt to the new curriculum expectation and Leaders of learning have been established in many clusters to support the rollout of the new Curriculum.
- **Continued support for vulnerable pupils** - During the autumn term, National Categorisation Support Visits were conducted in all schools. The effective use of the Pupil Development Grant (PDG) was evaluated in each schools and nearly all were able to identify the positive impact of PDG on their Free School Meal pupils. In 2017-18 all pupils on free school meals increased their performance in KS2,3 and 4.
- **Retention and quality of leadership across schools** – During 2018-19, 7 from 12 new and acting Headteachers have engaged in ERW training to support them in their role. As part of a new programme, all now have a mentor head teacher to support them during their first year of headship or acting headship. At the end of March 2019, 3 out of the 11 Secondary schools have acting head teachers.
- **Welsh in Education Strategic Plan** – During 2018-19 work has continued on a new building for Ysgol Gymraeg Y Trallwng in Welshpool as well as developments in Mid Powys and the Ystradgynlais area, and plans for establishing Welsh medium secondary provision in the county. However, it is acknowledged that the pace of implementation of the WESP has been limited by officer capacity and financial constraints.

**Support children and families to have the best start in life:**

- **ALN Transformation Programme** – Powys County Council has embarked on its ALN Transformation journey in response to the introduction of the Additional Learning Needs and Education Tribunal (Wales) Act 2018. Activity during recent months has focussed on raising awareness and seeking views from parents, carers, and professionals including teaching staff and governors about the upcoming changes and the draft ALN Code. All opinions given during engagement events regarding the draft ALN Code were included in the Powys County Council response to the Welsh Government consultation, which ran throughout the spring term. Powys families have also been asked for their views on the Additional Learning Needs specialist centres that provide support in the county. A Parent Carer Forum has been established to ensure that views and opinions are listened to and inform the work that we undertake.
- **Introduction of childcare offer for Wales** - We have been working closely with colleagues in Ceredigion County Council to help bring the Welsh Government Childcare Offer to families in Powys. From 29th April 2019, eligible families across Powys have been able to claim 30 Hours of government funded early education and childcare for up to 48 weeks of the year.

The offer was piloted in two clusters Gwernyfed and Maesydderwen since January 2019 and childcare providers have been supported with information and advice to ensure they are prepared for the Offer. As at April 2019, there were approximately 50 providers signed up to deliver the offer across Powys.

- **Cynnydd Project** – The Cynnydd project is being delivered by Powys County Council's Youth Intervention Service in partnership with Careers Wales and has been supported by the European Social Fund and Families First funding through the Welsh Government. The youth service team are working closely with Careers Wales to offer young people personal support and the chance to gain employability skills and experience.
- **Flying Start** - Flying Start's Newtown Integrated Family Centre moved to new premises adjacent to Hafren and Ladywell schools in July 2018. The new premises will enable continuation of the integrated working which is an essential component of the Flying Start model. This location will enable families to access support and services in a more convenient setting. The Flying Start Team has also supported the preparations for the transfer of Flying Start childcare from Priory School in Brecon to the Cylch Meithrin Aberhonddu setting at Ysgol y Bannau. All families were invited to attend an informal meeting at the new setting in late December 2018. Flying Start continues to deliver in five areas of Powys. 871 children under the age of four were on Flying Start Health Visitors' caseloads at the end of 2018/19.



### Improve our schools infrastructure:

- **Brecon High School** - Work on £21m Brecon High School project is well-advanced and parents were given an opportunity to have a tour of the site during March. When complete the new school will cover 7,500sqm, and provide a state-of-the art 750-place secondary school with integrated 6th form (11-18 years). This project shows our vision for the learners of Brecon but also for the local economy with opportunities for local companies to benefit from this major investment. The contractor is also working closely with the school and college to provide bespoke construction work experience and engagement to encourage learners to take an interest in careers in construction.
- **Ysgol Carno** - A brand new primary school building in Carno was opened in March and replaces the mobile classroom which has now been demolished. The £1.5m building means that pupils will now be taught in a brand new 21st century school building with dedicated early years' provision. Fund for the project is a 50/50 split between Powys County Council and the Welsh Government's 21st Century Schools programme, with a £500,000 contribution from Carno Recreation Association, donated by the Tirgwynt Wind Farm Trust. The school is part of a federation of three Welsh-medium primary schools, made up of Carno, Glantwymyn and Llanbrynmair which have been operating since 2014. Following inspections in November 2018, the federation was judged by Estyn to be excellent for leadership with Ysgol Carno receiving excellent judgements for standards; teaching and learning experiences; and leadership and management.
- **Federation plans agreed** - Consultation on plans to establish a federation between Llanidloes CP School and Llanidloes High School took place between December to January 2019. Following consultation, the Governing Bodies of both schools have agreed to federate from September 2019. The delivery of the exciting new curriculum for Wales requires closer co-operation between the phases of learning to ensure the best possible outcomes for learners. Llangedwyn CiW School and Llanfechain CiW School have now formally federated from the 1st October 2018, with a single governing body and a single Headteacher over both schools.



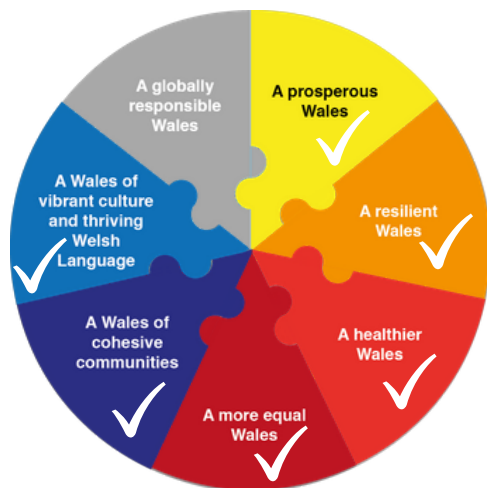
- **Llanfyllin All Through School proposal** – Following the consultation on a proposal to merge Llanfyllin C.P. School and Llanfyllin High School, the Cabinet agreed in March to issue statutory notices for the establishment of a new all-through school in the town.
- **Clyro** - The new Clyro Church in Wales School was completed and officially opened in September 2018. The new building forms part of a £23m investment in the Gwernyfed catchment area.
- **Ysgol Calon Cymru** - The School opened in September 2018, and operates from the former sites of Llandroindod High School and Builth Wells High School. It provides education for 11- 18 year olds. It is a bilingual school with English medium provision on both campuses and Welsh-medium provision on the Builth Wells campus.
- Work is ongoing on Welshpool's new English Medium Church in Wales School, Ysgol Gymraeg Y Trallwng and Ysgol Bro Hyddgen. However, the main contractor went into administration which will effect the original opening date of the new schools.
- **Post-16 Review** – We ran an online survey to find out young people's views on the worlds of education and work. The survey asks students about the subjects they wish to study which will help the council with its curriculum planning. It also highlights the growth employment areas and seeks young people's attitudes towards these career choices. The project compliments the council's work as a key partner of the Positive Pathways Partnership. The Schools Digital Learning Strategy will link with the Post-16 Review.



### Improve the skills and employability of young people and adults:

- **Careers Festival** – We held the third Careers Festival in March 2019 which was a great success and there were over 3,000 pupils from all secondary schools, special schools, NPTC colleges and a school in Ceredigion and Bedstone private school. The special guests included Ben Sheppard, the DJ for Capital Radio and Jason Pritchard the rally driver who are former pupils of Powys schools and represent the diverse and successful career opportunities that our pupils could pursue.
- **Seren Project** – We supported 87 Year 13 Students through the Seren Programme. The Seren Network supports and is only available to the most academically able students from all state schools with a 6th form and colleges across Wales, to achieve their academic potential and gain access to the leading universities – be this in Wales, the UK or overseas. 73% of the Year 13 students were accepted into the Sutton Trust universities. The remainder 27% were accepted to Switzerland, New Zealand, Aberystwyth, Swansea, employment, gap year or apprenticeships. Funding for a Junior Seren, to support pupils from Years 8 – 11 was agreed by WG and Powys is one of the pilot areas within Wales.
- **A Skills & Engagement Strategy** has been drafted following 2 stakeholder workshops. The strategy will help to identify employment and skill priorities over short, medium and longer term periods that align with economic drivers and indicators. This will support the regional economy by encouraging more businesses to be located in Powys and to ensure that the workforce has the right skills to keep the Young People in Powys.
- **Apprenticeships and work experience** - Since Careers Wales lost the responsibility for organising and supporting work experience placements, numbers requesting opportunities within the authority have declined considerably. For 2018-19, 13 learners have had work experience within the council. As part of our 2018-19 Careers festival which was held during Wales national apprenticeship week, apprentices told their experiences of being an apprentice with the aim of promoting and encouraging more young people to choose this career path. Apprentice vacancies are also advertised on the Positive Pathways Powys Facebook page.

## Our contribution to the 7 Well-being goals:



## How much did we save/spend in 2018-19?

**Headline capital investments:**

- Brecon Campus – £12.9m
- Carno Extension – £1.1m
- Clyro School - £1m
- Ysgol Bro Hyddgen – £783k

**Headline savings:**

- Additional Learning Needs Transformation - £150k

**The Journey Checker**

Where are we on the journey to maximising our contribution to the 7 Well-being goals?



## Updates to our plan and key improvement activity for 2019 onwards

### Activity - What will we do?

### How will we measure success?



#### Improve educational attainment

We will continue to raise the attainment of all pupils, including vulnerable pupils, with a specific focus on pupils eligible for free school meals.

We will support schools to roll out the new education curriculum by 2022 which aims to equip young people for life and make them more adaptable to change.

We will improve the performance of our secondary schools. By working closely with staff, governors and communities we will improve recruitment, retention and quality of leadership across all our schools by 2020.

Through the implementation of our Welsh in Education Strategic Plan we will provide more accessible provision for Welsh medium learners by 2020.

- Increase in the percentage of all pupils attaining the Key Stage Indicator at Key stage 2 from 91.2% to 92% by 2021.
- Increase in the percentage of year 11 pupils achieving the Level 2 threshold including General Certificate of Secondary Education English or Welsh first language and maths from 62.2% to 68% by 2024
- Increase in the percentage of pupil attendance of compulsory school age at primary schools from 95.5% to 97% by 2025
- Increase in the percentage of pupil attendance of compulsory school age at secondary schools from 94.6% to 96% by 2025
- Increase in the percentage of schools who are not in need of Estyn follow up categories from 93% to 96% by 2021
- Increase in the proportion of schools with a Green or Yellow categorisation in the National School Categorisation System from 61% to 75% by 2022.
- Improve the progress of individual pupils 'Looked After' by the Authority:
  - Increase the %age of LAC pupils attaining the Core Subject Indicator at Key stage 2 from 77.8% to 85% by 2025
  - Increase the percentage of Looked After pupils with Personal Education Plan's completed from 77% to 95% by 2020
  - Improved average capped points score for LAC pupils from 248 to 320 by 2025.



#### Support children and families to have the best start in life

We will implement a joined-up system for supporting children and young people with additional learning needs to improve their experiences and outcomes by 2023.

- Improvement in the progress of individual pupils receiving Additional Learning Needs (ALN) and Inclusion support:
  - The percentage of pupils at school action/school action +/statement attaining the Core Subject Indicator at Key Stage 2 will increase from 63.7% to 77% by 2025

- The percentage of pupils at school action + /school action + /statement attaining Level 2 at Key Stage 4 will increase from 30.9% in 2015/16 to 34% in 2025
- The percentage of assessments completed for children within statutory timescales excluding exceptions will be maintained at 100%
- The number of pupils permanently excluded per 1,000 pupils in primary and secondary schools will reduce from at 0.3 to 0 for primary and from 1.21 to 1.01 for secondary by 2025

We will provide key childcare and play requirements, moving towards delivering 30 hours of free early education and care for working parents by 2021.

- Increase in the uptake of early years services from 873 children to 1000 children by 2021

By 2020 we will ensure we have effective systems in place to improve the identification of vulnerable young people who are at risk of disengagement from education.

- Maintain the percentage of 16 year olds who are NOT in education, employment or training below 2% (Baseline 1.9%)

We will work with partners to ensure that all children are school ready, defined as, strong social skills, effective communication skills, ability to cope emotionally with new environments away from parents and being independent in their own personal care. Our Flying Start programme will support the early development of children in some of our most deprived communities. The continued roll out of the Incredible Years School Readiness programme will also help to build the parent/school partnership in supporting a child's effective transition into school.

- Increased number of families accessing the Incredible Years School Readiness programme from 80 to 100 by 2020



### Improve our schools infrastructure

Our school buildings will be transformed through delivery of a £114m capital investment scheme. We will ensure that our new and re-furbished schools provide modern environments that are fully equipped for 21st century learning and are central to community life. We will complete the first round of capital investment by 2020 (Band A) and second round (Band B) by 2025.

- Increase the percentage of our schools building blocks with an overall condition standard of A or B from 59.15% (200 out of total 338 number of blocks – 1/01/2019) to 74.87% by August 2021
- Reduce surplus places to 16% in primary (Baseline 16.7%) and 24% in secondary (Baseline 24%) by 2020

We will implement our new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve. The Delivery Plan will focus on improving secondary and post-16 provision, primary provision and Welsh-medium/bilingual provision.

- Increase the percentage of pupils assessed in Welsh at the end of the Foundation Phase (Yr.2) from 19.1% in 2016/17 to 22.5% in 2021.
- Increase in the number of distance learning courses available from 0 to 3 by 2021
- Increase in the number of learners participating in distance learning course from 0 to 20 by 2021



### Improve the skills and employability of young people

We will improve routes to employability by:

- Strengthening work based learning across the county, providing opportunities that encompass a diversity of formal, non-formal and informal arrangements including apprenticeships, work placements and informal learning on the job for all age groups by 2025
- Creating additional apprenticeships, including higher and degree-level apprenticeships by 2025
- Ensuring that there is easy access to high quality careers advice and guidance, and clear information about the local jobs market

We will develop a highly skilled workforce, where skills match the needs of the local economy, by:

- Forging stronger and more accessible further and higher education provision in partnership with providers

- Increase in the number of apprentices employed by the council and its partners from 35 to 65 apprentices for Powys County Council by 2020.
- Increase in the percentage of all learning activities started through the Powys Adult Community Learning Partnership which reached completion and the qualification was achieved from 91% to 92% by 2021

## 2.4 Residents and Communities

We will support our residents and communities



We want communities to feel supported, have a say in what is provided for them locally and feel they play a key role in local service delivery, which is why this objective centres on being open with residents and their communities and being committed to meaningful engagement. Through taking action in this area, we are committed to delivering the following outcomes:



Residents take responsibility for their actions and support one another



Communities have access to a choice of both affordable and market housing



Communities have access to services that allow all to flourish and enjoy life



Communities have an active role in the design and delivery of the services they need

### Overall assessment of performance:

Overall, we have judged performance of this objective to be 'good'. One out of the 7 activities in place to support this objective was blue, 3 green and 3 amber. 3 measures used to monitor success were green (no RAG was available for 4 of the measures).



## What difference have we made?

### Our success measures show:

6 Place Based Plans have been agreed with designated localities, setting out an understanding of their needs at a local level and what interventions are required; including street scene/cleansing, highways, waste and recycling, transport, public health, community areas to mention a few

Our last record in 2015-16 (Residents Satisfaction Survey) showed that 21% of residents volunteered on a regular basis. We did not carry out a Residents satisfaction survey during 2018-19, so are unable to report on the proportion of Powys residents that currently volunteer to support their local communities. However, a new tri-town initiative was launched, which aims to boost

resident engagement and volunteering within their local communities.

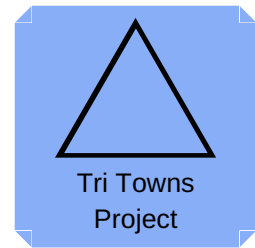
The National Survey for Wales 2017-18 shows that 49% of Powys respondents were either very/ fairly satisfied with the availability of services and 67% were very or fairly satisfied with the ability to get to local services.

We had an original target to develop at least two community hubs per year, however before developing any hubs we wanted to engage communities further to better understand their views and needs. As a result, no hubs were developed in 2018-19.



### Case study - Tri Towns/ volunteering venture launched

Three Powys towns have joined forces to boost their economies and share ideas around how best to sustain and support public services in their respective communities. Llandrindod Wells, Builth Wells and Rhayader are now designating themselves as a tri-town - three towns working together for the benefit of their respective and the wider communities which total around 19,500 residents. The venture will encourage people to support each other and their community, whether that is volunteering to take an older neighbour shopping, helping out at the library or organising a litter pick. Two Community Development Officers funded for 12 months through the Rural Development Plan, Arwain programme will support the towns.



Chair of the steering group Councillor Jon Williams said: "I'm confident that the tri town collaboration will bring a number of benefits to the three towns. A shared understanding of each other's needs, economic aspirations and tourism will allow us to consider things like our local supply chains and where we can collaborate more to promote ourselves and boost the mid-Powys economy and Powys pound."

<https://twitter.com/PowysTri>



#### So what next?

The tri-town approach will be extended to all parts of the county and even over the border into neighbouring communities during 2019 - 20, following a mapping of tri town proposed catchment areas.

#### Progress against our activities include:



#### Strengthen community development and resilience

- **Place Plans/Local area Plans** – The council's regeneration team have been supporting Newtown and Welshpool to develop Place Plans. They have also worked with Brecon Beacons National Park to support Brecon, Hay-on-wye, Crickhowell and Talgarth to develop place plans. We also applied for Rural Development Plan funding worth £110,000 to support the development of place based plans across the County.
- **Community Lottery launched** – We have partnered with an External Lottery Manager (ELM) Gatherwell Ltd to be the first local authority in Wales to launch our own online community lottery that will benefit good causes. Tickets will cost £1 with 60p going towards local good causes, compared to just 28p in the pound for the National Lottery.

- **Passenger / Community Transport reviewed** - Local bus service provision was reviewed during 2018/19 and the network of buses was re-tendered and awarded to operators across Powys. New routes were implemented in September 2018. During 2018/19 the community transport officer has worked closely with the community transport association Wales under their connecting communities programme. We have supported two schemes in Powys to gain funding to replace vehicles. Powys County Council awarded approximately £124,000 to the schemes.
- **Welshpool library and museum co-location** - Following a review of council owned buildings in north Powys, a decision was made to co-locate Welshpool library into Powys land museum offering residents services under one roof. The library will occupy the ground floor of the facility, with a children's area, public access computers and a good range of library books. A review of libraries is underway and a consultation has been undertaken to seek ideas around how to sustain 10 of the smaller branch libraries, as well as the six bigger branches and mobile service.
- **Community Delivery** - Following numerous conversations, the largest land transfer in the council's history has been completed. The transfer sees Newtown Town Council take control of more than 100 acres of open space from the council and will pave the way for an ambitious 'green-space' project. As a council we are taking an imaginative and innovative approach to managing property and land with the aim of turning a financial liability into a community focussed asset. Community organisations are frequently in a better position to take projects on because of their ability to obtain grant funding. The agreement will release the £1.1 million of funds won by Open Newtown from the Big Lottery and the maintenance grant from the town council ensuring the ongoing protection and access of the parks for all users, with the opportunity to develop the amenities further, attracting greater use from residents and establishing an opportunity for tourism in the town which will help towards the regeneration of the town centre.
- **Llanfyllin library partnership** – In June 2018 a Memorandum of Understanding between the North Montgomeryshire Community Interest Company (CIC) and Powys County Council's Library Service was signed. The library is still run by the library service, but half of the costs are now covered by the local town and community councils, through the CIC.
- **Community Hubs** – Work has been taking place to explore what people view as essential elements of a community hub, in order to try to define the "hub" concept more clearly, and to identify some baseline costs. Public views came out of the library service public consultation about the future of that service, whilst a specific session around essential elements needed took place with County Councillors. Further stages of development will now be led by the Council's Strategic Asset Board.

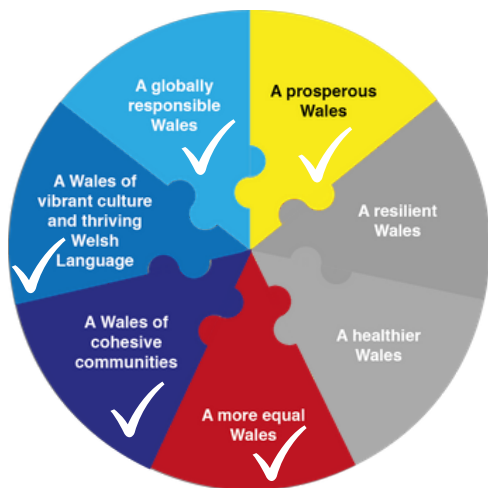


### Strengthen our relationship with residents and communities

- **Community pledge** – The benefits of developing a community pledge between the council and residents was explored, but a decision has been made not to progress with this approach. Instead, we are working closely with communities through supporting the development of Place Based Plans and the Tri Towns model.
- **Love Where you live project** – A new project to take forward an all embracing approach to estate management has been launched. 'Love Where You Live' focuses on how tenancy and estate management can help people enjoy their homes and neighbourhoods.



**Our contribution to the 7 Well-being goals:**



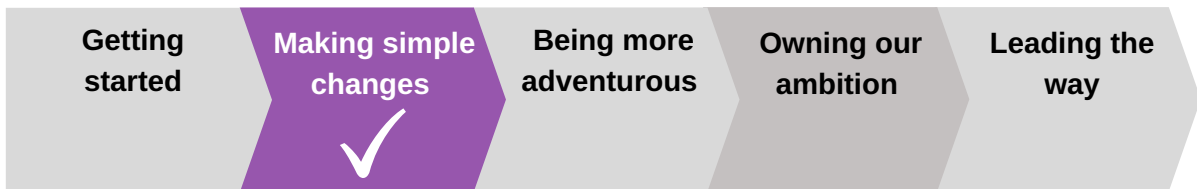
**How much did we save/spend in 2018-19?**

**Headline savings:**


- Libraries: Co-locate where possible and joint working / community delivery with local communities. Decommission libraries where co-location, community delivery/operation or core provision is not suitable or alternatives rejected by local communities - £125k

**The Journey Checker**

Where are we on the journey to maximising our contribution to the 7 Well-being goals?



**Updates to our plan and key improvement activity for 2019 onwards**

Activity - What will we do?	How will we measure success?
<p align="center"> <b>Strengthen community development and resilience</b></p> <p>We will enable communities to have an active role in the design and delivery of their local services and amenities by supporting them with the development of Place Based Plans, the Tri Town initiative and opportunities for volunteering.</p>	<ul style="list-style-type: none"> <li>Agreed Place Based Plans with designated localities by 2020, setting out an understanding of each localities needs at a local level and what interventions are required, including street scene/cleansing, highways, waste and recycling, transport, public health, community areas to mention a few.</li> <li>An increase in the percentage of residents that are satisfied with their local area as a place to live (90% in 2017 - National Survey for Wales)</li> <li>An increase by 10% in the engagement of residents to volunteer to support local community initiatives. The last record showed 38% of people volunteering on a formal and informal basis</li> </ul>

We will continue to improve the quality of the environment that our housing tenants live in and the services they receive through the delivery of the Love Where You Live tenancy sustainability strategy.

- Increased levels of tenant satisfaction with the quality of their neighbourhood (baseline to be established)
- Increased level of housing tenants engagement (baseline to be established)

We will continue to develop more community hubs in appropriate locations, to offer residents a mix of services all under one roof.

- Development and implementation of up to two Community Hubs per year for the next five years.



### Strengthen our relationship with residents and communities

We will support the review of Town and Community Councils based on the Welsh Government proposals.



### Safeguard and enhance the natural environment for residents and communities

By December 2019, we will develop steps to show how we will actively maintain and enhance biodiversity when delivering our services and comply with our duties under Section 6 of the Environment (Wales) Act 2016.

Success measures will be determined as part of developing the steps.

## 2.5 Making it happen



We recognise that there are key building blocks we must have in place to make our plans happen. We will focus on improving efficiency and effectiveness of our services and make evidence based, customer focussed decisions on the best way to provide services. Through taking action in this area, we are committed to delivering the following outcomes:



### Engagement and communication

Listening, sharing information and building trust with our residents, communities and staff



### Leadership and governance

Our staff and Members work together with our partners, using the right systems and information to make sure the Council is well-run



### Change how we work

Making best use of what we have and working in new, innovative ways to deliver our priorities for the benefit of the county's residents and communities

### Overall assessment of performance:

Overall, we have judged performance of this objective to be 'good'. 13 (87%) out of the 15 activities in place to support this objective were green and 2 were amber. 3 measures used to monitor success were green, 2 were amber and 1 was red (no RAG status was available for 1 of the measures).



## What difference have we made?

### Our success measures show:

According to our 2018 Staff survey:

- 61.81% are proud to work for the council, compared to 59% in 2016
- 75% feel valued as a team member, compared to 81% in 2016
- 72% enjoy their job, compared to 68% in 2016
- 88% will go the extra mile to get the job done, compared to 85% in 2016
- 34% don't feel informed about changes happening in their service area, compared to 40% in 2016
- 42% don't feel valued as an individual employee of the Council, compared to 17%

79.21% of complaints were responded to within statutory timescales, compared to 97.06% in 2017-18

178 compliments were received. This equates to an average of 44.5 compliments per quarter, compared to 32 in 2017-18

Revenue outturn (excluding the Housing Revenue Account and schools delegated budget) was a 0.4% (£713k) overspend versus the budget

On average, 9.5 days/ shifts per council employee (full time equivalent) were lost due to sickness absence, compared to 9.74 days in 2017/18 (Welsh average: 10.4 days)

During the year we have had numerous inspections from our regulators (CIW, WAO and Estyn) and 25 recommendations or proposals for improvement were received as a result. More information on what our regulators have said about us can be seen on page 63 of this report.

### Progress against our activities include:



#### Engagement and communication:

- **New Public Engagement Platform** – The council has purchased a new engagement platform called Citizen Space, which will enhance the ability of residents to engage with the council in a more timely, efficient and meaningful manner. The platform will allow better co-ordination and auditing of all consultation and engagement activity being undertaken across the organisation and will ensure more detailed analysis of feedback given by residents, so their views can be given due regard. This platform will support Vision 2025's ethos to ensure "communities have an active role in the design and delivery of the services they need.
- **Consultation Framework** - The existing Consultation Framework has been reviewed, refreshed, and feedback from staff users gained, to improve how we engage with residents.
- **Staff Awards** – We held our annual staff awards to recognise and reward the excellent services provided by our staff. 103 nominations for the Staff awards were received and 12 awards were presented covering a range of categories including, service to the community, teams of the year.
- **New bilingual staff intranet** – We developed and launched a refreshed staff intranet site to be used as a communication tool with staff. Our intranet is now available in English and Welsh.
- **Public participation at council meetings** - Powys residents are now able to ask questions at county council meetings as part of a public participation initiative. Following a successful public trial last year when members of the public were allowed to ask question at full council, the authority now provides 20 minutes at the start of all sessions for public questions.



#### Leadership and governance:

- **New Senior Management Structure** - We carried out a comprehensive review of the council's senior structure which showed it was no longer fit-for-purpose and needed a radical overhaul to more closely align it to the council's priorities, reduce the cost of management and remove silo working. A new streamlined senior management team has been implemented, reducing from 24 posts over four management tiers to 16 posts over three tiers. The new structure has a strong focus on a culture change of the whole organisation to be accountable and highly performing, and this has been communicated to all staff clearly.
- **Workforce Strategies developed** – Workforce strategies and training needs analysis have been developed for Social Services and the Schools Service, resulting in a workforce plan for each area. The plans will ensure we have the right people, with the right skills at the right cost.

Work will continue to ensure all services have a workforce plan in place by October 2019, in line with the business planning cycle.

- **Performance Management and Quality Assurance Framework** - In order to support the implementation of the new Performance Management and Quality Assurance Framework we introduced a new training workshop for managers. During 2018-19, 44 new managers completed the workshops. We continued to challenge our performance through quarterly review meetings and where underperformance was identified, action was prioritised to bring performance back on track.
- **New staff rewards scheme** - In order to promote and improve the well-being of our workforce, and to improve staff retention we launched a staff benefits scheme. Many staff have taken up the scheme, and up to end of March 2019 seven lease cars were ordered, 42 bike to work orders placed, and many staff are using leisure facilities with discount membership.
- **Leadership and Management training** – We continued to work with our partners to deliver leadership and management training to strengthen leadership skills across the council. During 2018-19, 143 staff completed leadership, coaching and mentoring and manager induction courses.
- **New Staff Appraisal process agreed** – A new approach to staff appraisals has been introduced to provide a stronger framework for all line managers and their staff to set objectives based on the council's priorities. The new approach will also keep a clear focus on performance and improvement to ensure all of our efforts and resources are focused in the same direction.




### Changing how we work:

- **Agile Working** - We have carried out a thorough review of office accommodation in North Powys which will see the closure of the council's main office in Welshpool, Neuadd Maldwyn. The council now operates agile working where possible meaning that staff will not be provided with an individual workspace - with a ratio of 60 spaces for 100 staff anticipated for buildings. Officers in the council are now working hard to find the best possible outcome for Neuadd Maldwyn and hopefully its future will contribute positively to the town.
- **Customer / Web Transformation** – During 2018-19, 12 web processes went live on our website, making it easier for residents to access services online. These services include garden waste collections, reporting fly tipping, requesting a bulky waste collection and find a school. Having services available online improves productivity and is more efficient for our customers. For example, in the past residents had to call customer services to log a bulky waste collection. They are now able to log a request via the web, choose from a drop down list of items that are to be collected, the system calculates the item costs and the customer pays for items. The process has removed the requirement for a back office system, and the customer is able to log a collection 24/7. 79% of bulky waste collections were done through the online self-service, resulting in a 96% satisfaction rate. Average satisfaction with the web processes is 84% compared to 68% in 2017.
- **New Digital Strategy** – We developed a comprehensive digital transformation strategy which explains how we will take advantage of digital technologies to transform the way we work, how we use information, support our customers, improve resident opportunities and help our businesses to be competitive. We also started an engagement process to seek staff views on the proposed approach and get their ideas for how we can work smarter and keep pace with technology.
- **Service re-design**– We continued to review our current internal processes as well as external customer facing processes to make them more efficient. An example of the work undertaken in 2018-19 included looking at the process of how we bill our customers. As a result of the reviews undertaken, £380k of savings was identified, of which £160k has been realised.

### How are we working more sustainably?

The Well-being of Future Generations (Wales) Act 2015, places a duty on local council's to consider how it can work more sustainably across 7 core areas of change. The table below outlines what we have been working on during 2018-19 to ensure our processes, and the way we plan and support front line services is done in a way that considers the long term, prevention, integration, collaboration and involvement.

Area of change	<p>How are we using the five ways of working to change how we think, plan and act?</p>  <p>Long-Term    Prevention    Integration    Collaboration    Involvement</p>
<p><b>Risk</b></p>	<p>We have introduced a new electronic system which allows easier recording, analysis and reporting of strategic and service risks. This improved monitoring will enable better management and ensure that major risks are prevented from occurring or escalating. It will also, potentially, allow the council to take a more long term view of our strategic risks.</p>
<p><b>Performance Management</b></p>	<p>We have been part of a collaborative Welsh Government working group developing the new performance framework under the Social Services and Well-being Act and are currently collaborating with Data Cymru and Saroli Lab looking at how to improve data maturity in Local Government and improving open data. Through the WCCIS national informatics for Social Care Board we are also helping to lead a review of collaborative reporting options to reduce cost and maximise effectiveness of social care reporting, resulting in improved outcomes for citizens.</p> <p>We have also been part of a working group collaborating with Welsh Government to develop a new performance framework as part of the draft Local Government and Elections (Wales) Bill.</p> <p>An independent Improvement and Assurance Board has been in place during 2018-19, overseeing performance of our Adults and Childrens Improvement Plans.</p> <p>We have continued to strengthen the council's internal performance management system (Corporate Insight Centre) which allows early sight of background data and information helping commissioning services shape better preventative provision in place of costly primary services. The Health and Care Scrutiny Committee which is made up of County Councillors has also overseen the Council's recovery plans to ensure that the required improvement is achieved.</p>



The council established a Public Service Board (PSB) Scrutiny Committee, made up of county councillors and representatives of other PSB public bodies, to scrutinise the implementation of the PSB Towards 2040 Well-being Plan.

## Corporate Planning

We developed the Powys 'Well-being Information Bank,' an online tool providing up to date information on a range of well-being issues. Easy access to this data helps services understand current trends and provides evidence for decision-making and longer term planning.

In order to inform future planning, we have also undertaken in depth reviews of our adult social care processes, our Adverse Childhood Experiences population and our options for developing a regional rural centre in North Powys. We have also commenced a review of our schools provision and capacity. The insight provided by these reviews will help predict future needs and enable us to plan services to better meet those needs.

The corporate impact assessment, undertaken when any major decision is being considered, incorporates consideration of the corporate well-being objectives, the national well-being goals, the five ways of working as well as equalities and Welsh language requirements, facilitating holistic decision-making.

All services have developed Service Improvement Plans, which have been corporately peer reviewed to ensure they are robust and align to the council's longer-term vision and well-being objectives, these in turn contribute to the Powys Public Service Board Well-being Plan.

As part of implementing Vision 2025: Our Corporate Improvement Plan we have an extensive programme of consultation and public engagement to ensure residents are involved and can have a say on the decision that affect them. More information on what our residents have told us can be found on page 59.

We have started to look at how we can integrate our key strategic plans such as our Strategic Equality Plan and Section 6 Plan (Biodiversity Duty) into our Corporate Improvement Plan.

County Councillors play a key role in determining future plans and representing the residents voice. One of the key ways they do this is through scrutiny committee's and working groups. A review of scrutiny committees was undertaken and a new structure was implemented from January 2019, which included revising the role of the Audit Committee and establishing a Co-ordinating Committee made up of representatives of the Cabinet, the council's Management Team and Chairs and Vice Chairs of scrutiny.

Councillors attend numerous briefing sessions regarding future developments such as the Transformation Day, which provided details of the council's key transformation projects for delivering Vision 2025.

<b>Financial Planning</b>	<p>It is acknowledged that better integration is required between our financial and corporate planning processes to ensure that our plans are resourced effectively and that a long-term view approach can be taken.</p> <p>The revised scrutiny committees are now responsible for monitoring performance and financial performance.</p>
<b>Workforce Planning</b>	<p>Our Business Intelligence team undertook an in-depth analysis of the Childrens Services workforce, which helped inform the development of a more sustainable, and effective staffing structure that focusses on early help and collaborative working.</p> <p>Workforce Plans have also been developed for social services and the schools service to ensure we have the right people, with the right skills at the right cost, now, and in the longer term. Work is ongoing to develop plans for all services during 2019-20.</p>
<b>Assets</b>	<p>Over £630,000 has been raised at an auction that sold nine council properties which were surplus to requirements. The sale of these buildings provides opportunities for developers to create refurbished homes, either for owner occupation or rented accommodation.</p> <p>We have started looking at the feasibility for developing a joint services hub in Brecon, which would include Powys County Council, the Dyfed Powys Police and other blue light / public sector partners. This will enable us to collaborate better with our partners and provide longer-term solutions for managing a sustainable property portfolio in an integrated way.</p> <p>We also held workshops to look at opportunities to diversify our farms estate and develop new industries or supply chains, including Solar Farm, National Centre for Advanced Timber Construction and Respite Centres. Following initial workshops, work is progressing on exploring feasibility of a Respite Social Care facility, through learning what has worked elsewhere. Opportunities for a food testing centre are also being explored with Food Centre Wales.</p>
<b>Procurement</b>	<p>We have continued to drive forward our 'Powys Pound' initiative to ensure local business can benefit from council spending. We have involved local businesses through 'meet the buyer' events.</p>

### How much did we save/spend in 2018-19?

#### Headline savings:

- HTR Service Transformation, generation of additional income and changing working practices to deliver the service - £586k
- Vacancy Management -£92k
- ICT savings - £350k



## Updates to our plan and key improvement activity for 2019 onwards

## Activity - What will we do?

## How will we measure success?

**Engagement and communication -**

Listening, sharing information and building trust with our residents, communities and staff

We will develop tools to enable residents to be heard, and engage in ongoing communication and dialogue with our communities to inform decision making

- Implementation of new engagement platform
- Establishment of the Powys Citizens Panel on the My Account
- Completion of the Residents Survey

**Leadership and governance -**

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

We will re-model the council's staffing structure to embed changes in organisational culture, while making significant financial savings.

We will equip the workforce with the right skills, attitude, behaviours and experience and develop our own talent through apprenticeships and training, to enable them to reach their potential.

- Improvement in staff survey results
- Reduction in pay bill
- Reduction in Head Count
- Reduction in the number of working days/shifts per FTE employee lost due to sickness absence (12 month cumulative)
- Number of successful candidates recruited internally/matched to roles
- Percentage of staff receiving staff appraisal

**Changing how we work -**

Making best use of what we have and working in new, innovative ways to deliver our priorities for the benefit of the county's residents and communities

To design and implement our digital transformation, setting the map for how the Council will take advantage of digital technologies to transform service delivery through the way we work, how we use information, support our customers, improve resident opportunities and help our businesses to compete.

We will prepare a place-based strategy for Brecon which will review and make recommendations regarding the council's property portfolio in Brecon, as well as housing, education, extra care and council and partner accommodation requirements for now and in the future.

- We will improve our assessments received from external regulators
- Improve performance of our corporate measures:
  - The percentage of complaints responded to within statutory timescales
  - Total number of compliments received as an average for the last year.
  - Percentage revenue budget variance
  - The total number of working days/shifts per FTE employee lost due to sickness absence

We will review and re-design our services to ensure that they are more efficient and focus on our customers' requirements.

We will review and embed a Performance Management and Quality Assurance Framework to ensure our decisions are underpinned by accurate information which are aligned to the council's vision and priorities.

We will explore the benefits of establishing a Local Authority Trading Company to improve opportunities for greater income generation as well as a significant drive to reduce Council expenditure.

We will continue to embed the council's values and guiding principles (5 ways of working) into strategic and service planning and staff appraisals to encourage staff to think differently, act differently and therefore deliver differently.

### 3.1 Financial Strategy

The Council continues to respond to the major financial challenge it is experiencing to ensure that it maintains a balanced budget. The funding we get from Welsh Government continues to reduce year on year, but the demand and cost of our services has increased particularly to support our elderly and the more vulnerable adults and children living in Powys. Additional responsibilities imposed upon us also increase our costs and the impact of inflation and other pay and price pressures means that we are having to pay more to our suppliers and contractors as they increase their charges to meet their own financial pressures.

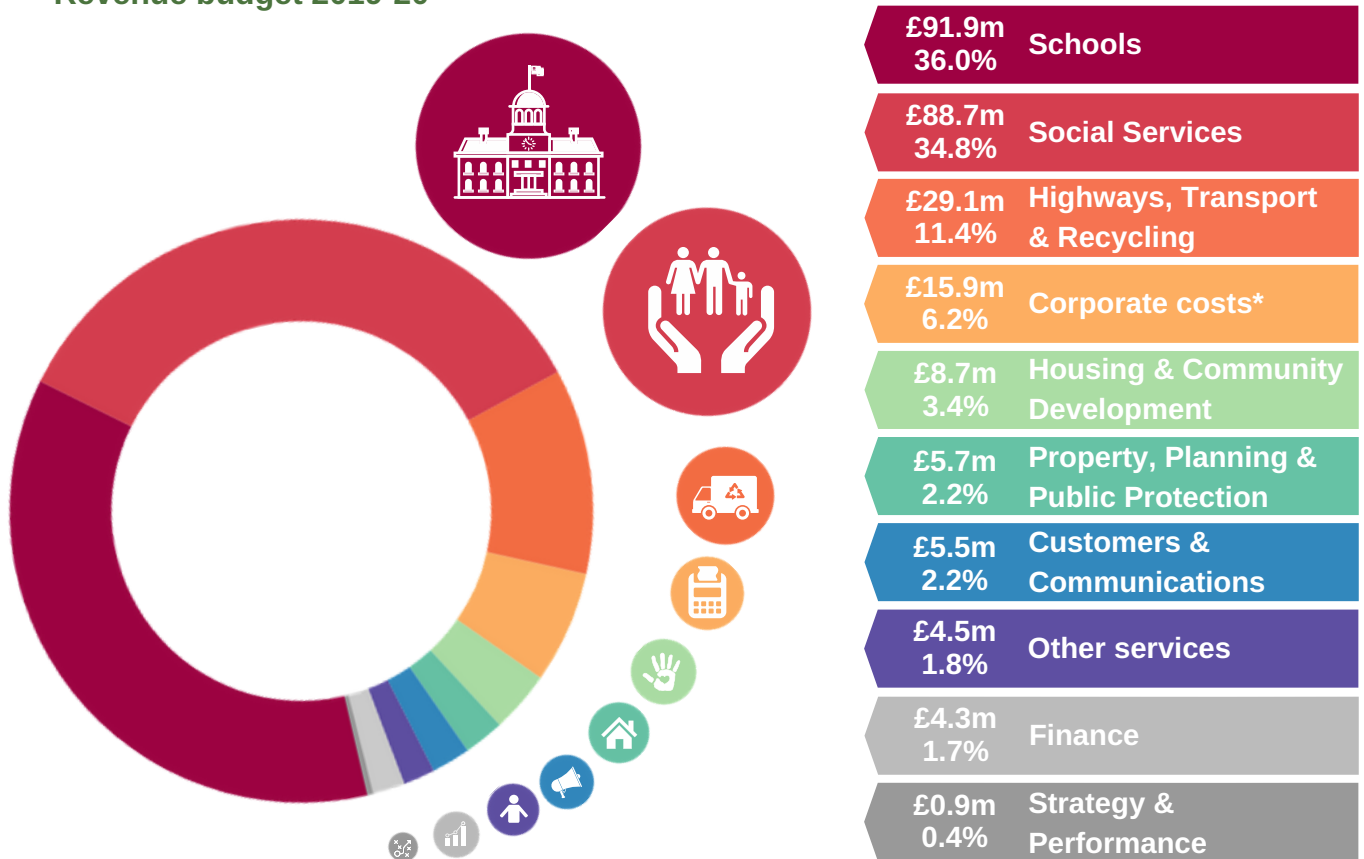
These factors in combination present a significant challenge to produce a balanced budget each year, and the choices we have in order to do this is to increase the income coming into the authority by raising fees and charges and increasing Council Tax, or to further reduce or change the services we provide.

The Medium Term Financial Strategy (MTFS) establishes the framework for our financial planning. The overall process continues to be refined, developed and strengthened in order that the risk faced by Council, as a result of reducing funding and increasing financial pressures, can be mitigated. We must create a Council that is financially resilient for the short, medium and longer term. Building on the improvements we have already made, a new strategic approach to allocating resources is being developed. This approach will bring together all elements of the Council into one overarching financial strategy, which delivers Vision 2025, a programme of transformation, and which encompasses service improvement and delivers appropriate levels of statutory service. It will better align revenue and capital to ensure that our limited resources are prioritised to achieve maximum effectiveness and based on securing outcomes that matter to our residents.

In setting our budget for 2019-20 the council has attempted to protect the services our residents value and need, whilst ensuring that we continue to deliver our statutory services efficiently and achieve value for money. We will make savings of over £12m next year, considerably reducing the cost of the Council. But these alone are not sufficient to balance the overall position. We have therefore had to increase the level of Council of Tax we raise by 9.5%, which will provide an additional £7.4m and enable the Council to set a balanced budget. In 2019-20 the Council plans to spend a net budget of £255.2m.



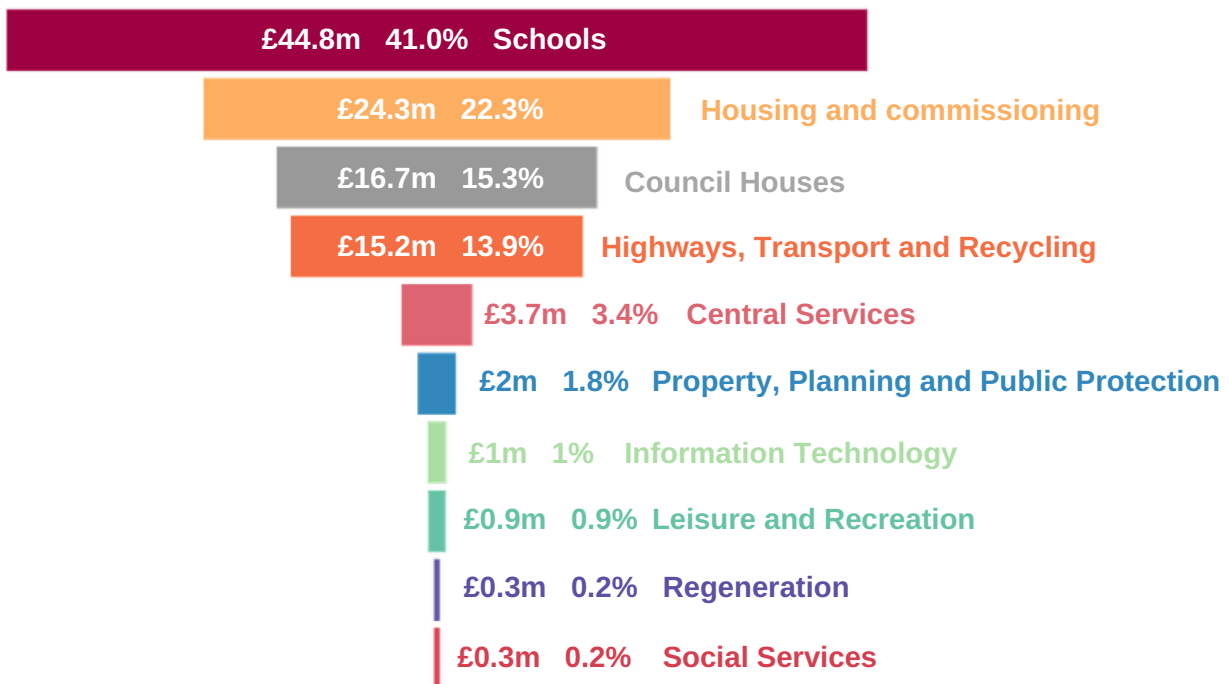
Revenue budget 2019-20



\*Corporate Costs include Benefits, Council Tax Reduction Scheme, External Audit, Borrowing Costs

Not all council spending is on day-to-day service provision. The council also invests capital expenditure in the property, vehicles and equipment that make service provision possible. A programme for capital investment totalling £92.3m is planned for 2019-20 as part of a five-year investment programme totalling £277.7m. This is funded from a combination of borrowing, grants, receipts from sales of assets and reserves.

Capital budget 2019-20





### 3.2 Listening to our residents

Over the past year, we have continued to build a dialogue and engage with Powys residents in a number of ways, whilst also growing and utilising social media channels to ensure we hear from as many stakeholders as possible when we are looking to change the way we deliver services. We recognise the importance of early engagement and dialogue to shape policy and services alongside the more traditional consultation type exercises. During 2018-19, a number of engagement and consultation exercises took place in support of Vision 2025:



#### Economy

- **Regional Economic Development Action Plan Survey** – 279 responses were received. Some emerging themes were , improved digital communication (superfast broadband), less business regulation and being able to recruit skilled staff. The effect: The findings will now contribute to and support the production of a regional economic development plan.
- **LDP consultations** - Following the conclusion of the Examination in Public of the Powys LDP and the receipt of the Inspector's Report, the Council adopted the LDP on the 17th April 2018. Feedback from interested stakeholders throughout the process shaped the final version of the plan. A follow up survey seeking feedback on the process resulted in 59 respondents. The majority had accessed the plan via the website and agreed that their representation was processed in a timely manner and they knew what would happen next. The effect: The feedback given will be used to inform future processes and reduce the use of technical language.



#### Health and Care

- **North Powys health and well-being** - The council is working together with Powys Teaching Health Board to identify a health and wellbeing model for the north of Powys. Early conversations have been taking place – primarily with involved partners, but more detailed engagement and consultation will follow with all key stakeholders and residents to help shape the project.
- **Substance misuse relocation** – In Welshpool, the council engaged with the local community prior to moving the town's substance misuse service to a town centre location. The effect: This has enabled the smooth transfer of services from one location to another.



#### Learning and Skills

- **Transport consultation** - A consultation on home to school and college transport was carried out in the summer of 2018. One of the key points in the proposed revised policy was consideration of charging students for travel to post 16 education – sixth forms and colleges. The effect: There was significant opposition to this and Cabinet voted to carry out more research into the potential impact of such charging before taking this further. Some 400 people took part in the consultation.
- **School formula** - A consultation to create a revised funding formula for schools in Powys was carried out with the school communities to look at the framework for allocating funding to schools. The effect: The feedback and analysis of the responses led to a new formula being successfully implemented and allocations to all schools have been completed.
- **Llanidloes All through School survey** – The two schools in Llanidloes – the high school and the primary school – approached the county council with a view to seeking Federation status for the two establishments. The council supported this move in principle and helped the two governing bodies

run a consultation process – online and offline – on a proposal to federate. The effect: The proposal garnered widespread public support and the two governing bodies agreed at their joint-meeting of February 20, 2019 to proceed with Federation from September 2019.

- **Llanfyllin All through school survey** - In a situation similar to Llanidloes, the two schools in Llanfyllin approached the county council with a view to seeking to form an All Through School (although not a Federation as in Llanidloes). Again, the county council supported this proposal in principle and helped the two governing bodies carry out the consultation. Some 80 responses were received to the proposal with broad support. The effect: On March 12, the council agreed to the proposal and published a Statutory Notice, which is open to comment until April 17.
- **Llanerfyl and Banwy primary schools** – The council consulted on a proposal to close Llanerfyl Church in Wales School and Banw CP School and re-open a school on the site of one of the two establishments' sites. A consultation was carried out – a mixture of drop ins and an online survey, the latter of which received 250 responses. There was a mixed reaction to the proposal with arguments for and against both sites. The effect: Cabinet discussed this on March 12 2019 but deferred the decision until a date in April to consider further information.



### Residents and Communities

- **Blue Badge Survey** – Following early engagement work conducted during 2017/18 a survey was promoted to capture views of blue badge holders to inform a new policy proposal. The proposal was to give all blue badge holders one hour's free parking but seek payment for additional time parked in a council car park. Blue badge holders responded to say that they can struggle to get in/out car and spaces provided, get to a ticket machine, handle coins and even walk very far. The majority of respondents wanted the status quo to continue whereby they parked for free. The proposal to pay for an hour and get an hour free was rated second choice from four options listed. The effect: Although the council's preferred proposal was put forward as part of the budget proposals, the Full Council voted to retain the status quo with blue badge holders retaining the ability to park for free in council car parks during 2019/20.
- **Active Travel Survey** – this survey captured feedback on how frequently people walk or cycle short distances in the 11 designated Active Travel towns. 92 responses were received with residents in Brecon, Presteigne and Llandrindod in particular giving compliments regarding the ethos of active travel and requests for more collaboration and partnership working with TCCs and others (nature reserves) etc. The effect: Views expressed around pavement conditions, cycle racks, safety for pedestrians will be used as evidence when submitting bids and developing future projects.
- **Library Adults Satisfaction** – this national survey runs across all libraries in Wales for one week seeking views on satisfaction with the core service. Just under 300 responses were received. The feedback was positive overall regarding services used. Borrowing books, browsing books, magazines and reading newspapers are still some of the key reasons people go to the library alongside use of the free PCs. The effect: Feedback is used by Welsh Government to calculate a Wales picture around library usage. Comments given by individuals in Powys will be used to improve customer satisfaction and some have already been used as part of consultation materials developed to engage residents about a review of all branches as they seek for find savings of £200k during 2020/21.
- **Welshpool Library Co-location** - A review of buildings in the north of the county led to a proposal to co-locate the current library with the museum in Welshpool so as to provide employees with office space as they move out of a building that is surplus to requirements and being sold on the open market. The decision was taken to consult residents in the town about the preferred proposal although this would potentially be opposed. An online survey was sought by the service to capture views. Alternative options were also listed and residents asked to give their preferences.

The effect: There was opposition to the proposal to co-locate the library into the museum and some alternative options put forward. However, in giving these due regard and following discussions with the town council about their proposal, it was determined that the co-location was the best approach to enable staff to relocate into the library building and continue to provide services like housing advice, social care and trading standards to residents whilst also retaining a combined library and museum service – albeit in a smaller space. The relocation of the library into the museum building will contribute savings to the £200k target set for the service.

- **Rights of Way Improvement Plan** – During the year an engagement exercise was undertaken to consult users and those interested in the rights of way network prior to a review and / or development of a revised ten-year plan as set out by statute. Focus groups and an online survey captured feedback which was used to produce a draft plan. Once produced, a 12-week consultation period then followed to enable users and interested parties to comment on said plan via a comprehensive on-line survey which sought ranking and prioritisation. The effect: The early engagement, focus group sessions and targeted surveys helped users to feedback information which informed and shaped the first draft. The council received compliments about the consultation process followed. The final findings report was appended to the Cabinet report and the plan has now been adopted.
- **Public Toilet Strategy** – The Welsh Government placed a duty on all local authorities to produce a strategy by May 2019. Based on research and stakeholder mapping the council conducted some targeted focus groups to engage some of the key users including mothers with young children, families with disabled children, carers and the physical disability and sensory loss group. An online form was also sent out to all known providers of toilets and a public survey launched alongside the focus groups as part of Phase I to capture additional feedback. The effect: The feedback gathered around the lack of baby changing facilities and Changing Places for adults contributed to the actions listed in the final draft plan which is currently being consulted upon.
- **Green Garden Waste** – Powys is one of the few local authorities that is still providing green garden banks in car parks across the county. Plans to introduce a paid for green garden waste service were consulted upon so as to capture resident feedback on costs, bin type, frequency of collections and payment options. Over 2000 residents responded. Half stated they were interested in the service and would be happy to pay between £30 and £40 a year for a kerbside collection. The effect: The responses from residents have been used to establish frequency, costs and bin sizes and the service is due to be launched in April 2019.
- **Newtown Active Travel bridge survey** – The council had successfully bid for funding from Welsh Government under the Active Travel scheme to build a cycle/footbridge across the River Severn crossing from Pool Road to Canal Road. The council worked in partnership with Newtown and Llanllwchaiarn Town Council to engage with residents and business about how the bridge should look and also asked for ideas for possible names. An online survey was run along with two drop in sessions. The effect: This feedback has fed into the design process and a name for the bridge will be decided at a later date.

### 3.2 Listening to our regulators

We are answerable to a number of external regulatory bodies who perform inspections on our services, these are:



- **Wales Audit Office (WAO)** is the public sector watchdog for Wales. Their aim is to ensure that the people of Wales know whether public money is being managed wisely and that public bodies in Wales understand how to improve outcomes.



- **Care Inspectorate Wales (CIW)** (formerly known as Care and Social Services Inspectorate Wales) encourages the improvement of social care, early years and social services by regulating, inspecting, reviewing and providing professional advice to ministers and policy makers.



- **Estyn** is the Office of Her Majesty's Chief Inspector of Education and Training in Wales. Their mission is to achieve excellence for all learners in Wales through raising the standards and quality in education and training. Estyn has a wide range of statutory inspection and reporting responsibilities which include inspection of all publicly funded education and training across Wales.

We will continue to embrace the findings of our regulators and work in partnership with them to ensure our plans deliver the required service improvements.

Outlined below are key recommendations and proposals for improvement that we have received from regulators during 2018-19. We have used these findings to strengthen our plan for 2019 onwards.



#### Economy

##### WAO Service User Perspective Review - Housing Services (August 2018)

- P1 The Council should urgently strengthen the future delivery of the WHQS by accelerating its development of a comprehensive strategy and action plan to address the issues facing tenants who are living in cold homes.
- P2 The Council should work with tenants to strengthen its approach to assisting people experiencing problems with condensation and damp.
- P3 The Council should strengthen its approach to engagement and explore more innovative ways to reach the many people who are hard to reach due to the geographical challenges of living in Powys.



#### Health and Care

**CIW Adults Inspection Report May 2018** - Their report set out six priority recommendations and a further ten where they expect to see improvement in the next 12 months.



- R1 - senior leaders must continue to provide strong political and corporate support for adult services to ensure service improvements;
- R2 - ensure all safeguarding enquiries are undertaken within statutory timescales;
- R3 - ensure clear management oversight and understanding of demand, capacity and prioritisation of workflow within adult safeguarding;
- R4 - strengthen the existing adult services improvement plan;
- R5 - urgently improve systems to ensure the management and prioritisation of allocation, assessment and service delivery to prevent delays in people receiving services.
- R6 - produce a robust workforce strategy including short, medium and long term plans for recruitment and retention of the adult services workforce.

### **CIW Childrens and Adults services monitoring visit July 2018**

In July 2018 CIW carried out monitoring activity to review the council's progress in delivering its improvement plans for Adult and Children's services. Their fieldwork focussed on safeguarding and quality assurance arrangements.

*"We saw revisions and development of systems of quality assurance in both Adult and Children's Services. We were aware of the auditing work in Children's Services and now have increased confidence in the local authority's capacity and intent to scrutinise process and practice, through your appointment of Quality Assurance Managers and Policy Officers. Additional resource within the Independent Reviewing Officer team has greatly enhanced the challenge role within Children's Services.*

*We are satisfied management supervision discussions are occurring regularly and this continues to be a priority area. We note a rise in complaints received, which you have responded to by additional resourcing and an increased senior management focus on the quality of initial investigations and staff learning from themes identified."*

*Areas of concern/for improvement:*

#### **Quality assurance**

- Managers in Adult Services completed fewer file audits in May and June than expected. This was attributed to capacity issues, which is likely to continue to be a challenge across social services.

#### **Complaints**

- Social Services are receiving 20 complaints per month. Almost half relate to poor communication by social work staff. Senior managers are looking at the quality of stage one investigations.
- While Complaints Officers provide reports for OMT and SMT meetings, their work does not fall under the quality assurance structures and frameworks.

#### **Supervision**

- Some supervision records showed more attention than others did to professional development and personal issues. It was not usual for actions set by managers to have a timeframe for completion. In two instances, we saw sections of text had been copied and pasted from the previous supervision record.

#### **Partnership working**

- Health representatives believe there have been opportunities for greater collaboration between statutory agencies on strategy documents. Senior managers in the local authority agreed more collaboration would advantage multi agency working.

- Health representatives were concerned they are not routinely involved in the initial stages of safeguarding work and/or informed of outcomes. We saw evidence of this in our review of files.
- Police believed multi agency working in adult safeguarding would benefit from greater contact at a senior management level.

#### **Safeguarding boards**

- The work agenda of the local operations groups could ensure all measures to explicate and improve multi agency working in safeguarding are prioritised.

#### **CIW Childrens Services Inspection October 2018 (CIW Report issued January 2019)**

Powys County Council's children's services has achieved significant improvements in certain areas, and some improvement in others. There continue to be areas of practice where we have serious concerns.

#### *Areas for development:*

The report identifies many areas for continued development; we find the priority areas for action are

- Ensure there is a clear strategic vision to direct overarching planning and the delivery of a seamless service for children and families, incorporating effective early help and family support services alongside statutory intervention.
- Clearer focus on improving strategic relationships with partners to increase collaborative working to the benefit of children and families.
- Development of a commissioning strategy and social work practice to anticipate children's accommodation needs, reduce the numbers of emergency placements and enable PCC to better fulfil its duty to access a sufficient range of accommodation for looked after children close to home. To minimise the number of children placed without agreed educational provision.
- Ensure the safeguarding process incorporates multi-agency information sharing as soon as possible following referral to ensure informed practice and best outcomes for children. Ensure an immediate multi-agency response to safeguard children at risk of sexual exploitation (CSE).
- Ensure investigations of complaints are thorough and timely in accordance with Welsh Government guidelines.

#### **CIW monitoring visit for Adults Services - December 2018**

The council accepted and welcomed CIW findings following a formal monitoring visit of adult services, undertaken in November and December. During the visit inspectors examined care and support in adult services and found overall improvement and the 'beginnings of a cultural shift towards continuous improvement'. Inspectors said they found good and excellent examples of care and support planning and had spoken to 'highly committed staff'. They also identified areas requiring improvements, particularly within domiciliary care provision, which it said the council needed to improve service consistency.



#### **Learning and Skills**

##### **Estyn Improvement Conference April 2018**

Powys was selected to be one of three councils involved in piloting the new improvement conference inspection activity. The schools service has carried out a lot of work to ensure that it responds to the scrutiny which takes place in these meetings as well as the recommendations made by HMI. A Self-Assessment Report was developed in preparation for the second Improvement conference held in April 2018. The conference focussed on:

- The council's plans for addressing the underperformance of secondary aged pupils, including the response to the recommendations from the initial improvement conference
- The effectiveness of central finances support in overseeing schools budgets

The Estyn outcome letter, which was published following the improvement conference in April 2018 states:

Inspectors sought assurance that the authority:

- has taken appropriate action since the initial improvement conference
- is making suitable progress in securing better outcomes for learners
- has coherent plans to continue to address the issues raised at the initial improvement conference, and that these plans may need to be revised to take into account changing circumstances
- has sufficient resources to implement its plans
- has rigorous processes in place to monitor the implementation of its plans and evaluate the impact

### **The authority's plans for addressing the underperformance of secondary aged pupils**

*"Estyn remains assured that the local authority understands the reasons behind the relative weak performance of its secondary schools in recent years. Two-thirds of secondary schools in Powys have been identified locally as requiring significant support and are amber or red category. Although progress has been slow and the local authority acknowledged that its monitoring of schools had not been rigorous enough, the authority is strengthening its work to quicken the pace of improvement in schools. This includes new staff to support school improvement work, a more robust approach to challenging, supporting and monitoring schools causing concern and tighter performance management arrangements.*

*Four secondary schools have appointed a new head teacher since the initial conference, and the authority has ensured that there is support available to these new head teachers, though it is not possible to evaluate this as part of the conference process. Only two secondary schools have middle leaders participating in the professional learning programme for middle leaders available through ERW, and I am concerned at this low take-up. I recommend that the authority works with ERW to ensure that middle leaders in other schools are receiving appropriate professional learning to meet their needs and to strengthen the quality of leadership and management in schools where this is an area for improvement".*

### **The effectiveness of central finance support in overseeing school budgets**

"The local authority knows that its current budget position is unacceptable and has a good understanding of the reasons that have caused this. The authority has detailed financial data on the position of every school as well as its internal service areas. School leaders and governors as well as senior offices and elected members are all aware of relevant financial information to enable them to fulfil their responsibilities. Over the last 12 months, the authority has issued a warning notice to six secondary schools and two primary schools, requiring these schools to take action to address their deficit budgets. The local authority has recently ensured that Brecon High School, which is in a very poor deficit position, agreed a plan to address their budget. I note that, as a result, the local authority has not used its powers to suspend the governing body's right to a delegated budget".

No further improvements were requested, but there is now a clear mandate to continue on the improvement journey that the service has commenced and to show clear evidence of impact. A new cycle of local government education services inspections commenced in September 2018.

#### **WAO Well-being of Future Generations: An examination of 'Improve our Schools Infrastructure'**

- Our examination found that: The Council has acted in accordance with the sustainable development principle in setting the 'step' Improve our Schools Infrastructure and is taking account of the five ways of working in the actions it is taking to deliver it.
- The Council has considered how the step will address key problems such as building condition, school budget deficits, poor student offer at sixth form and limited Welsh-medium provision, the problem of surplus places is recognised but the Council needs to be clearer on how the step will prevent this issue getting worse.



#### **Making IT Happen**

#### **WAO Overview and scrutiny, fit for the future?**

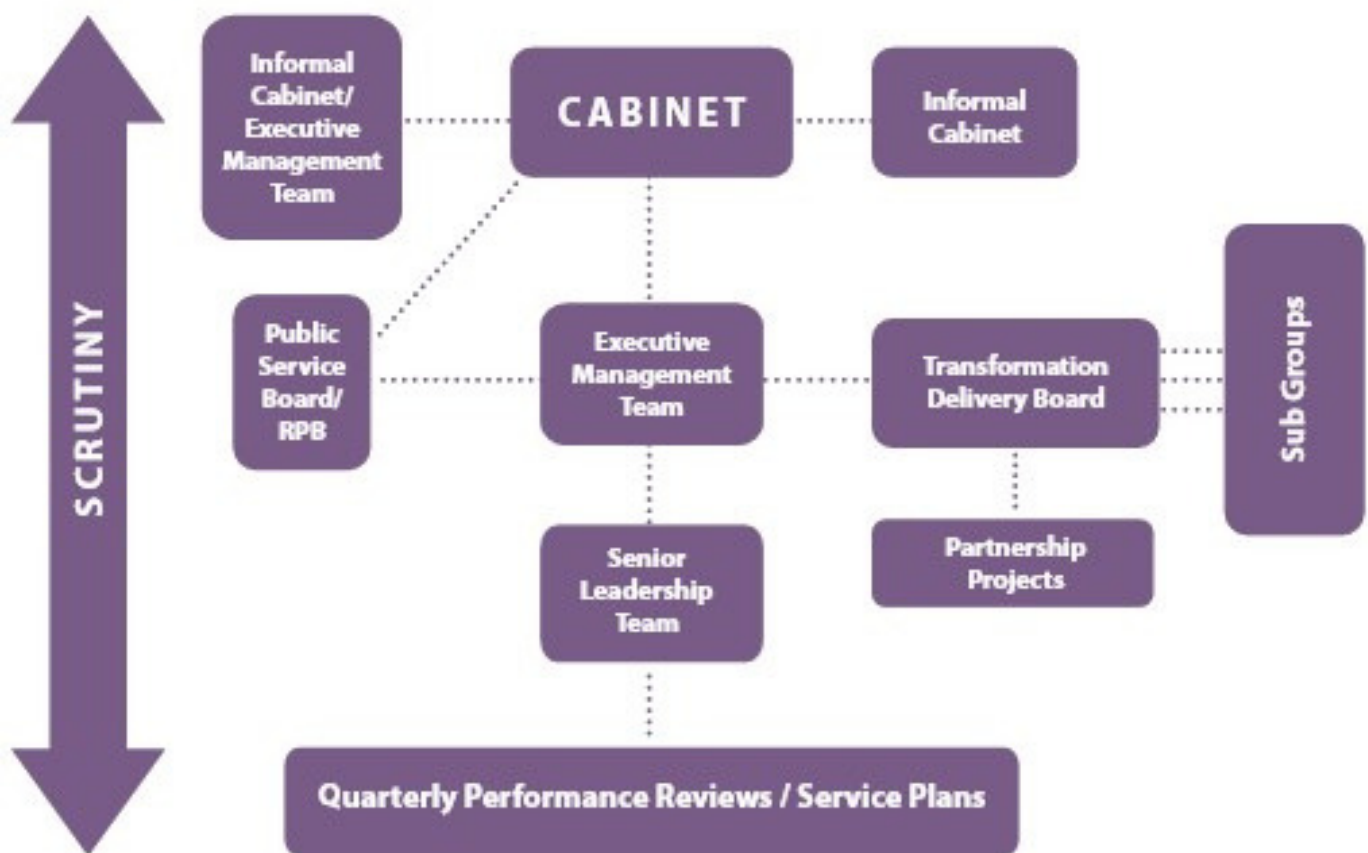
- P1 Be specific in the reports presented to overview and scrutiny why the committee is receiving the information and how this relates to the role of the scrutiny committee.
- P2 Provide more training specifically for Chairs and Vice Chairs of overview and scrutiny committees to enable them to be more effective in their role.
- P3 Make arrangements for further training for scrutiny committee members on the Well-Being of Future Generations (WFG) Act in order to help embed WFG considerations into the Council's decision-making processes
- P4 Strengthen arrangements for public and other stakeholder engagement in overview and scrutiny.
- P5 Clarify the arrangements for feeding back overview and scrutiny committees' views to Cabinet and for Cabinet to respond to recommendations made.
- P6 Put in place arrangements for assessing the effectiveness and impact of overview and scrutiny.

#### **WAO - Review of PCC Transformation and Efficiency Savings Programme (October 2018)**

- Need to increase the scale of change from service improvement to bigger transformational change
- Need to address the organisations track record of under delivery of target savings
- Need to address the gaps in savings plans going forward
- Need to establish clear outcomes for all aspects of the transformation programme
- Need to ensure that the performance measures you are using are the right ones to help drive transformation

### 3.4 Governance Arrangements

In line with approval of Vision 2025: Our Corporate Improvement Plan in April 2018, a governance structure was put in place to drive forward its delivery. This consisted of a series of Programme Boards who were accountable for delivering the well-being objectives. During the summer of 2018, it became evident that this governance structure was creating duplication and that there were no clear lines of accountability. Therefore, we redefined and streamlined our approach to delivering Vision 2025 to ensure improved accountability and a greater focus on outcomes. There is now one Transformation Programme which focusses on significant transformational projects that need to be delivered by more than one service. Other service improvement work that will help us deliver Vision 2025 is now being managed and governed separately at a service level, with Individual Heads of Service acting as the accountable officers.



#### Cabinet:

The Cabinet receives and overview of performance information to provide assurance against delivery of Vision 2025: Our CIP on a quarterly basis. Also provides Strategic decisions to manage delivery of agreed outcomes

**Executive Management Team/ Senior Leadership Team:** These are the senior teams within the council who are accountable for evaluating and challenging performance against delivery of strategic outcomes.



**Powys Public Services Board (PSB):**

The statutory partnership body required under the Well-being of Future Generations (Wales) Act 2015. The PSB is responsible for developing the well-being plan for Powys in response to the well-being assessment.

**Regional Partnership Board (RPB):**

The statutory partnership required under the Social Services and Well-being (Wales) Act 2014 whose role is to manage and develop services to secure strategic planning and partnership working between local authorities and local health boards and to ensure effective services, care and support are in place to best meet the needs of their respective population.

**Transformation Delivery Board:**

This board will manage the delivery of cross cutting projects within Vision 2025 to ensure the outcomes identified are realised.

**Quarterly Service Performance Reviews:**

Corporate Directors, Heads of Service and Portfolio Holders evaluate performance and quality assurance against agreed standards and objectives to ensure activities and performance improvement is on track.



### 3.5 Comparing our performance to other Welsh Council's

As well as monitoring performance against the activities and success measures in our Corporate Improvement Plan, there are a set of national performance indicators which the Welsh Government require us to monitor and report to the public, these are called Public Accountability Measures. They allow us to compare our performance with the other 21 council's across Wales in delivering key statutory services. During 2018-19, the council monitored its progress against 35 Public Accountability Measures. All Wales comparative information on these measures will be available in late summer 2019.

## Appendix A



### The Wellbeing of Future Generations (Wales) Act 2015

Seven Well-being goals:



#### A prosperous Wales

An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.



#### A resilient Wales

A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).



#### A healthier Wales

A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.



#### A more equal Wales

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).



#### A Wales of cohesive communities

Attractive, viable, safe and well-connected communities.



#### A Wales of vibrant culture and thriving Welsh language

A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

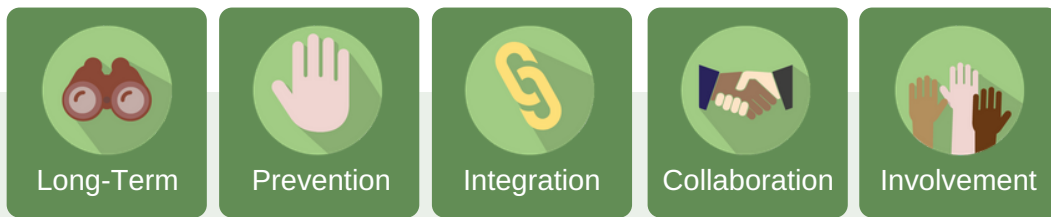


#### A globally responsible Wales

A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.



## 5 Ways of working



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

**Prevention** - Putting resources into preventing problems occurring or getting worse

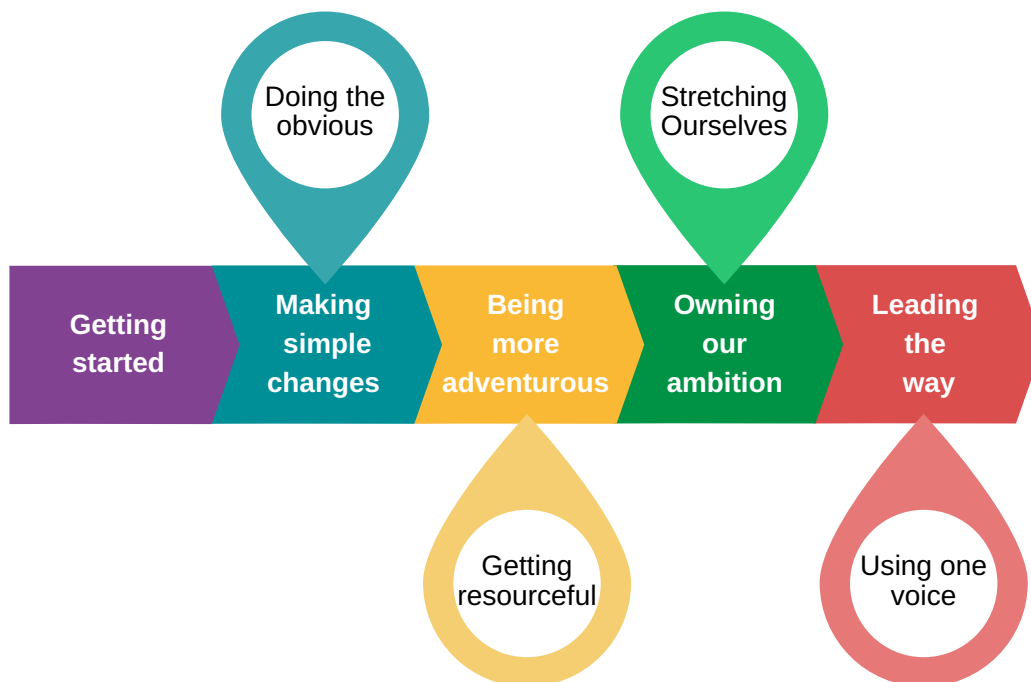
**Integration** - Considering how our priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies

**Collaboration** - Working together with other partners to deliver our priorities

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

## The Journey Checker

Where are we now?











- **Making simple changes** should be quick and easy to implement. They're often actions that are 'low hanging fruit', that have been tested by others and have a low risk of failure. They mobilise and involve people, aligning the agendas of different departments. The Commissioner recently launched some examples of the 'simple changes' some public bodies are already making in taking steps to meet their well-being objectives and maximise contribution to the national well-being goals:

<https://futuregenerations.wales/the-art-of-the-possible/>

- **'Being more adventurous'** involves stepping out of a 'business as usual' mind-set and acting to change how things are currently done. Signalling early progress to wider change, this might involve a change in strategy or team approach to doing something and could involve more departments and organisations than a 'simple change'.
- **'Owning our ambition'** can be a similar stage to 'being more adventurous' with initiatives developing and more people becoming involved. The organisation will be taking more well-managed risks, reaching out to other sectors to make progress and collaborating on funding or staffing. The organisation defines its approach as ambitious and staff feel empowered to work across sectors and influence change.
- Those that are **'Leading the way'** may be the first people or organisation to be taking these actions and are a guide for others to follow. This is a systemic, transformational change to how things have always been done and will require reallocating resources, time to put the changes in place and collaboration with other bodies. Actions are innovative, inspirational and collaborative, putting the Act into practice across larger portfolios to achieve the Wales we want. This way of working becomes embedded in the organisation and good practice is shared with others.

### BRAG and RAG status definitions

Delivery against activities	Performance of measures
 <b>BLUE</b> Action is complete	 <b>RED</b> Performance not meeting target
 <b>RED</b> Action is not on track with major issues	 <b>Amber</b> Performance off target but within a variance of 10%
 <b>Amber</b> Action is mainly on track with some minor issues	 <b>GREEN</b> Performance is meeting target
 <b>GREEN</b> Action is on track	 No data supplied

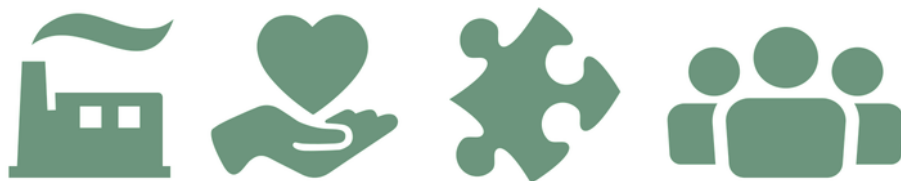




# Gweledigaeth 2025:

Ein Cynllun Gwella  
Corfforaethol

Diweddariad ac Adroddiad Blynyddol  
2019





Mae'r ddogfen hon yn edrych yn ôl ar Berfformiad Cyngor Sir Powys yn ystod 2018-19 yn erbyn yr amcanion a'r gweithgareddau Llesiant y manylwyd arnynt yn ein Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol 2018-2023. Mae hefyd yn edrych ymlaen ac yn diweddarau ein cynllun ar gyfer 2019 ymlaen, gan sicrhau bod yr holl weithgareddau yn dal i fod yn berthnasol ac yn canolbwyntio ar ein gweledigaeth a'n deilliannau.



Gellir gweld ffilm fer sy'n crynhoi ein perfformiad ar safle Youtube Cyngor Sir Powys.

Rhowch wybod i ni beth yw'ch barn ar yr adroddiad hwn a sut rydych yn meddwl y gallem wella gwasanaethau yn y dyfodol.

### Cysylltwch â ni:

---



Prif Weithredwr a Chymorth Aelodau  
Cyngor Sir Powys,  
Neuadd y Sir,  
Llandrindod,  
Powys, LD1 5LG



01597 826158



[business\\_intelligence@powys.gov.uk](mailto:business_intelligence@powys.gov.uk)



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## 1.1 Cyflwyniad yr Arweinydd



Y Cynghorydd Rosemarie Harris,  
Arweinydd Cyngor Sir Powys

**Ym mis Ebrill 2018, cyflwynodd fy Nghabinet a minnau ein dyheadau tymor hir ar gyfer Powys – sy'n fwy adnabyddus fel Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol. Mae ein cynllun yn uchelgeisiol, gan fanylu ar 40 deiliant rydym eisiau eu gwella, i helpu i wneud gwahaniaeth go iawn i drigolion, cymunedau a busnesau Powys.**

I'n helpu i gyflawni ein Gweledigaeth, gwnaethom ymrwymo i ganolbwyntio ein hymdrechion ar bedwar amcan llesiant:

- Byddwn yn datblygu economi lewyrchus
- Byddwn yn arwain y ffordd o ran darparu iechyd a gofal effeithiol integredig mewn amgylchedd gwledig
- Byddwn yn cryfhau dysgu a sgiliau
- Byddwn yn cefnogi ein dinasyddion a'n cymunedau

Mae gennym hefyd amcan ar i mewn o'r enw Gwneud iddo Ddigwydd, i sicrhau ein bod yn rhoi'r blociau adeiladu allweddol ar waith i wneud ein gwasanaethau'n fwy effeithlon ac effeithiol.

Yn y gorffennol, rydym wedi cyhoeddi diweddariad blynyddol at ein Cynllun Gwella Corfforaethol ar ddechrau pob blwyddyn ariannol (Ebrill/Mai), ac yna adroddiad sy'n edrych yn ôl ar berfformiad ar ddiwedd mis Hydref. Fodd bynnag, am y tro cyntaf, mae'r ddogfen hon yn edrych ar ein perfformiad yn y gorffennol ac yn rhoi cynllun wedi'i ddiweddarau i gyd mewn un lle. Rydym yn gobeithio y bydd hyn yn ddefnyddiol ichi o ran amlinellu'r hyn rydym wedi'i gyflawni, y gwahaniaeth rydym yn ei wneud a lle rydym yn bwriadu gwneud yn well.

Mae gan ein cynllun amrywiaeth o weithgareddau,

rhai ohonynt yn rhai tymor byr y gellir eu cyflawni'n gymharol gyflym, a rhai eraill yn rhai tymor hir a fydd yn cymryd amser i'w datblygu a'u gweithredu. Yn yr adroddiad hwn, rydym yn canolbwyntio ar y gweithgareddau a ddechreuodd yn ystod 2018-19, a lle roeddem yn disgwyl gwneud cynnydd. Ar ôl blwyddyn yn unig o gyflawni ein cynllun, rydym yn falch o fod wedi cyrraedd sawl carreg filltir allweddol, gan gynnwys cwblhau ein Rhaglen Safon Ansawdd Tai Cymru, lansio loteri gymunedol newydd, adeiladu 5 ysgol newydd a chefnogi 9 ysgol i ddod allan o gategori 'gwelliant' Estyn, yn sgil canlyniadau arolygu gwell. Bu cynnydd hefyd o 2.1% yn y swm rydym yn ei wario â busnesau Powys, a bu cynnydd o 3.1% yn effaith economaidd twristiaeth. Mae ein harolygwyr a Bwrdd annibynnol yn parhau i fonitro ein gwasanaethau plant a gwasanaethau oedolion, ac rydym yn falch o ddweud bod pethau wedi gwella. Rydw i'n ddiolchgar iawn i drigolion Powys, ein staff, cynghorwyr sir a phartneriaid am eu cyfraniad ac am helpu i wireddu ein gweledigaeth.

Ar ôl myfyrio ynglŷn â'n perfformiad yn 2018-19 ac adolygu'r heriau o'n blaenau, gallaf ailgadarnhau y bydd ein hamcanion llesiant yn aros yr un fath o 2019-20 ymlaen. Fodd bynnag, mae rhai o'r gweithgareddau ar gyfer eu cyflawni wedi newid. Diben hyn yw sicrhau ein bod yn canolbwyntio mwy ar welliannau gweddnewidiol; ein bod yn meddwl am ddeilliannau tymor hir; ein bod yn gwrando ar yr hyn y mae ein trigolion yn dweud wrthym sy'n bwysig iddyn nhw, a'n bod yn defnyddio ein hadnoddau'n fwy effeithiol. Cynhwysir y gweithgareddau a'r mesurau perfformiad wedi'u diweddarau yn y ddogfen hon a byddant yn disodli Gweledigaeth 2025: Ein Cynllun Gwella Perfformiad (2018-2023) a gyhoeddwyd ym mis Ebrill 2018.

I gael rhagor o wybodaeth am ein rhesymau dros wneud y newidiadau, **cliciwch yma**.

Er gwaethaf yr heriau ariannol rydym yn eu hwynebu, rydym yn dal i fod yn uchelgeisiol ac wedi ymrwymo i fuddsoddi yn y gwasanaethau y mae ein trigolion yn dibynnu arnynt fwyaf. Mae trosolwg ar lle y mae ein cyllideb wedi'i blaenoriaethu yn 2019-20 i'w weld ar dudalen 58 (Strategaeth Ariannol). Bu cryn newid i wedd ein strwythur Uwch Reolwyr yn ystod 2019, ac rydw i'n falch o groesawu nifer o staff newydd i Bowys. Mae pennod newydd nawr yn dechrau, gydag egni o'r newydd, angerdd a syniadau i hyrwyddo ein cynllun.



## 1.2 Neges oddi wrth y Prif Weithredwr



Dr Caroline Turner,  
Prif Weithredwr

**Ymunais â Chyngor Sir Powys ar adeg hollbwysig yn ei siwrnai weddnewidiol. Er bod nifer o gerrig milltir allweddol wedi'u cyrraedd o ran Gweledigaeth 2025 yn ystod ei blwyddyn gyntaf, mae yna dal gryn welliant a datblygiadau i'w gwneud.**

Fel Prif Weithredwr, fy rôl i yw sicrhau bod 'Gweledigaeth 2025' wrth graidd gwaith ein holl staff, boed yn gweithio ym meysydd gofal cymdeithasol, addysg neu briffyrdd a thrafnidiaeth, ymhlith meysydd eraill. Mae angen i ni barhau i ganolbwyntio ar gyflawni'r deilliannau y mae ein trigolion a'n cymunedau'n eu disgwyl a'u haeddu, yn enwedig mewn adeg pan rydym yn wynebu cwtogi mwy a mwy ar ein cyllideb o'r naill flwyddyn i'r nesaf. Rydym eisoes wedi arbed dros £100m dros y ddegawd ddiwethaf, ond dros y 3 blynedd nesaf mae angen gwneud arbedion sylweddol pellach i fantoli'r gyllideb. Yn ôl y modelu presennol, amcangyfrifir y bydd hyn rhwng £30m a £46m – y senarios gorau a'r gwaethaf. I gyflawni hyn, rydym yn gwybod bod angen i ni drawsnewid ein ffordd o ddarparu gwasanaethau.

Yn ystod 2018-19, datblygwyd Rhaglen Drawsnewid newydd i hyrwyddo newid yn gyflym. Dyma'r prosiectau trawsbynciol sy'n rhan o'r rhaglen bresennol:

### **Bargen Twf Canolbarth Cymru**

Byddwn yn gweithio gyda phartneriaid i sicrhau bargen twf a allai fod gwerth rhyw £200m, er mwyn cael y budd economaidd gorau posibl i Ganolbarth Cymru ac annog busnesau i aros a buddsoddi yma.

### **Llesiant Gogledd Powys**

Byddwn yn ystyried yr opsiynau i ddatblygu Canolfan Wledig Ranbarthol yn y Drenewydd i ddelio gyda phroblemau'n ymwneud ag adeiladau sy'n heneiddio, i gefnogi anghenion poblogaeth y dyfodol a lliniaru yn erbyn y posibilrwydd o symud gwasanaethau i ffordd o ogledd Powys dan y rhaglen Barod at y Dyfodol.

### **Gwella ein seilwaith ysgolion**

Caiff ein hadeiladau ysgolion eu trawsnewid trwy gynllun buddsoddiad cyfalaf gwerth £114miliwn. Byddwn yn sicrhau bod yr ysgolion newydd a'r rhai sy'n cael eu hailwampio'n cynnig amgylchfyd cyfoes sy'n addas ar gyfer addysg y 21ain ganrif ac yn ganolog i fywyd cymunedol. Byddwn yn cwblhau'r cymal cyntaf o'r buddsoddiad cyfalaf erbyn 2020 (Band A) a'r ail gymal (Band B) erbyn 2025. Byddwn yn rhoi ein Polisi Trefniadaeth Ysgol a Chynllun Cyflenwi newydd ar waith i ddatblygu rhwydwaith ysgolion mwy effeithlon, gyda mwy o ffocws ar weithio mewn partneriaeth ag ysgolion a'r cymunedau y maent yn eu gwasanaethu. Bydd y Cynllun Cyflenwi'n canolbwyntio ar wella'r ddarpariaeth uwchradd ac ôl-16, y ddarpariaeth gynradd a'r ddarpariaeth cyfrwng Cymraeg/ddwyieithog.

### **Trawsnewid Digidol**

I gynllunio a gweithredu ein trawsnewid digidol, gan osod y map ar gyfer y ffordd y bydd y Cyngor yn manteisio ar dechnolegau digidol i drawsnewid ein modd o ddarparu gwasanaethau trwy ein ffordd o weithio, ein ffordd o ddefnyddio gwybodaeth, cefnogi ein cwsmeriaid, gwella cyfleoedd i drigolion a helpu ein busnesau i gystadlu.

### **Dyfodol y Gweithlu**

Byddwn yn ailfodelu strwythur staffio'r cyngor i wreiddio newidiadau mewn diwylliant sefydliadol, ar yr un pryd â gwneud arbedion ariannol sylweddol. Byddwn yn sicrhau bod y gweithlu'n meddu ar y sgiliau, yr agwedd, yr ymddygiadau a'r profiad iawn, ac yn datblygu ein doniau ein hunain trwy brentisiaethau a hyfforddiant, i'w galluogi i gyrraedd eu potensial.

### **Cwmni Masnachu Awdurdod Lleol**

Byddwn yn archwilio manteision sefydlu Cwmni Masnachu Awdurdod Lleol i wella cyfleoedd i




gynhyrchu mwy o incwm yn ogystal ag ymgyrchu'n sylweddol i gwtogi ar wariant y Cyngor.

### **Strategaeth sy'n seiliedig ar Leoedd Aberhonddu**

Fe wnawn baratoi strategaeth sy'n seiliedig ar leoedd i Aberhonddu a fydd yn adolygu ac yn gwneud argymhellion ar bortffolio eiddo'r cyngor yn Aberhonddu, yn ogystal â thai, addysg, gofal ychwanegol ac anghenion y cyngor a phartneriaid o ran lle swyddfa nawr ac yn y dyfodol.

Rydym yn croesawu Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015, a byddwn yn parhau i edrych am ffyrdd i weithio'n fwy cynaliadwy. Rydym eisoes yn cydweithio â'n partneriaid ar Gynllun Llesiant y Bwrdd Gwasanaethau Cyhoeddus (Tuag at 2040) ac rydym yn falch ein bod yn arwain gwaith cyflawni pedwar allan o'r 12 o gamau. Rydym hefyd yn bartneriaid allweddol o'r Bwrdd Partneriaeth Rhanbarthol ac rydym wedi ymrwymo i gydweithio i wella gwasanaethau iechyd a gofal cymdeithasol.

Rydym wedi ymrwymo i wrando ar farn ein trigolion a'n partneriaid, a bydd gennym raglen helaeth o ymgynghori ac ymgysylltu â'r cyhoedd yn ystod oes ein Cynllun Gwella Corfforaethol. Rydym yn eich annog i gofrestru ar gyfer ein Panel Dinasyddion a chael dweud eich dweud. Gallwch hefyd gadw i fyny â newyddion a digwyddiadau'r cyngor ar ein tudalennau Twitter a Facebook

Ewch i [www.powys.gov.uk](http://www.powys.gov.uk) 

### 1.3 Canllaw i'r ddogfen hon

Mae'r ddogfen hon yn cyflawni cyfrifoldeb y cyngor dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 i adrodd ar ei gynnydd o ran cyflawni ei amcanion llesiant ar gyfer y flwyddyn ariannol flaenorol (2018/19). Mae ein hamcanion llesiant yn dangos sut rydym yn cyfrannu at set genedlaethol o nodau (y 7 nod llesiant) mewn ffordd gynaliadwy (mae hyn yn golygu meddwl am y tymor hir, cynnwys pobl yn ein gwaith cynllunio gwasanaethau, ystyried sut y gallwn ddarparu gwasanaethau ar y cyd ag eraill, sicrhau bod ein cynlluniau'n integredig a rhoi adnoddau tuag at atal problemau rhag digwydd neu waethygu). I gael disgrifiad o'r 7 Nod Llesiant a 5 Dull o Weithio, gwelwch Atodiad A.

Mae'r ddogfen hon yn cynnwys:

Crynodeb o'n perfformiad yn ystod 2018-19

Gweledigaeth 2025 ar gip: Crynodeb o'n hamcanion llesiant, prosiectau pontio, gwerthoedd ac egwyddorion arweiniol

Dadansoddiad manwl o'n cynnydd wrth gyflawni pob un o'n Hamcanion Llesiant yn ystod 2018-19, gan gynnwys:

Beirniadaeth gyffredinol o berfformiad – Mae pob un o'n hamcanion wedi'u categorio'n gyffredinol dan rhagorol, da, digonol neu wael, gan ddibynnu ar y statws GCAG (Glas, Coch, Ambr, Gwyrdd) a roddwyd i gyfres o weithgareddau a mesurau llwyddiant sy'n cefnogi cyflawni'r amcan (gellir gweld diffiniad o GCAG yn Atodiad A):

- Rhagorol – Cwblhawyd pob gweithgaredd neu maent at y trywydd iawn ac mae mesurau llwyddiant yn cyrraedd targedau
- Da – Y mwyafrif o weithgareddau ar y trywydd iawn a'r mesurau llwyddiant yn gwella
- Digonol – Gweithgareddau'n fras ar y trywydd iawn, ond effaith gyfyngedig ar ddeilliannau
- Gwael – Y mwyafrif o weithgareddau heb fod ar y trywydd iawn a'r deilliannau heb wella

Sut y mae'r camau rydym wedi'u cymryd yn cyfrannu at siwrnai fwy cynaliadwy Cymru a Phowys hyd yma tuag at gyfrannu cymaint â phosibl at y saith nod llesiant a gweithredu'n unol â'r egwyddor datblygu cynaliadwy. (Mae Atodiad A yn manylu ar ddiffiniadau o'r Nodau Llesiant cenedlaethol ac yn esbonio Diogelwr Taith Comisiynydd Cenedlaethau'r Dyfodol.)

Perfformiad yn erbyn ein mesurau llwyddiant

Cynnydd yn erbyn prosiectau a gweithgareddau

Faint rydym wedi'i arbed a'i wario

Y wybodaeth ddiweddaraf am ein cynllun ar gyfer 2019-20 ymlaen

Sut rydym wedi ymgysylltu ac ymgynghori â thrigolion, cymunedau a busnesau

Adborth oddi wrth ein rheoleiddwyr (Swyddfa Archwilio Cymru, Arolygiaeth Gofal Cymru ac Estyn) a sut rydym yn ymateb i'w sylwadau

Mae'r adroddiad hwn hefyd yn cyflawni cyfrifoldeb y cyngor i adolygu ei Amcanion Gwella ac asesu ei berfformiad yn y flwyddyn ariannol flaenorol yn unol â Mesur Llywodraeth Leol (Cymru) 2009, ac mae'n dangos sut y mae'r cyngor yn cyflawni'r 7 agwedd ar wella.

Mae'n bwysig asesu perfformiad fel ein bod yn gallu gweld pa weithgareddau sy'n gweithio'n dda a lle y mae angen i ni wella. Efallai y bydd hyn yn golygu gwneud newidiadau i'n cynllun i sicrhau ein bod yn canolbwyntio ar y gweithgareddau gwaith iawn ac yn mesur y wybodaeth iawn i weld a ydym yn gwneud gwahaniaeth lle mae ei angen fwyaf.

## 1.4 Edrych yn ôl: Crynodeb o'n perfformiad yn 2018-19

## Ystadegau allweddol

## Poblogaeth

Poblogaeth Bresennol

**132,515****16%**

Dan 16

**12%**

Dros 75



## Aelwydydd

Aelwydydd ym Mhowys

**59,473****33%**yn aelwydydd  
un person

## Gwariant

Gwariant gros o tua

**£420 m**

Mae'r cyngor yn cyflogi tua

**6,000**o staff sy'n  
darparu ystodeang o wasanaethau i gwrdd  
ag anghenion pobl leol

## Cynghorwyr

Mae gan y cyngor

**73** o gynghorwyr etholedigyn cynrychioli **73** o  
wardiau

## Treth y Cyngor

Cyfartaledd Treth y Cyngor\*

**£1,470.57**ar gyfer eiddo  
Band D\* (diwedd blwyddyn 31/03/19)  
Cyfartaledd Cymru £1,492.00

Isod amlinellir trosolwg o'n perfformiad yn 2018/19, yn erbyn ein mesurau llwyddiant allweddol.

**Perfformiad  
da**

- Ym mis Rhagfyr 2018, llwyddodd y cyngor i gwblhau ei raglen Safon Ansawdd Tai Cymru, ddwy flynedd cyn y dyddiad cau statudol o 2020. Roedd 86% o denantiaid yn fodlon â gwaith Safon Ansawdd Tai Cymru, gyda 2891 o welliannau elfennol wedi'u gwneud yn 2018-19
- Cafwyd cynnydd o 27% i 29.1% yng nghyfran y refeniw sy'n cael ei wario gyda chyflenwyr a darparwyr a seilir ym Mhowys (neu gyflenwyr sy'n darparu gwasanaethau o leoliad ym Mhowys), gan ragori ar ein targed o 2%. Mae hyn yn cyfateb i £60,557,358.
- Mae 563 o gleientiaid sy'n oedolion wedi'u cefnogi yn eu cartref eu hunain drwy gyfrwng technoleg gynorthwyol, sy'n gynydd sylweddol o 390 y flwyddyn flaenorol



- Roedd 72.3% o ysgolion mewn categorïau Gwyrdd neu Felyn yn y System Genedlaethol ar gyfer Categori Ysgolion, o'i gymharu â 61% y flwyddyn flaenorol. Daeth 9 ysgol hefyd allan o gategori 'gwelliant' Estyn ar ôl cael canlyniadau arolygu gwell
- Yn ôl ein harolwg staff, mae nifer y staff sy'n dweud eu bod yn falch o weithio i'r cyngor wedi cynyddu, o 59% i 61.81%
- Derbyniwyd 178 o ganmoliaethau. Mae hyn yn cyfateb i gyfartaledd o 44.5 o ganmoliaethau bob chwarter, o'i gymharu â 32 yn 2017-18
- Roedd alldro refeniw (heb gynnwys y Cyfrif Refeniw Tai a chyllideb ddirprwyedig ysgolion) yn orwariant o 0.4% (£713k) o'i gymharu â'r gyllideb

## Perfformiad cymedrol

- Cafodd 34 o bobl gefnogaeth i fynd nôl i'r gwaith trwy ddau o brosiectau'r cyngor ar gyflogadwyedd, sef Cymunedau am Waith+Powys a
- Gweithffyrdd+Powys. Roedd hyn yn is na'r targed disgwylidig.
- Darparodd 7.9 o staff (cyfwerth ag amser llawn) wasanaethau iechyd a gofal cymdeithasol integredig i bobl (roedd hyn yn 10.5 cyfwerth ag amser llawn yn 2017)
- Cyflawnodd 63.1% o ddisgyblion blwyddyn 11 drothwy Lefel 2, gan gynnwys Saesneg neu Gymraeg iaith gyntaf a mathemateg - Tystysgrif Gyffredinol Addysg Uwch o'i gymharu â 62.2% y flwyddyn flaenorol (Cymru 55.1%)
- Roedd presenoldeb disgyblion o oedran ysgol gorfodol mewn ysgolion cynradd yn 95.1% o'i gymharu â 95.5% y flwyddyn flaenorol (Cymru 94.6%)
- Roedd presenoldeb disgyblion o oedran ysgol gorfodol mewn ysgolion uwchradd yn 94.5% o'i gymharu â 94.6% y flwyddyn flaenorol (Cymru 93.9%)
- Derbyniwyd 25 o argymhellion neu gynigion ar gyfer gwella oddi wrth ein rheoleiddwyr (AGC a Swyddfa Archwilio Cymru)
- Ar gyfartaledd, collwyd 9.5 diwrnod/ sifft fesul gweithiwr cyngor (cyfwerth ag amser llawn) oherwydd absenoldeb salwch, o'i gymharu â 9.74 diwrnod yn 2017/18 (cyfartaledd Cymru: 10.4 diwrnod)

## Perfformiad gwael

- Ymatebwyd i 79.21% o gwynion o fewn yr amserlen statudol, o'i gymharu â 97.06% yn 2017-18

## 1.5 Edrych ymlaen: Gweledigaeth 2025 ar gip

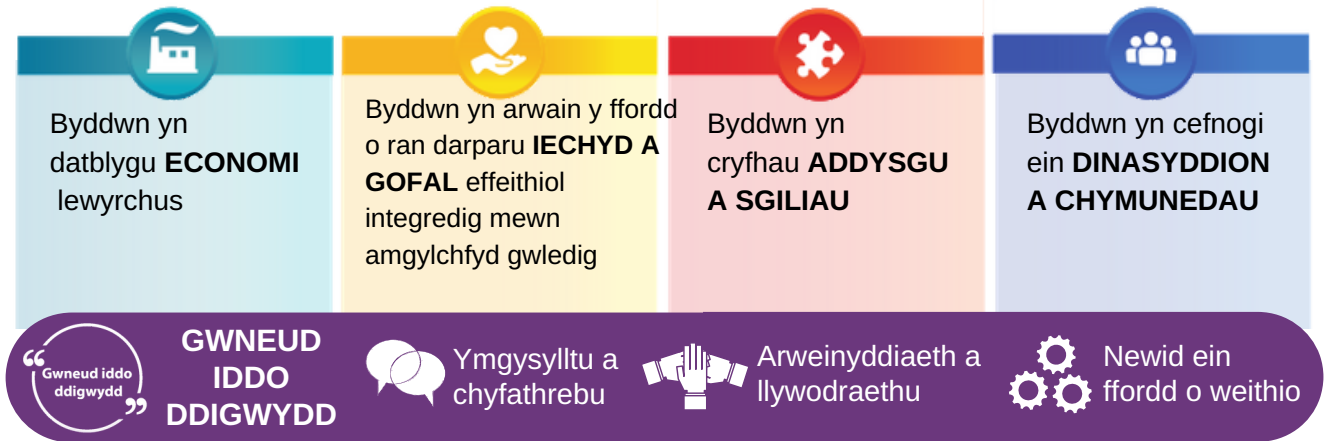
Ein gweledigaeth:

Byddwn yn gyngor agored a mentrus, sy'n golygu:

- Gweithio gyda chymunedau, dinasyddion a busnesau
- Parodrwydd i ystyried dulliau gweithio a chyflenwi gwasanaethau mewn ffyrdd newydd
  - Canolbwyntio ar atebion yn hytrach na phroblemau

Erbyn 2025, bydd Powys yn cael ei chydnabod yn eang fel lle gwych i weithio, byw a chwarae ynddo

Ein hamcanion Llesiant:



Ein Gwerthoedd:



**Proffesiynol:** Beth bynnag fo'n rôl o fewn y cyngor, byddwn yn ymddwyn mewn ffordd broffesiynol a chywir  
**Cadarnhaol:** Byddwn yn arfer agwedd gadarnhaol ym mhopeth a wnawn  
**Blaengar:** Byddwn yn arfer agwedd ragweithiol a chyfrifol o ran cynllunio at y dyfodol  
**Agored:** Byddwn yn hysbysu ein gilydd, yn rhannu gwybodaeth ac yn ymddwyn mewn ffordd onest a chywir  
**Cydweithredol:** Byddwn yn gweithio mewn ffordd adeiladol a byddwn yn fodlon cymryd rhan mewn mentrau ar y cyd

Ein Prif Egwyddorion:



(seiliedig ar egwyddorion datblygu cynaliadwy Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015):

**Hirdymor:** Yn pwysu anghenion tymor byr gyda'r angen i ddiogelu'r gallu hefyd i ddiwallu anghenion tymor hir**Atal:** Defnyddio adnoddau er mwyn atal problemau rhag digwydd neu rhag gwaethygu**Integreiddio (trawsbynciol):** Ystyried sut gall ein blaenoriaethau effeithio ar ei gilydd, ar y nodau llesiant, ac ar flaenoriaethau cyrff cyhoeddus eraill**Cydweithredu:** Cydweithio gyda phartneriaid eraill i gyflawni ein blaenoriaethau**Cyfraniad (cyfathrebu ac ymgysylltu):** Cynnwys pawb sydd â diddordeb mewn gwireddu'r nodau llesiant, a sicrhau bod y bobl hynny'n adlewyrchu amrywiaeth yr ardal

## 2.1 Yr Economi

## Byddwn yn datblygu economi lewyrchus



Rydym o'r farn fod yn rhaid i economi Powys fod wrth galon ein meddylfryd. Gydag economi gref, lewyrchus a mentrus byddwn yn darparu swyddi o ansawdd i'n pobl ifanc, yn creu ac yn meithrin ein cwmnïau lleol ac yn denu cwmnïau blaenllaw i Bowys. Trwy gymryd camau yn y maes hwn, rydym wedi ymrwymo i gyflawni'r deilliannau a ganlyn:



Bydd yna fwy o fusnesau newydd yn cychwyn a bydd mwy o fusnesau'n adleoli yma



Bydd yna fwy o gyfleoedd cyflogaeth fedrus



Bydd y boblogaeth sy'n economaidd weithgar yn cynyddu



Bydd twristiaeth a gweithgarwch ac atyniadau hamdden yn cynyddu



Bydd busnesau lleol yn cael budd o gyngor a chymorth da a fydd yn eu helpu i ffynnu



Bydd rheoleiddio'n cefnogi busnesau a chymunedau a bydd yn gymesur



Defnyddir blaenoriaethau'r cyngor i ddatblygu diwydiannau a chadwyni cyflenwi newydd



Bydd yna gyflenwad a chymysgedd mwy o fannau gweithio i gefnogi cyflogaeth



Bydd yna fwy o gyfleoedd swyddi a phrentisiaethau ar gyfer pobl ifanc

Bydd Powys wedi'i sefydlu fel sail arloesol ar gyfer addysg, sgiliau ac ymchwil ar gyfer:



Ffermio ac arloesi wrth ddefnyddio tir



Iechyd a gofal



Achrediad hyfforddiant athrawon gwledig



Bydd busnesau a chonsortia lleol sy'n cystadlu am gontractau'r sector cyhoeddus yn cynyddu



Bydd yna fuddsoddiad sylweddol mewn datblygu tai fforddiadwy a chynaliadwy

### Asesiad cyffredinol o berfformiad:

Ar y cyfan, rydym o'r farn bod perfformiad yr amcan hwn yn 'dda'. Adroddwyd bod 15 (88%) allan o'r 17 o weithgareddau ar waith i gefnogi'r amcan hwn yn ystod 2018-19 yn wyrdd a bod 2 yn ambr. Roedd 9 mesur a ddefnyddiwyd i fonitro llwyddiant yn wyrdd ac roedd 3 yn ambr (nid oedd unrhyw statws coch/ ambr/ gwyrdd (CAG) ar gael ar gyfer 3 o'r mesurau).





## Pa wahaniaeth ydym ni wedi'i wneud?

### Mae ein mesurau llwyddiant yn dangos:

Cafodd 34 o bobl gefnogaeth i fynd nôl i'r gwaith trwy ddau o brosiectau'r cyngor ar gyflogadwyedd, sef Cymunedau am Waith+ Powys a Gweithffyrdd+ Powys. Roedd hyn yn is na'r targed disgwylidig.

I ni gael 18,705 o ymwelwyr â gwefan [midwalesmyway.com](http://midwalesmyway.com) o'i gymharu â 15,867 yn 2017/18

Yn ôl data cenedlaethol mwyaf diweddar STEAM, sy'n meintioli effaith twristiaeth ar yr economi leol, bod Powys wedi gweld cynnydd yn y categorïau a ganlyn ers 2016:

- Roedd nifer yr ymwelwyr undydd â Phowys yn 3.02 miliwn yn 2017, sef cynnydd o 0.4%
- Roedd cyfanswm Diwrnodau Ymwelwyr yn 10.85 miliwn yn 2017, sef cynnydd o 2.0%
- Roedd yr effaith economaidd yn £815.5m, sef cynnydd o 3.1%
- Roedd y gwariant ar gyfartaledd fesul diwrnod ymwelwyr yn £54, sef cynnydd o £2.52 ar wariant blaenorol

Y sefydlwyd 1 safle cyflogaeth yn ein Depo Ffrwdgrech yn Aberhonddu, gan gynnig 5 uned i ddiwallu anghenion busnesau lleol. Roeddem wedi ymrwymo i sefydlu o leiaf dau y flwyddyn, ond bu oedi wrth ddatblygu Tŷ Ladywell yn y Drenewydd. Y bwriad nawr yw cwblhau'r gwaith hwn erbyn mis Medi 2019 a bydd yn darparu 20 o unedau / llety swyddfa newydd eu hailwampio ar gyfer busnesau.

Bod 20 o safleoedd gwag neu safleoedd nad oedd digon o ddefnydd ohonynt wedi'u gwella neu eu dwyn yn ôl i gyflwr sy'n ei gwneud yn ddichonol eu defnyddio trwy gymorth y cynllun benthyciadau canol trefi.

Bod 12 o gyfarfodydd rhwydweithio busnes dros frechwast a 12 o gyfarfodydd gweithdai wedi'u gwesteio ar gyfer microfusnesau, a ymgysylltodd â mwy na 590 o fusnesau.

Roeddent yn cynnig cyfle i fusnesau feithrin cysylltiadau newydd, datblygu masnach, dod o hyd i gymorth a chyngor rhad ac am ddim a chlywed am bynciau poeth a oedd yn digwydd yn y sir. Fel rhan o'n hymgyrch i gynyddu gwariant â busnesau yn y sir, gwnaethom hefyd gynnal dau ddiwyddiad cwrdd â'r prynwr yn Aberhonddu a'r Drenewydd, yn rhoi cyfle i fusnesau lleol ddysgu am brif brosiectau'r cyngor yn yr arfaeth a chyfarfod â gwahanol gontractwyr sydd eisoes a wnelo â'r gwaith

Bod 14 o fusnesau newydd wedi cael budd o'r gwasanaethau rydym yn eu cynnig fel rhan o'n gwasanaeth Atebion Busnes Calon Cymru, yn erbyn targed o 10. Cynhyrchodd y contractau hyn £32,422,26 o incwm yn ystod 2018/19, sy'n golygu bod cyfanswm o £170,000 wedi'i gynhyrchu ers i Atebion Busnes Calon Cymru ddechrau yn 2017.

Ein bod wedi rhoi cyngor a chymorth i bedair cymuned a oedd â diddordeb mewn prosiectau band eang cymunedol. Gan adeiladu ar llwyddiant cynllun cymunedol Yscir (Aberhonddu) sydd wedi'i gwblhau trwy Gynllun Grant Allwedd Band Eang Cymru Llywodraeth Cymru, mae tair cymuned arall megis cychwyn ac yn ystyried opsiynau ar gyfer cymorth (Ystradfellte (Ystradgynlais), Llanafan Fawr (Pontnewydd-ar-Wy), Llanfihangel-yng-Ngwynfa (Llanfyllin))

Bod 8 digwyddiad hyfforddiant band eang wedi'u darparu i fusnesau Powys.

Yn 2017, roedd yna 420 o fusnesau newydd a oedd wedi cychwyn, sef 7.2% o gyfanswm busnesau Powys. Mae hyn yn cymharu â 13.7% ledled Cymru (Dyma'r data mwyaf diweddar a oedd ar gael adeg cyhoeddi'r adroddiad hwn)

Bod safleoedd wedi'u dyrannu i adeiladu 174 o gartrefi cyngor yn erbyn ein targed o 250 yn ystod 2018-19

Bod y cyngor, ym mis Rhagfyr 2018, wedi llwyddo i gwblhau ei raglen Safon Ansawdd Tai Cymru, ddwy flynedd cyn y dyddiad cau statudol o 2020. Roedd 86% o denantiaid yn fodlon â gwaith Safon Ansawdd Tai Cymru, gyda 2891 o welliannau elfennol wedi'u gwneud yn 2018-19

Rydym wedi buddsoddi mwy na £2 filiwn o Gyfalaf yn ein seilwaith trafndiaeth, gan ddefnyddio blaenoriaethau'r Strategaeth Cludo Nwyddau a'r

Cynllun Teithio Llesol i ddarparu sail ar gyfer buddsoddi

Cafwyd cynnydd o 27% i 29.1% yng nghyfran y refeniw sy'n cael ei wario gyda chyflenwyr a darparwyr a seilir ym Mhowys (neu gyflenwyr sy'n darparu gwasanaethau o leoliad ym Mhowys), gan ragori ar ein targed o 2%. Mae hyn yn cyfateb i £60,557,358.

### ASTUDIAETH ACHOS – Safon Ansawdd Tai Cymru

Cyngor Sir Powys yw'r darparwr mwyaf o dai fforddiadwy ar osod yn y sir, gan fod yn gyfrifol am reoli a chynnal a chadw mwy na 5,300 o dai â thenantiaid yn ogystal â nifer o unedau llety dros dro ac ar brydles ar gyfer teuluoedd digartref.

Dros y saith mlynedd diwethaf, mae £71 miliwn wedi'i wario ar wella tai cyngor. Mae'r cyngor wedi buddsoddi mewn ailosod ryw ychydig llai na 14,000 o gydrannau adeiladau fel bod tai'r cyngor yn bodloni Safon Ansawdd Tai Cymru. Fel rhan o'r buddsoddiad, gosodwyd 2,960 o ystafelloedd ymolchi a 2,946 o geginau, a gwnaed gwaith i wneud 3,736 eiddo yn y sir yn ynni effeithlon. Ond dim ond megis cychwyn ar bethau yw cyflawni Safon Ansawdd Tai Cymru. Mae'r Cyngor yn bwriadu gwella mwy ar ein stoc a'n cartrefi, gan anelu at safon uwch (fel y nodwyd o'r blaen) na'r gofynion sylfaenol y manylir arnynt yn y Safon, trwy fuddsoddi'n drwm mewn darparu cartrefi yr ydych chi, y trigolion, yn falch o fyw ynddynt. Rydym hefyd yn datblygu strategaeth lleithder newydd a strategaeth cyffordduswydd thermol a thlodi tanwydd mewn ymateb i ganlyniadau archwiliad Safon Ansawdd Tai Cymru a phryderon parhaus y mae tenantiaid a chynrychiolwyr tenantiaid wedi'u codi.

yn defnyddio'r Pafiliwn cryn dipyn, ac mae'n gartref i'r clwb bowlio.

Mae Anglian Building Products, sef y contractwr rydym wedi'i benodi i osod ffenestri a drysau newydd yng ngogledd y sir, wedi gwneud rhodd i ariannu Parth Adeiladu yn Ysgol Gynradd yr Eglwys yng Nghymru, y Trallwng. Mae'r ysgol wedi bod yn gweithio'n galed i ddatblygu amseroedd chwarae sy'n cefnogi llesiant cymdeithasol ac emosiynol ei disgyblion fel eu bod yn gallu rheoli pob agwedd ar fywyd. Meddai'r Prifathro "Rydyn ni'n hynod ddiolchgar i Anglian Building Products am y rhodd hwn gan y bydd yn rhoi cyfleoedd gwych i'n plant chwarae gyda'i gilydd yn llawn dychymyg, ac yn eu cefnogi i feithrin perthnasoedd iach trwy archwilio'r deunyddiau'n greadigol gyda'i gilydd. Mi fydd yn gwneud gwahaniaeth mor bositif i'n hamseroedd chwarae!"



### Mae Buddion Cymunedol y rhaglen yn cynnwys:

Yn ystod mis Tachwedd 2018, bu tîm o weithwyr ac isgcontractwyr o SERS Ltd, sef y contractwr rydym wedi'i benodi ar gyfer insiwleiddio waliau allanol, yn treulio diwrnod yn paentio'r Pafiliwn Chwaraeon Cymunedol yn y Gelli Gandryll. Mae'r gymuned leol



### Felly beth nesaf?

Byddwn yn parhau i wella ansawdd yr amgylchedd y mae ein tenantiaid yn byw ynddo a'r gwasanaethau y maent yn eu derbyn trwy gyflawni Strategaeth Cynaliadwyedd Tenantiaeth Caru'ch Cynefin.

### Mae cynnydd yn erbyn ein gweithgareddau'n cynnwys:



#### Rhoi cefnogaeth i fusnesau dyfu:

- **Help i fusnesau lleol sy'n cyflenwi'r cyngor** - Rydym wedi parhau i'w gwneud yn haws i gwmnïau lleol gyflenwi'r cyngor trwy ddechrau defnyddio GwerthwchiCymru ar gyfer gwaith llai sy'n galw am 3 dyfynbris yn unig, er mwyn helpu i annog cyflenwyr lleol i gyflwyno dyfynbrisiau. Rydym yn gweithio â'r Gwasanaeth Caffael Cenedlaethol i rannu'r fframwaith tanwydd hylif newydd yn wahanol elfennau i'w gwneud yn haws i gyflenwyr ddod yn brif ddarparwr ar y fframwaith neu weithio fel isgcontractwyr trwy gyflenwyr rhyngwladol mwy. Fel rhan o'r tendr cynnal a chadw tiroedd, gwnaethom gynnal digwyddiadau ymgysylltu â chyflenwyr, ac roedd 12 o'r 21 o fusnesau a fynychodd yn rhai lleol. Rhannwyd y contract yn 25 maes gwahanol i'w wneud yn fwy hygyrch i gyflenwyr lleol. O ganlyniad, dyfarnwyd contract tair blynedd i 6 chontractwr ym Mhowys, gwerth dros £200,000 y flwyddyn.
- **Parc Busnes Aber-miwl** – Mae'r cyngor wedi prynu safle 1.7 hectar oddi wrth Lywodraeth Cymru sydd mewn lleoliad da i roi cyfleoedd i fusnesau sy'n bodoli ehangu ac i ddenu mentrau newydd i'r sir. Yn ystod 2018-19, cwblhawyd dyluniadau cynllunio ar gyfer y safle a chafwyd caniatâd cynllunio amlinellol ar gyfer 6 uned busnes. Mae gwaith dylunio'r uned fusnes wedi'i gomisiynu ac mae darpar denantiaid wedi derbyn penawdau'r telerau.
- **Cynllun Benthyciadau Canol Trefi** – Mae buddsoddiad o gyfanswm o £2.85 miliwn trwy'r cynllun benthyciadau canol trefi wedi cefnogi ailwampio adeiladau, gan gynnwys adnewyddu adeilad yn Llandrindod i ddarparu tai diogel a chwbl hygyrch i bobl agored i niwed. Mae Gwasanaeth Tai'r cyngor wedi bod yn trawsnewid Fairview i ddarparu 12 rhandy ar wahân ag un a dwy ystafell wely, ac mae tri o'r rhain yn hygyrch i gadeiriau olwyn. Bydd y llety hwn yn darparu cartrefi diogel i bobl sydd eisiau byw bywydau annibynnol ac iach yn eu cymuned, ond sydd ag angen ychydig yn fwy o gymorth i wneud hynny. Mae Arcêd Fictoria, Stryd Middleton, Llandrindod hefyd wedi'i thrawsnewid i uwchraddio adeilad nad oedd unrhyw un yn ei ddefnyddio er mwyn datblygu 4 annedd a chynyddu'r lle ar gyfer siopau. Mae Central Garage, y Drenewydd, sydd yng nghanol y dref, hefyd wedi'i adfywio, gan drosi hen garej segur yn unedau manwerthu.
- **Ardaloedd Gwella Busnes** – Mae'r cyngor wedi derbyn llythyr cynnig oddi wrth Lywodraeth Cymru i ymgynghori â busnesau yn Aberhonddu a'r Drenewydd â'r bwriad o ddatblygu Ardal Gwella Busnes ar gyfer y ddwy dref.



#### Hyrwyddo Powys fel lle i fyw, ymweld a gwneud busnes ynddi

- **Bargen Twf Canolbarth Cymru** – Cynhaliwyd nifer o weithdai ymgynghori gyda chynrychiolwyr o'r sectorau preifat a chyhoeddus i asesu'r heriau a'r cyfleoedd sy'n wynebu economi Canolbarth Cymru. Gan ddefnyddio'r wybodaeth a gasglwyd o'r digwyddiadau, rydym wedi gweithio'n agos â phartneriaid ar y Bartneriaeth Tyfu Canolbarth Cymru i gytuno ar flaenoriaethau ar gyfer swyddi a thwf economaidd o fewn rhanbarth Canolbarth Cymru. Daeth busnesau o ledled rhanbarth Canolbarth Cymru hefyd at ei gilydd yn y Senedd ym Mae Caerdydd ddydd Iau, 31 Ionawr i ddangos y potensial ar gyfer twf yn y rhanbarth. Partneriaeth Tyfu Canolbarth Cymru a drefnodd y digwyddiad a oedd yn dwyn sylw at unigrywiaeth y rhanbarth ac yn hybu diwydiannau'r rhanbarth, gan gynnwys ceir sy'n rhedeg ar hydrogen sy'n cael eu hadeiladu ym Mhowys, cyfleusterau ymchwil o'r radd flaenaf yn Aberystwyth, a busnesau sy'n rhanbarthol bwysig ar gyfer yr economi wledig a thwristiaeth. Cytunwyd ar Gytundeb ar gyfer Bargen Twf Tyfu Canolbarth Cymru rhwng

Cyngor Sir Powys a Chyngor Sir Ceredigion. Cynhaliwyd gweithdai pellach â'r sector preifat tuag at ddiwedd 2018/19 i nodi syniadau am brosiectau ar gyfer twf economaidd yng Nghanolbarth Cymru. Mae mwy na 120 o bobl wedi mynychu'r digwyddiad, sy'n dangos diddordeb a chefnogaeth sylweddol o du'r sector preifat.

- **Cynllun Gweithredu Economaidd Rhanbarthol Canolbarth Cymru** – Fel rhan o ddatblygu cynllun gweithredu newydd ar gyfer rhanbarth Canolbarth Cymru, gofynnwyd i fusnesau am eu barn ar faterion fel cysylltedd digidol, cymorth i fusnesau, sgiliau a seilwaith trafniadaeth, er mwyn nodi cyfleoedd ar gyfer twf yn y rhanbarth. Bydd y Cynllun Gweithredu Economaidd Rhanbarthol newydd yn ceisio datblygu rhaglen o fuddsoddiadau a phrosiectau strategol a fydd yn helpu i drawsnewid economi Canolbarth Cymru a chefnogi twf dros y 15 mlynedd nesaf. Rhagwelir y caiff y prosiectau eu cyflawni trwy amrywiaeth o ffynonellau ariannu, gan gynnwys y Fargen Twf bosibl ar gyfer Canolbarth Cymru. Fel rhan o'r cynllun, mae dogfen dendro'n cael ei pharatoi i adolygu tir a safleoedd o fewn rhanbarth Canolbarth Cymru. Mae darparu cyflenwad priodol o safleoedd ac adeiladau cyflogaeth yn gydran hanfodol o gefnogi economi Canolbarth Cymru a galluogi twf economaidd. Cynigir bod Cyngor Sir Powys yn comisiynu ymgynghorwyr ar ran Partneriaeth Tyfu Canolbarth Cymru i ddarparu asesiad diweddar ac annibynnol o'r farchnad a chynllun gweithredu i gefnogi datblygu'r polisi cynllunio yn y dyfodol a Bargen Twf Canolbarth Cymru. Bydd Llywodraeth Cymru, Cyngor Sir Ceredigion a Chyngor Sir Powys yn ariannu ac yn goruchwyllo'r cynnig.
- **Strategaeth Digwyddiadau Newydd** – Mae strategaeth digwyddiadau newydd wedi'i datblygu ar gyfer Powys, ac mae'n aros cytundeb terfynol ar hyn o bryd. Rydym yn parhau i weithio â Llywodraeth Leol i ddenu digwyddiadau mawr i'r sir, ac rydym wedi cryfhau'r berthynas â threfnwyr digwyddiadau presennol. Yn ystod 2018/19, roedd gennym bresenoldeb corfforaethol yn Sioe Frenhinol Cymru, Gŵyl Wanwyn Frenhinol Cymru, Ffair Aeaf Frenhinol Cymru, Gŵyl y Gelli, ac Eisteddfod yr Urdd. Cynhaliwyd Eisteddfod yr Urdd ar Faes Sioe Frenhinol Cymru, ac mae ymchwil wedi dangos iddo gyfrannu £6 miliwn at yr economi leol, a bod 78% o'r ymwelwyr wedi gwario arian â busnesau lleol. Mae gwefan Mid Wales My Way wedi'i harchwilio a'i hadfywio i roi lle mwy amlwg i Bowys.
- **Sicrhau cyllid grant ymgysylltu twristiaeth** – Gwnaethom sicrhau £95,275 o Gronfa Ymgysylltu Twristiaeth Ranbarthol (RTEF) Croeso Cymru ar gyfer prosiect a oedd yn gysylltiedig â Blwyddyn y Môr (2018) a Blwyddyn Ddarganfod (2019) Croeso Cymru. Roedd y prosiect, a ddatblygwyd mewn partneriaeth â Chyngor Sir Ceredigion, yn canolbwyntio ar ddod â chwedl Tair Chwaer Pumlumon yn fyw, gan ddwyn sylw at ardaloedd ucheldirol ysblennydd Canolbarth Cymru, yn ogystal ag asedau twristiaeth allweddol ar hyd afonydd Hafren, Gwy ac Ystwyth. Fel rhan o'r prosiect, cynhyrchwyd ffilm animeiddiedig o stori'r Tair Chwaer, cyfres o lwybrau sain digidol ar hyd yr afonydd, digwyddiad 'Ras i'r Môr' 50km a gynhaliwyd ym mis Hydref 2017, ac ymgyrch farchnata yn y wasg a'r cyfryngau cymdeithasol i ymgysylltu â chynulleidfaoedd ymwelwyr allweddol.



### Gwella argaeledd tai fforddiadwy a chynaliadwy

- **Datblygu Tai Fforddiadwy** - Mae safleoedd wedi'u dyrannu i adeiladu 174 o gartrefi cyngor yn erbyn ein targed o 250 yn ystod 2018-19. Ymhlith y safleoedd a nodwyd mae Sarn, Clos Cradoc Aberhonddu, Cleirwy, safle Cyn Smithfield Llanidloes. Roedd ein cais am gyllid o Raglen Tai Arloesol Llywodraeth Cymru i adeiladu 26 o fflatiau ag un ystafell wely yn y Drenewydd yn llwyddiannus. Derbyniodd y fflatiau carbon isel cynlluniedig ganiatâd cynllunio ym mis Medi 2018. Mae'r datblygiad arfaethedig, a fydd yn bodloni Gofynion Ansawdd Datblygu Llywodraeth Cymru, wedi'i gynllunio i ddiwallu anghenion tenantiaid yn y dyfodol, a bydd yn defnyddio pren Cymreig fel rhan o'i adeiladwaith, yn unol â blaenoriaeth Cartrefi Cynhenid y Cyngor. Mae'r gwasanaeth Tai, wrth roi ei holl ddatblygiadau tai newydd allan i dendr, yn cynnwys polisi hybu'r defnydd o goed er mwyn hybu defnyddio mwy ar bren Cymreig.



- **Digwyddiadau Tai Fforddiadwy** - Cynhaliwyd digwyddiadau galw heibio ledled y sir yn ystod haf 2018, pan fynychodd y tîm sioeau amaethyddol, ffeiriau ysgol, canolfannau hamdden a diwrnodau marchnad yn y prif drefi marchnad i gael barn trigolion lleol ar dai fforddiadwy a hefyd i gadarnhau anghenion yr ardaloedd o ran tai. Mynychodd y tîm Tai Fforddiadwy hefyd y cyflwyniadau rhwydwaith busnes a gynhaliwyd fel digwyddiadau brecwast a digwyddiadau nos mewn lleoliadau ar hyd a lled y sir. Bydd ein Tîm Tai Fforddiadwy'n parhau i weithio mewn cymunedau ledled Powys i nodi tir addas ar gyfer tai ac i gadarnhau anghenion am dai. Yn ddiweddar, gwnaethom annog aelodau lleol mewn diwrnod datblygu i gysylltu â ni â thir y gellir ei ddatblygu o fewn eu cymunedau lleol. Rydym eisiau cynhyrchu cartrefi cynaliadwy, fforddiadwy ac o ansawdd da sy'n diwallu anghenion cymunedol lleol ar draws Powys ac sy'n annog defnyddio mwy ar bren Cymreig, gan gyflawni nodau amcan Cartrefi Cynhenid. Rydym wedi ymrwymo i ddatblygu 250 o gartrefi ychwanegol dros y pum mlynedd nesaf. Rydym hefyd yn gweithio gyda'n Partneriaid Cymdeithasau Tai i hybu defnyddio mwy ar bren Cymreig yn eu datblygiadau tai newydd.
- **Tai â Gofal Ychwanegol** - Fel yr Awdurdod Tai Strategol, rydym wedi gweithio gyda'r gwasanaeth Gofal Cymdeithasol Oedolion a'r Bwrdd Iechyd i ddyrannu cyllid ar gyfer cyflenwi'r Gofal Ychwanegol a nodwyd yn Natganiad y gwasanaeth Gofal Cymdeithasol Oedolion o Sefyllfa'r Farchnad. O ganlyniad, mae'r Rhaglen Cyflenwi Cynlluniedig (y broses sy'n dyrannu Grant Llywodraeth Cymru i gymdeithasau tai ym Mhowys) ar gyfer y 3 blynedd nesaf yn rhoi blaenoriaeth i Ofal Ychwanegol yn y Trallwng, Ystradgynlais ac Aberhonddu. Mae'r gwasanaeth Gofal Cymdeithasol ac Iechyd Oedolion wedi dyrannu dros £3 miliwn o ddyraniad cyfalaf ei Gronfa Gofal Canolraddol ar gyfer cyflenwi Gofal Ychwanegol dros yr un cyfnod.



### Gwella ein seilwaith i gefnogi adfywio a denu buddsoddiad

- **Adfywio Parc Llyn Llandrindod** – Gwnaethom dderbyn grant o £50k o Gynllun Cymunedau y Dreth Gwarediadau Tirlenwi Llywodraeth Cymru, a weinyddir gan Gyngor Gweithredu Gwirfoddol Cymru, i wella cyfleusterau yn ardal llyn Llandrindod. Bydd gwaith arfaethedig yn cynnwys gosod llwyfannau pysgota newydd, gosod llwybr bordiau a chuddfan gwyllo adar newydd o amgylch y llyn. Caiff y deunyddiau a ddefnyddir ar gyfer y llwyfannau a'r llwybr bordiau eu cynhyrchu o ddeunyddiau plastig wedi'i ailgylchu. Caiff byrddau dehongli hefyd eu codi fel rhan o'r cynllun hwn. Fel rhan o'r prosiect, rydym wedi gofyn i drigolion am eu barn i helpu i fesur y buddion a ddaw i ran y gymuned ac eraill sy'n mwynhau'r parc yn sgil y gwaith. Rydym hefyd wedi gweithio gyda'r Cyngor Tref i sicrhau bod y busnes cychod yn parhau ar y llyn.
- **Seilwaith trafndiaeth a gwella cysylltedd** – Rydym wedi datblygu cyfnewidfa trafndiaeth newydd yng Nghilgant yr Orsaf yn Llandrindod, gan ddarparu canolbwynt sy'n cysylltu cyfleusterau bws a thrên mewn un lle. Mae'n cynnig terminws bysiau mwy diogel a gwell o lawer ar gyfer gwasanaethau bysiau rheolaidd sy'n ymweld â'r dref. Mae'r cyngor a'r bwrdd iechyd ill dau wedi gweithio'n agos ar y cynllun hwn i wella'r seilwaith ar gyfer defnyddwyr trafndiaeth gyhoeddus sy'n byw yn Llandrindod ac sy'n ymweld â'r dref. Derbyniwyd £450k o gyllid oddi wrth Lywodraeth Cymru i brynu'r safle.
- **Gwaith teithio llesol** – Dechreuwyd cyfnod dau o Lwybrau Diogel i Gymunedau Llanandras, diolch i grant o £400,000 oddi wrth Lywodraeth Cymru. Bydd y gwaith diweddaraf yn cynnwys creu llwybrau newydd, lledu llwybrau presennol, mesurau gostegu traffig a pharth 20mya newydd ar hyd Heol Greenfield a Stryd Henffordd. Cwblhawyd cyfnod un y cynllun ym mis Mawrth 2018 ac agorwyd ef yn swyddogol ym mis Mehefin. Nod y cynllun yw gwella cyfleusterau teithio llesol yn y dref fel bod mwy o drigolion yn cael eu hannog i ddewis cerdded neu seiclo siwrneion byr yn lle defnyddio cerbyd. Sicrhawyd £330k hefyd i ddatblygu Tref-y-clawdd ar gyfer cynllun ffordd Llwydlo.

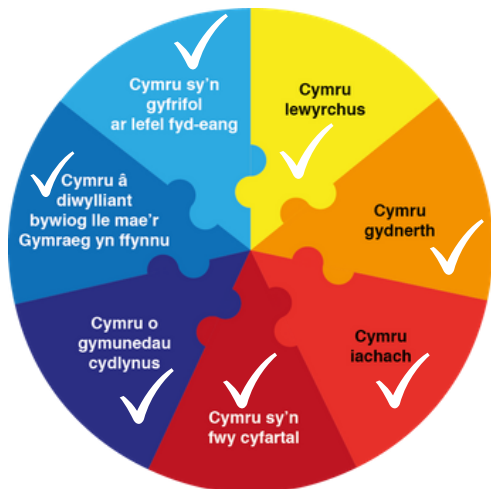
- **Seilwaith cerbydau trydan** – Mae ymarfer cwmpasu cychwynnol wedi'i wneud i nodi lleoliadau posibl y gellir rhoi'r seilwaith ar waith o fewn y sir.
- **Band Eang Cyflym Iawn** - Bu dirprwyon o Gyngor Sir Powys yn ymweld â Gorllewin Cork i ddysgu sut y mae'r ardal wedi llwyddo i ddod â chysylltedd cyflym iawn i ardal wledig. Dysgodd y dirprwyon sut y mae cyd-ffocws ar yr economi ddigidol yn annog pobl brofiadol i ymfudo neu ddychwelyd i'r ardal, yn ogystal â chreu cyfleoedd i bobl ifanc sydd eisiau aros.



### Gwella sgiliau a chefnogi pobl i gael swyddi o ansawdd da

- **Cymunedau am Waith a Mwy** – Mae rhaglen newydd wedi'i lansio i helpu pobl sydd mewn tloedi neu mewn perygl o ddod yn dlawd. Mae prosiect 'Cymunedau am Waith a Mwy' wedi'i lunio'n benodol ar gyfer pobl sy'n 16 oed neu'n hŷn ac sydd mewn tloedi neu mewn perygl o ddod yn dlawd. Bydd yn helpu pobl sy'n ddi-waith, yn ogystal â phobl sy'n gweithio ond sydd dal yn wynebu trafferthion ariannol. Sicrhawyd £150,000 i ddechrau oddi wrth Lywodraeth Cymru yn ystod 2018-19 i gefnogi'r prosiect hwn, ac mae £150,000 pellach hefyd wedi'i sicrhau ar gyfer 2019-20. Yn ystod 2018-19, cymerodd 76 o bobl ran yn y rhaglen.
- **Gweithfyrdd+ Powys** – Trefnwyd dau ddigwyddiad 'Cymorth i'r Gymuned', y naill yn Aberhonddu a'r llall yn y Drenewydd. Ynddynt, roedd Gweithfyrdd+ Powys, Cymunedau am Waith a Mwy, Gofal a Thrwsio, y Groes Goch Brydeinig, y Biwros Gwirfoddol Lleol, y Ganolfan Cyngor ar Bopeth, a sefydliadau eraill yn bresennol i roi cyngor a gwybodaeth yn rhad ac am ddim i bobl leol. Amcan y digwyddiadau oedd cynyddu ymwybyddiaeth o brosiect Gweithfyrdd+ Powys ac annog cyfranogion newydd, ac ar yr un pryd gweithio mewn partneriaeth â gwasanaethau cymorth cymunedol eraill. Yn ystod 2018-19, cymerodd 236 o bobl ran yn y prosiect.

### Ein cyfraniad at y 7 Nod Llesiant:



### Faint y gwnaethom ei arbed/ei wario yn 2018-19?

#### Prif fuddsoddiadau cyfalaf:

- Gwaith teithio llesol – £359k
- Tŷ Ladywell – £194k
- Adfywio Parc Llyn - £139k

#### Prif arbedion:

- Cwmni Cyd-fenter Gwasanaethau Eiddo (HOWPS) - £56k

### Y Diogelwr Taith

Ble ydym ar y daith i gyfrannu cymaint â phosibl at y 7 nod Llesiant?



## Diweddariadau i'n cynllun a gweithgareddau gwella allweddol ar gyfer 2019 ymlaen

## Gweithgaredd – Beth y byddwn yn ei wneud?

## Sut y byddwn yn mesur llwyddiant?



## Rhoi cefnogaeth i fusnesau dyfu:

Byddwn yn helpu i sicrhau cyflenwad priodol o safleoedd ac adeiladau cyflogaeth i ddiwallu anghenion busnesau.

Bydd swyddfeydd wedi'u hailwampio ar gael yn Nhŷ Ladywell, y Drenewydd erbyn diwedd mis Medi 2019.

Byddwn yn parhau i ddatblygu a hyrwyddo cymorth ariannol ar gyfer busnesau.

Erbyn 2020 byddwn yn sicrhau bod ein polisïau a'n prosesau yn hwyluso'r broses i gwmnïau lleol gyflenwi'r cyngor.

- Cynyddu'r cyflenwad o safleoedd cyflogaeth ac adeiladau i ddiwallu anghenion busnesau o leiaf dau adeilad y flwyddyn
- Erbyn 2025 bydd dros 20 o adeiladau gwag neu adeiladau segur wedi cael eu gwella neu yn hyfyw i'w defnyddio eto
- Erbyn 2025 bydd cyfraddau meddiant adeiladau diwydiannol/masnachol newydd sy'n eiddo i'r Cyngor yn 85% (yn 2017/18 roedd yn 50%)

- Erbyn 2025 bydd canran busnesau newydd sy'n cychwyn/busnesau newydd (sy'n cofrestru ar gyfer TAW/TWE) y flwyddyn yn agosach at gyfateb i gyfartaledd Cymru

- Cynyddu cyfran y refeniw sy'n cael ei wario gyda chyflenwyr a darparwyr a seilir ym Mhowys (neu gyflenwyr sy'n darparu gwasanaethau o leoliad ym Mhowys) o 2% yn 2019/20 a 3% yn 2020/21.
- Cynyddu nifer y cyflenwyr lleol yr ymgysylltir â nhw ym mhroses gaffael y cyngor (llinell sylfaen 2017-18: 336 o gwmnïau wedi'u gwahodd i dendro o gyfanswm o 1309. Ymatebodd 96 o'r 336 a dyfarnwyd 26 ITT)



## Hyrwyddo Powys fel lle i fyw ynddi, ymweld a gwneud busnes yma

Byddwn yn cytuno ar strategaeth digwyddiadau ac yn ei rhoi ar waith, ac yn ailfrandio rhaglen marchnata twristiaeth bresennol Mid Wales My Way, i sicrhau y cydnabyddir Powys fel rhywle y mae pobl eisïau ymweld â hi.

- Erbyn 2021, bydd nifer y bobl sy'n ymweld â gwefan midwalesmyway.com yn cynyddu o 15,867 i dros 17,500 y flwyddyn
- Cynnydd mewn incwm twristiaeth sy'n cael ei fesur trwy gategoriâu data STEAM:
  - Aros mewn Llety â Gwasanaeth
  - Aros mewn Llety heb Wasanaeth
  - Aros gyda Ffrindiau a Pherthnasau
  - Twristiaid sy'n ymweld am y Diwrnod

Byddwn yn gweithio gyda phartneriaid i sicrhau bargaen twf a allai fod gwerth rhyw £200m, er mwyn cael y budd economaidd gorau posibl i Ganolbarth Cymru ac annog busnesau i aros a buddsoddi yma.

- Cynnydd mewn swyddi gyda sgiliau technegol uwch a thwf economaidd yn y diwydiant moduro a thechnegol o ganlyniad i gadarnhau buddsoddiad trwy ardal twf Canolbarth Cymru.



Byddwn yn datblygu cadwyni cyflenwi eraill sy'n briodol i Bowys e.e. cyflenwi bwyd, y diwydiant moduro a choed.

- Byddwn yn cynnal 6 chyfarfod rhwydweithio i fusnesau a 12 o gyfarfodydd gweithdai ar gyfer microfusnesau bob blwyddyn. Byddwn yn cefnogi mwy o fusnesau trwy roi cyngor trwy gysylltiadau Busnes Cymru ac yn uniongyrchol trwy swyddogion y Cyngor sy'n meddu ar sgiliau priodol



### Gwella argaeledd tai fforddiadwy a chynaliadwy

Sicrhau gwell dewis o dai fforddiadwy a thai â darpariaeth gofal ychwanegol er mwyn i bobl allu dewis lle i fyw, a gallu aros yn eu cymunedau.

Gweithredu rhaglen Cartrefi Cynhenid i annog defnyddio coed lleol, cynaliadwy ar gyfer prosiectau tai cyngor a chartrefi newydd cymdeithasau tai.

- Erbyn 2023 byddwn yn adeiladu 250 o gartrefi fforddiadwy newydd mewn ardaloedd lle mae'r angen mwyaf ar draws y sir



### Gwella'r seilwaith i gefnogi adfywio a denu buddsoddiad

Byddwn yn mynd ati i gystadlu am gyfleoedd ariannu trwy grant, a chyn belled ag y sicrheir cyllid o'r fath, yn cyflawni prosiectau seilwaith trafndiaeth, yn datblygu teithio llesol, yn cefnogi opsiynau trafndiaeth addas, diogelwch y ffordd a lliniaru llifogydd.

- Erbyn 2020, byddwn yn cwblhau cyfnodau briffio, dylunio neu adeiladu ar y prosiectau a ganlyn:
  - Gwelliannau Cyfnewidfa Trafndiaeth ym Machynlleth, y Trallwng a Llandrindod Cysylltiadau Cerddwyr a Seiclwyr Crughywel i Langatwg, Tref-y-clawdd i Orsaf Reilffordd, Llanandras, Croesfan a Chyswllt Hafren y Drenewydd.

Byddwn yn cefnogi cyflenwi cysylltedd digidol gwell (band eang cyflym iawn) ac yn annog busnesau i fanteisio ar y dechnoleg.

- Nifer gynyddol o gymunedau wedi'u cefnogi trwy gyngor a chymorth ynglŷn ag atebion band eang cymunedol. (cefnogwyd 3 cymuned yn ystod 2018/19).

Trwy weithio gyda Chyngor Sir Ceredigion, byddwn yn llunio rhaglen o brosiectau adfywio a seilir ar amcanion y Rhaglen Targedu Buddsoddiad Adfywio (TRIP), menter a gyllidir gan Lywodraeth Cymru.



### Gwella sgiliau a chefnogi pobl i gael swyddi o ansawdd da

Helpu i fynd i'r afael â rhwystrau o ran gwaith, i gefnogi pobl i gael swydd a chyfleoedd gyda gwell cyflog.

Erbyn 2020, byddwn yn ymchwilio i'r posibiladau o ran defnyddio ffermydd sy'n eiddo i'r cyngor er mwyn arloesi, addysgu, coedwigo neu ofal cymdeithasol.

- Erbyn 2022, bydd dros 150 o bobl wedi symud ymlaen at waith o ganlyniad i gymryd rhan mewn gweithgareddau cyflogadwyedd sy'n cael eu rhedeg gan y Cyngor.

## 2.2 Iechyd a Gofal

Byddwn yn arwain y ffordd o ran darparu iechyd a gofal effeithiol integredig mewn amgylchedd gwledig



Mae iechyd a gofal yn flaenoriaeth i bawb, ac mae'n rhaid i ni weithio â phartneriaid i ddarparu gwasanaeth integredig i ddarparu sylfeini gwasanaeth cadarn ar gyfer y dyfodol. Mae'n rhaid i ni wneud popeth y gallwn i ddarparu cymaint o wasanaethau gofalu â phosibl o fewn ffiniau Powys, ac ar yr un pryd gweithio mewn ffordd sydd wedi'i seilio ar gryfderau i hybu annibyniaeth a hunanofal lle bynnag bo hynny'n bosibl. Trwy gymryd camau yn y maes hwn, rydym wedi ymrwmo i gyflawni'r deilliannau a ganlyn:



Rydym yn canolbwyntio ar y pethau sydd o bwys i'r unigolyn



Mae yna gyflenwad cynyddol o dai â gofal



Mae teuluoedd yn cael eu cefnogi i feithrin cydnerthedd ac aros gyda'i gilydd



Mae timau iechyd a gofal yn cefnogi ei gilydd i gael pethau'n iawn y tro cyntaf



Mae pobl ifanc, oedolion a theuluoedd yn gallu creu sylfeini iechyd corfforol ac iechyd meddwl da gydol eu hoes



Mae gwybodaeth, cyngor a chymorth o fewn cyrraedd rhwydd i bobl



Mae pobl ifanc, oedolion a theuluoedd yn cael gwasanaethau iechyd a gofal sy'n gydgyssylltiedig ac yn effeithiol



Mae gwasanaethau hygyrch a theg yn gweddu i fywydau prysur pobl



Rydym yn canolbwyntio ar ddiogelu a chefnogi pobl agored i niwed a'r rheini mewn risg



Mae technoleg yn galluogi pobl i ofalu amdanynt eu hunain yn haws, ac i gadw'n annibynnol



Mae yna bartneriaethau positif sy'n hybu cydgynllunio a chyd-darparu gwasanaethau



Rydym yn cydweithio i ddelio â'r prif bethau sy'n achosi clefydau sy'n cyfyngu ar fywydau pobl, yn enwedig canser, clefydau cylchrediad y gwaed, iechyd meddwl a chlefydau anadlu.



Mae'r amgylchedd ffisegol yn helpu pobl i gynnal eu hiechyd a'u llesiant



Ym 1,000 diwrnod cyntaf bywyd plentyn, rydym yn ymdrechu i sicrhau effaith mor positif â phosibl ar ei lesiant



Buddsoddir yn sylweddol mewn cyfleusterau a seilweithiau iechyd a gofal integredig

**Asesiad cyffredinol o berfformiad:**

Ar y cyfan, rydym o'r farn bod perfformiad yr amcan hwn yn 'dda'. Roedd 7 (78%) allan o'r 9 gweithgaredd dechrau da a oedd ar waith i gefnogi'r amcan hwn yn wyrdd, ac roedd 2 yn ambr. Adroddwyd bod 16 (84%) o'r gweithgareddau byw'n dda / heneiddio'n dda yn wyrdd a 3 yn ambr. Roedd 3 mesur dechrau da a ddefnyddiwyd i fonitro llwyddiant yn wyrdd, roedd 4 yn ambr ac roedd 6 yn goch (nid oedd unrhyw statws coch/melyn/gwyrdd (CMG) ar gael ar gyfer 6 o'r mesurau). Roedd 6 mesur byw'n dda / heneiddio'n dda yn wyrdd (nid oedd unrhyw statws CMG ar gael ar gyfer 2 o'r mesurau adeg cyhoeddi'r adroddiad hwn).

**Pa wahaniaeth ydym ni wedi'i wneud?**

Yn ystod 2018-19, gwnaethom barhau i roi ein Cynlluniau Gwella cynhwysfawr ar gyfer Gwasanaethau Oedolion a Gwasanaethau Plant ar waith, a sicrhodd ein bod yn canolbwyntio ar wella safonau ein gwasanaethau cymdeithasol statudol ac yn ymateb i wendidau sylfaenol y dygodd ein rheoleiddwyr sylw atynt. Bu Bwrdd Gwella a Sicrwydd annibynnol yn goruchwyllo gwaith cyflawni'r cynlluniau hyn, gan roi cymorth, her a chyfarwyddyd i sicrhau bod gwelliannau'n cael eu gwneud mewn meysydd â blaenoriaeth. Mae adroddiad manwl o'r enw Adroddiad Blynyddol Cyfarwyddwr y Gwasanaethau Cymdeithasol wedi'i gyhoeddi ar wahân, ac mae hwn yn manylu ar y cynnydd yn erbyn y cynlluniau hyn. Gellir gweld yr adroddiad [yma](#).

Isod, ceir amlinellid o'r wybodaeth ddiweddaraf am y gweithgareddau a'r mesurau llwyddiant a gynhwyswyd yng Ngweledigaeth 2025 y cyngor, ac mae'r rhain yn cyfateb i waith cyflawni'r blaenoriaethau ar y cyd rydym yn canolbwyntio arnynt gyda ein partneriaid ar y Bwrdd Partneriaeth Rhanbarthol.

**Mae ein mesurau llwyddiant yn dangos:****Dechrau da**

Roedd yna 15 o bobl ifanc a ddaeth i mewn i'r System Cyfiawnder Ieuencid am y tro cyntaf, a oedd yn llai na'r 18 yn y flwyddyn flaenorol

Roedd 77% o'r plant a'r bobl ifanc a fanteisiodd ar ein gwasanaethau cwnsela'n dweud bod eu llesiant emosiynol a'u llesiant meddwl wedi gwella

Adroddwyd bod 246 o blant yn byw i ffwrdd o'u teuluoedd, gan gynnwys lleoliadau y tu allan i'r sir. Roedd hyn yn gynnydd o'r 204 a gofnodwyd ym mis Chwefror 2018

- o Cwblhawyd 86.5% o asesiadau ar gyfer plant o fewn yr amserleni statudol. Mae hyn yn gynnydd o'r 53% ym mis Chwefror 2018, ond yn is na'n targed o 100%.
- o Gwnaethom leihau canran y plant sy'n derbyn gofal ar 31 Mawrth a oedd wedi cael tri neu fwy o leoliadau yn ystod y flwyddyn, o

- 12.7% (ym mis Chwefror 2018) i 8%
- o Gwnaethom gynyddu canran yr ymweliadau statudol plant sy'n derbyn gofal a gynhaliwyd o fewn amserlen o 55% (ym mis Chwefror 2018) i 90.6%. Roedd hyn yn methu'r targed o 95% o ryw fymryn
- o Gwnaethom gynyddu canran yr ymweliadau statudol amddiffyn plant a gynhaliwyd o fewn yr amserlen o 53% (ym mis Chwefror 2018) i 83%, ond ni wnaethom gyrraedd ein targed o 95%
- o Cafodd 87% o'r staff gweithredol eu hachosion wedi'u goruchwyllo'n fisol. Mae hyn yn gynnydd o'r 55% (ym mis Chwefror 2018), ond gwnaethom fethu ein targed o 95%

Ymgysylltodd 2268 o bobl â'r Gwasanaeth Gwybodaeth i Deuluoedd, i gael Gwybodaeth, Cyngor a Chymorth

Agorwyd 741 o achosion newydd y Tîm o Amgylch y Teulu yn ystod y flwyddyn

Ar ôl rhaglenni cymorth i rieni, dywedodd 75% o rieni fod problemau ag ymddygiad yn digwydd yn llai aml, o'i gymharu â 89% y flwyddyn flaenorol, a dywedodd 91% bod nifer y problemau ag ymddygiad wedi gostwng, o'i gymharu â 84% y flwyddyn flaenorol

Cafwyd llety i 38% o leoliadau gyda gofalywyr maeth mewnol (heb gynnwys lleoliadau gyda ffrindiau neu berthnasau) sy'n llai na'r flwyddyn flaenorol (47.5% ym mis Chwefror 2018)

Cefnogwyd 6 o blant i ddod o hyd i gartrefi parhaol, gan gynnwys mabwysiadu

Ni wnaethom berfformio cystal ag roeddem wedi gobeithio o ran gostwng nifer y lleoliadau y tu allan i'r sir, a gynyddodd yn lle o 70 ym mis Chwefror 2018 i 78

Cwblhawyd 62% o asesiadau iechyd cychwynnol o fewn 20 diwrnod, sy'n llai na ffigur y flwyddyn flaenorol o 67%. Roeddem wedi anelu at gyrraedd 100%

Cwblhawyd 76% o asesiadau adolygu iechyd o fewn 6 mis (dan 5 oed)/ 12 mis (dros 5 oed), sy'n llai na ffigur y flwyddyn flaenorol o 97%. Roeddem wedi anelu at gyrraedd 100%

Yn ôl adolygiad blynyddol o'r plant a'r bobl ifanc a ddefnyddiodd wasanaethau gofal cymdeithasol:

- Dywedodd 46% eu bod yn byw mewn cartref roeddent yn hapus ynddo

### Byw'n dda / Heneiddio'n dda

Gwnaethom gynyddu canran yr Oedolion sydd wedi cwblhau cyfnod o ailalluogi ac nad oes ganddynt becyn gofal a chymorth 6 mis yn ddiweddarach neu sydd â phegyn llai o ofal a chymorth, o 70% i 83%

Cynigiwyd asesiad i 621 o ofalwyr a oedd wedi'u nodi allan o 657 (94.52%), o'i gymharu â 321 allan o 361 (88.92%) yn 2017-18

Bu oedi â dychwelyd 1.49 o bobl (fesul 1000 o'r boblogaeth) 75 oed a hŷn i'w cartref eu hunain neu i leoliad gofal cymdeithasol ar ôl triniaeth yn yr ysbyty, o'i gymharu ag 1.78 yn 2017-18

Mae 563 o gleientiaid sy'n oedolion wedi'u cefnogi yn eu cartref eu hunain drwy gyfrwng technoleg gynorthwyol, sy'n gynydd sylweddol o 390 y flwyddyn flaenorol

Cwblhawyd 95% o ymholiadau amddiffyn oedolion o fewn amserlenni statudol, sy'n gynydd o'r 62.33% y flwyddyn flaenorol ac sy'n cyrraedd ein targed arfaethedig ar gyfer y flwyddyn

Darparodd 7.9 o staff (cyfwerth ag amser llawn) wasanaethau iechyd a gofal cymdeithasol integredig i bobl (roedd hyn yn 10.5 cyfwerth ag amser llawn yn 2017)

Yn ôl adolygiad blynyddol o'r bobl a ddefnyddiodd wasanaethau gofal cymdeithasol oedolion:

- Dywedodd 63% o bobl eu bod yn byw yn y cartref iawn iddyn nhw (81% yn 2017)
- Dywedodd 51% o bobl eu bod wedi derbyn y wybodaeth neu'r cyngor iawn pan roedd ei angen arnynt (72% yn 2017)
- Dywedodd 92% o bobl eu bod wedi derbyn gofal a chymorth trwy gyfrwng eu dewis iaith (91% yn 2017)
- Dywedodd 63% o bobl eu bod yn teimlo'u bod wedi'u cynnwys mewn unrhyw benderfyniadau ynglŷn â'u gofal a'u cymorth (72% yn 2017)
- Dywedodd 72% o bobl eu bod yn fodlon â'r gofal a'r cymorth a gawsant (81% yn 2017)
- Dywedodd 39% o ofalwyr eu bod yn teimlo'u bod yn cael eu cefnogi i barhau yn eu rôl ofalu (23% yn 2017)



**ASTUDIAETH ACHOS – Gofal y mae Technoleg yn ei Alluogi (Larwm Canary)**

Un bore dydd Mawrth am 11 o'r gloch y bore, rhybuddiodd neges Canary ni fod Dad yn mynd allan, roedd y monitor ar y drws ffyrnt yn canu, a doedd yna ddim symudiad yn y fflat. Cyrhaeddodd darparwr gwasanaeth Cyngor Sir Powys yno ac roedd yn meddwl ei fod wedi mynd am dro ar ei ben ei hun, rhywbeth sydd BYTH yn digwydd rŵan gan fod symud yn achosi poen iddo, felly os nad ydy ei gyfeillachwr 'Ochr yn Ochr' yn galw i fynd ag ef yn y car i'r llyfrgell, **dydy hyn DDIM yn digwydd.**

**Panig llwyr wedyn** – fe wnaethon ni i gyd gyfathrebu â'n gilydd i weld os fedren ni ddod o hyd iddo, gyda'r darparwr gwasanaeth yn gofyn i'r holl ddarparwyr gwasanaeth o gwmpas y dref i fod yn ymwybodol cyn cysylltu â'r heddlu, pan gyrhaeddodd dad yn ôl yn y car gydag Y, y cyfeillachwr (mi welais y drws yn agor ar Canary)...roedd hi wedi dweud wrth dad a'i rheolwr nad oedd hi'n gallu ymweld ar y dydd lau oherwydd angladd felly roedd hi wedi newid ei hymweliad i ddydd Mawrth...FFIW! Rydyn ni rŵan wedi tynhau ein cadwyn gyfathrebu, rhaid i dad fyth gael y cyfrifoldeb i rannu gwybodaeth, a rhaid i Y i ffonio'r darparwr gwasanaeth yn uniongyrchol.

Heb Canary, allen ni ddim pinbwyntio amser symudiadau, sy'n help mawr i deulu sy'n byw yn yr Alban a thîm gofal yng Nghanolbarth Cymru. Rydyn ni newydd ddod yn ôl ar ôl 8 niwrnod mewn Arddangosfa Bwyd Môr yn Boston UDA. Roeddwn i'n gallu gweld bod dad yn iach ac yn gartrefol – am declyn anhygoel ar gyfer Gofal Cartref! Rydyn i rŵan yn siarad am 'Canary' fel aelod o'r Tîm Gofal. Mae hyn wedi ein helpu ni i ddilyn datblygiad dementia dad gan ei fod adref ar ei ben ei hun rhwng 8pm ac 8am, a Canary sy'n monitro unrhyw sefyllfa i ni.

**Felly beth nesaf?**

Fe fyddwn ni'n cynyddu nifer y cleientiaid sy'n oedolion ac sy'n cael eu cefnogi yn eu cartrefi eu hunain drwy dechnoleg gynorthwyol, o 390 i 780 erbyn 2020.

**ASTUDIAETH ACHOS – Model Help Cynnar**

Daeth B i fy sylw gyntaf pan glywais hi'n crio yn y tŷ bach drws nesaf i'r ystafell Gwasanaeth Ymyriadau leuenticid yn yr ysgol. Daeth B i f'ystafell ac fe gawson ni sgwrs. Esboniodd B sut yr oedd ei mam wedi cael diagnosis o ganser marwol. Roedd B yn teimlo bod angen iddi gael cefnogaeth a rhywun y gallai siarad â nhw. Ar ôl siarad â Phennaeth Blwyddyn B, mi wnes i gwblhau Asesiad Plentyn a Theulu ac mi ddechreuais i weithio gyda B. Ar y cychwyn, roedd y gwaith i gyd yn ymwneud â delio



â phryderon B ynglŷn â salwch ei mam. Yn anffodus, gwaethygodd cyflwr mam B a bu'n rhaid iddi fynd i'r ysbty. Fodd bynnag, ar yr adeg hon roedd y teulu'n hyderus y byddai mam yn dod yn ôl adref. Ar ôl rhyw ychydig o wythnosau, aethpwyd â mam i'r hosbis. Roedd hwn yn amser anodd iawn i B a'i theulu. Roedd B eisiau mynd i weld ei mam yn yr hosbis, ond bob tro roedd B yn mynd yno, roedd ei chyflwr iechyd dryslyd yn peri gofid.

Mae gan B frawd iau ag awtistiaeth ac fe waethygodd ei ymddygiad mewn ymateb i'r newid yr oedd y teulu'n ei ddiodef. Roedd B yn teimlo'r pwysau ac roedd hi'n teimlo bod yn rhaid iddi ddod yn ffigwr y fam ar yr aelwyd.

Roedd Credu (Gofalwyr Ifanc) yn chwarae rhan hefyd ac yn rhoi cefnogaeth ychwanegol i B a oedd yn hapus i'r Gwasanaeth Ymyriadau Ieuenctid a Credu rannu gwybodaeth, fel bod modd iddyn nhw gydweithio i sicrhau bod B yn cael pob cefnogaeth. Wrth i B ddod i delerau â salwch ei mam a'r ffaith y byddai ei mam yn eu gadael yn gynt nag oedd y teulu a'r meddygon wedi'i ddisgwyl fe ddechreuodd B fy ngweld i ddwywaith yr wythnos. Roedd y gefnogaeth yn ymwneud â pharatoi at farwolaeth mam B. Bu farw mam B, ac rhyw ychydig o

ddyddiau ar ôl ei marwolaeth fe benderfynodd B ei bod hi eisiau bod yn yr ysgol yn hytrach na gyda'r teulu a'r teulu estynedig yn galaru gartre. Yn ystod yr wythnos honno, treuliodd B amser yn yr ystafell Gwasanaeth Ymyriadau Ieuenctid lle y daeth i delerau â'i cholled. Yn y cyfnod hwn, roedd gwaith y Gwasanaeth Ymyriadau Ieuenctid yn ymwneud ag edrych ar alar a chefnogi B â'i hemosiynau.

Ar ôl rhyw ychydig o wythnosau, roedd y gwaith yn canolbwyntio ar y presennol a'r dyfodol. Roedd B yn teimlo y byddai ei mam eisiau iddi roi yn ôl ac edrych i'w dyfodol. Fe benderfynodd B greu rhestr bwced o'r pethau y mae hi eisiau eu gwneud/eu cyflawni yn ei bywyd, lleoedd y byddai hi'n hoffi ymweld â nhw ac i ddysgu iaith newydd (Mandarin).

Fe gynrychiolodd B Credu fel Gofalwr Ifanc. Mae B hefyd wedi gwneud cyflwyniadau am Ofalwyr Ifanc a'i thaith hi yn yr ysgol i bob grŵp blwyddyn. Yn ogystal â chael nifer o gyfleoedd i siarad ledled y sir. Mae rhoi llais i'w theimladau hi fel hyn wedi bod yn therapiwtig i B ac wedi rhoi cryn falchder a phenderfynoldeb iddi helpu gofalwyr ifanc.



### Felly beth nesaf?

Fe fyddwn ni'n parhau i gryfhau ein gwasanaeth help cynnar ac fe fyddwn ni'n cynyddu cyfran y plant a phobl ifanc sy'n cael cefnogaeth drwy'r gwasanaethau Cymorth Cynnar fel cyfanswm o'r holl atgyfeiriadau i Wasanaethau Plant (bydd llinell sylfaen yn cael ei sefydlu yn Ch1 2019/20).

### Mae cynnydd yn erbyn ein gweithgareddau'n cynnwys:



#### Canolbwyntio ar Lesiant a chefnogi pobl trwy gwrs bywyd

- **Menter Gofalwyr Ifanc** – Mae Credu (Gwasanaeth Gofalwyr Powys gynt) wedi defnyddio Cyllid Gofal Integredig i ddatblygu menter Gofalwyr Ifanc mewn Ysgolion a grëwyd ar y cyd gan yr Ymddiriedolaeth Gofalwyr a Chymdeithas y Plant. Nod y fenter yw cynyddu ymwybyddiaeth, nodi a chefnogi Gofalwyr Ifanc yn ein hysgolion ym Mhowys. Bydd y rhaglen yn dathlu'r gwaith da sydd eisoes yn cael ei gwneud mewn rhai ysgolion trwy ai gydnabod ar ffurf gwobr, a bydd yn cefnogi ysgolion eraill i ganolbwyntio mwy ar Ofalwyr Ifanc. Mae gan bob ysgol Arweinydd Gweithredol Gofal Ifanc sydd wedi'i nodi ac sy'n rhan o'r uwch dîm rheoli.
- **Cyfranogiad pobl ifanc ac ymgysylltu â nhw** - Yn ystod 2018, rydym wedi cynnal dau ddigwyddiad ar gyfer y rheini rhwng 8 ac 11 oed o ledled ysgolion cynradd, sydd wedi gweld mwy na 150 o ddisgyblion ysgolion cynradd yn dod at ei gilydd i siarad am Iechyd, Addysg, Diogelwch, Ein Byd. Cafodd y digwyddiadau hyn eu cefnogi'n dda gan bartneriaid fu'n rhedeg gweithdai i wneud y digwyddiadau hyn yn llwyddiannus. Cafwyd y fersiwn derfynol o'r siarter safonau cyfranogiad cenedlaethol ym mis Mai 2018, ac roedd Powys yn un o'r rhai cyntaf yng Nghymru i ymrwymo iddi.
- **Addewid i Blant Powys** – Rydym wedi cydgynhyrchu a drafftio addewid i blant gyda phobl ifanc ym Mhowys. Mae hwn yn manylu ar y disgwyliadau ar gyfer pobl ifanc wrth iddynt ddefnyddio ein gwasanaethau, ac mae'n rhan o ddatblygu Sir sy'n Gyfeillgar i Blant. Bydd y cyngor a'r bwrdd iechyd yn cymeradwyo fersiwn derfynol yr addewid i blant ym 2019-20.



- **Peilot Cymorth yn y Cartref** – Yn sgil llwyddiant Menter Cymorth yn y Cartref Rhaeadr Gwy, mae cynllun peilot wedi dechrau yn Nhref-y-clawdd a Llanandras i wella'r cymorth sydd ar gael i bobl hŷn yn yr ardaloedd, gan eu galluogi i barhau i fyw gartref gyda mwy o gymorth ymarferol ac i gynnal cysylltiadau yn eu cymunedau. Mae gwerthusiad cynnar wedi dangos deilliannau positif ac mae argymhellion wedi'u gwneud i barhau i ddatblygu hyn, gan o bosibl ei estyn i ardaloedd eraill yn y Sir.
- **Cymorth i Ofalwyr** – Mae grŵp llywio gofalwyr newydd wedi'i sefydlu dan ambarél y Bwrdd Partneriaeth Rhanbarthol sy'n rhoi llais cryfach i ofalwyr. Bydd y grŵp hwn yn penderfynu yn 2019-20 sut y defnyddir cyllid gofal integredig i gefnogi gofalwyr di-dâl. Mae Credu, sef y darparwr cymorth i ofalwyr, wedi parhau i gynnull fforymau gofalwyr a digwyddiadau arbennig, gan gynnwys digwyddiad Llais Gofalwyr a fynychwyd hefyd gan y Cyngor a Bwrdd Iechyd Addysgu Powys. Mae Credu wedi dechrau datblygu pecyn cymorth/llyfryn newydd ar hawliau gofalwyr ac, yn 2019-20, bydd yn darparu hyfforddiant i staff yr awdurdod lleol a hefyd i staff y bwrdd iechyd. Ym mis Mawrth 2019, recriwtiodd y cyngor swyddog i arwain ar faterion gofalwyr. Mae gwaith wedi'i wneud â gofalwyr a Credu i ddatblygu dogfen asesu gofalwyr newydd sy'n diwallu eu hanghenion yn well.



### Cynnig cymorth a chefnogaeth gynnar mewn ffordd integredig i gefnogi pobl i reoli afiechyd a gwella llesiant

- **Model Cymorth Cynnar** – Fel rhan o waith ailstrwythuro gwasanaethau Plant, rydym wedi sefydlu gwasanaeth cymorth cynnar i gynyddu lefel y gefnogaeth y gellir ei ddarparu trwy ymyrraeth gynnar. Gwnaethom adolygu effeithiolrwydd model busnes pawb y Tîm o Amgylch y Teulu a daethom i'r casgliad nad oedd hwn yn ddigonol i ddiwallu anghenion teuluoedd ym Mhowys. Felly rydym wedi dyblu nifer y swyddi FTE o fewn y Gwasanaethau Plant fel rhan o'n gwaith ailstrwythuro Cymorth Cynnar. Mae'r Tîm o Amgylch y Teulu wedi'i symud i'r Gwasanaethau Plant gweithredol sydd wedi golygu bod y tîm nawr yn cefnogi mwy o deuluoedd. Mae hyn hefyd wedi cryfhau'r trefniadau camu i fyny a chamu i lawr rhwng y Tîm o Amgylch y Teulu a gwasanaethau statudol. Rydym wedi penodi Uwch Reolwr sy'n gyfrifol am Gymorth Cynnar, Drws Ffrynt ac Asesiad, ac rydym hefyd wedi penodi rheolwyr gweithredol parhaol i'r Gwasanaeth Cymorth Cynnar.
- **Ymyl gofal** – Gwnaethom dreialu gwasanaeth cynadledda Grŵp Ymyl Gofal a'r Teulu yn ystod 2018-19. Mae hyn wedi helpu i ddarparu sail ar gyfer ein ffordd o ddarparu gwasanaeth ymyl gofal fel rhan o waith ailstrwythuro'r Gwasanaethau Plant. Gwnaethom benderfynu i ddirwyn y contract â'r darparwr allanol i ben a darparu gwasanaethau'n fewnol, a bydd hyn yn ehangu ein Gwasanaethau Cymorth i Deuluoedd.
- **Gwasanaeth Gwybodaeth i Deuluoedd** – Mae capasiti allgymorth newydd wedi'i ddatblygu trwy recriwtio i ddwy swydd allgymorth ran-amser y Gwasanaeth Gwybodaeth i Deuluoedd yng Ngogledd a De Cymru. Cynhaliwyd Diwrnod Hwyl Gwybodaeth i Deuluoedd yn Llanfair-ym-muallt ar 18 Awst 2018, a chydlynwyd hwn gan weithwyr Allgymorth y Gwasanaeth Gwybodaeth i Deuluoedd. Roedd deunaw o wahanol sefydliadau'n bresennol a mynychodd 111 o blant, ac roedd aelodau o'r teulu wedi dod gyda tua hanner o'r rhain. Roedd yr adborth oddi wrth y teuluoedd a'r sefydliadau'n bositif. Mae cryn dipyn o waith wedi'i wneud o ran y Cynnig Gofal Plant i Gymru a gwaith cyflwyno hwn fesul cam ym Mhowys.
- **Profiadau Niweidiol yn Ystod Plentyndod** – Rydym wedi datblygu offeryn rhyngweithiol sydd wedi caniatáu i ni ddadansoddi gwybodaeth ynglŷn â Phrofiadau Niweidiol yn Ystod Plentyndod o fewn Powys. Roedd y dadansoddiad hwn yn canolbwyntio ar ein poblogaeth Plant Sy'n Derby Gofal a Diogelu Plant i lawr i lefel ardaloedd lleol, a bydd yn helpu i ddarparu sail ar gyfer cynllunio gwasanaethau i gefnogi teuluoedd agored i niwed yn well.



### Darparu gofal cydlynus, i sicrhau taw pobl sydd wrth galon gwasanaethau iechyd a gofal a lleihau cymaint â phosib dyblygu a chymhlethdodau rhwng sefydliadau a thimau

- **Gwasanaeth Cwnsela pobl ifanc** – Mae'r gwasanaeth cwnsela cyfun newydd wedi'i ailgomisiynu, gan gynnwys pobl ifanc yn y broses gomisiynu. Bydd hwn yn parhau i ddarparu gwasanaeth cwnsela ar-lein ac wyneb yn wyneb i bobl ifanc, a'u cefnogi â llawer o fathau o bryderon, gan gynnwys problemau perthynas, problemau teuluol, pryderon ynglŷn ag ysgol, teimlo'n isel, problemau diod a chyffuriau, rhywioldeb, anhwylderau bwyta, hunan-niweidio, bwlio, diffyg hyder neu gamdriniaeth. O fis Hydref i fis Rhagfyr 2018, mewngofnododd 285 o bobl ifanc i'r gwasanaethau ar-lein a mynychodd 211 o bobl ifanc apwyntiad cwnsela wyneb yn wyneb.
- **Iechyd Meddwl** – Gwnaethom dreialu cynllun grantiau bach yn 2018/19 i gefnogi grwpiau cymunedol i hybu iechyd a llesiant meddwl positif. Gwnaethom dderbyn 107 o geisiadau oddi wrth amrywiaeth o grwpiau a llwyddodd 16 o brosiectau i dderbyn cyllid. Roeddem hefyd yn gallu cefnogi ceisiadau aflwyddiannus a'u cyfeirio at ffynonellau cyllid posibl eraill.
- **Cynllun Neges mewn Potel** – Gwnaethom gyflwyno'r cynllun newydd hwn, sy'n syniad syml a allai arbed amser i dimau gwaith cymdeithasol a'r gwasanaethau brys ddod o hyd i wybodaeth hanfodol pe bai rhywun yn cael codwm neu'n dod yn sâl gartref. Gosodir potel blastig fach yn yr oergell â'ch manylion personol wedi'u rholio y tu mewn iddi. Yna, gosodir sticer â chroes werdd ar yr oergell i ddwyn sylw at y ffaith fod yna wybodaeth hanfodol y tu mewn iddi. Mae'r Gwasanaethau Oedolion yn cydweithio â'r Groes Goch ym Mhowys i ddsbarthu'r poteli.
- **Timau amlddisgyblaeth** – Mae trafodaethau'n mynd rhagddynt â Bwrdd Iechyd Addysgu Powys o ran timau amlddisgyblaeth.
- **Gofal Cartref** – Yn ystod 2018-19, roedd yna bwysau o fewn y farchnad gofal cartref a arweiniodd at oedi wrth drosglwyddo gofal. Dychwelodd darparwyr gofal cartref eu gwaith oherwydd pwysau ariannol a effeithiodd ar yr amser roedd yn ei gymryd i ddod o hyd i becynnau gofal i unigolion. Fodd bynnag, tuag at ddiwedd y flwyddyn daeth darparwyr newydd i mewn i'r farchnad a gafodd effaith bositif ar y niferoedd a oedd yn aros am ofal cartref, yn enwedig yng ngogledd a dwyrain y sir. Mae'r cyngor a darparwyr eraill yn parhau i ddarparu 11,000 awr o ofal cartref yn llwyddiannus pob wythnos. Yn 2019-20, bydd y cyngor yn parhau i weithio gyda darparwyr a hefyd yn edrych ar rai atebion arloesol i gwtogi ar niferoedd yr achosion o oedi â throsglwyddo gofal, yn enwedig yn ystod cyfnodau o bwysau'r Gaeaf.
- Mae peilot o system electronig newydd ar gyfer prynu gofal cartref o'r enw **System Prynu Deinamig** wedi dechrau yn Ystradgynlais. Bydd diben y system newydd yn helpu i sicrhau bod ein cronfa ddarparwyr yn gallu tyfu'n gynaliadwy ac yn hyblyg i ddarparu gofal cartref yn ogystal a sicrhau bod y Cyngor yn cael y gwerth gorau o ran cost ac ansawdd y gwasanaeth tra'i fod yn darparu cyfle cyfartal i ddarparwyr allanol. Caiff y peilot ei werthuso yn 2019-20 cyn gwneir unrhyw benderfyniadau ynglŷn â'r camau nesaf. Mae yna dal bryderon ynglŷn â chynaliadwyedd darparwyr gofal cartref a bydd y Cyngor yn parhau i weithio gyda nhw i ddod o hyd i atebion yn ystod 2019-20.



### Datblygu gweithlu ar gyfer y dyfodol, gan sicrhau bod y bobl iawn yn y swyddi iawn, sy'n gallu cyflenwi gofal o'r safon orau bosib.

- **Gwasanaeth Anabledd Integredig** – Gwnaethom sefydlu'r Gwasanaeth Anabledd Integredig i gynnwys timau amlasiantaeth gyda'i gilydd mewn un lle ag un strwythur rheoli. Mae proses brysbennu Gwasanaeth Anabledd Integredig wedi'i gychwyn. Mae'r hyn a oedd yn gyfarfodydd ffisegol misol nawr yn gyfarfodydd wythnosol sy'n defnyddio Skype lle bo angen. Mae hyn yn golygu bod plant ag anableddau neu anghenion iechyd cymhleth yn cael cyngor a gweithredu cyflymach a mwy deallus.

- **Strategaeth y Gweithlu ar gyfer Gwasanaethau Oedolion** – Mae strategaeth y gweithlu, dull recriwtio a chynllun y gweithlu wedi'u datblygu a chaiff y rhain eu rhoi ar waith yn 2019-20. Caiff y cynllun ei fonitro a'i adolygu'n rheolaidd i sicrhau ei fod yn diwallu anghenion y gwasanaeth. Mae'r Gwasanaethau Oedolion wedi gweithio'n agos â'r Rheolwr Cynllunio'r Gweithlu Iechyd a Gofal Cymdeithasol ar y Cyd sydd newydd ei benodi i gasglu data ynghyd a fydd yn darparu sail ar gyfer strategaeth i'r gweithlu ehangach ym Mhowys, sy'n cynnwys, e.e. iechyd, gofal cymdeithasol, y sectorau gwirfoddol ac annibynnol. Bydd y gwaith y maent wedi ymgymryd ag ef hefyd yn darparu sail ar gyfer strategaeth y gweithlu genedlaethol i Gymru, y mae egwyddorion Cymru lachach yn wraidd iddi.
- **Arweinyddiaeth** – Er mwyn darparu arweinyddiaeth barhaus ar lefel uwch, dechreuodd Pennaeth Gwasanaethau Oedolion newydd ym mis Ebrill 2019, ar ôl i'r swyddog blaenorol adael. Hefyd, ar ôl ymddeoliad, mae 2 Uwch Reolwr newydd wedi dechrau swyddi ym meysydd Iechyd Meddwl ac Anableddau a Phobl Hŷn. Ym maes Iechyd Meddwl, mae'r Gwasanaethau Oedolion wedi'i chael hi'n anodd recriwtio a chadw Ymarferwyr Iechyd Meddwl Cymeradwy ac maent yn parhau i edrych ar sut y gellir datrys y broblem hon.
- **Meithrin yn fewnol** – Yn ystod 2018-19, mae'r cyngor wedi parhau i gefnogi gwaith datblygu staff presennol. Mae gan y Gwasanaethau Oedolion 5 myfyriwr sy'n gwneud Gradd y Brifysgol Agored mewn Gwaith Cymdeithasol, ac mae pob un o'r rhain ar Lefel 2 eu gradd ac wedi dechrau eu cyfle dysgu arfer. Mae yna hefyd 4 aelod o staff sy'n gwneud eu cymhwyster asesydd arfer. Darparodd Tîm Anabledd y Gwasanaethau Oedolion leoliad Lefel 3 i fyfyrwr MA o Gaer, sydd wedi cael cyflogaeth barhaol yn y tîm ar ôl pasio ei radd.
- **Sgyrsiau Beth Sy'n Bwysig** – Mae'n ofynnol gan y Ddeddf Gwasanaethau Cymdeithasol a Llesiant bod Gofal Cymdeithasol Oedolion yn canolbwyntio ar beth sy'n bwysig i'r unigolyn. Er mwyn cefnogi'r gweithlu i ganolbwyntio ar hyn wrth siarad â defnyddwyr gwasanaeth a gofalwyr, mae staff wedi dilyn hyfforddiant mewn cydgyfathrebu sydd wedi'i seilio ar gryfderau ac sy'n canolbwyntio ar ddeilliannau. Mae hyfforddiant ar y cyd hefyd wedi'i wneud gyda Credu i gefnogi eu tîm o ran eu modd o drin gofalwyr, er mwyn gwella eu dealltwriaeth o gydgyfathrebu. Mae'r Gwasanaethau Oedolion hefyd wedi hyfforddi grŵp o swyddogion i fod yn fentoriaid i gefnogi staff wrth iddynt fynd ati i gydgyfathrebu a magu dull o weithredu wedi'i seilio ar gryfderau.
- **Ymgysylltu â Staff a Phartneriaid** – Mae Cyfarwyddwr y Gwasanaethau Cymdeithasol wedi sefydlu cyfarfodydd cynrychiolwyr gweithwyr sy'n rhoi cyfleoedd i frifio staff yn uniongyrchol ynglŷn â materion a phynciau cyfredol o fewn y gwasanaeth. Gwahoddwyd staff i gyfrannu at arolwg staff, a chaiff y canlyniadau eu dadansoddi a'u trafod mewn cynhadledd staff ym mis Gorffennaf 2019. Parheir i ymgysylltu â phartneriaid trwy'r Bwrdd Partneriaeth Rhanbarthol ac yn ôl y galw o ran datblygiadau'r gwasanaeth. Mae'r Gwasanaethau Oedolion hefyd wedi parhau i ymgysylltu â fforymau pobl ag anabledd dysgu, anabledd corfforol a nam ar y synhwyr. Rydym hefyd wedi ymgysylltu â chymunedau lle y cynigiwyd newidiadau sylweddol, fel gwasanaethau dydd.



### **Creu amgylchedd arloesol sy'n hyrwyddo arloesi, ymchwil a datblygiad ar draws holl agweddau ar y system iechyd a gofal**

- **Rhaglen Llesiant Gogledd Powys (Canolfan Wledig Ranbarthol yn y Drenewydd)** – Mewn partneriaeth â gweithwyr iechyd a gofal cymdeithasol proffesiynol, dechreuodd y gwaith paratoi ar gyfer cynllunio model gofal newydd yng Ngogledd Powys. Mae hyn yn cynnwys Asesiad o Iechyd a Llesiant y Boblogaeth ar gyfer gogledd Powys, mapio gwasanaethau sy'n bodoli a gwaith cychwynnol ynglŷn â modelu'r galw a'r capasiti o amgylch cyfleoedd posibl i ddod â gwasanaethau gofal iechyd cynlluniedig yn agosaf at gartref. Mae safle a ffeirir ar gyfer cyfleusterau newydd o'r radd flaenaf hefyd wedi'i nodi yn y Drenewydd. Mae'r cyngor a Bwrdd Iechyd Addysgu Powys hefyd wedi llwyddo i dderbyn £2.55m o gyllid o Gronfa Trawsnewid Llywodraeth Cymru i gefnogi gwaith datblygu ffyrdd trawsnewidiol i ddarparu gwasanaethau iechyd a gofal cymdeithasol.

- **Tai â Chymorth** – Yn sgil llwyddiant prosiect tai â gofal ychwanegol yn y Drenewydd, mae cyfeiriad strategol ar gyfer ardaloedd eraill yn y sir yn cael ei adolygu i nodi cyfleoedd yn y dyfodol. Mae safleoedd wedi'u nodi yn Ystradgynlais a'r Trallwng a fydd yn cynyddu capasiti gofal ychwanegol yn y sir erbyn 2020; bydd y cyngor yn gweithio gyda phartneriaid allanol i hyrwyddo'r newid hwn. Mae gwaith wedi dechrau ar 3 uned llety yn ardal Aberhonddu, a bydd un o'r rhain yn llety i oedolyn ifanc sy'n symud o'r Gwasanaethau Plant i'r Gwasanaethau Oedolion.
- **Cae Glas** – Mae gwaith wedi parhau gyda phartneriaid ar ddatblygu llety arbenigol i gefnogi unigolion ag anabledd dysgu. Mae 6 o unigolion wedi'u nodi fel preswylwyr posibl yn y dyfodol ac mae cynlluniau unigol yn cael eu datblygu i'w cefnogi a'u galluogi i fyw yn y gymuned o'u dewis. Mae'r prosiect yng Nghae Glas yn cefnogi unigolion i ddychwelyd i'r sir, a bydd hefyd yn osgoi rhai ohonynt yn gorfod gadael i fyw mewn ardaloedd eraill.
- **Rhannu Bywydau** – Cynllun lleoliadau oedolion yw Rhannu Bywydau, lle mae gofawyr yn agor eu cartrefi a'u bywydau teuluoedd i gynnwys person ifanc neu oedolyn y mae angen cefnogaeth ychwanegol arnynt i fyw yn dda. Mae gan y cyngor 21 o aelwydydd gofawyr sy'n rhannu bywydau ac yn ystod 2018-19 gwnaethom gefnogi 29 o unigolion. Bydd yn parhau i gynyddu capasiti gofawyr o fewn Gwasanaeth Rhannu Bywydau yn 2019-20. Cafodd Rhannu Bywydau sylw yn newyddion ITV, pan gyfwelwyd gofawr a defnyddiwr gwasanaeth o Bowys.

<https://www.itv.com/news/wales/2019-04-21/charity-urges-more-people-to-open-up-their-homes-to-those-in-need/>



[https://www.youtube.com/watch?v=sO\\_7whSfDhI](https://www.youtube.com/watch?v=sO_7whSfDhI)

- **Ymchwil a Datblygu** – Er mwyn helpu i ddarparu sail ar gyfer cynllunio gwasanaethau oedolion yn y dyfodol, rydym wedi ymgymryd ag 'Adolygiad System Gyfan' sy'n mapio'r siwrnai y mae oedolion yn mynd arni ar hyn o bryd trwy'r system gofal cymdeithasol. Trwy'r dadansoddiad, rydym eisiau nodi sut y gallwn wneud y broses yn fwy effeithlon a chanolbwyntio mwy ar y dinesydd. Yng Ngogledd y sir, cwblhawyd prawf o gysyniad yn ASSIST a oedd yn edrych ar ymateb system gyfan i anghenion ac asedau unigolyn trwy ddull amlddisgyblaeth o weithredu. Caiff y prawf o gysyniad hwn ei werthuso yn 2019-20.




### Datblygu atebion digidol fydd yn galluogi darpariaeth iechyd a gofal cynaliadwy a mwy effeithiol

- **Gwybodaeth, Cyngor a Chymorth** - Er mwyn darparu dull system gyfan o weithredu o ran gwybodaeth, cyngor a chymorth, a rhoi mwy o gyfleoedd i bobl dderbyn gwybodaeth, mae gwaith wedi dechrau i edrych ar opsiynau mewn manau gwybodaeth sy'n bodoli, fel gwasanaethau llyfrgell, a ddylai leihau effaith defnyddio ASSIST yn ddiangen. Mae gwelliannau technolegol wedi'u gwneud rhwng Infoengine a Dewis Cymru, sy'n golygu bod modd rhannu gwybodaeth rhwng yn ddwy system wahanol. Mae hyn yn enghraifft o gydweithredu ymarferol rhwng y trydydd sector a'r sector cyhoeddus yng Nghymru, gyda gwybodaeth hanfodol ar gael yn rhwydd i unigolion. Mae Cysylltwyr Cymunedol yn gweithio yn y gymuned ac yn cefnogi ASSIST i roi gwybodaeth, cyngor a chymorth cyn gynted â phosibl.
- **Tîm Gwybodaeth a Chymorth Gwasanaethau Cymdeithasol Oedolion (ASSIST)** - Mae gwasanaeth drws ffrynt newydd ei lansio sydd wedi disodli Llinell Uniongyrchol Powys, ac mae rhif ffôn newydd wedi'i gyflwyno ar gyfer oedolion y mae angen gwybodaeth, cyngor a chymorth arnynt o ran gofal cymdeithasol oedolion. Rôl allweddol y swyddogion cyswllt o fewn tîm ASSIST yw darganfod "beth sy'n bwysig" i'r person neu ei ofalwr, a nodi'r deilliant y maent eisiau ei gyflawni. Mae'r tîm yn gweithio'n unol â fframwaith blaenoriaethu i asesu atgyfeiriadau ac mae ganddynt



- broses glir ar gyfer atal a chydgyhyrchu â gwasanaethau'r trydydd sector. Mae yna lwybrau clir i'w dilyn ar gyfer unrhyw bryderon a godir ynglŷn â diogelu. Mae ffurflen asesu gofalwyr a ffurflen ymholiadau ar-lein newydd hefyd wedi'u cyflwyno.
- **WCCIS** – Mae System Wybodaeth Gofal Cymunedol Cymru (WCCIS) wedi'i rhoi ar waith o fewn Gofal Cymdeithasol Oedolion ond mae gwaith datblygu'n dal i fynd rhagddo i'w gwneud yn fwy effeithiol. Pan roddir WCCIS ar waith yn llawn ledled Cymru, fe fydd yn helpu i chwalu rhwystrau a achosir oherwydd bod gwahanol sefydliadau'n defnyddio systemau TG gwahanol, trwy storio gwybodaeth bwysig yn ddiogel, sef gwybodaeth sy'n ymwneud ag amrywiaeth o weithgareddau fel nyrso cymunedol, ymweliadau iechyd a gofal cymdeithasol, iechyd meddwl ac anabledau dysgu. Bydd cofnod iechyd a gofal cymdeithasol integredig yn sicrhau mai dim ond unwaith y bydd yn rhaid i unigolion adrodd eu stori.
- **Gofal y Mae Technoleg yn ei Alluogi.** Mae hyn wedi parhau i ddatblygu, gan dreialu gwasanaethau newydd. Mae nifer yr unigolion unigryw a gefnogwyd a'r presgripsiynau gofal y mae technoleg wedi'u galluogi wedi parhau i gynyddu yn unol â'r targedau. Mae cyfrifiannell osgoi costau wedi'i ddatblygu i amcangyfrif y costau rhagamcanol y gellir eu hosgoi yn sgil buddsoddi mewn gofal y mae technoleg yn ei alluogi. Mae'r Gwasanaethau Cymdeithasol wedi gweld galw a llwyddiant mawr o ran cefnogi gofalwyr di-dâl i ofalu am eu hanwyliaid â dementia yn eu cartrefi am hirach, gyda rhai yn osgoi mynd i gartref gofal yn gyfan gwbl neu yn gohirio'r angen am hyn. Mae adborth sydd wedi'i gasglu wedi parhau i ddarparu tystiolaeth bod unigolion a gofalwyr di-dâl yn dweud eu bod wedi cael deilliannau positif. Un enghraifft o hyn yw lle mae merch wedi gallu cefnogi ei thad o bell, er eu bod yn byw mewn gwahanol ardaloedd yn y sir. Bydd treial o Padbots yn dechrau yn 2019-20 a fydd yn galluogi gweithwyr cymdeithasol i rith-asesu adolygiadau gyda chymorth robot; bydd y defnyddiwr gwasanaeth yn gallu gweld a siarad â'r gweithiwr cymdeithasol trwy sgrin.
- **Therapi Galwedigaethol** – Er bod y rhestr aros am therapi galwedigaethol yn sylweddol yn ne'r sir, mae gwaith wedi dechrau i gwtogi ar hon â'r nod o beidio â bod ag amser aros am wasanaeth. Mae'r astudiaeth achos a ganlyn yn enghraifft o sut y cafodd unigolyn ei chefnogi trwy'r gwasanaeth i aros yn annibynnol yn ei chartref ei hun.

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



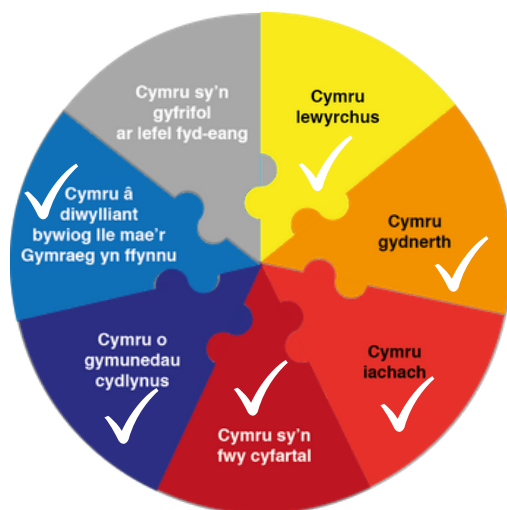
### Gweithio mewn partneriaeth i drawsnewid gwasanaethau iechyd a gofal a gwella llesiant

- **Plant yn Gyntaf** – Mae prosiect o'r enw 'Codi Dyheadau' yn mynd rhagddo mewn ymateb i adborth cymunedol ynglŷn â dyfodol ar gyfer pobl ifanc yn y Drenewydd. Sesiwn fisol yw hon, lle mae pobl ysbrydoledig leol yn gwneud cyflwyniad am eu profiad o waith i ddisgyblion Blwyddyn 6 ac yn siarad am yr hyn y maent yn ei wneud.
- **Cymorth i Blant Sy'n Derbyn Gofal** – Mae'r Cyngor, ar y cyd â phartneriaid, wedi datblygu a chytuno ar 'Fframwaith Strategol Plant Sy'n Derbyn Gofal 2018-2023' i gefnogi teuluoedd i aros gyda'i gilydd a lleihau'r angen i blant dderbyn gofal, trwy ganolbwyntio ar wasanaethau sy'n darparu help amserol, adeiladu ar gryfderau teulu ac atal problemau mwy rhag codi.
- **Cynnig Rhagweithiol** – Mae'r tîm ASSIST yn darganfod pa iaith sy'n well gan unigolion ei defnyddio wrth y drws ffrynt. Mae'r Gwasanaethau Oedolion wedi ei chael hi'n anodd recriwtio siaradwyr Cymraeg i'w galluogi i ddarparu gwasanaethau yn y Gymraeg. Fodd bynnag, rhoddir ystyriaeth o hyd i ofynion sgiliau ieithyddol bob tro y maent yn recriwtio, ac mae hyfforddiant hefyd ar gael i'r staff presennol ddilyn hyfforddiant yn y Gymraeg.
- **Cefnogi Pobl** – Mae'r Gwasanaeth Cymorth Fel y Bo'r Angen wedi'i ailgomiysu'n llwyddiannus a bydd yn cefnogi'r model cymorth cynnar ac atal, a dylai hyn effeithio'n bositif yn y dyfodol ar osgoi'r galw am ofal cartref.
- **Taliadau Uniongyrchol** – Mae'r Gwasanaethau Cymdeithasol yn parhau i hybu defnyddio taliadau

·uniongyrchol. Tuag at ddiwedd 2018-19, dechreuwyd prosiect â darparwr y Cynllun Cymorth Taliadau Uniongyrchol i nodi cynorthwyr personol cofrestredig sydd â chapasiti dros ben. Roedd hyn yn benodol mewn ardaloedd lle nad oedd gofal cartref ar gael, gan roi cyfle i unigolion ddefnyddio taliad uniongyrchol i brynu eu gofal eu hunain a chaniatáu iddynt fyw yn annibynnol. Gan ymgynghori â defnyddwyr gwasanaeth yn y ganolfan ddydd yng Nghrughywel, mae gwaith wedi dechrau i weld a ellid eu cefnogi'n well trwy daliadau uniongyrchol i fynychu grwpiau cymdeithasol lleol.

- **Diogelu** – Mae canran yr ymholiadau diogelu oedolion a gwblhawyd o fewn amserlenni statudol wedi cynyddu gydol y flwyddyn i aros yn gyson yn uwch na 90%. Mae'r cyngor yn cynnal cyfarfodydd atgyfeirio a sgrinio lle rhoddir blaenoriaeth i'r holl atgyfeiriadau, gan asesu risg a'u dyrannu o fewn 24 awr. Mae'r cyngor yn parhau i weithio ag asiantaethau sy'n bartneriaid i sicrhau bod trafodaethau ynglŷn â diogelu yn gadarn. Mae'r cyngor yn gweithio ochr yn ochr â'r Bwrdd Diogelu Rhanbarthol ac mae wedi cefnogi gwaith datblygu a gweithredu'r ddogfen Trothwy Diogelu. Pwrpas y ddogfen ganllaw hon yw sicrhau bod yna ymateb rhanbarthol, ar y cyd i gadw pobl yn ddiogel. Lanswyd y ddogfen mewn cynhadledd ddiogelu amlasiantaeth lwyddiannus yn ystod wythnos Diogelu Genedlaethol o'r enw "gweld rhywbeth .....dywedwch rywbeth".
- **Comisiynu'r Trydydd Sector – Eiriolaeth** – Yn sgil ymarfer tendro llwyddiannus i fynd i'r afael â gofynion statudol ac anstatudol o ran eiriolaeth mewn un contract, mae Canolfan Byw Annibynnol DEWIS wedi'u comisiynu i ddarparu Gwasanaeth Eiriolaeth Broffesiynol Annibynnol ar gyfer pob oedolyn, heblaw am y rheini sy'n derbyn eiriolaeth iechyd meddwl statudol. Bydd hyn yn golygu newid y ffordd o ddarparu gwasanaethau eiriolaeth i oedolion ym Mhowys o 1af Ebrill 2019.
- **Comisiynu Cartrefi Gofal** – Mae'r Cyngor wedi comisiynu darparwr newydd i redeg y 12 cartref gofal y mae'r cyngor yn berchen arnynt a Glan Irfon, sef cyfleuster gofal canolraddol integredig ar y cyd â Bwrdd Iechyd Addysgu Powys. Mae'r darparwr newydd, Shaw Healthcare, yn gwmni yng Nghymru sydd â nod i ddarparu'r math o ofal y byddem eisiau ei gael i'n hanwyliaid. Bwriedir hefyd moderneiddio'r ddarpariaeth a datblygu gwasanaethau gyda'r darparwr newydd. Mae gwaith ar y gweill gyda BUPA, Shaw Healthcare ac Arolygiaeth Gofal Cymru i alluogi trosglwyddo'r gwasanaeth yn llyfn ac yn ddiogel ar 1af Mehefin 2019. Mae'r Cyngor a Bwrdd Iechyd Addysgu Powys wedi adolygu gofynion ac mae swydd a ariennir ar y cyd wedi'i chreu a fydd yn cael ei hysbysebu ym mlwyddyn ariannol newydd 2019-20.

### Ein cyfraniad at y 7 Nod Llesiant:



### Faint y gwnaethom ei arbed/ei wario yn 2018-19?

#### Prif fuddsoddiadau cyfalaf:

- £172k ar Gyfarpar Cymunedol i alluogi cleientiaid i fyw yn eu cartrefi eu hunain am hirach, ac i hwyluso eu rhyddhau o'r ysbyty.
- £126k ar Ailwampio Safle Camddefnyddio Sylweddau yn y Trallwng

#### Prif arbedion:

- Arbedwyd £1.468m, a oedd £0.037m dros y targed, oherwydd addasu pecynnau gofal i'r maint iawn, ymyrryd cynnar ac atal e.e. Ailalluogi, gofal y mae technoleg yn ei alluogi a chynlluniau gofal seiliedig ar ddeilliannau.

## Y Diogelwr Taith

Ble ydym ar y daith i gyfrannu cymaint â phosibl at y 7 nod llesiant?



## Diweddariadau i'n cynllun a gweithgareddau gwella allweddol ar gyfer 2019 ymlaen

Yn ystod 2018/19, rydym wedi diweddaru ein Cynlluniau Gwella Gwasanaethau Plant ac Oedolion sy'n canolbwyntio ar wella safonau ein gwasanaethau gofal cymdeithasol statudol a sicrhau bod ein plant a'n hoedolion mwyaf agored i niwed yn ddiogel. Byddant yn canolbwyntio ar y blaenoriaethau a ganlyn:

### Gweithgaredd – Beth y byddwn yn ei wneud?

### Sut y byddwn yn mesur llwyddiant?



### O ran Gwasanaethau Plant, byddwn yn:

Canolbwyntio ar ymyrraeth gynnar ac atal gan sicrhau bod y cymorth iawn ar gael ar yr adeg iawn i gadw teuluoedd gyda'i gilydd, lle bo'n bosibl a lle bo plant yn ddiogel. Ymyrryd cyn gynted â phosibl i sicrhau nad yw plant a phobl ifanc yn dioddef niwed.

Gweithio gyda theuluoedd yn hytrach na gwneud iddynt. Gweithio gyda phlant, pobl ifanc a'u teuluoedd i gydgyhyrchu cynlluniau a fydd yn achosi'r newidiadau sydd eu hangen ar blant mor gyflym â phosibl.

Darparu a chomisiynu cymysgedd hyblyg a fforddiadwy o leoliadau safon uchel i blant sy'n derbyn gofal i ddiwallu amrediad eang o ran anghenion ac amgylchiadau, gan gadw plant mor agos at gartref â phosibl.

Sicrhau'r canlyniadau gorau posibl i'r plant hynny sydd yn ein gofal. Trefnu cymorth arbenigol a rhianta da, gan roi llwybrau wedi'i gynllunio'n glir iddynt trwy ofal at fydd oedolion.

- Llesiant emosiynol a meddyliol gwell ymhlith plant a phobl ifanc sy'n defnyddio ein gwasanaethau cwnsela (llynell sylfaen i'w phennu)
- Bydd canran yr asesiadau sy'n cael eu cwblhau ar gyfer plant o fewn amserlenni statudol yn 90% neu'n uwch erbyn 2019/20.
- Bydd Plant Sy'n Derbyn Gofal sydd â thri neu fwy o leoliadau mewn 12 mis yn unol â chyfartaledd Cenedlaethol Cymru, sef 10%, neu'n is erbyn 2019/20.
- Bydd canran ymweliadau statudol plant sy'n derbyn gofal a gynhelir yn unol â'r amserlen yn 95% neu'n uwch erbyn 2019/20.
- Bydd canran ymweliadau statudol diogelu plant a gynhelir yn unol â'r amserlen yn 95% neu'n uwch erbyn 2019/20.
- Bydd canran y staff gweithredol sy'n derbyn goruchwyliaeth achosion yn fisol yn 85% neu'n uwch erbyn 2019/20.
- Cyfran y plant a'r bobl ifanc y mae'r gwasanaethau Cymorth Cynnar yn eu cefnogi fel cyfanswm o'r holl atgyfeiriadau at y Gwasanaethau Plant (llynell sylfaen i'w phennu yn Ch1 2019/20).
- Bydd gwelliannau mewn deilliannau i blant a phobl ifanc, sy'n cael eu mesur trwy ddefnyddio Arfau Pellter a Deithiwyd cydnabyddedig, yn 80% erbyn 2019/20.



- Bydd canran y lleoliadau sy'n cael eu trefnu gyda gofalwyr maeth mewnol yn 70% neu'n fwy erbyn 2019/20.
- Bydd nifer y lleoliadau y tu allan i'r sir yn 70 neu'n llai erbyn 2019/20.
- Bydd canfyddiadau plant a phobl ifanc sy'n defnyddio gofal a chymorth yn gwella wrth ymateb i'r arolwg blynyddol.
- Bydd canran yr asesiadau sy'n cael eu cwblhau nad ydynt yn galw am unrhyw gamau pellach yn 40% neu'n llai erbyn 2019/20.



### O ran Gwasanaethau Oedolion, byddwn yn:

Hybu annibyniaeth a hunanofal lle bo'n bosibl. Gweithio ochr yn ochr â phartneriaid, yn enwedig iechyd, i sicrhau bod unigolion ag anghenion gofal cymhleth yn cael yr asesiad sydd ei angen arnynt dan ddeddfwriaeth, a sicrhau bod lleoliadau priodol ar gael i ddiwallu eu hanghenion os oes galw am hynny.

Cefnogi oedolion y mae angen gofal a chymorth arnynt. Sicrhau bod asesiad amserol a gofal a chymorth ar y lefel iawn ar gael i oedolion y mae angen y cymorth hwn arnynt.

Darparu gofal a chymorth i ofalwyr a fydd yn galluogi eu cefnogi i barhau â'u rôl ofalu.

Nodi risg yn bositif ac yn effeithiol wrth ddarparu cymorth i oedolion trwy wneud yn siŵr bod eu hanghenion yn cael eu hasesu'n fanwl gywir a'u diwallu'n effeithiol, gyda deilliannau positif iddyn nhw. Defnyddir dull o weithredu seiliedig ar gryfderau i wneud hyn, a bydd yn galw am ailgysylltu â'u rhwydweithiau cymunedol a chefnogi gofalwyr i barhau i ofalu am eu perthynas. Wrth asesu risg, mae angen ystyried gallu'r unigolyn i wneud penderfyniadau penodol o ran eu bywydau, ac mae angen gwneud penderfyniadau'n unol â deddfwriaeth o ran budd gorau lle ystyrir bod hynny'n briodol.

Darparu a chomisiynu cymysgedd hyblyg a fforddiadwy o wasanaethau cymorth o safon uchel i oedolion y mae angen gofal a chymorth arnynt nhw

- Nifer o ddefnyddwyr gwasanaeth ag anableddau dysgu wedi symud ymlaen o leoliad gofal preswyl i opsiwn cymorth cymunedol annibynnol a hyblyg (y tu allan i Bowys a'r tu mewn i Bowys).
- Byddwn yn cynyddu canran yr Oedolion sydd wedi cwblhau cyfnod ailalluogi ac sydd heb becyn cymorth a gofal 6 mis yn ddiweddarach, neu becyn gofal a chymorth is, o 70% i 80% erbyn 2019
- Byddwn yn dyblu nifer y gofalwyr rydym wedi eu hadnabod ac sy'n cael cynnig asesiad o 150 i 300 erbyn 2023
- Lleihad yn nifer y bobl (fesul 1000 y boblogaeth) 75 oed a throsodd sy'n dioddef o oedi wrth ddychwelyd i'w cartrefi eu hunain neu i leoliad gofal cymdeithasol yn dilyn cyfnod o driniaeth yn yr ysbyty. (1.5 yn 2017/18)
- Cynnydd yn nifer y cleientiaid sy'n oedolion sy'n derbyn cymorth yn eu cartref eu hunain trwy dechnoleg gynorthwyol o 390 i 780 erbyn 2020
- Cynnydd yng nghanran yr ymholiadau diogelu oedolion sy'n cael eu cwblhau o fewn yr amserlen statudol o 62.33% i 95% erbyn 2021
- Cynnydd fesul blwyddyn yn nifer y staff sy'n darparu gwasanaethau cymdeithasol a gofal iechyd integredig/yn yr un lle i bobl
- Gwella canfyddiadau pobl sy'n defnyddio gofal cymdeithasol sy'n ymateb i arolwg blynyddol mewn perthynas â'r datganiadau canlynol:
  - Pobl yn dweud eu bod yn byw yn y cartref cywir iddyn nhw (81% yn 2017)
  - Pobl yn dweud eu bod wedi derbyn y wybodaeth neu gyngor cywir pan roedd ei

a'u gofalwyr, i ddiwallu amrywiaeth eang eu hanghenion a'u hamgylchiadau unigol.

angen (72% yn 2017)

- Pobl yn dweud eu bod wedi derbyn gofal a chymorth drwy eu dewis iaith (91% yn 2017)
- Pobl yn dweud eu bod wedi cyfrannu at unrhyw benderfyniadau am eu gofal a chymorth (72% yn 2017)
- Pobl sy'n fodlon gyda'r gofal a chymorth a dderbyniwyd (81% yn 2017)
- Gofalwyr yn dweud eu bod yn derbyn cymorth i barhau â'r rôl gofal (23% yn 2017)

Rydym hefyd wedi ymrwymo i weithio gyda'n partneriaid trwy'r Bwrdd Partneriaeth Rhanbarthol a byddwn yn parhau i chwarae ein rhan mewn cyflawni'r blaenoriaethau y manylir arnynt yn ein Cynllun Ardal ar y Cyd. Amlinellir isod y blaenoriaethau y mae'r cyngor yn cyfrannu atynt:



### Canolbwyntio ar Lesiant

- **Datblygu Cymunedol** – Gweithio gyda chymunedau cadarn lleol, sydd â chysylltiadau cryf, i ddatblygu a chryfhau sgiliau ac adnoddau cymunedol sy'n cefnogi llesiant pobl.
- **Cefnogi Gofalwyr Di-dâl** – Sicrhau llesiant gofalwyr di-dâl cyn, yn ystod ac ar ôl gorffen gofalu trwy ddarparu gwybodaeth, cyngor a chymorth, addysg atodol, cyfleoedd i fagu sgiliau a hyfforddiant mewn perthynas â gwaith, gofal seibiant a chymorth yn y gymuned.
- **Gwella Iechyd ac Atal** – Galluogi a chefnogi pobl i wneud penderfyniadau a gweithredu er mwyn gwella iechyd a llesiant, ac i osgoi neu leihau afiechyd, er enghraifft, trwy roi'r gorau i ysmegu neu gamddefnyddio sylweddau, neu drwy gynyddu gweithgarwch corfforol.



### Darparu Gofal Cydlynus

- **Iechyd Meddwl** – Ar draws pob haen, o hyrwyddo iechyd i wasanaethau arbenigol sy'n canolbwyntio ar wella'r trefniadau gweithio integredig ac ar lesiant, cymorth cynnar a chefnogaeth i bobl o bob oed.
- **Cydlynu Gofal** – Datblygu timau amlddisgyblaeth integredig / yn yr un lle yn unol â'r Canolfannau Rhanbarthol a hybiau cymunedol.



### Datblygu gweithlu ar gyfer y dyfodol

- **Model Staffio** – Bydd manteisio i'r eithaf ar rôl y gweithlu ar draws pob sector, gan gynnwys gofalwyr di-dâl trwy ddull o weithio integredig yn sylfaenol i gyflenwi'r model gofal newydd. Caiff modelau arloesol newydd eu seilio ar rolau amlsgiliau a generig gan sicrhau symud tuag at atal ac ymyrraeth gynnar.
- **Ymgysylltu â Staff a Phartneriaid** – Datblygu dull o weithio ar y cyd o ran defnyddio gwybodaeth, sgiliau a phrofiad cyffredin ein staff a'n rhanddeiliaid allweddol, i hysbysu a datblygu'r gwaith a wnawn.



### Amgylcheddau Arloesol

- **Canolfan Wledig Ranbarthol yn y Drenewydd** – Byddwn yn ystyried yr opsiynau i ddatblygu Canolfan Wledig Ranbarthol yn y Drenewydd i ddelio gyda phroblemau'n ymwneud ag adeiladau sy'n heneiddio, i gefnogi anghenion poblogaeth y dyfodol a lliniaru yn erbyn y posibilrwydd o symud gwasanaethau i ffwrdd o ogledd Powys dan y rhaglen Barod at y Dyfodol.
- **Hyb Cymunedol Dwyrain Sir Faesyfed** – Adolygu'r ddarpariaeth gwasanaeth yn Nwyrain Sir Faesyfed yn erbyn model gofal integredig ac asedau hybiau cymunedol sy'n bodoli.
- **Datblygu Hyb Cymunedol** – Mynd ati i adolygu asedau cymunedol yn ogystal â'r ddarpariaeth gwasanaeth sydd eisoes yn bodoli yn erbyn anghenion poblogaeth y dyfodol er mwyn adnabod ardaloedd posibl eraill i ddatblygu hybiau cymunedol.
- **Tai â Chymorth** – Datblygu llety addas ar gyfer pobl ifanc, pobl ag anabledd a phobl hŷn sy'n eu galluogi i gael mynediad at wasanaethau sylfaenol, meithrin cysylltiadau da gyda chymdogion ac eraill, ac aros yn annibynnol.
- **Arloesi, Gwella, Ymchwil a Datblygiad** – Byddwn yn datblygu ein sylfaen dystiolaeth, yn gwella ein gallu i fesur effaith a cheisio adnabod, rhannu ac ymwreiddio arfer da / arloesol.



### Atebion Digidol

- **Gwybodaeth, Cyngor a Chymorth (IAA)** – Parhau i ddatblygu IAA gan gynnwys y Cysylltwyr Cymunedol i alluogi mynediad cyflym at gymorth yn y gymuned leol.
- **Gweithredu System Wybodaeth Gofal Cymunedol Cymru (WCCIS)** – Parhau i weithredu system WCCIS ar draws Powys i gefnogi cydlynu gofal.
- **Annibyniaeth a Gofal y Mae Technoleg yn ei Alluogi** – Byddwn yn parhau i ddatblygu a gweithredu gofal y mae technoleg yn ei alluogi.



### Gweithio mewn partneriaeth

- **Diogelu** – Parhau i weithio gyda'r sectorau preifat, gwirfoddol ac annibynnol i sicrhau bod diogelu'n fusnes pawb o hyd.
- **Comisiynu a'r Trydydd Sector** – Datblygu cyllidebau cyffredin a threfniadau comisiynu ar y cyd o ran darpariaeth trydydd sector i gefnogi'r ffocws cynyddol ar lesiant, cymorth cynnar a gwybodaeth a chynngor.
- **Comisiynu Cartrefi Gofal** – Datblygu cyllidebau cyffredin a threfniadau comisiynu ar y cyd i gomisiynu cartrefi gofal i sicrhau bod y sawl sydd angen gofal preswyl a gofal nyrsio'n derbyn gwasanaeth di-dor.
- **Y Gymraeg** – Byddwn yn gwella'r Cynnig Rhagweithiol ar draws gwasanaethau gofal cymdeithasol er mwyn gwella tegwch.

## 2.3 Dysgu a Sgiliau

## Byddwn yn cryfhau dysgu a sgiliau



Mae dysgu a sgiliau'n gonglfaen i'n gweledigaeth, gan ddarparu cyfleoedd addysgu o ansawdd uchel i'n holl ddysgwyr. Mae angen i ni gofleidio heriau bod yn sefydliad gwledig mawr a defnyddio technoleg i sicrhau bod pethau o fewn cyrraedd gwell i bawb. Trwy gymryd camau yn y maes hwn, rydym wedi ymrwymo i gyflawni'r deilliannau a ganlyn:



Mae pawb sy'n gadael yr ysgol yn meddu ar y cymwysterau iawn i symud ymlaen



Mae'r ddarpariaeth addysg a chynghor da ar yrfa oedd ar gael yn deg i bobl o bob oedran



Mae cyfleoedd dysgu o bell / amgen ar gael i ddisgyblion



Mae'r ddarpariaeth blynyddoedd cynnar yn helpu teuluoedd i ddychwelyd i gyflogaeth ystyrlon



Bydd gweithio mewn partneriaeth ag ysgolion, colegau, prifysgolion a busnesau'n helpu cyfleoedd gyrfa



Mae amgylcheddau addysgu a dysgu o ansawdd da yn cynnwys technoleg newydd ar gyfer y boblogaeth

**Asesiad cyffredinol o berfformiad:**

Ar y cyfan, rydym o'r farn bod perfformiad yr amcan hwn yn 'ddigonol'. Roedd 4 (31%) allan o'r 13 gweithgaredd a oedd ar waith i gefnogi'r amcan hwn yn wyrdd, roedd 8 yn ambr ac roedd 1 yn goch. Roedd 12 mesur a ddefnyddiwyd i fonitro llwyddiant yn wyrdd, roedd 9 yn ambr ac roedd 3 yn goch (nid oedd unrhyw statws CAG ar gael ar gyfer 2 o'r mesurau).

**Pa wahaniaeth ydym ni wedi'i wneud?****Mae ein mesurau llwyddiant yn dangos:**

Cyflawnodd 90.4% o'r holl ddisgyblion y Dangosydd Cyfnod Allweddol yng Nghyfnod Allweddol 2 o'i gymharu â 91.2% y flwyddyn academaidd flaenorol (Cymru 89.5%)

Cyflawnodd 63.1% o ddisgyblion blwyddyn 11 drothwy Lefel 2, gan gynnwys Saesneg neu Gymraeg iaith gyntaf a mathemateg - Tystysgrif

Gyffredinol Addysg Uwch o'i gymharu â 62.2% y flwyddyn flaenorol (Cymru 55.1%)

Roedd presenoldeb disgyblion o oedran ysgol gorfodol mewn ysgolion cynradd yn 95.1% o'i gymharu â 95.5% y flwyddyn flaenorol (Cymru 94.6%)

Roedd presenoldeb disgyblion o oedran ysgol gorfodol mewn ysgolion uwchradd yn 94.5% o'i

gymharu â 94.6% y flwyddyn flaenorol (Cymru 93.9%)

Nid oedd angen categorïau dilynol Estyn yn 90.4% o ysgolion, o'i gymharu â 93% y flwyddyn flaenorol

Roedd 72.3% o ysgolion yn y categorïau Gwyrdd neu Felyn yn y System Genedlaethol ar gyfer Categori Ysgolion, o'i gymharu â 61% y flwyddyn flaenorol.

Gwelliant yng nghynnydd disgyblion unigol sy'n derbyn cefnogaeth Anghenion Dysgu Ychwanegol a Chynhwysiant:

- o Roedd canran y disgyblion ar lefel gweithredu gan yr ysgol / gweithredu gan yr ysgol a mwy / gyda datganiad sy'n cyrraedd y Dangosydd Pynciau Craidd yng Nghyfnod Allweddol 2 yn 60.9% o'i gymharu â 63.7% y flwyddyn flaenorol (Cymru 64%)
- o Roedd canran y disgyblion ar lefel gweithredu gan yr ysgol / gweithredu gan yr ysgol a mwy / gyda datganiad sy'n cyrraedd Lefel 2 yng Nghyfnod Allweddol 4 yn 23.3% o'i gymharu â 30.9% y flwyddyn flaenorol (Cymru 20.4%)
- o Parhaodd canran yr asesiadau ar gyfer plant sy'n cael eu cwblhau o fewn amserlenni statudol, ar wahân i eithriadau, ar 100%
- o Roedd nifer y disgyblion sy'n destun gwaharddiad parhaol fesul 1,000 o ddisgyblion mewn ysgolion cynradd yn 0% ac mewn ysgolion uwchradd roedd yn 1.37%. Roedd hyn yn 0.51 (cynradd) ac yn 1.35 (uwchradd) y flwyddyn flaenorol.

Gwella cynnydd disgyblion unigol 'Sy'n Derbyn Gofal' gan yr Awdurdod:

- o Roedd canran y Disgyblion Sy'n Derbyn Gofal sy'n cyrraedd Dangosydd y Cyfnod Sylfaen yn 25% o'i gymharu â 66.7% y flwyddyn flaenorol.
- o Roedd canran y disgyblion Sy'n Derbyn Gofal sy'n cyrraedd y Dangosydd Pynciau Craidd yng Nghyfnod Allweddol 2 yn 44% o'igymharu â 77.8% y flwyddyn flaenorol.
- o Roedd canran y disgyblion Sy'n Derbyn Gofal sy'n cyrraedd y Dangosydd Pynciau Craidd yng Nghyfnod Allweddol 3 yn 75% o'i gymharu â 58.3% y flwyddyn flaenorol.

- o Roedd canran presenoldeb disgyblion Sy'n Derbyn Gofal mewn ysgolion cynradd yn 94.3% ac mewn ysgolion uwchradd yn 94.2%. Roedd hyn yn 97.6% (cynradd) ac yn 94.6% (uwchradd) y flwyddyn flaenorol.
- o Roedd Cyfartaledd Sgôr Pwyntiau Wedi'i Chapio ar gyfer disgyblion Sy'n Derbyn Gofal yn 265 o'i gymharu â 248 y flwyddyn flaenorol.

Cafwyd cynnydd yn nifer y plant sy'n defnyddio gwasanaethau blynyddoedd cynnar o 873 i 1065, gan ragori ar ein targed o 1000 o blant

Defnyddiodd 50 o deuluoedd y rhaglen Blynyddoedd Rhyfeddol – Barod at yr Ysgol o'i gymharu â 80 yn 2017/18

Cafwyd gostyngiad yn nifer yr adeiladau ysgol sydd â safon cyflwr cyffredinol o C neu D o 132 i 130

Roedd nifer y lleoedd gwag mewn ysgolion cynradd yn 17.6% (llynell sylfaen 16.7%) ac mewn ysgolion uwchradd yn 25.5% (llynell sylfaen 24%)

Roedd canran y disgyblion sy'n cael eu hasesu trwy gyfrwng y Gymraeg (iaith gyntaf) ym Mlwyddyn 2 yn 17.7% o'i gymharu â 19% y flwyddyn flaenorol (Cymru 21.3%)

Roedd yn hysbys NAD oedd 1.7% o bobl ifanc 16 oed mewn addysg, cyflogaeth neu hyfforddiant. Mae hyn yn gynydd o'i gymharu â ffigur 2017 o 0.9%, ond o fewn ein targed o 2%

Roedd 1 cwrs dysgu o bell ar gael, gyda 6 o ddysgwyr yn cymryd rhan yn y cwrs

Cyflogodd y cyngor 16 o brentisiaid, gan adeiladu ar y 35 y flwyddyn flaenorol

Roedd yr holl weithgareddau dysgu sy'n cael eu cychwyn trwy Bartneriaeth Dysgu Oedolion yn y Gymuned Powys ac sy'n cael eu cyflawni yn 99%, a llwyddodd 94% i ennill y cymhwyster o'i gymharu â 91% y flwyddyn flaenorol



## ASTUDIAETH ACHOS – Llwybrau Cadarnhaol Powys



Yn 2018/19, cynhaliodd Llwybrau Cadarnhaol Powys, sef y grŵp sy'n trefnu Gŵyl Gyrfaoedd Powys, gystadleuaeth ar gyfer yr holl ddysgwyr ym Mhowys (rhwng 11 ac 19 oed).



**'Pa fusnes fasech chi'n ei sefydlu ym Mhowys yn 2019 a pham?'**  
oedd y gystadleuaeth.

Gwnaeth nifer fawr roi cynnig ar y gystadleuaeth a oedd hefyd wedi'i chysylltu ag arholiad Bagloriaeth Cymru, yn ogystal â rhoi cyfle i ennill £200 o dalebau a roddwyd yn garedig gan Weale's Wheels o Landdewi a What About Me? Training Ltd. Y Cyngh. Myfanwy Alexander a'r Cyngh. Martin Weale oedd yn beirniadu'r tri chynnig buddugol, ynghyd â busnesau yn y meysydd yr oedd y cynigion yn ymwneud â nhw.

Y tîm buddugol oedd Ethan Smith, Brooke Jones, Rhys Gough a Zoe Morgan – sy'n astudio yng Ngholeg y Drenewydd o Grŵp Colegau NPTC. Eu busnes oedd helpu pobl i osod technoleg ddeallus yn eu tai a'u busnesau ac mae'r myfyrwyr wedi penderfynu troi eu syniad yn fusnes go iawn. Tîm o Ysgol Uwchradd Aberhonddu aeth â'r Wobr Arian ac Ysgol Uwchradd Crughywel yr Efydd. Cyflwynodd NPTC eu syniad busnes i'r Cabinet ac Uwch Reolwyr.

Mae'r grŵp Llwybrau Cadarnhaol Powys yn bartneriaeth rhwng Cyngor Sir Powys, Gyrfa Cymru, Grŵp Colegau NPTC, ysgolion uwchradd ym Mhowys, Hyfforddiant Cambrian Cyf a Chymdeithas Mudiadau Gwirfoddol Powys. Nod y grŵp yw cynnig cyngor a gwybodaeth o'r radd flaenaf i fyfyrwyr Powys am y cyfleoedd sy'n eu haros wedi iddynt orffen addysg orfodol yn 16 oed. Cynhaliodd y grŵp ei drydedd Gŵyl Gyrfaoedd Powys yn ddiweddar ar Faes Sioe Frenhinol Cymru yn Llanelwedd.

<https://www.facebook.com/PositivepathwaysPowys/> 



### Felly beth nesaf?

Byddwn yn gwella llwybrau i gyflogadwyedd trwy:

- Gryfhau dysgu seiliedig ar waith ledled y sir, gan ddarparu cyfleoedd yn cynnwys amrywiaeth o drefniadau ffurfiol, heb fod yn ffurfiol ac anffurfiol gan gynnwys prentisiaethau, lleoliadau gwaith a dysgu anffurfiol yn y swydd ar gyfer pob grŵp oedran erbyn 2025
- Creu prentisiaethau ychwanegol, gan gynnwys prentisiaethau uwch a lefel gradd erbyn 2025
- Sicrhau bod cyngor a chyfarwyddyd gyrfa o ansawdd uchel o fewn cyrraedd rhwydd, ynghyd â gwybodaeth glir am y farchnad swyddi leol





### Mae cynnydd yn erbyn ein gweithgareddau'n cynnwys:

- **Gwelliant sylweddol ym mhroffil ein hysgolion uwchradd ag Estyn** – Daeth Ysgol Uwchradd Llanfair-ym-muallt, Llanfair Caereinion, Ysgol Uwchradd Llandrindod, Llanfyllin a'r Uned Cyfeirio Disgyblion oll allan o fesurau arbennig yn ystod 2018-19. Mae hon yn garreg filltir allweddol yn ein gwaith gwella gan fod yr Uned Cyfeirio Disgyblion yn darparu darpariaeth i rai o'n dysgwyr mwyaf agored i niwed, ac mae wedi bod yn destun Mesurau Arbennig ers mis Chwefror 2016. O'r ysgolion uwchradd ym Mhowys, mae dwy yn dal i fod yng nghategoriâu gwaith dilynol Estyn, sef Ysgol Uwchradd y Drenwydd ac Ysgol Uwchradd Aberhonddu. Ar ôl ymweliad monitro yn nhymor yr hydref, mae ysgol Bro Hyddgen hefyd wedi'i thynnu o Adolygiad Estyn.
- **Rhoi'r cwricwlwm newydd ar waith** – Mae'r Cwricwlwm Newydd i Gymru'n cael ei dreialu mewn ysgolion arloesi. Fel rhan o gynhadledd i drafod y cwricwlwm newydd, bu 12 o ysgolion Powys yn rhannu eu profiad fel ysgolion arloesi neu yn datblygu dulliau o fynd ati i roi'r cwricwlwm newydd ar waith. Mae'r holl ysgolion wedi dechrau addasu i'r disgwyliad o ran y cwricwlwm newydd, ac mae Arweinwyr dysgu wedi'u sefydlu mewn llawer o glystyrau i gefnogi rhoi'r Cwricwlwm newydd ar waith.
- **Cymorth parhaus i ddisgyblion agored i niwed** – Yn ystod tymor yr hydref, cynhaliwyd Ymweliadau Cymorth Categoriiddio Cenedlaethol ym mhob ysgol. Gwerthuswyd y defnydd effeithiol o'r Grant Datblygu Disgyblion (PDG) ym mhob ysgol ac roedd bron pob un yn gallu nodi effaith bositif PDG ar eu disgyblion sy'n cael prydau ysgol am ddim. Yn 2017-28, cynyddodd pob disgybl sy'n cael prydau ysgol am ddim eu perfformiad yn CA2, 3 a 4.
- **Cadw arweinwyr, a'u hansawdd ar draws ysgolion** – Yn ystod 2018-19, mae 7 allan o 12 o Brifathrawon newydd a dros dro wedi dilyn hyfforddiant ERW i'w cefnogi yn eu rôl. Fel rhan o raglen newydd, mae gan bob un ohonynt brifathro'n fentor iddynt, i'w cefnogi yn ystod eu blwyddyn gyntaf fel prifathro neu brifathro dros dro. Ddiwedd mis Mawrth 2019, mae gan 3 allan o'r 11 Ysgol Uwchradd brifathrawon dros dro.
- **Cynllun Strategol y Gymraeg mewn Addysg** – Yn ystod 2018-19, mae gwaith wedi parhau ar adeilad newydd i Ysgol Gymraeg y Trallwng yn ogystal â datblygiadau yng Nghanolbarth Powys ac ardal Ystradgynlais, a chynlluniau i sefydlu darpariaeth cyfrwng Gymraeg uwchradd yn y sir. Fodd bynnag, cydnabyddir bod capasiti o ran swyddogion, a chyfyngiadau ariannol, wedi cyfyngu ar gyflymder rhoi Cynllun Strategol y Gymraeg mewn Addysg ar waith.



### Cefnogi plant a theuluoedd i gael y cychwyn gorau posibl mewn bywyd:

- **Rhaglen Trawsnewid Anghenion Dysgu Ychwanegol (ADY)** – Mae Cyngor Sir Powys wedi dechrau ar ei siwrnai Trawsnewid ADY mewn ymateb i gyflwyno Deddf Anghenion Dysgu Ychwanegol a'r Tribiwnlys Addysg (Cymru) 2018. Mae gweithgarwch yn ystod misoedd diweddar wedi canolbwyntio ar godi ymwybyddiaeth a cheisio barn rhieni, gofalwyr a gweithwyr proffesiynol, gan gynnwys staff addysgu a llywodraethwyr ynglŷn â'r newidiadau sydd ar ddod a Chod drafft ADY. Cynhwyswyd pob barn a roddwyd yn ystod digwyddiadau ymgysylltu ynglŷn â Chod drafft ADY yn ymateb Cyngor Sir Powys i ymgynghoriad Llywodraeth Cymru, a fu'n rhedeg gydol tymor y gwanwyn. Gofynnwyd i deuluoedd am eu barn hefyd ar y canolfannau arbenigol Anghenion Dysgu Ychwanegol sy'n darparu cymorth yn y sir. Mae Fforwm Rhieni a Gofalwyr wedi'i sefydlu i sicrhau clust i'w barn ac i ddarparu sail ar gyfer y gwaith y byddwn yn ei wneud.
- **Cyflwyno'r cynnig gofal plant i Gymru** – Rydym wedi bod yn gweithio'n agos â chydweithwyr yng Nghyngor Sir Ceredigion i helpu i ddod â Chynnig Gofal Plant Llywodraeth Cymru i deuluoedd ym Mhowys. O 29ain Ebrill 2019, mae teuluoedd cymwys ledled Powys wedi gallu hawlio 30 awr o addysg gynnar a gofal plant y mae'r llywodraeth yn ei ariannu am hyd at 48 awr y flwyddyn.

Mae'r cynnig wedi bod yn rhan o gynllun peilot mewn dau glwstwr, sef Gwernyfed a Maesydderwen, ers mis Ionawr 2019 a chefnogwyd darparwyr gofal plant â gwybodaeth a chynghor i sicrhau eu bod yn barod ar gyfer y Cynnig. Ym mis Ebrill 2019, roedd rhyw 50 o ddarparwyr wedi cytuno i gyflawni'r cynnig ledled Powys.

- **Prosiect Cynnydd** – Mae Gwasanaeth Ymyriadau Ieuenctid Cyngor Sir Powys yn cyflenwi prosiect Cynnydd mewn partneriaeth â Gyrfa Cymru, ac mae Cronfa Gymdeithasol Ewrop a chyllid Teuluoedd yn Gyntaf wedi'i ariannu trwy Lywodraeth Cymru. Mae'r tîm gwasanaeth ieuenctid yn gweithio'n agos â Gyrfa Cymru i gynnig cymorth personol i bobl ifanc, ynghyd â'r cyfle i ddysgu sgiliau a chael profiad i'w gwneud yn gyflogadwy.
- **Dechrau'n Deg** – Symudodd Canolfan Deuluoedd Integredig Dechrau'n Deg yn y Drenewydd i safle newydd yn agos at ysgolion Hafren a Ladywell ym mis Gorffennaf 2018. Bydd y safle newydd yn eu galluogi i barhau â'r gwaith integredig sy'n gydran hanfodol o'r model Dechrau'n Deg. Bydd y lleoliad hwn yn golygu y bydd cymorth a gwasanaethau o fewn cyrraedd i deuluoedd mewn lle mwy cyfleus. Mae'r Tîm Dechrau'n Dda hefyd wedi cefnogi gwaith paratoi ar gyfer trosglwyddo gofal plant Dechrau'n Deg o Ysgol Priory yn Aberhonddu i Gylch Meithrin Aberhonddu yn Ysgol y Bannau. Gwahoddwyd pob teulu i fynychu cyfarfod anffurfiol yn y lleoliad newydd ar ddiwedd mis Rhagfyr 2018. Mae Dechrau'n Deg yn parhau i gael ei gyflenwi mewn pum ardal ym Mhowys. Roedd 871 o blant dan bedair oed yn rhan o lwyth achosion Ymwelwyr Iechyd Dechrau'n Deg ar ddiwedd 2018/19.



### Gwella'r seilwaith ysgolion

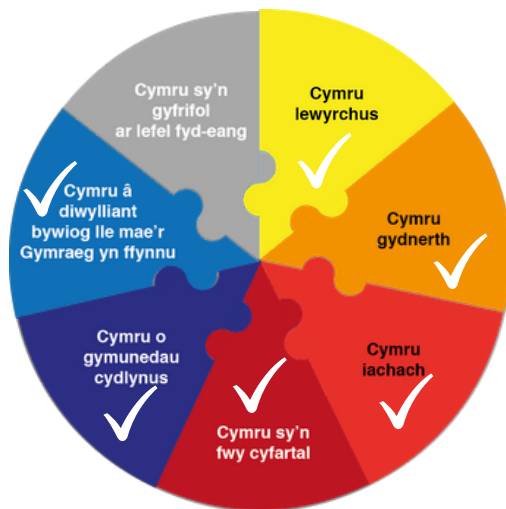
- **Ysgol Uwchradd Aberhonddu** – Mae gwaith ar brosiect £21m Ysgol Uwchradd Aberhonddu ymhell ar y gweill a rhoddwyd cyfle i rieni gael eu tywys o amgylch y safle yn ystod mis Mawrth. Pan fydd yr ysgol newydd wedi'i gorffen, fe fydd yn cwmpasu 7,500 metr sgwâr, ac yn darparu ysgol uwchradd o'r radd flaenaf â lle i 750 o ddisgyblion gyda 6ed dosbarth integredig (11-18 oed). Mae'r prosiect hwn yn dangos ein gweledigaeth ar gyfer dysgwyr Aberhonddu, a hefyd ar gyfer yr economi leol gyda chyfleoedd i gwmnïau lleol gael budd o'r buddsoddiad mawr hwn. Mae'r contractwr hefyd yn gweithio'n agos â'r ysgol a'r coleg i ymgysylltu â dysgwyr a rhoi profiad gwaith adeiladu iddynt er mwyn eu hannog i ymddiddori mewn gyrfa ym maes adeiladu.
- **Ysgol Carno** – Agorwyd adeilad ysgol gynradd newydd sbon yng Ngharno ym mis Mawrth, yn lle'r ystafell ddosbarth symudol sydd bellach wedi'i dymchwel. Mae'r adeilad £1.5m yn golygu y caiff y disgyblion eu haddysgu nawr mewn adeilad ysgol 21ain ganrif newydd sbon gyda darpariaeth blynyddol cynnar benodol. Mae'r cyllid ar gyfer y prosiect wedi'i rannu 50/50 rhwng Cyngor Sir Powys a rhaglen Ysgolion yr 21ain Ganrif Llywodraeth Cymru, gyda chyfraniad o £500,000 oddi wrth Gymdeithas Hamdden Carno, sef rhodd gan Ymddiriedolaeth Fferm Wynt Tirgwynt. Mae'r ysgol yn rhan o ffederasiwn o dair ysgol gynradd cyfrwng Cymraeg, sy'n cynnwys Carno, Glantwymyn a Llanbrynmair sydd wedi bod yn gweithredu ers 2014. Yn dilyn arolygiadau ym mis Tachwedd 2018, roedd Estyn o'r farn bod y ffederasiwn yn rhagorol o ran arweinyddiaeth, a bod Ysgol Carno yn rhagorol o ran safonau; profiadau dysgu ac addysgu; ac arweinyddiaeth a rheolaeth.
- **Cytuno ar gynlluniau ffederasiwn** – Ymgynghorwyd ynglŷn â chynlluniau i sefydlu ffederasiwn rhwng Ysgol Gynradd Llanidloes ac Ysgol Uwchradd Llanidloes, rhwng mis Rhagfyr a mis Ionawr 2019. Ar ôl yr ymgynghoriad, mae Cyrff Llywodraethu'r ddwy ysgol wedi cytuno i lunio ffederasiwn o fis Medi 2019. Mae cyflawni'r cwricwlwm newydd cyffrous i Gymru'n galw am gydweithredu agosach rhwng y cyfnodau dysgu, i sicrhau'r deilliannau gorau posibl i ddysgwyr. Mae Ysgol Gynradd Llangedwyn ac Ysgol Gynradd Llanfechain nawr wedi llunio ffederasiwn ffurfiol o 1af Hydref 2018, gydag un corff llywodraethu ac un Prifathro ar gyfer y ddwy ysgol.
- **Cynnig Ysgol Bob Oed yn Llanfyllin** – Yn dilyn ymgynghori ynglŷn â'r cynnig i uno Ysgol Gynradd Llanfyllin ac Ysgol Uwchradd Llanfyllin, cytunodd y Cabinet ym mis Mawrth i gyhoeddi hysbysiadu statudol ar gyfer sefydlu ysgol bob oed newydd yn y dref.

- **Cleirwy** – Cwblhawyd Ysgol yr Eglwys yng Nghymru newydd yng Nghleirwy ac agorwyd hi'n swyddogol ym mis Medi 2018. Mae'r adeilad newydd yn ffurfio rhan o fuddsoddiad £23m yn ardal dalgylch Gwernyfed.
- **Ysgol Calon Cymru** – Agorwyd hon ym mis Medi 2018, ac mae'n gweithredu o gyn safleoedd Ysgol Uwchradd Llandrindod ac Ysgol Uwchradd Llanfair-ym-muallt. Mae'n darparu addysgu i bobl ifanc 11-18 oed. Mae'n ysgol ddwyieithog gyda darpariaeth cyfrwng Saesneg ar y ddau gampws a darpariaeth cyfrwng Cymraeg ar gampws Llanfair-ym-muallt.
- Mae gwaith yn mynd rhagddo ar Ysgol yr Eglwys yng Nghymru Cyfrwng Saesneg yn y Trallwng, Ysgol Gymraeg y Trallwng ac Ysgol Bro Hyddgen. Fodd bynnag, daeth y prif gontractwr yn destun gorchymyn gweinyddu a fydd yn effeithio ar ddyddiad agor gwreiddiol yr ysgolion newydd.
- **Adolygiad Ôl-16** – Gwnaethom redeg arolwg ar-lein i gael gwybod beth yw barn pobl ifanc ar fyd addysg a byd gwaith. Mae'r arolwg yn holi myfyrwyr ynglŷn â'r pynciau yr hoffent eu hastudio, a fydd yn helpu'r cyngor wrth iddo gynllunio'i gwricwlwm. Mae hefyd yn dwyn sylw at y meysydd lle mae cyflogaeth yn tyfu ac yn ceisio barn pobl ifanc ar y dewisiadau gyrfa hyn. Mae'r prosiect yn cyd-fynd â gwaith y cyngor fel partner allweddol o'r Bartneriaeth Llwybrau Cadarnhaol. Bydd yna gysylltiad rhwng Strategaeth Dysgu Digidol Ysgolion a'r Adolygiad Ôl-16.



### Gwella sgiliau a chyflogadwyedd pobl ifanc ac oedolion

- **Gŵyl Gyrfaoedd** – Gwnaethom gynnal y drydedd Wyl Gyrfaoedd ym mis Mawrth 2019, a oedd yn llwyddiant ysgubol, a mynychodd mwy na 3,000 o ddisgyblion o ysgolion uwchradd, ysgolion arbennig, colegau NPTC ac ysgol yng Ngheredigion ac ysgol breifat Bedstone. Roedd y gwsteion arbennig yn cynnwys Ben Sheppard, y DJ ar gyfer Capital Radio a Jason Pritchard, y gyrrwr rali sy'n gyn ddisgyblion ysgolion Powys ac yn cynrychioli'r cyfleoedd gyrfa amrywiol a llwyddiannus y gallai ein disgyblion fynd ar eu trywydd.
- **Prosiect Seren** – Gwnaethom gefnogi 87 o fyfyrwyr Blwyddyn 13 trwy Raglen Seren. Mae Rhwydwaith Seren yn cefnogi'r myfyrwyr mwyaf galluog yn academaidd o bob ysgol y wladwriaeth â 6ed ddsbarth neu goleg ledled Cymru, a dim ond i'r rhain y mae ar gael, er mwyn iddynt gyflawni eu potensial academaidd a chael ffordd i mewn i'r prifysgolion mwyaf blaenllaw – boed hynny yng Nghymru, y DU neu dramor. Derbyniwyd 73% o fyfyrwyr Blwyddyn 13 i brifysgolion Ymddiriedolaeth Sutton Trust. Derbyniwyd y 27% a oedd yn weddill i'r Swistir, Seland Newydd, Aberystwyth, Abertawe, cyflogaeth, blwyddyn fwlch neu brentisiaethau. Mae Llywodraeth Cymru wedi cytuno i ariannu Seren Iau, i gefnogi disgyblion o Flynyddoedd 8 - 11, ac mae Powys yn un o'r ardaloedd peilot yng Nghymru.
- **Strategaeth Sgiliau ac Ymgysylltu** – Mae hon wedi'i drafftio ar ôl 2 weithdy rhanddeiliaid. Bydd y strategaeth yn helpu i nodi blaenoriaethau cyflogaeth a sgiliau dros gyfnodau tymor byr, canolig a hir sy'n cyfateb i sbardunwyr a dangosyddion economaidd. Bydd hyn yn cefnogi'r economi ranbarthol trwy annog mwy o fusnesau i fod wedi'u lleoli ym Mhowys er mwyn sicrhau bod gan y gweithlu'r sgiliau iawn i gadw'r Bobl Ifanc ym Mhowys.
- **Prentisiaethau a profiad gwaith** – Ers i Gyrfa Cymru golli'r cyfrifoldeb am drefnu a chefnogi lleoliadau profiad gwaith, mae niferoedd y rhai sy'n gofyn am gyfleoedd o fewn yr awdurdod wedi gostwng yn sylweddol. Yn 2018-19, cafodd 13 o ddisgywyr brofiad gwaith yn y cyngor. Fel rhan o Wyl Gyrfaoedd 2018-19, a gynhaliwyd yn ystod wythnos prentisiaethau genedlaethol Cymru, dywedodd prentisiaethau am eu profiadau o fod yn brentis, â'r nod o hybu ac annog mwy o bobl ifanc i ddewis y llwybr gyrfa hwn. Mae lleoedd prentisiaethau gwag hefyd yn cael eu hysbysebu ar dudalen Facebook Llwybrau Cadarnhaol Powys.

**Ein cyfraniad at y 7 Nod Llesiant:****Faint y gwnaethom ei arbed/ei wario yn 2018-19?****Prif fuddsoddiadau cyfalaf:**

- Campws Aberhonddu – £12.9m
- Estyniad Carno – £1.1m
- Ysgol Cleirwy – £1m
- Ysgol Bro Hyddgen – £783k

**Prif arbedion:**

- Trawsnewid Anghenion Dysgu Ychwanegol – £150k

**Y Diogelwr Taith**

Ble ydym ar y daith i gyfrannu cymaint â phosibl at y 7 nod llesiant?



## Diweddariadau i'n cynllun a gweithgareddau gwella allweddol ar gyfer 2019

## Gweithgaredd – Beth y byddwn yn ei wneud?

## Sut y byddwn yn mesur llwyddiant?



## Gwella cyrhaeddiad addysgol

Byddwn yn parhau i godi cyrhaeddiad pob disgybl, gan gynnwys disgyblion agored i newid, gan ganolbwyntio'n benodol ar ddisgyblion sy'n gymwys i dderbyn prydau ysgol am ddim.

Byddwn yn cefnogi ysgolion i roi ar waith yn raddol y cwricwlwm addysg newydd erbyn 2022; nod y cwricwlwm newydd yw paratoi pobl ifanc ar gyfer bywyd, a sicrhau eu bod yn gallu addasu i newid yn well.

Byddwn yn gwella perfformiad ein hysgolion uwchradd. Trwy weithio'n agos gyda staff, llywodraethwyr a chymunedau byddwn yn gwella'r recriwtio, y gallu i gadw staff ac ansawdd arweinyddion ar draws ein holl ysgolion erbyn 2020.

Trwy weithredu ein Cynllun Strategol Cymraeg mewn Addysg byddwn yn cynnig darpariaeth fwy hygyrch ar gyfer dysgwyr cyfrwng Cymraeg erbyn 2020.

- Cynnydd yng nghanran y disgyblion sy'n cyrraedd y Dangosydd Cyfnod Allweddol yng Nghyfnod Allweddol 2 o 91.2% i 92% erbyn 2021
- Cynnydd yng nghanran disgyblion blwyddyn 11 sy'n cyrraedd trothwy Lefel 2, gan gynnwys Saesneg, Cymraeg Iaith Gyntaf a Mathemateg - Tystysgrif Gyffredinol Addysg Uwch o 62.2% i 68% erbyn 2024
- Cynnydd yng nghanran presenoldeb disgyblion o oedran ysgol gorfodol mewn ysgolion cynradd o 95.5% i 97% erbyn 2025
- Cynnydd yng nghanran presenoldeb disgyblion o oedran ysgol gorfodol mewn ysgolion uwchradd o 94.6% i 96% erbyn 2025
- Cynnydd yng nghanran yr ysgolion lle nad oes angen categorïau dilynol Estyn o 93% i 96% erbyn 2021
- Cynnydd yng nghyfran yr ysgolion mewn categorïau Gwyrdd neu Felyn yn y System Genedlaethol ar gyfer Categoriaddio Ysgolion o 61% i 80% erbyn 2022.
- Gwella cynnydd disgyblion unigol 'Sy'n Derbyn Gofal' gan yr Awdurdod:
  - Cynyddu canran disgyblion sy'n Derbyn Gofal sy'n cyrraedd y Dangosydd Pynciau Craidd yng Nghyfnod Allweddol 2 o 77.8% i 90% erbyn 2025
  - Cynyddu canran disgyblion sy'n Derbyn Gofal gyda Chynlluniau Addysg Personol sy'n cael eu cwblhau o 77% i 95% erbyn 2020
  - Gwella gyfartaledd sgôr pwyntiau wedi'i chapio ar gyfer disgyblion sy'n Derbyn Gofal o 248 i 320 erbyn 2025.



## Cefnogi plant a theuluoedd i gael y cychwyn gorau posibl mewn bywyd

Byddwn yn gweithredu system gydlynus er mwyn cefnogi plant a phobl ifanc gydag anghenion dysgu ychwanegol i wella eu profiadau a deilliannau erbyn 2023.

Gwelliant yng nghynnydd disgyblion unigol sy'n derbyn cefnogaeth Anghenion Dysgu Ychwanegol a Chynhwysiant:

- Bydd canran y disgyblion ar lefel gweithredu gan yr ysgol / gweithredu gan yr ysgol a mwy / gyda datganiad sy'n cyrraedd y Dangosydd



Pynciau Craidd yng Nghyfnod Allweddol 2 yn cynyddu o 63.7% i 77% erbyn 2025

- Bydd canran y disgyblion ar lefel gweithredu gan yr ysgol / gweithredu gan yr ysgol a mwy / gyda datganiad sy'n cyrraedd Lefel 2 yng Nghyfnod Allweddol 4 yn cynyddu o 30.9% yn 2015/16 i 34% yn 2025
- Bydd canran yr asesiadau ar gyfer plant sy'n cael eu cwblhau o fewn amserlenni statudol, ar wahân i eithriadau, yn parhau ar 100%
- Bydd nifer y disgyblion sy'n destun gwaharddiad parhaol fesul 1,000 disgybl mewn ysgolion cynradd ac uwchradd yn lleihau o 0.3 i 0 yn achos ysgolion cynradd ac o 1.21 i 1.01 yn achos ysgolion uwchradd erbyn 2025

Byddwn yn darparu gofynion gofal plant a chwarae allweddol, gan symud tuag at gyflenwi 30 awr o ofal ac addysg gynnar am ddim ar gyfer rhieni sy'n gweithio erbyn 2021.

- Cynyddu nifer y plant sy'n defnyddio gwasanaethau blynyddoedd cynnar o 873 i 1000 erbyn 2021

Erbyn 2020 byddwn yn sicrhau bod gennym systemau effeithio i wella adnabod pobl ifanc agored i newid mewn perygl o ddatgysylltu rhag addysg.

- Cadw canran disgyblion 16 oed NAD ydynt mewn addysg, cyflogaeth neu hyfforddiant o dan 2% (Gwaelodlin 1.9%)

Byddwn yn gweithio gyda phartneriaid i sicrhau bod pob plentyn yn barod ar gyfer yr ysgol, a ddiffinnir fel a ganlyn; sgiliau cymdeithasol cadarn, sgiliau cyfathrebu effeithiol, yn gallu ymdopi o safbwynt emosiynol gydag amgylchedd newydd i ffwrdd o'r rhieni ac yn annibynnol o safbwynt gofal personol. Bydd y rhaglen Dechrau'n Deg yn cefnogi datblygiad cynnar plant mewn rhai o'n cymunedau mwyaf difreintiedig. Trwy barhau i roi ar waith yn raddol y rhaglen Blynyddoedd Rhyfeddol - Barod at yr Ysgol, byddwn yn helpu meithrin partneriaeth rhwng rhieni / yr ysgol i gefnogi plentyn i symud yn llyfn i'r ysgol.

- Cynyddu nifer y teuluoedd sy'n defnyddio'r rhaglen Blynyddoedd Rhyfeddol – Barod at yr ysgol o 80 i 100 erbyn 2020



### Gwella'r seilwaith ysgolion

Caiff ein hadeiladau ysgolion eu trawsnewid trwy gynllun buddsoddiad cyfalaf gwerth £114miliwn. Byddwn yn sicrhau bod yr ysgolion newydd a'r rhai sy'n cael eu hailwampio'n cynnig amgylchfyd cyfoes sy'n addas ar gyfer addysg y 21ain ganrif ac

- Cynyddu canran ein blociau adeiladau ysgol gyda safon cyflwr cyffredinol A neu B o 59.15% (200 allan o gyfanswm o 338 o flociau – 1/01/2019) i 74.87% erbyn mis Awst 2021



yn ganolog i fywyd cymunedol. Byddwn yn cwblhau'r cymal cyntaf o'r buddsoddiad cyfalaf erbyn 2020 (Band A) a'r ail gymal (Band B) erbyn 2025.

Byddwn yn gweithredu'r Polisi Trefniadaeth Ysgol newydd a'r Cynllun Cyflenwi i ddatblygu rhwydwaith ysgolion mwy effeithlon, gan ganolbwyntio mwy ar weithio mewn partneriaeth gydag ysgolion a'r cymunedau maent yn eu gwasanaethu. Bydd y Cynllun Cyflenwi'n canolbwyntio ar wella darpariaeth uwchradd ac ôl-16, darpariaeth gynradd a darpariaeth cyfrwng Cymraeg / dwyieithog.

- Lleihau nifer y lleoedd gwag i 16% mewn ysgolion cynradd (Gwaelodlin 16.7%) a 24% mewn ysgolion uwchradd (Gwaelodlin 24%) erbyn 2020
- Cynyddu canran y disgyblion sy'n cael eu hasesu trwy gyfrwng y Gymraeg ar ddiwedd y Cyfnod Sylfaen (Bl.2) o 19.1% yn 2016/17 i 22.5% yn 2021
- Cynyddu nifer y cyrsiau dysgu o bell sydd ar gael o 0 i 3 erbyn 2021
- Cynyddu nifer y dysgwyr sy'n cymryd rhan mewn cyrsiau dysgu o bell o 0 i 20 erbyn 2021



### Gwella sgiliau a chyflogadwyedd pobl ifanc

Byddwn yn gwella'r llwybrau cyflogadwyedd trwy:

- Gryfhau dysgu a seilir yn y gweithle ar draws y sir, darparu cyfleoedd sy'n cynnwys trefniadau ffurfiol ac anffurfiol amrywiol gan gynnwys prentisiaethau, lleoliadau gwaith a dysgu anffurfiol yn y swydd ar gyfer pob grŵp oedran erbyn 2025
- Creu prentisiaethau ychwanegol, gan gynnwys prentisiaethau lefel uwch a lefel gradd erbyn 2025
- Sicrhau mynediad rhwydd at gyngor ac arweiniad safon uchel ym maes gyrfaedd, a gwybodaeth glir am y farchnad swyddi leol

Byddwn yn datblygu gweithlu hynod fedrus, lle mae'r sgiliau'n cyfateb i anghenion yr economi leol trwy:

- Fagu darpariaeth gryfach a mwy hygyrch o ran darpariaeth addysg bellach ac addysg uwch mewn partneriaeth gyda darparwyr

- Cynyddu nifer y prentisiaid a gyflogir gan y cyngor a'i bartneriaid o 35 i 65 o brentisiaid ar gyfer Cyngor Sir Powys erbyn 2020
- Cynyddu canran yr holl weithgareddau dysgu sy'n cael eu cychwyn trwy Bartneriaeth Dysgu Oedolion yn y Gymuned Powys sy'n cael eu cyflawni, a llwyddwyd i ennill y cymhwyster o 91% i 92% erbyn 2021

## 2.4 Dinasyddion a Chymunedau

Byddwn yn cefnogi ein dinasyddion a'n cymunedau



Rydym eisiau i gymunedau deimlo'u bod yn cael eu cefnogi, cael dweud eu dweud ynglŷn â'r hyn sy'n cael ei ddarparu ar eu cyfer yn lleol, a theimlo'u bod yn chwarae rhan allweddol mewn darparu gwasanaethau lleol, a dyna pam fod yr amcan hwn yn canolbwyntio ar fod yn agored â dinasyddion a'u cymunedau a bod wedi ymrwymo i ymgysylltu'n ystyrlon. Trwy gymryd camau yn y maes hwn, rydym wedi ymrwymo i gyflawni'r deilliannau a ganlyn:



Mae dinasyddion yn gyfrifol am eu gweithredoedd ac yn cefnogi ei gilydd



Mae gan gymunedau fynediad at ddewis o dai fforddiadwy a thai'r farchnad agored



Mae gan gymunedau fynediad at wasanaethau sy'n caniatáu i bawb ffynnu a mwynhau bywyd



Mae gan gymunedau rôl weithgar i'w chwarae o ran dylunio a chyflenwi'r gwasanaethau sydd eu hangen

### Asesiad cyffredinol o berfformiad:

Ar y cyfan, rydym o'r farn bod perfformiad yr amcan hwn yn 'dda'. Roedd 7 o'r gweithgareddau a oedd ar waith i gefnogi'r amcan hwn yn las, roedd 3 yn wyrdd ac roedd 3 yn ambr. Roedd 3 mesur a ddefnyddiwyd i fonitro llwyddiant yn wyrdd (nid oedd unrhyw statws CAG ar gael ar gyfer 4 o'r mesurau).



## Pa wahaniaeth ydym ni wedi'i wneud?

### Mae ein mesurau llwyddiant yn dangos:

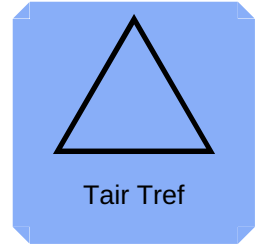
Cytunwyd ar 6 Chynllun a Seilir ar Leoedd gyda lleoliadau dynodedig, sy'n olrhain dealltwriaeth o anghenion pob ardal ar lefel lleol, pa ymyraethau sydd eu hangen, gan gynnwys gwasanaethau stryd/glanhau, priffyrdd, gwastraff ac ailgylchu, trafndiaeth, iechyd cyhoeddus, ardaloedd cymunedol, i enwi dim ond rhai.

Roedd ein cofnod diwethaf yn 2015-16 (Arolwg o Foddhad Trigolion) yn dangos bod 21% o drigolion yn gwirfoddoli'n rheolaidd. Ni wnaethom gynnal arolwg o foddhad trigolion yn ystod 2018-19, felly ni allwn adrodd ar y gyfran o drigolion Powys sy'n gwirfoddoli i gefnogi eu cymunedau lleol ar hyn o bryd. Fodd bynnag, lansiodd menter tair tref newydd, â'r nod o roi hwb i drigolion

ymgysylltu a gwirfoddol yn eu cymunedau lleol.

Mae Arolwg Cenedlaethol Cymru 2017-18 yn dangos bod 49% o'r rhai a ymatebodd o Bowys naill ai'n fodlon iawn neu'n eithaf bodlon â'r gwasanaethau a oedd ar gael a bod 67% yn fodlon iawn neu'n eithaf bodlon â'r gallu i gael gwasanaethau lleol.

Roedd gennym darged gwreiddiol i ddatblygu o leiaf dau hyb cymunedol y flwyddyn, ond cyn datblygu unrhyw hybiau roeddem eisiau ymgysylltu â chymunedau ymhellach i ddeall eu barn a'u hanghenion yn well. O'r herwydd, ni ddatblygwyd unrhyw hybiau yn 2018-19.

**ASTUDIAETH ACHOS – Tair Tref / Lansio Menter wirfoddoli**

Mae tair tref ym Mhowys wedi dod at ei gilydd i roi hwb i'w heconomïau a rhannu syniadau ynglŷn â sut orau i gynnal a chefnogi gwasanaethau cyhoeddus yn eu cymunedau eu hunain. Mae Llandrindod, Llanfair-ym-Muallt a Rhaeadr Gwy bellach wedi dynodi eu hunain fel tair tref yn un, a bydd y tair tref yn cydweithio er lles eu cymunedau eu hunain a'r cymunedau ehangach gyda chyfanswm o ryw 19,500 o drigolion. Fe fydd y fenter yn annog pobl i gefnogi ei gilydd a'u cymunedau, boed yn gwirfoddoli i fynd â chymydog hŷn i siopa, yn helpu yn y llyfrgell neu'n trefnu i gasglu sbwriel. Bydd dau Swyddog Datblygu Cymunedol yn cefnogi'r trefi a byddant yn cael eu hariannu am 12 mis trwy Arwain, sef y Cynllun Datblygu Gwledig.



Meddai Cadeirydd y grŵp llywio, y Cynghorydd Jon Williams: "Rydw i'n ffyddiog y bydd y cydweithredu yma rhwng y tair tref yn dod â nifer o fuddion iddyn nhw. Trwy ddeall eu hanghenion ei gilydd, eu dyheadau economaidd a'u gofynion twristiaeth fe allwn ni ystyried pethau fel ein cadwyni cyflenwi lleol a lle y gallwn ni gydweithredu'n fwy i hyrwyddo ein hunain ac i roi hwb i economi canolbarth Powys a phunt Powys."

<https://twitter.com/PowysTri>

**Felly beth nesaf?**

Fe fydd y dull tair tref hwn yn cael ei estyn i bob rhan o'r sir a hyd yn oed dros y ffin i gymunedau cyfagos yn ystod 2019-20, ar ôl mapio dalgylch arfaethedig tair tref.

**Mae cynnydd yn erbyn ein gweithgareddau'n cynnwys:****Cryfhau datblygiad a chydnerthedd cymunedol**

- **Cynlluniau Lleoedd/Cynlluniau Ardaloedd Lleol** – Mae tîm adfywio'r cyngor wedi bod yn cefnogi'r Drenewydd a'r Trallwng i ddatblygu Cynlluniau Lleoedd. Maent hefyd wedi bod yn gweithio â Pharc Cenedlaethol Bannau Brycheiniog i gefnogi Aberhonddu, y Gelli Gandryll, Crughywel a Thalgarth i ddatblygu cynlluniau lleoedd. Gwnaethom hefyd ymgeisio am gyllid Cynllun Datblygu Gwledig gwerth £110,000 i gefnogi gwaith datblygu cynlluniau a seilir ar leoedd ledled y Sir.
- **Loteri Gymunedol wedi'i lansio** – Rydym wedi dod yn bartner â'r Rheolwr Loteri Allanol Gatherwell Ltd i ddod yn awdurdod lleol cyntaf yng Nghymru i lansio ein loteri gymunedol ar-lein ein hunain, a fydd o fudd i achosion da. Bydd tocynnau'n costio £1, gyda 60c yn mynd tuag at achosion da, o'i gymharu â dim ond 28c fesul punt y Loteri Genedlaethol.

- **Adolygiad o Drafnidiaeth Teithwyr / Gymunedol** – Adolygwyd y ddarpariaeth gwasanaeth bws leol yn ystod 2018/19 ac aildendrwyd y rhwydwaith bysiau gan ddyfarnu contractau i weithredwyr ledled Powys. Rhoddwyd llwybrau newydd ar waith ym mis Medi 2018. Yn ystod 2018/19, bu'r swyddog trafndiaeth gymunedol yn gweithio'n agos â chymdeithas trafndiaeth gymunedol Cymru dan eu rhaglen cysylltu cymunedau. Rydym wedi cefnogi dau gynllun ym Mhowys i sicrhau cyllid i gael cerbydau newydd yn lle hen rai. Dyfarnodd Cyngor Sir Powys tua £124,000 i'r cynlluniau.
- **Cytleoli llyfrgell ac amgueddfa'r Trallwng** – Yn sgil adolygu adeiladau y mae'r cyngor yn berchen arnynt yng ngogledd Powys, penderfynwyd i gydleoli llyfrgell y Trallwng ac amgueddfa Powysland, gan gynnig gwasanaethau i drigolion lleol o dan yr un to. Bydd y llyfrgell ar lawr gwaelod y cyfleuster, gydag ardal i'r plant, cyfrifiaduron sydd ar gael i'r cyhoedd ac amrywiaeth dda o lyfrau llyfrgell. Mae llyfrgelloedd yn destun adolygiad ar hyn o bryd, a chafwyd ymgynghoriad i geisio syniadau ynglŷn â sut i gynnal 10 o'r llyfrgelloedd cangen llai, yn ogystal â chwe changen mwy a'r gwasanaeth symudol.
- **Cyflenwi Cymunedol** – Yn sgil nifer o sgysiau, mae trosglwyddiad tir mwyaf yn hanes y cyngor wedi'i gwblhau. Mae'r trosglwyddiad yn gweld Cyngor Tref y Drenewydd yn cymryd y llyw o ran mwy na 100 erw o fan agored oddi wrth y cyngor, a bydd yn paratoi'r ffordd ar gyfer prosiect 'mannau gwyrdd' uchelgeisiol. Fel cyngor, rydym yn greadigol ac yn arloesol ein dull o fynd ati i reoli eiddo a thir, â'r nod o drosi bwrn ariannol yn ased sy'n canolbwyntio ar y gymuned. Mae sefydliadau cymunedol yn aml mewn gwell sefyllfa i ddechrau prosiectau oherwydd eu bod yn gallu sicrhau grantiau. Bydd y cytundeb yn rhyddhau'r £1.1 miliwn o gyllid y gwnaeth Y Drenewydd Agored ei ennill oddi wrth y Loteri Fawr, a'r grant cynnal oddi wrth y cyngor tref, gan sicrhau bod parciau'n parhau i gael eu hamddiffyn ac yn parhau ar agor i bob defnyddiwr. Mae yna hefyd gyfle i ddatblygu mwy fyth ar yr amwynderau, gan ddenu trigolion i'w defnyddio'n fwy helaeth a sefydlu cyfle ar gyfer twristiaeth yn y dref a fydd yn helpu tuag at adfywio canol y dref.
- **Partneriaeth llyfrgell Llanfyllin** – Ym mis Mehefin 2018, llofnodwyd Memorandwm Cyd-ddealltwriaeth rhwng Cwmni Buddiannau Cymunedol Gogledd Sir Drefaldwyn a Gwasanaeth Llyfrgell Cyngor Sir Powys. Mae'r gwasanaeth llyfrgell yn dal i redeg y llyfrgell, ond mae'r cynghorau tref a chymuned lleol nawr yn talu hanner y costau, trwy Gwmni Buddiannau Cymunedol.
- **Hybiau Cymunedol** – Mae gwaith wedi bod yn mynd rhagddo i archwilio'r pethau y mae pobl yn eu hystyried yn elfennau hanfodol o hyb cymunedol, er mwyn ceisio diffinio cysyniad "hyb" yn gliriach, a nodi rhai costau llinell sylfaen. Daeth barn y cyhoedd i'r fei o'r ymgynghoriad cyhoeddus ynglŷn â'r gwasanaeth llyfrgell a oedd yn edrych ar ddyfodol y gwasanaeth hwnnw, a chynhaliwyd sesiwn benodol ynglŷn â'r elfennau hanfodol angenrheidiol gyda Chynghorwyr Sir. Bydd Bwrdd Asedau Strategol y Cyngor nawr yn arwain cyfnodau datblygu pellach.

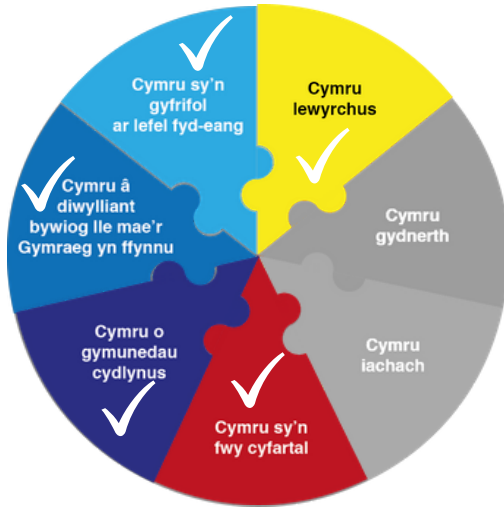


### Cryfhau ein perthynas gyda dinasyddion a chymunedau

- **Addewid cymunedol** – Mae buddion datblygu addewid cymunedol rhwng y cyngor a thrigolion wedi'u harchwilio, ond ni chafwyd unrhyw benderfyniad i fwrw ymlaen â'r dull hwn o weithredu. Yn lle hynny, rydym yn gweithio'n agos â chymunedau trwy gefnogi gwaith datblygu Cynlluniau a Seilir ar Leoedd a'r model Tair Tref.
- **Prosiect Caru'ch Cynefin** – Mae prosiect newydd wedi'i lansio i fwrw ymlaen â dull hollgynhwysol o fynd ati i reoli'r stad. Mae 'Caru'ch Cynefin' yn canolbwyntio ar sut y gall gwaith rheoli tenantiaethau a'r stad helpu pobl i fwynhau eu cartrefi a'u cymdogaethau.



## Ein cyfraniad at y 7 Nod Llesiant:



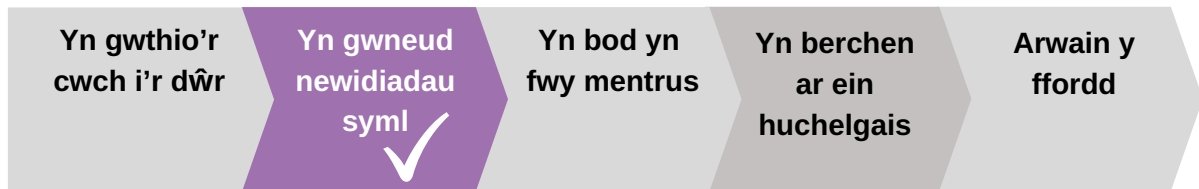
## Faint y gwnaethom ei arbed/ei wario yn 2018-19?

## Prif arbedion:

- Llyfrgelloedd: Cydleoli lle bo'n bosibl a chydweithio â chymunedau lleol neu gael y gymuned i'w cyflenwi. Digomisiynu llyfrgelloedd lle nad yw cydleoli, cyflenwi/gweithredu cymunedol neu ddarpariaeth graidd yn addas neu lle mae cymunedau lleol wedi gwrthod dewisiadau amgen - £125k

## Y Diogelwr Taith

Ble ydym ar y daith i gyfrannu cymaint â phosibl at y 7 nod llesiant?



## Diweddariadau i'n cynllun a gweithgareddau gwella allweddol ar gyfer 2019 ymlaen

## Gweithgaredd – Beth y byddwn yn ei wneud?

## Sut y byddwn yn mesur llwyddiant?



## Cryfhau datblygiad a chydnerthedd cymunedol

Byddwn yn galluogi cymunedau i gael rôl weithredol yn cynllunio ac yn darparu eu gwasanaethau a'u hamwynderau lleol trwy eu cefnogi trwy ddatblygu Cynlluniau a Seilir ar Leoedd, y fenter Tair Tref a chyfleoedd i wirfoddoli.

- Cynlluniau a Seilir ar Leoedd cytunedig gyda lleoliadau dynodedig erbyn 2020, sy'n olrhain dealltwriaeth o anghenion pob ardal ar lefel leol, pa ymyraethau sydd eu hangen, gan gynnwys gwasanaethau stryd/glanhau, priffyrdd, gwastraff ac ailgylchu, trafndiaeth, iechyd cyhoeddus, ardaloedd cymunedol, i enwi dim ond rhai.
- Cynnydd yng nghanran y dinasyddion sy'n fodlon gyda'u hardal leol fel lle i fyw (90% yn 2017 – Arolwg Cenedlaethol Cymru)
- Cynyddu ymgysylltiad dinasyddion 10% i wirfoddoli i gefnogi mentrau cymunedol lleol. Dangosodd y cofnod diweddaraf bod 38% o bobl yn gwirfoddoli ar sail ffurfiol ac anffurfiol

Byddwn yn parhau i wella ansawdd yr amgylchedd y mae ein tenantiaid yn byw ynddo a'r gwasanaethau y maent yn eu derbyn trwy gyflawni strategaeth cynaliadwyedd tenantiaeth Caru'ch Cynefin.

- Gwell boddhad ymhlith tenantiaid ag ansawdd eu cymdogaeth (llinell sylfaen i'w phennu)
- Mwy o ymgysylltu â thenantiaid tai (llinell sylfaen i'w phennu)

Byddwn yn parhau i ddatblygu mwy o hybiau cymunedol mewn lleoliadau priodol, i gynnig cymysgedd o wasanaethau i ddinasyddion dan un to.

- Datblygu a gweithredu hyd at ddau Hyb Cymunedol y flwyddyn am y pum mlynedd nesaf.



### Cryfhau ein perthynas gyda dinasyddion a chymunedau

Byddwn yn cefnogi gwaith adolygu Cyngorau Tref a Chymuned ar sail cynigion Llywodraeth Cymru.



### Diogelu a gwella'r amgylchedd naturiol ar gyfer dinasyddion a chymunedau

Erbyn mis Rhagfyr 2019, byddwn yn datblygu camau i ddangos sut y byddwn yn mynd ati i gynnal a gwella bioamrywiaeth wrth gyflenwi ein gwasanaethau ac yn cydymffurfio â'n dyletswyddau, dan Adran 6 Deddf yr Amgylchedd (Cymru) 2016.

Penderfynir ar fesurau llwyddiant fel rhan o ddatblygu'r camau.



## 2.5 Gwneud Iddo Ddigwydd



Rydym yn cydnabod bod yn rhaid i ni fod â blociau adeiladu allweddol ar waith i wneud i'n cynlluniau ddigwydd. Byddwn yn canolbwyntio ar wella effeithlonrwydd ac effeithiolrwydd ein gwasanaethau ac yn gwneud penderfyniad ynglŷn â'r ffordd orau i ddarparu gwasanaethau sydd wedi'i seilio ar dystiolaeth ac sy'n canolbwyntio ar y cwsmer. Trwy gymryd camau yn y maes hwn, rydym wedi ymrwymo i gyflawni'r deilliannau a ganlyn:



### Ymgysylltu a chyfathrebu

Gwranddo, rhannu gwybodaeth a meithrin ffydd gyda'n dinasyddion, cymunedau a staff



### Arweinyddiaeth a llywodraethu

Bydd ein staff ac aelodau'n cydweithio gyda'n partneriaid, gan ddefnyddio'r systemau a gwybodaeth cywir i sicrhau y caiff y cyngor ei redeg yn effeithiol



### Newid ein ffordd o weithio

Gwneud y defnydd gorau o'r hyn sydd gennym, a gweithio mewn ffordd newydd, arloesol i gyflawni ein blaenoriaethau er budd dinasyddion a chymunedau'r sir

### Asesiad cyffredinol o berfformiad:

Ar y cyfan, rydym o'r farn bod perfformiad yr amcan hwn yn 'dda'. Roedd 13 (87%) allan o'r 15 gweithgaredd a oedd ar waith i gefnogi'r amcan hwn yn wyrdd, ac roedd 2 yn ambr. Roedd 3 mesur a ddefnyddiwyd i fonitro llwyddiant yn wyrdd, roedd 2 yn ambr ac roedd 1 yn goch (nid oedd unrhyw statws CAG ar gael ar gyfer 1 o'r mesurau).



## Pa wahaniaeth ydym ni wedi'i wneud?

### Mae ein mesurau llwyddiant yn dangos:

Yn ôl ein harolwg Staff 2018:

- o Mae 61.81% yn falch o weithio i'r cyngor, o'i gymharu â 59% yn 2016
- o Mae 75% yn teimlo'u bod yn cael eu gwerthfawrogi fel aelod o dîm, o'i gymharu ag 81% yn 2016
- o Mae 72% yn mwynhau eu swydd, o'i gymharu â 68% yn 2016
- o Bydd 88% yn gwneud ymdrech ychwanegol i gael gwaith wedi'i orffen, o'i gymharu â 85% yn 2016
- o Mae 34% yn teimlo nad ydynt yn cael gwybod am newidiadau sy'n digwydd yn eu maes gwasanaeth, o'i gymharu â 40% yn 2016
- o Mae 42% yn teimlo nad ydynt yn cael eu gwerthfawrogi fel cyflogai unigol o'r Cyngor, o'i gymharu â 17%

Ymatebwyd i 79.21% o gwynion o fewn yr amserlen statudol, o'i gymharu â 97.06% yn 2017-18

Derbyniwyd 178 o ganmoliaethau. Mae hyn yn cyfateb i gyfartaledd o 44.5 o ganmoliaethau bob chwarter, o'i gymharu â 32 yn 2017-18

Roedd alldro refeniw (heb gynnwys y Cyfrif Refeniw Tai a chyllideb ddirprwyedig ysgolion) yn orwariant o 0.4% (£713k) o'i gymharu â'r gyllideb

Ar gyfartaledd, collwyd 9.5 diwrnod/ sifft fesul gweithiwr cyngor (cyfwerth ag amser llawn) oherwydd absenoldeb salwch, o'i gymharu â 9.74 diwrnod yn 2017/18 (cyfartaledd Cymru: 10.4 diwrnod)

Yn ystod y flwyddyn, bu ein rheoleiddwyr (AGC, Swyddfa Archwilio Cymru ac Estyn) yn gwneud nifer o arolygiadau ac, o ganlyniad, derbyniwyd 25 o argymhellion neu gynigion i wella. Mae mwy o wybodaeth am yr hyn roedd gan ein rheoleiddwyr i'w ddweud amdanom i'w gweld ar dudalen 63 yr adroddiad hwn.

### Mae cynnydd yn erbyn ein gweithgareddau'n cynnwys:



#### Ymgysylltu a chyfathrebu

- **Llwyfan Ymgysylltu Cyhoeddus Newydd** – Mae'r cyngor wedi prynu llwyfan ymgysylltu newydd o'r enw Citizen Space, a fydd yn ei gwneud yn haws i drigolion ymgysylltu â'r cyngor mewn modd mwy amserol, effeithlon ac ystyrlon. Bydd y llwyfan yn caniatáu gwell cydlynu ac archwilio'r holl weithgareddau ymgynghori ac ymgysylltu sy'n mynd rhagddynt ar draws y sefydliad, a bydd yn sicrhau bod adborth oddi wrth drigolion yn cael ei ddadansoddi'n fwy manwl, fel bod eu barn yn cael y sylw dyledus. Bydd y llwyfan hwn yn cefnogi ethos Gweledigaeth 2025 i sicrhau bod "gan gymunedau rôl weithgar i'w chwarae o ran dylunio a chyflenwi'r gwasanaethau sydd eu hangen".
- **Fframwaith Ymgynghori** - Mae'r Fframwaith Ymgynghori presennol wedi'i adolygu a'i adfywio, a cheisiwyd adborth staff a defnyddwyr er mwyn gwella ein ffordd o ymgysylltu â thrigolion.
- **Gwobrau Staff** – Gwnaethom gynnal ein gwobrau staff blynyddol i gydnabod a gwobrwyo'r gwasanaethau rhagorol y mae ein staff yn eu darparu. Derbyniwyd 103 o enwebiadau ar gyfer y gwobrau Staff, a chyflwynwyd 12 o wobrau yn cwmpasu amrywiaeth o gategorïau, gan gynnwys gwasanaeth i'r gymuned a thimau'r flwyddyn.
- **Mewnrwyd staff ddwyieithog newydd** – Gwnaethom ddatblygu a lansio safle mewnrwyd staff ar ei newydd wedd, i'w defnyddio fel offeryn cyfathrebu â staff. Mae ein mewnrwyd nawr ar gael yn y Gymraeg a'r Saesneg.
- **Cyfranogiad y cyhoedd yng nghyfarfodydd y cyngor** – Mae trigolion Powys nawr yn gallu gofyn cwestiynau yng nghyfarfodydd y cyngor fel rhan o fenter cyfranogiad y cyhoedd. Yn dilyn treial cyhoeddus llwyddiannus y llynedd, lle cafodd aelodau'r cyhoedd ofyn cwestiynau yng nghyfarfod llawn y cyngor, mae'r awdurdod nawr yn darparu 20 munud ar ddechrau pob sesiwn ar gyfer cwestiynau'r cyhoedd.



#### Arweinyddiaeth a llywodraethu

- **Strwythur Uwch Reolwyr Newydd** – Gwnaethom gynnal adolygiad cynhwysfawr o strwythur uwch reolwyr y cyngor a dangoswyd nad oedd mwyach yn addas i'r diben a bod angen ei ailwampio'n sylweddol iawn i gydweddu'n agosach â blaenoriaethau'r cyngor, i leihau cost rheoli a chael gwared â gweithio seilo. Mae tîm uwch reolwyr newydd mwy llyfn wedi'i roi ar waith, gan ei gwtogi o 24 swydd dros bedair haen reoli i 16 swydd dros dair haen. Mae gan y strwythur newydd ffocws cryf ar newid diwylliant y sefydliad cyfan i fod yn atebol ag i berfformio ar lefel uchel, ac mae hyn wedi'i gyfathrebu'n glir i'r holl staff.

- **Strategaethau'r Gweithlu wedi'u datblygu** – Mae strategaethau'r gweithlu a dadansoddiad o anghenion hyfforddi wedi'u datblygu ar gyfer y Gwasanaethau Cymdeithasol a'r Gwasanaeth Ysgolion, gan arwain at gynllun y gweithlu ar gyfer pob ardal. Bydd y cynlluniau'n sicrhau bod gennym y bobl iawn, â'r sgiliau iawn am y gost iawn. Bydd gwaith yn parhau i sicrhau bod gan bob gwasanaeth gynllun y gweithlu ar waith erbyn mis Hydref 2019, yn unol â'r cylch cynllunio busnes.
- **Fframwaith Rheoli Perfformiad a Sicrhau Ansawdd** – Er mwyn cefnogi rhoi'r Fframwaith Rheoli Perfformiad a Sicrhau Ansawdd newydd ar waith, gwnaethom gyflwyno gweithdy hyfforddi newydd ar gyfer rheolwyr. Yn ystod 2018-19, cwblhaodd 44 o reolwyr newydd y gweithdai. Gwnaethom barhau i herio ein perfformiad trwy gyfrwng cyfarfodydd adolygu chwarterol a, lle nodwyd tanberfformiad, blaenoriaethwyd camau i ddod â pherfformiad yn ôl ar y trywydd iawn.
- **Cynllun gwobrau staff newydd** – Er mwyn hybu a gwella llesiant ein gweithlu, ac er mwyn cadw staff yn well, gwnaethom lansio cynllun buddiannau staff. Mae llawer o'r staff wedi manteisio ar y cynllun, a hyd at ddiwedd mis Mawrth 2019 roedd saith o geir prydles wedi'u harchebu, 42 o feiciau i waith wedi'u harchebu, ac mae llawer o staff yn defnyddio cyfleusterau hamdden ag aelodaeth â disgownt.
- **Hyfforddiant Arweinwyr a Rheolwyr** – Gwnaethom barhau i weithio gyda'n partneriaid i ddarparu hyfforddiant arweinwyr a rheolwyr er mwyn cryfhau'r sgiliau arwain yn y cyngor drwyddo draw. Yn ystod 2018-19, cwblhaodd 143 o staff gyrsiau cynefino mewn arweinyddiaeth, hyfforddi a mentora.
- **Cytunwyd ar broses Arfarnu Staff newydd** – Mae ffordd newydd o arfarnu staff wedi'i chyflwyno i ddarparu fframwaith cryfach ar gyfer yr holl reolwyr llinell a'u staff, i osod amcanion wedi'u seilio ar flaenoriaethau'r cyngor. Bydd y dull newydd o weithredu hefyd yn cadw ffocws clir ar berfformiad a gwelliant i sicrhau bod ein holl ymdrechion ac adnoddau'n canolbwyntio i'r un cyfeiriad.



### Newid ein ffordd o weithio

- **Gweithio Ystwyth** – Rydym wedi cynnal adolygiad trylwyr o swyddfeydd yng Ngogledd Powys a fydd yn arwain at gau prif swyddfa'r cyngor yn y Trallwng, sef Neuadd Maldwyn. Mae'r cyngor nawr yn gweithredu proses gweithio ystwyth lle bo'n bosibl, sy'n golygu na fydd staff yn cael man gweithio sy'n benodol iddyn nhw - y disgwyl yw y bydd gan adeiladau gymhareb o 60 lle ar gyfer 100 o staff. Mae swyddogion yn y cyngor nawr yn gweithio'n galed i ddod o hyd i'r canlyniad gorau i Neuadd Maldwyn, a'r gobaith yw y bydd yn cyfrannu'n bositif at y dref yn y dyfodol.
- **Trawsnewid Cwsmeriaid / y We** – Yn ystod 2018-19, aeth 12 proses y we yn fyw ar ein gwefan, gan ei gwneud yn haws i drigolion gyrchu ein gwasanaethau ar-lein. Mae'r gwasanaethau hyn yn cynnwys casglu gwastraff gardd, rhoi gwybod am dipio gwastraff anghyfreithlon, gofyn am gasglu gwastraff swmpus a dod o hyd i ysgol. Mae bod â gwasanaethau ar gael ar-lein yn gwella cynhyrchiant ac mae'n fwy effeithlon i'n cwsmeriaid. Er enghraifft, yn y gorffennol roedd yn rhaid i drigolion ffonio gwasanaethau cwsmeriaid i drefnu i gael gwastraff swmpus wedi'i gasglu. Maent nawr yn gallu cofnodi cais trwy'r we a dewis o gwymplen yn rhestru eitemau i'w casglu, yna bydd y system yn cyfrifo costau'r eitemau a bydd y cwsmer yn talu am eitemau. Mae'r broses yn golygu nad oes angen system swyddfa gefn mwyach, ac mae'r cwsmer yn gallu trefnu casgliad 24/7. Trefnwyd 79% o gasgliadau gwastraff swmpus trwy'r system ar-lein, ac roedd y gyfradd boddhad yn 96%. Mae boddhad cyfartalog â phrosesau'r we yn 84% o'i gymharu â 68% yn 2017.
- **Strategaeth Ddigidol Newydd** – Gwnaethom ddatblygu strategaeth trawsnewid digidol gynhwysfawr sy'n esbonio sut y byddwn yn manteisio ar dechnolegau digidol i drawsnewid ein ffordd o weithio, o ddefnyddio gwybodaeth, o gefnogi ein cwsmeriaid, o wella cyfleoedd trigolion ac o helpu ein busnesau i fod yn gystadleuol. Gwnaethom hefyd ddechrau proses ymgysylltu i geisio barn staff ar y dull arfaethedig o weithredu ac i gael eu syniadau ynglŷn â sut y gallwn weithio'n fwy craff a chadw i fyny â thechnoleg.

- Aiddylunio gwasanaeth– Gwnaethom barhau i adolygu ein prosesau mewnol presennol yn ogystal â phrosesau allanol ar gyfer cwsmeriaid i'w gwneud yn fwy effeithlon. Roedd enghraifft o'r gwaith a wnaed yn 2018-19 yn cynnwys edrych ar y broses ar gyfer anfon biliau at ein cwsmeriaid. O ganlyniad i'r adolygiadau, nodwyd arbedion o £380k, ac mae £160k o hyn wedi'i realeiddio.

### Sut ydym yn gweithio'n fwy cynaliadwy?

Mae Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 yn gosod dyletswydd ar gynghorau lleol i ystyried sut y gall weithio'n fwy cynaliadwy ar draws 7 maes newid craidd. Mae'r tabl isod yn amlinellu'r pethau rydym wedi bod yn gweithio arnynt yn ystod 2018-19 i sicrhau bod ein prosesau, a'r ffordd rydym yn cynllunio ac yn cefnogi gwasanaethau ar y rheng flaen, yn ystyried yr hirdymor, atal, integreiddio, cydweithio a chynnwys.

Maes Newid	Sut rydym yn defnyddio'r pum dull o weithio i newid sut rydym yn meddwl, yn cynllunio ac yn gweithredu?
Risg	<p>Rydym wedi cyflwyno system electronig newydd sy'n caniatáu cofnodi risgiau strategol a risgiau gwasanaeth yn haws, a'u dadansoddi ac adrodd arnynt. Bydd monitro pethau'n well fel hyn yn galluogi gwell rheolaeth ac yn sicrhau bod risgiau mawr yn cael eu hatal rhag digwydd neu waethygu. Bydd hefyd, o bosibl, yn caniatáu i'r cyngor ystyried ein risgiau strategol yn y tymor hir.</p>
Rheoli Perfformiad	<p>Rydym wedi bod yn rhan o weithgor cydweithredol Llywodraeth Cymru sy'n datblygu'r fframwaith perfformiad newydd dan y Ddeddf Gwasanaethau Cymdeithasol a Llesiant ac rydym wrthi ar hyn o bryd yn cydweithio â Data Cymru a Saroli Lab yn edrych ar sut i wella aeddfedrwydd data mewn Llywodraeth Leol a gwella data agored. Trwy wybodeg cenedlaethol WCCIS ar gyfer y Bwrdd Gofal Cymdeithasol, rydym hefyd yn helpu i arwain gwaith adolygu opsiynau adrodd ar y cyd i gwtogi ar gostau a gwneud yr adrodd ar ofal cymdeithasol mor effeithiol â phosibl, gan arwain at well deilliannau i ddinasyddion.</p> <p>Rydym hefyd wedi bod yn rhan o weithgor sy'n cydweithio â Llywodraeth Cymru i ddatblygu fframwaith perfformiad newydd fel rhan o Fil drafft Llywodraeth Leol ac Etholiadau.</p> <p>Rydym wedi parhau i gryfhau system rheoli perfformiad fewnol y cyngor (y Ganolfan Mewnwelediad Corfforaethol) sy'n caniatáu gweld data a gwybodaeth gefndir yn gynnar gan helpu gwasanaethau comisiynu i lunio darpariaeth ataliol well yn lle gwasanaethau sylfaenol drud.</p>

Mae Bwrdd Gwella a Sicrwydd annibynnol wedi bod ar waith yn ystod 2018-19, gan oruchwylio perfformiad ein Cynlluniau Gwella Gwasanaethau Oedolion a Phlant. Mae'r Pwyllgor Craffu ar Iechyd a Gofal, sy'n cynnwys Cynghorwyr Sir, hefyd wedi bod yn goruchwylio cynlluniau adfer y Cyngor i sicrhau bod y gwelliant gofynnol yn cael ei gyflawni.

Sefydlodd y cyngor Bwyllgor Craffu ar y Bwrdd Gwasanaethau Cyhoeddus, sy'n cynnwys cynghorwyr sir a chynrychiolwyr cyrff cyhoeddus eraill y Bwrdd, i graffu ar waith gweithredu Cynllun Llesiant Tuag at 2040 y Bwrdd.

## Cynllunio Corfforaethol

Gwnaethom ddatblygu 'Banc Gwybodaeth Llesiant' Powys, sef offeryn ar-lein sy'n darparu'r wybodaeth ddiweddaraf am amrywiaeth o faterion yn ymwneud â llesiant. Mae gallu cyrchu'r wybodaeth hon yn rhwydd yn helpu gwasanaethau i ddeall y tueddiadau presennol ac yn darparu tystiolaeth ar gyfer gwneud penderfyniadau a chynllunio yn y tymor hir.

Er mwyn darparu sail ar gyfer cynllunio yn y dyfodol, rydym hefyd wedi gwneud adolygiadau trylwyr o'n prosesau gofal cymdeithasol oedolion, ein poblogaeth Profiadau Niweidiol yn Ystod Plentyndod a'n hopsiynau ar gyfer datblygu canolfan wledig ranbarthol yng Ngogledd Powys. Rydym hefyd wedi dechrau adolygiad o ddarpariaeth a chapasiti ein hysgolion. Bydd y mewnwelediad y mae'r adolygiadau hyn yn ei roi yn helpu i ddarogan anghenion yn y dyfodol a'n galluogi i gynllunio gwasanaethau i ddiwallu'r anghenion hynny'n well.

Mae'r asesiad effaith gorfforaethol, a wneid pan ystyrir gwneud unrhyw benderfyniad mawr, yn cynnwys ystyried yr amcanion llesiant corfforaethol, y nodau llesiant cenedlaethol, y pum dull o weithio yn ogystal â chydarddoldebau a gofynion y Gymraeg, gan hwyluso penderfynu holistaidd.

Mae pob gwasanaeth wedi datblygu Cynlluniau Gwella Gwasanaeth, sydd wedi'u hadolygu gan gymheiriaid o safbwynt corfforaethol, i sicrhau eu bod yn gadarn ac yn cyd-fynd â gweledigaeth ac amcanion llesiant tymor hir y cyngor a bod y rhain, yn eu tro, yn cyfrannu at Gynllun Llesiant Bwrdd Gwasanaethau Cyhoeddus Powys.

Fel rhan o weithredu Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol, rydym wedi cael rhaglen helaeth o ymgynghori ac ymgysylltu â'r cyhoedd i sicrhau bod trigolion yn cael eu cynnwys ac yn cael dweud eu dweud ar y penderfyniadau sy'n effeithio arnyn nhw. Mae rhagor o wybodaeth am yr hyn y mae ein trigolion wedi'i ddweud wrthym i'w gweld ar dudalen 60.

Rydym wedi dechrau edrych ar sut y gallwn integreiddio ein cynlluniau strategol allweddol, fel ein Cynllun Cydraddoldeb Strategol a'n Cynllun Adran 6 (Dyletswydd Bioamrywiaeth), yn ein Cynllun Gwella Corfforaethol.

Mae Cynghorwyr Sir yn chwarae rôl allweddol wrth benderfynu ar gynlluniau ar gyfer y dyfodol a chynrychioli llais trigolion. Un o'r ffyrdd allweddol y maent yn



	<p>gwneud hyn yw trwy bwyllgorau craffu a gweithgorau. Adolygwyd pwyllgorau craffu a rhoddwyd strwythur newydd ar waith o fis Ionawr 2019, a oedd yn cynnwys diwygio rôl y Pwyllgor Archwilio a sefydlu Pwyllgor Cydlynu'n cynnwys cynrychiolwyr y Cabinet, Tîm Rheoli'r cyngor a Chadeiryddion ac Is-gadeiryddion craffu.</p> <p>Mae cynghorwyr yn mynychu nifer o sesiynau briffio ynglŷn â datblygiadau yn y dyfodol, fel y Diwrnod Trawsnewid, a ddarparodd fanylion am brosiectau trawsnewid allweddol y cyngor ar gyfer cyflawni Gweledigaeth 2025.</p>
<p><b>Cynllunio Ariannol</b></p>	<p>Cydnabyddir bod angen integreiddio gwell rhwng ein prosesau cynllunio ariannol a chorfforaethol i sicrhau bod ein cynlluniau'n cael adnoddau'n effeithiol a bod modd magu dull o weithredu sy'n edrych ar y tymor hir.</p> <p>Mae'r pwyllgorau craffu diwygiedig nawr yn gyfrifol am fonitro perfformiad a pherfformiad ariannol.</p>
<p><b>Cynllunio'r Gweithlu</b></p>	<p>Bu ein tîm Gwybodaeth Busnes yn gwneud dadansoddiad trylwyr o weithlu'r Gwasanaethau Plant, a helpodd i ddarparu sail ar gyfer datblygu strwythur staffio mwy cynaliadwy ac effeithiol sy'n canolbwyntio ar gymorth cynnar a chydweithio.</p> <p>Mae Cynlluniau'r Gweithlu hefyd wedi'u datblygu ar gyfer y gwasanaethau cymdeithasol a'r gwasanaeth ysgolion i sicrhau bod gennym y bobl iawn, â'r sgiliau iawn am y gost iawn nawr, ac yn y tymor hir. Mae gwaith yn mynd rhagddo i ddatblygu cynlluniau ar gyfer pob gwasanaeth yn ystod 2019-20.</p>
<p><b>Asedau</b></p>	<p>Mae dros £630,000 wedi'i godi mewn ocsiwn a werthodd naw o adeiladau'r cyngor nad oedd mo'u hangen mwyach. Mae gwerthu'r adeiladau hyn yn rhoi cyfleoedd i ddatblygwyr greu cartrefi wedi'u hailwampio, naill ai i fyw ynddynt eu hunain neu i'w rhoi ar osod.</p> <p>Rydym wedi dechrau edrych ar ddichonoldeb datblygu hyb gwasanaethau ar y cyd yn Aberhonddu, a fyddai'n cynnwys Cyngor Sir Powys, Heddlu Dyfed Powys a phartneriaid gwasanaethau brys / sector cyhoeddus eraill. Bydd hyn yn ein galluogi i gydweithio'n well â'n partneriaid ac yn darparu atebion tymor hir ar gyfer rheoli portffolio eiddo cynaliadwy mewn ffordd integredig.</p> <p>Gwnaethom hefyd gynnal gweithdai i edrych ar gyfleoedd i arallgyfeirio ein stad ffermydd a datblygu diwydiannau neu gadwyni cyflenwi newydd, gan gynnwys Fferm Solar, Canolfan Genedlaethol ar gyfer Uwch Adeiladu â Phren a Chanolfannau Seibiant. Yn sgil y gweithdai cychwynnol, mae gwaith yn mynd rhagddo'n archwilio dichonoldeb cyfleuster Gofal Seibiant Cymdeithasol, trwy ddysgu beth sydd wedi gweithio mewn mannau eraill. Archwiliwyd cyfleoedd hefyd ar gyfer canolfan i roi bwyd ar brawf gyda Chanolfan Bwyd Cymru.</p>



**Caffael**

Rydym wedi parhau i fwrw ymlaen â'n menter 'Punt Powys' i sicrhau bod busnesau lleol yn gallu cael budd o wariant y cyngor. Rydym wedi cynnwys busnesau lleol trwy ddigwyddiadau 'cwrdd â'r prynwr'.

**Faint y gwnaethom ei arbed/ei wario yn 2018-19?****Prif arbedion:**

- Trawsnewid y Gwasanaeth Priffyrdd, Trafnidiaeth ac Ailgylchu, gan gynhyrchu incwm ychwanegol a newid arferion gweithio i ddarparu'r gwasanaeth - £586k
- Rheoli Swyddi Gwag - £92k
- Arbedion TGCh - £350k

**Diweddariadau i'n cynllun a gwelliannau allweddol ar gyfer 2019 - 2020****Gweithgaredd – Beth y byddwn yn ei wneud?****Sut y byddwn yn mesur llwyddiant?****Ymgysylltu a chyfathrebu –**

Gwranddo, rhannu gwybodaeth a meithrin ffydd gyda'n dinasyddion, cymunedau a staff

Byddwn yn datblygu offerynnau i alluogi trigolion i gael eu clywed, a mynd ati'n barhaus i gyfathrebu a thrafod â'r cymunedau i ddarparu sail ar gyfer penderfyniadau

- Llwyfan ymgysylltu newydd wedi'i weithredu
- Panel Dinasyddion Powys wedi'i sefydlu ar dudalen Fy Nghyfrif
- Yr Arolwg Trigolion wedi'i gwblhau

**Arweinyddiaeth a llywodraethu –**

Bydd ein staff ac aelodau'n cydweithio gyda'n partneriaid, gan ddefnyddio'r systemau a gwybodaeth cywir i sicrhau y caiff y cyngor ei redeg yn effeithiol

Byddwn yn ailfodelu strwythur staffio'r cyngor i wreiddio newidiadau mewn diwylliant sefydliadol, ar yr un pryd â gwneud arbedion ariannol sylweddol.

Byddwn yn sicrhau bod y gweithlu'n meddu ar y sgiliau, yr agwedd, yr ymddygiadau a'r profiad iawn, ac yn datblygu ein doniau ein hunain trwy brentisiaethau a hyfforddiant, i'w galluogi i gyrraedd eu potensial.

- Gwelliant yng nghanlyniadau arolygon staff
- Cwtogi ar y bil cyflogau
- Cwtogi ar nifer y bobl a gyflogir
- Cwtogi ar nifer y diwrnodau gweithio/sifftiau fesul gweithiwr FTE a gollir oherwydd absenoldeb salwch (cronnol dros 12 mis)
- Nifer yr ymgeiswyr llwyddiannus sy'n cael eu recriwtio'n fewnol/eu cyfateb i rolau
- Canran y staff sy'n derbyn Arfarniad Staff



### Newid ein ffordd o weithio -

Gwneud y defnydd gorau o'r hyn sydd gennym, a gweithio mewn ffyrdd newydd, arloesol i gyflawni ein blaenoriaethau er budd dinasyddion a chymunedau'r sir

Cynllunio a gweithredu ein trawsnewid digidol, gan osod y map ar gyfer y ffordd y bydd y Cyngor yn manteisio ar dechnolegau digidol i drawsnewid ein modd o ddarparu gwasanaethau trwy ein ffordd o weithio, ein ffordd o ddefnyddio gwybodaeth, cefnogi ein cwsmeriaid, gwella cyfleoedd i drigolion a helpu ein busnesau i gystadlu.

Fe wnawn baratoi strategaeth sy'n seiliedig ar leoedd i Aberhonddu a fydd yn adolygu ac yn gwneud argymhellion ar bortffolio eiddo'r cyngor yn Aberhonddu, yn ogystal â thai, addysg, gofal ychwanegol ac anghenion y cyngor a phartneriaid o ran lle swyddfa nawr ac yn y dyfodol.

Byddwn yn adolygu ac yn ailddylunio ein gwasanaethau i sicrhau eu bod yn fwy effeithlon ac yn canolbwyntio ar ofynion ein cwsmeriaid.

Byddwn yn adolygu ac yn gwreiddio Fframwaith Rheoli Perfformiad a Sicrhau Ansawdd i sicrhau bod gwybodaeth fanwl gywir, sy'n cyd-fynd â gweledigaeth a blaenoriaethau'r cyngor, wrth wraidd ein penderfyniadau.

Byddwn yn archwilio manteision sefydlu Cwmni Masnachu Awdurdod Lleol i wella cyfleoedd i gynhyrchu mwy o incwm yn ogystal ag ymgyrchu'n sylweddol i gwtogi ar wariant y Cyngor.

Byddwn yn parhau i wreiddio gwerthoedd ac egwyddorion arweiniol y cyngor (5 dull o weithio) mewn cynlluniau strategol a chynlluniau gwasanaeth ac arfarniadau staff i annog staff i feddwl yn wahanol, ymddwyn yn wahanol ac felly cyflenwi gwasanaethau'n wahanol.

- Byddwn yn gwella asesiadau rheoleiddwyr allanol ohonom
- Gwella perfformiad o ran ein mesurau corfforaethol:
  - Canran y cwynion yr ymatebir iddynt o fewn amserlenni statudol
  - Cyfanswm nifer y canmoliaethau a dderbynnir fel cyfartaledd ar gyfer y flwyddyn ddiwethaf
  - Canran yr amrywiant yn y gyllideb refeniw
  - Cyfanswm nifer y diwrnodau gweithio/sifftiau fesul gweithiwr FTE a gollir oherwydd absenoldeb salwch

### 3.1 Strategaeth Ariannol

Mae'r Cyngor yn dal i ymateb i'r her ariannol fawr sy'n ei wynebu i sicrhau ei fod yn cynnal cyllideb gytbwys. Mae'r arian a dderbyniwn oddi wrth Lywodraeth Cymru yn parhau i ostwng bob blwyddyn, ond mae'r galw a chost ein gwasanaethau'n cynyddu, yn enwedig i gefnogi'r henoed a'r oedolion a'r plant mwyaf agored i niwed sy'n byw ym Mhowys. Mae'r cyfrifoldebau ychwanegol a orfodir arnom yn cynyddu ein costau ac mae effaith chwyddiant a phwysau cyflogau a phrisiau eraill yn golygu ein bod yn gorfod talu mwy i'n cyflenwyr a'n contractwyr wrth iddynt godi eu prisiau i gwrdd â'u pwysau ariannol eu hunain.

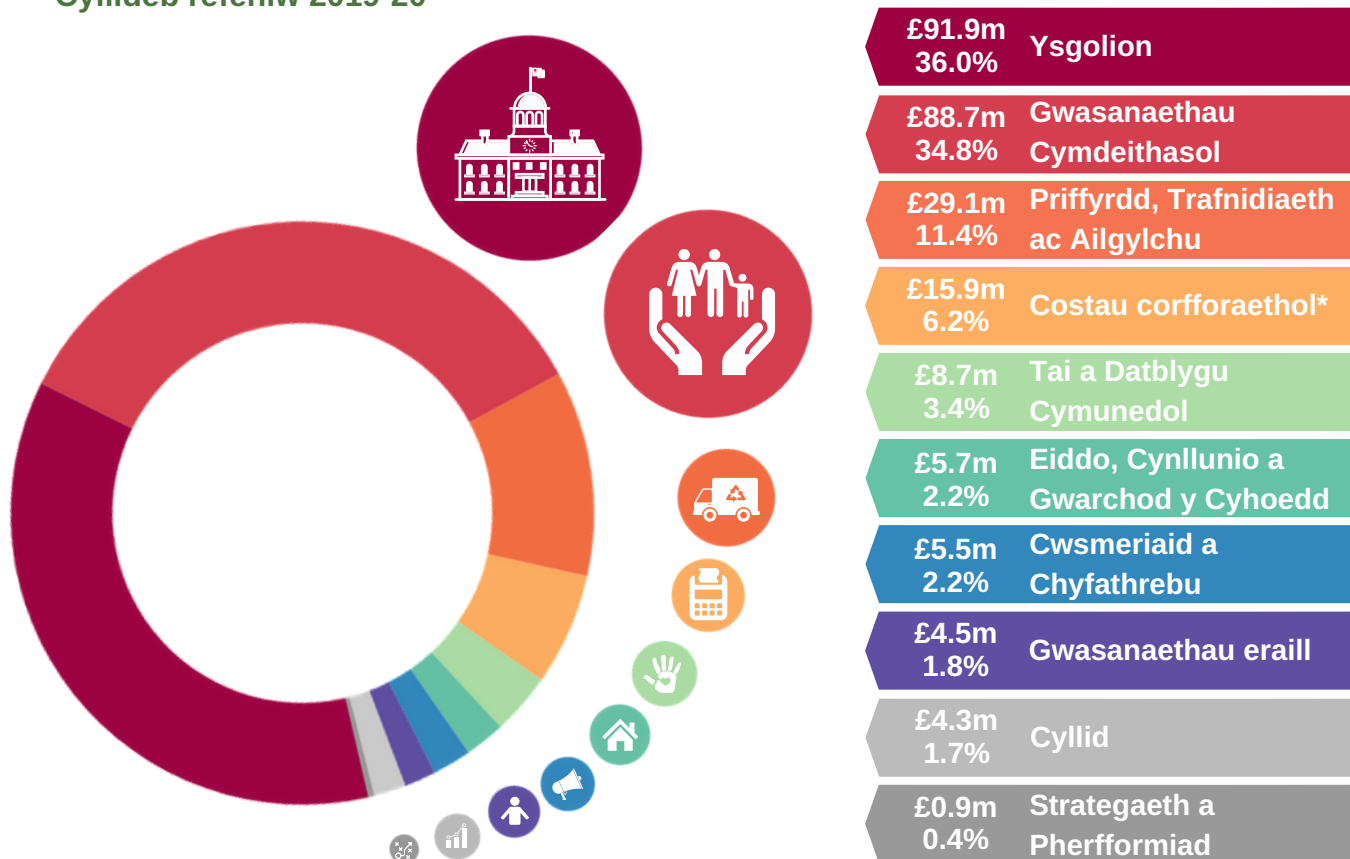
Mae cyfuniad o'r ffactorau hyn yn cyflwyno her sylweddol i gynhyrchu cyllideb gytbwys bob blwyddyn, a'r dewisiadau sydd gennym i wneud hyn yw cynyddu'r incwm sy'n dod i mewn i'r awdurdod trwy gynyddu ffioedd a symiau a godir a chynyddu'r Dreth Gyngor, neu leihau neu newid y gwasanaethau rydym yn eu darparu.

Mae'r Strategaeth Ariannol Tymor Canolig yn sefydlu'r fframwaith ar gyfer ein cynllunio ariannol. Mae'r broses gyfan yn dal i gael ei mireinio, ei datblygu a'i chryfhau fel bod modd lliniaru'r risg y mae'r Cyngor yn ei hwynebu, o ganlyniad i gwtogi ar y cyllid a phwysau ariannol cynyddol. Mae'n rhaid i ni greu Cyngor sy'n ariannol gryf am y tymor byr, canol a hir. Drwy adeiladu ar y gwelliannau rydym eisoes wedi'u gwneud, mae dull strategol newydd o ddyrannu adnoddau'n cael ei ddatblygu. Bydd y dull hwn o weithredu'n dod â holl elfennau'r Cyngor at ei gilydd mewn un strategaeth ariannol gyffredin, sy'n cyflawni Gweledigaeth 2025, rhaglen o drawsnewid, ac sy'n cwmpasu gwella gwasanaethau ac yn cyflawni gwasanaethau statudol ar lefel briodol. Bydd yn alinio refeniw a chyfalaf yn well i sicrhau bod ein hadnoddau cyfyngedig yn cael eu blaenoriaethu er mwyn bod mor effeithiol â phosibl, ac yn seiliedig ar sicrhau deilliannau sydd o bwys i'n trigolion

Wrth osod ein cyllideb ar gyfer 2019-20, mae'r cyngor wedi ymdrechu i ddiogelu'r gwasanaethau y mae ein trigolion yn eu gwerthfawrogi ac sydd eu hangen arnynt, ac ar yr un pryd sicrhau ein bod yn parhau i ddarparu ein gwasanaethau statudol yn effeithiol ac yn cael gwerth am arian. Byddwn yn arbed costau o dros £12m y flwyddyn nesaf, gan gwtogi'n sylweddol ar gost y Cyngor. Ond nid yw'r rhain ar eu pennau eu hunain yn ddigon i gydbwysu'r sefyllfa gyffredinol. Rydym felly wedi gorfod cynyddu lefel y Dreth Gyngor a godwn o 9.5%, a bydd hyn yn darparu £7.4m ychwanegol ac yn galluogi'r Cyngor i osod cyllideb gytbwys. Yn 2019-20, mae'r Cyngor yn bwriadu gwario cyllideb net o £255.2m.



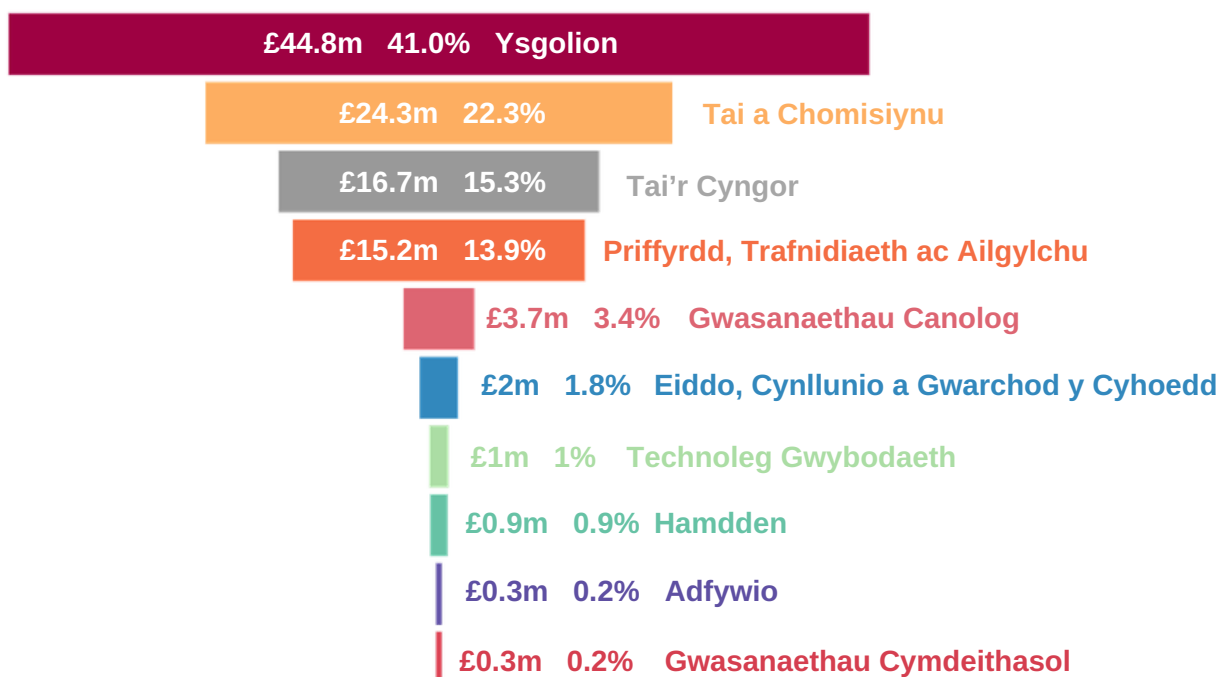
## Cyllideb refeniw 2019-20



\*Costau corfforaethol yn cynnwys Budd-daliadau, Cynllun Gostyngiadau Treth y Cyngor, Archwilio Allanol, Costau benthyca

Nid ar ddarparu gwasanaethau o ddydd i ddydd y mae'r Cyngor yn gwario'i holl arian. Mae'r cyngor hefyd yn buddsoddi gwariant cyfalaf yn yr eiddo, y cerbydau a'r offer sy'n galluogi darparu gwasanaethau. Bwriedir dilyn rhaglen ar gyfer buddsoddiad cyfalaf gwerth £92.3m ar gyfer 2019-20 fel rhan o raglen fuddsoddi pum mlynedd gwerth £277.7m. Cyfuniad o fenthyciadau, grantiau, derbyniadau o werthu asedau a chronfeydd wrth gefn sy'n ariannu hyn.

## Cyllideb cyfalaf 2019-20





## 3.2 Gwranddo ar ein trigolion

Yn ystod y flwyddyn ddiwethaf, rydym wedi parhau i feithrin dialog ac i ymgysylltu â thrigolion Powys mewn nifer o ffyrdd, tra ein bod, ar yr un pryd, yn meithrin ac yn defnyddio sianeli'r cyfryngau cymdeithasol i sicrhau ein bod yn clywed oddi wrth gynifer o'n rhanddeiliaid â phosibl wrth ystyried newid ein dull o ddarparu gwasanaethau. Rydym yn cydnabod pwysigrwydd ymgysylltu a meithrin dialog yn gynnar wrth lunio polisi a gwasanaethau, a hynny ochr yn ochr â'r ymarferion ymgynghori mwy traddodiadol. Yn ystod 2018-19, cynhaliwyd nifer o ymarferion ymgysylltu ac ymgynghori i gefnogi Gweledigaeth 2025:



### Economi

- **Arolwg Cynllun Gweithredu Datblygu Economaidd Rhanbarthol** – derbyniwyd 279 o ymatebion. Rhai themâu a ddaeth i'r fei oedd gwell cyfathrebu digidol (band eang cyflym iawn), llai o reoleiddio busnes a gallu recriwtio staff medrus. Yr effaith: Bydd y darganfyddiadau nawr yn cyfrannu at gynhyrchu cynllun datblygu economaidd rhanbarthol ac yn ei gefnogi.
- **Ymgynghoriadau Cynllun Datblygu Lleol (CDLI)** – Mabwysiadodd y Cyngor y CDLI ar 17eg Ebrill 2018 yn sgil cwblhau'r Archwiliad Cyhoeddus o CDLI Powys ac ar ôl derbyn Adroddiad yr Arolygydd. Gwnaeth yr adborth a gafwyd trwy gydol y broses oddi wrth rhanddeiliaid ddylanwadu ar fersiwn derfynol y cynllun. Derbyniwyd 59 o ymatebion i arolwg dilynol a oedd yn ceisio adborth ar y broses. Roedd y mwyafrif wedi gallu gweld y cynllun trwy'r wefan ac roeddent yn cytuno bod eu cynrychiolaeth nhw wedi'i brosesu mewn modd amserol ac roeddent yn gwybod beth fyddai'n digwydd nesaf. Yr effaith: Defnyddir yr adborth i ddarparu sail ar gyfer prosesau'r dyfodol ac i leihau'r defnydd o iaith dechnegol.



### Iechyd a Gofal:

- **Iechyd a llesiant gogledd Powys** – Mae'r cyngor yn cydweithio â Bwrdd Iechyd Addysgu Powys i nodi model iechyd a llesiant ar gyfer gogledd Powys. Mae sgysiau cynnar wedi bod yn mynd rhagddynt – yn bennaf gyda'r partneriaid sy'n cymryd rhan, ond bydd ymgynghori ac ymgysylltu mwy manwl yn dilyn gyda'r holl rhanddeiliaid a thrigolion allweddol i helpu i siapio'r prosiect.
- **Adleoli gwasanaethau camddefnyddio sylweddau** – Yn y Trallwng, ymgysylltodd y cyngor â'r gymuned leol cyn symud gwasanaeth camddefnyddio sylweddau i leoliad yng nghanol y dref. Yr effaith: Mae hyn wedi caniatáu trosglwyddo'r gwasanaethau'n ddiraffferth o un lleoliad i'r llall.



### Dysgu a sgiliau:

- **Ymgynghoriad Trafnidiaeth** – Cynhaliwyd ymgynghoriad ar drafndiaeth o'r cartref i'r ysgol a'r coleg yn ystod haf 2018. Un o'r pwyntiau allweddol yn y polisi diwygiedig arfaethedig oedd rhoi ystyriaeth i godi tal ar ffyrwyr am deithio i addysg ôl-16 – chweched dosbarth a cholegau. Yr effaith: Roedd cryn wrthwynebiad i hyn a phleidleisiodd y Cabinet i ymchwilio mwy i effaith bosibl codi tâl o'r fath cyn mynd â hyn ymhellach. Bu rhyw 400 o bobl yn rhan o'r ymgynghoriad.
- **Fformwla ysgolion** – Cynhaliwyd ymgynghoriad i greu fformwla ariannu diwygiedig ar gyfer ysgolion ym Mhowys gyda'r cymunedau ysgol i edrych ar y fframwaith ar gyfer dyrannu cyllid i ysgolion. Yr effaith: Arweiniodd yr adborth a'r dadansoddiad o'r ymatebion at lwyddo i roi fformwla newydd ar waith ac mae'r dyraniadau i bob ysgol wedi'u cwblhau.
- **Arolwg Ysgol Bob Oed Llanidloes** – Cysylltodd y ddwy ysgol yn Llanidloes – yr ysgol uwchradd a'r ysgol gynradd – â'r cyngor sir â'r bwriad o gael statws Ffederasiwn ar gyfer y ddau sefydliad. Cefnogodd y cyngor y newid mewn egwyddor a bu'n helpu'r ddau gorff llywodraethu i gynnal proses

- **ymgyngori – ar-lein ac all-lein** – ar y cynnig i ffedereiddio. Yr effaith: Cafodd y cynnig gefnogaeth gyhoeddus eang ac, yn eu cyfarfod ar y cyd ar 20 Chwefror 2019, cytunodd y ddau gorff llywodraethu i fwrw ymlaen â Ffedereiddio o fis Medi 2019.
- **Arolwg Ysgol Bob Oed Llanfyllin** – A hwythau mewn sefyllfa debyg i Lanidloes, cysylltodd y ddwy ysgol yn Llanfyllin â'r cyngor sir â'r bwriad o ffurfio Ysgol Bob Oed (er nid Ffederasiwn fel yn Llanidloes). Eto, cefnogodd y cyngor sir y cynnig hwn mewn egwyddor a bu'n helpu'r ddau gorff llywodraethu i gynnal yr ymgynghoriad. Derbyniwyd rhyw 80 o ymatebion i'r cynnig gyda chefnogaeth eang. Yr effaith: Ar 12 Mawrth, cytunodd y cyngor i'r cynnig a chyhoeddodd Hysbysiad Statudol, ac mae modd cyfrannu sylwadau ar hyn hyd at 17 Ebrill.
- **Ysgolion cynradd Llanerfyl a Banw** – Bu'r cyngor yn ymgynghori ar gynnis i gau Ysgol yr Eglwys yng Nghymru Llanerfyl ac Ysgol Gynradd Dyffryn Banw ac ailagor ysgol ar safle un o'r ddau sefydliad hyn. Cynhaliwyd ymgynghoriad – cyfuniad o sesiynau galw heibio ac arolwg ar-lein, a derbyniodd yr arolwg 250 o ymatebion. Cafwyd ymateb cymysg i'r cynnig gyda dadleuon o blaid ac yn erbyn y ddau safle. Yr effaith: Bu'r Cabinet yn trafod hyn ar 12 Mawrth 2019 ond gohiriwyd y penderfyniad tan ddyddiad ym mis Ebrill er mwyn ystyried rhagor o wybodaeth.



### Trigolion a chymunedau

- **Arolwg Bathodyn Glas** – Yn sgil gwaith ymgysylltu cynnar a wnaed yn ystod 2017/18, cafodd arolwg ei hyrwyddo i ddarganfod barn deiliaid bathodyn glas er mwyn darparu sail ar gyfer cynnig polisi newydd. Y cynnig oedd bod pob deiliad bathodyn glas yn cael parcio am ddim am awr mewn maes parcio'r cyngor ond bod yr rhaid talu am barcio am unrhyw amser ychwanegol. Ymatebodd deiliaid bathodyn glas trwy ddweud eu bod yn ei chael yn anodd mynd i mewn/allan o'r car yn y manau sydd wedi'u darparu, mynd at y peiriant tocynnau, trin yr arian a hyd yn oed cerdded yn bell iawn. Roedd mwyafrif y bobl a ymatebodd eisiau cadw'r sefyllfa sydd ohoni lle roeddent yn parcio am ddim. Gosodwyd y cynnig i dalu am awr ac yna cael awr am ddim yn ail ddewis o'r pedwar opsiwn a gafodd eu rhestru. Yr effaith: Er bod y cynnig roedd y cyngor yn ei ffafrio wedi'i gyflwyno fel rhan o gynigion y cyngor ar gyfer y gyllideb, pleidleisiodd y Cyngor Llawn i gadw'r sefyllfa sydd ohoni gyda'r deiliaid bathodyn glas yn cadw'r hawl i barcio am ddim ym meysydd parcio'r cyngor yn ystod 2019/20.
- **Arolwg Teithio Llesol** – Roedd yr arolwg hwn yn casglu adborth ynglŷn â pha mor aml y mae pobl yn cerdded neu'n seiclo pellteroedd byr yn yr 11 tref Teithio Llesol penodol. Derbyniwyd 92 o ymatebion, gyda thrigolion yn Aberhonddu, Llanandras a Llandrindod yn arbennig yn canmol ethos teithio llesol ac yn gofyn am fwy o gydweithio a gweithio mewn partneriaeth â chynghorau tref a chymuned ac eraill (gwarchodfeydd natur) ac ati. Yr effaith: Defnyddir y farn a gesglir ynglŷn â chyflwr palmentydd, rheseli beiciau, diogelwch i gerddwyr fel tystiolaeth wrth gyflwyno cynigion a datblygu prosiectau'r dyfodol.
- **Bodddhad Oedolion â Llyfrgelloedd** – Mae'r arolwg cenedlaethol hwn yn rhedeg ledled holl lyfrgelloedd Cymru am un wythnos er mwyn ceisio barn ynglŷn â pha mor fodlon yw bobl â'r gwasanaeth craidd. Derbyniwyd bron iawn 300 o ymatebion. Roedd yr adborth ar wasanaethau a ddefnyddir yn gadarnhaol ar y cyfan. Rhai o'r prif resymau o hyd am fynd i'r llyfrgell yw i fenthyca llyfrau, i bori yng nghanol llyfrau, cylchgronau a darllen papurau newydd ochr yn ochr â defnyddio cyfrifiaduron yn rhad ac am ddim. Yr effaith: Mae Llywodraeth Cymru'n defnyddio'r adborth i greu darlun o'r defnydd o lyfrgelloedd yng Nghymru. Defnyddir sylwadau gan unigolion ym Mhowys i wella bodddhad cwsmeriaid ac mae rhai wedi'u defnyddio eisoes fel rhan o ddeunyddiau ymgynghori a ddatblygwyd i ymgysylltu â thrigolion ynglŷn ag adolygu pob cangen, gan eu bod yn ceisio gwneud arbedion o £200k yn ystod 2020/21.
- **Cytleoli Llyfrgell y Trallwng** – Arweiniodd adolygiad o adeiladau yng ngogledd y sir at gynnis i gytleoli'r llyfrgell bresennol gyda'r amgueddfa yn y Trallwng er mwyn rhoi lle ar gyfer swyddfeydd i'r gweithwyr wrth iddynt symud allan o adeilad nad oes mo'i angen mwyach ac sy'n cael ei werthu ar y



farchnad agored. Penderfynwyd ymgynghori â thrigolion y dref ynglŷn â'r cynnig a ffafriwyd er y byddai'n bosibl y byddent yn ei wrthwynebu. Roedd y gwasanaeth am gael arolwg ar-lein i ddarganfod y farn. Rhestrwyd opsiynau amgen hefyd a gofynnwyd i'r trigolion nodi pa un oedd yn well ganddynt. Yr effaith: Roedd gwrthwynebiad i gydleoli'r llyfrgell gyda'r amgueddfa a chynigiwyd rhai opsiynau eraill. Fodd bynnag, trwy roi'r sylw dyledus i'r rhain ac yn sgil trafodaethau â chynghor y dref ynglŷn â'r cynnig, penderfynwyd mai cydleoli oedd y ffordd orau i alluogi adleoli staff i adeilad y llyfrgell ac i barhau i ddarparu gwasanaethau fel cynghor ar dai, gofal cymdeithasol a safonau masnach i drigolion tra ar yr un pryd yn cadw gwasanaeth llyfrgell ac amgueddfa cyfunol – er ei fod mewn lle llai. Bydd adleoli'r llyfrgell yn adeilad yr amgueddfa'n cyfrannu arbedion at y targed o £200k a osodwyd ar gyfer y gwasanaeth.

- **Cynllun Gwella Hawliau Tramwy** – Yn ystod y flwyddyn, cynhaliwyd ymarfer ymgysylltu i ymgynghori â defnyddwyr a'r rhai â diddordeb yn y rhwydwaith hawliau tramwy cyn adolygu a/neu ddatblygu cynllun deng mlynedd diwygiedig fel y manylir arno gan statud. Cipiodd arolwg ar-lein a grwpiau ffocws adborth a ddefnyddiwyd i gynhyrchu cynllun drafft. Unwaith y cafodd ei gynhyrchu, cafwyd cyfnod 12 wythnos o ymgynghori i alluogi defnyddwyr a buddgarfanau i wneud sylwadau ar y cynllun trwy arolwg cynhwysfawr ar-lein â'r nod o flaenoriaethu opsiynau a'u gosod mewn trefn. Yr effaith: Gwnaeth yr ymgysylltu cynnar, sesiynau'r grwpiau ffocws a'r arolygon wedi'u targedu, helpu'r defnyddwyr i roi adborth a ddarparodd sail ar gyfer y drafft cyntaf a'i siapio. Cafodd y cynghor ei ganmol am y broses ymgynghori a ddilynwyd. Atodwyd adroddiad ar y darganfyddiadau terfynol at adroddiad y Cabinet ac mae'r cynllun bellach wedi'i fabwysiadu.
- **Strategaeth Toiledau Cyhoeddus** – Gosododd Llywodraeth Cymru ddyletswydd ar bob awdurdod lleol i gynhyrchu strategaeth erbyn mis Mai 2019. Cynhaliodd y cynghor grwpiau ffocws wedi'u targedu ac wedi'u seilio ar ymchwil a mapio rhanddeiliaid, i ymgysylltu â rhai o'r defnyddwyr allweddol gan gynnwys mamau a phlant ifanc, teuluoedd â phlant anabl, gofalywr a'r grŵp anabledd corfforol a nam ar y synhwyrau. Hefyd, anfonwyd ffurflen ar-lein at holl ddarparwyr toiledau hysbys a lansiwyd arolwg cyhoeddus ochr yn ochr â grwpiau ffocws fel rhan o Gam 1 i gael adborth ychwanegol. Yr effaith: Cyfrannodd yr adborth a gasglwyd ynglŷn â diffyg cyfleusterau newid babanod a Lleoedd Newid i oedolion at y rhestr o gamau yn y cynllun drafft terfynol sy'n destun ymgynghoriad ar hyn o bryd.
- **Gwastraff Gardd Gwyrdd** – Powys yw un o'r ychydig awdurdodau sy'n dal i ddarparu banciau gwastraff gwyrdd gardd mewn meysydd parcio ledled y sir. Ymgynghorwyd ynglŷn â chynlluniau i gyflwyno gwasanaeth gwastraff gardd gwyrdd y codir tal amdano er mwyn cael adborth oddi wrth drigolion ar gostau, math o fin, amllder y casglu ac opsiynau talu. Ymatebodd dros 2000 o drigolion. Dywedodd hanner bod ganddynt ddiddordeb yn y gwasanaeth ac y byddent yn hapus i dalu rhwng £30 a £40 y flwyddyn am gasgliad o ymyl y ffordd. Yr effaith: Defnyddiwyd ymatebion y trigolion i sefydlu amllder, costau a maint y biniau a bwriedir lansio'r gwasanaeth ym mis Ebrill 2019.
- **Arolwg pont Teithio Llesol y Drenewydd** – Gwnaeth y cynghor gais llwyddiannus am arian oddi wrth Lywodraeth Cymru dan y cynllun Teithio Llesol i adeiladu pont ar gyfer cerddwyr a seiclwyr dros afon Hafren yn croesi o Ffordd y Trallwng i Ffordd y Gamlas. Bu'r cynghor yn gweithio mewn partneriaeth â Chynghor Tref y Drenewydd a Llanllwchaearn i ymgysylltu â thrigolion a busnesau ynglŷn â sut olwg ddylai fod ar y bont a gofynnwyd hefyd am syniadau am unrhyw enwau posibl. Cynhaliwyd arolwg ar-lein ynghyd â dwy sesiwn galw heibio. Yr effaith: Cafodd yr adborth hwn ddylanwad ar y broses ddylunio a phenderfynir ar enw ar gyfer y bont yn ddiweddarach.

### 3.2 Gwranddo ar ein rheoleiddwyr

Rydym yn atebol i nifer o gyrff rheoleiddio allanol sy'n arolygu ein gwasanaethau, sef:



- **Swyddfa Archwilio Cymru**, sef corff gwarchod y sector cyhoeddus ar gyfer Cymru. Eu nod yw sicrhau bod pobl Cymru'n cael gwybod a yw arian cyhoeddus yn cael ei reoli'n ddoeth, a bod cyrff cyhoeddus yng Nghymru'n deall sut i wella deilliannau.



- **Arolygiaeth Gofal Cymru (AGC)** (Arolygiaeth Gofal a Gwasanaethau Cymdeithasol Cymru gynt) sy'n annog gwelliant ym meysydd gofal cymdeithasol, blynyddoedd cynnar a gwasanaethau cymdeithasol trwy reoleiddio, arolygu, adolygu a darparu cyngor proffesiynol i weinidogion a'r rheini sy'n llunio polisïau.



- **Estyn**, sef Swyddfa Arolygiaeth Ei Mawrhydi dros Addysg a Hyfforddiant yng Nghymru. Eu cenhadaeth yw sicrhau rhagoriaeth ar gyfer pob dysgwr yng Nghymru trwy godi ansawdd a safonau addysg a hyfforddiant. Mae gan Estyn amrywiaeth eang o gyfrifoldebau statudol i arolygu a chynhyrchu adroddiadau sy'n cynnwys arolygu holl addysg a hyfforddiant a ariennir ag arian cyhoeddus ledled Cymru.

Byddwn yn parhau i groesawu darganfyddiadau ein rheoleiddwyr ac yn gweithio mewn partneriaeth â nhw i sicrhau bod ein cynlluniau'n cyflawni'r gwelliannau gofynnol i wasanaethau.

Isod ceir amlinelliad o gynigion ac argymhellion allweddol ar gyfer gwella yr ydym wedi'u derbyn oddi wrth reoleiddwyr yn ystod 2018-19. Rydym wedi defnyddio'r darganfyddiadau hyn i atgyfnerthu ein cynllun ar gyfer 2019 ymlaen.



#### Economi

#### Adolygiad Safbwynt Defnyddwyr Gwasanaeth Swyddfa Archwilio Cymru – Gwasanaethau Tai (Awst 2018)

- C1 Dylai'r Cyngor gryfhau fel mater o frys gyflawniad SATC yn y dyfodol trwy gyflymu ei broses o ddatblygu strategaeth a chynllun gweithredu cynhwysfawr i fynd i'r afael â'r materion sy'n wynebu tenantiaid sy'n byw mewn cartrefi oer.
- C2 Dylai'r Cyngor barhau i weithio gyda thenantiaid i gryfhau ei ddull o gynorthwyo pobl sy'n cael problemau anweddiad a lleithder.
- C3 Dylai'r Cyngor gryfhau ei ddull o ymgysylltu ac archwilio ffyrdd mwy arloesol o gyrraedd y bobl niferus sy'n anodd eu cyrraedd o ganlyniad i heriau daearyddol byw ym Mhowys.



#### Iechyd a Gofal:

**Adroddiad Arolygiad o Wasanaethau Oedolion AGC Mai 2018** - Mae eu hadroddiad yn manylu ar chwe argymhelliad sy'n flaenoriaeth a deg arall lle maent yn disgwyl gweld gwelliant yn y 12 mis nesaf.

- A1 – mae'n rhaid i uwch-arweinwyr barhau i ddarparu cymorth gwleidyddol a chorfforaethol cryf ar gyfer gwasanaethau i oedolion er mwyn sicrhau gwelliannau i'r gwasanaeth;
- A2 – sicrhau bod yr holl ymholiadau diogelu yn cael eu gwneud o fewn amserlenni statudol;
- A3 – sicrhau goruchwyliaeth a dealltwriaeth glir gan reolwyr o'r galw, capasiti a blaenoriaethu llif gwaith o fewn y system diogelu oedolion;
- A4 – cryfhau'r cynllun gwella gwasanaethau i oedolion presennol;
- A5 – gwella systemau ar frys i sicrhau bod rheoli a blaenoriaethu dyrannu, asesu a chyflenwi gwasanaeth er mwyn atal oedi i bobl sy'n derbyn gwasanaethau;
- A6 – llunio strategaeth gweithlu gadarn er mwyn cynnwys cynlluniau tymor byr, tymor canolig a hirdymor ar gyfer recriwtio a chadw gweithlu gwasanaethau i oedolion.

**Ymweliad monitro gwasanaethau Plant ac Oedolion AGC Gorffennaf 2018** - Ym mis Gorffennaf 2018, cynhaliodd AGC weithgaredd monitro i adolygu cynnydd y cyngor wrth gyflawni ei gynlluniau gwella ar gyfer gwasanaethau Oedolion a Phlant. Canolbwyntiodd eu gwaith maes ar drefniadau diogelu a sicrhau ansawdd.

Gwelsom fod systemau sicrhau ansawdd wedi'u diwygio a'u datblygu yng Ngwasanaethau Oedolion a Phlant fel ei gilydd. Roeddem yn ymwybodol o'r gwaith archwilio yn y Gwasanaethau Plant ac rydym nawr yn fwy hyderus yng nghapasiti'r awdurdod lleol a'i fwriad i graffu ar brosesau ac arferion, oherwydd eich bod wedi penodi Rheolwyr Sicrhau Ansawdd a Swyddogion Polisi. Mae adnoddau ychwanegol o fewn y tîm Swyddogion Adolygu Annibynnol wedi gwella'n fawr y rôl herio o fewn Gwasanaethau Plant.

Rydym yn fodlon bod trafodaethau am oruchwyliaeth rheolwyr yn digwydd yn rheolaidd ac mae hyn yn parhau i fod yn faes â blaenoriaeth. Rydym yn nodi cynnydd mewn cwynion, yr ydych wedi ymateb iddynt trwy ddarparu adnoddau ychwanegol a mwy o ffocws ymhlith uwch-reolwyr ar ansawdd ymchwiliadau cychwynnol ac ar staff yn dysgu o'r themâu a nodwyd.

### **Meysydd pryder / i'w gwella**

#### **Sicrhau ansawdd**

- Bu rheolwyr yn y Gwasanaethau Oedolion yn archwilio llai o ffeiliau na'r disgwyl ym mis Mai a mis Mehefin. Dywedwyd mai problemau â chapasiti oedd i'w feio am hyn, ac mae hyn yn debygol o barhau i fod yn her ar draws y gwasanaethau cymdeithasol.

#### **Cwynion**

- Mae'r Gwasanaethau Cyhoeddus yn derbyn 20 o gwynion y mis. Mae bron hanner y rhain yn ymwneud â chyfathrebu gwael gan staff gwaith cymdeithasol. Mae uwch reolwyr yn edrych ar ansawdd ymchwiliadau cyfnod un.
- Er bod Swyddogion Cwynion yn darparu adroddiadau ar gyfer cyfarfodydd y Tîm Rheolwyr Gweithredol a'r Tîm Uwch Reolwyr, nid yw eu gwaith yn dod o dan strwythurau a fframweithiau sicrhau ansawdd.

#### **Goruchwyliaeth**

- Roedd rhai cofnodion goruchwylion dangos mwy o sylw nag eraill i ddatblygiad proffesiynol a materion personol. Nid oedd yn beth arferol i gamau gweithredu roedd y rheolwyr yn eu gosod gael ffrâm amser i'w cwblhau. Mewn dau achos, gwelsom adrannau o destun a oedd wedi'u copïo a'u gludo o gofnod yr oruchwyliaeth flaenorol.

#### **Gweithio mewn partneriaeth**

- Mae cynrychiolwyr iechyd yn credu y bydd cyfleoedd i gael mwy o gydweithio rhwng asiantaethau statudol ar ddogfennau strategaeth. Roedd uwch reolwyr yn yr awdurdod lleol yn cytuno y byddai cydweithio mwy o fudd i weithio amlasiantaeth.

- Roedd cynrychiolwyr iechyd yn pryderu nad ydynt yn cael eu cynnwys fel mater o drefn yng nghyfnodau cychwynol gwaith diogelu a/neu yn cael gwybod am ddeilliannau. Gwelsom dystiolaeth o hyn wrth adolygu ffeiliau.
- Roedd yr heddlu o'r farn y byddai mwy o gyswllt ar lefel uwch reolwyr o fudd i weithio amlasiantaeth o ran diogelu oedolion.

#### **Byrddau diogelu**

- Gallai agenda gwaith y grwpiau gweithrediadau lleol sicrhau bod pob mesur i egluro a gwella gweithio amlasiantaeth o ran diogelu'n cael blaenoriaeth.

#### **Arolygiad AGC o Wasanaethau Plant Hydref 2018 (cyhoeddwyd Adroddiad AGC ym mis Ionawr 2019)**

Mae gwasanaethau plant Cyngor Sir Powys wedi cyflawni rhai gwelliannau sylweddol mewn rhai meysydd, a rhywfaint o welliant mewn eraill. Ond mae meysydd ymarfer eraill yn parhau lle mae gennym bryderon difrifol.

#### *Meysydd i'w datblygu*

Mae'r adroddiad yn nodi nifer o feysydd y mae angen eu datblygu'n barhaus; y meysydd â blaenoriaeth y mae angen cymryd camau mewn perthynas â nhw yn ein barn ni yw:

- Sicrhau bod gweledigaeth strategol glir er mwy cyfeirio'r broses gynllunio cyffredinol a darparu gwasanaeth di-dor i blant a theuluoedd, gan ymgorffori cymorth cynnar effeithio a gwasanaethau cymorth i deuluoedd ochr yn ochr ag ymyriadau statudol.
- Ffocws cliriach ar wella cydberthnasau strategol â phartneriaid er mwyn ymgymryd â mwy o waith cydweithredol er budd plant a theuluoedd.
- Datblygu strategaeth gomisiynu ac ymarfer gwaith cymdeithasol er mwyn rhagweld anghenion llety plant, lleihau nifer y lleoliadau brys a galluogi'r Cyngor i gyflawni ei ddyletswydd i gael mynediad at amrywiaeth ddigonol o lety ar gyfer plant sy'n derbyn gofal yn agos at eu cartref yn fwy effeithiol. Lleihau nifer y plant a leolir heb ddarpariaeth addysgol y cytunwyd arni.
- Sicrhau bod y broses ddiogelu yn cynnwys trefniadau rhannu gwybodaeth amlasiantaeth cyn gynted â phosibl ar ôl yr atgyfeiriad er mwyn sicrhau ymarfer gwybodus a'r canlyniadau gorau i blant. Sicrhau bod ymateb amlasiantaeth uniongyrchol i ddiogelu plant sy'n wynebu risg y gallai rhywun gamfanteisio'n rhywiol arnynt.
- Sicrhau bod cwynion yn cael eu hymchwilio'n drylwyr ac yn amserol yn unol â chanllawiau Llywodraeth Cymru.

#### **Ymweliad monitro Gwasanaethau Oedolion AGC – Rhagfyr 2018**

Derbyniodd y cyngor ddarganfyddiadau AGC, a'u croesawu, ar ôl ymweliad ffurfiol i fonitro gwasanaethau oedolion, a gynhaliwyd ym mis Tachwedd a mis Rhagfyr. Yn ystod yr ymweliad, archwiliodd yr arolygwyr ofal a chymorth mewn gwasanaethau oedolion, gan weld gwelliant ar y cyfan a dechrau newid diwylliannol tuag at welliant parhaus. Dywedodd yr arolygwyr eu bod wedi dod o hyd i enghreifftiau da a rhagorol o gynllunio gofal a chymorth a'u bod wedi siarad â staff ymroddedig iawn. Gwnaethant hefyd nodi meysydd yr oedd angen eu gwella, yn enwedig o fewn y ddarpariaeth gofal cartref, gan ddweud bod angen i'r cyngor wneud y gwasanaeth yn fwy cyson.



### Dysgu a Sgiliau:

#### Cynhadledd Wella Estyn Ebrill 2018

Dewiswyd Powys i fod yn un o dri chyngor i gymryd rhan mewn rhoi gweithgarwch arolygu'r gynhadledd wella newydd ar brawf. Mae'r gwasanaeth ysgolion wedi gwneud llawer o waith i sicrhau ei fod yn ymateb i'r craffu sy'n digwydd yn y cyfarfodydd hyn yn ogystal ag argymhellion AEM.

Datblygwyd Adroddiad Hunanwerthuso yn barod ar gyfer yr ail gynhadledd wella a gynhaliwyd ym mis Ebrill 2018. Roedd y gynhadledd yn canolbwyntio ar:

- Gynlluniau'r cyngor ar gyfer mynd i'r afael â thangyflawni ymhlith disgyblion ysgol uwchradd, gan gynnwys yr ymateb i argymhellion y gynhadledd wella gyntaf
- Effeithiolrwydd cymorth ariannol canolog wrth oruchwylio cyllidebau ysgolion

Mae'r llythyr sy'n cofnodi deilliannau Estyn, a gyhoeddwyd ar ôl y gynhadledd wella yn mis Ebrill 2018, yn datgan:

Ceisiodd yr arolygwyr sicrwydd fod yr awdurdod:

- wedi cymryd camau priodol ers y gynhadledd wella gyntaf
- yn gwneud cynnydd addas wrth geisio sicrhau deilliannau gwell i ddysgwyr
- â chynlluniau cydlynol i barhau i fynd i'r afael â materion a godwyd yn y gynhadledd wella gyntaf, ac y bydd o bosibl angen diwygio'r cynlluniau hyn i ystyried amgylchiadau newidiol
- ag adnoddau digonol i roi ei gynlluniau ar waith
- â phrosesau cadarn ar waith i fonitro gwaith gweithredu ei gynlluniau ac i werthuso'r effaith

#### Cynlluniau'r awdurdod i fynd i'r afael â thanberfformio ymhlith disgyblion oedran uwchradd

*"Mae Estyn dal yn sicr fod yr awdurdod lleol yn deall y rhesymau y tu ôl i berfformiad cymharol wan ei ysgolion uwchradd dros y blynyddoedd diweddar. Nodwyd yn lleol bod angen cymorth sylweddol ar ddwy ran o dair o ysgolion uwchradd ym Mhowys, a'u bod mewn categori ambr neu goch. Er bod cynnydd wedi bod yn araf a'r awdurdod lleol wedi cydnabod bod ei waith monitro ysgolion heb fod yn ddigon trwyadl, mae'r awdurdod yn cryfhau ei waith i geisio cyflymu'r broses o wella ysgolion. Mae hyn yn cynnwys staff newydd i gefnogi gwaith gwella ysgolion, dull mwy cadarn o fynd ati i herio, cefnogi a monitro ysgolion sy'n achosi pryder a threfniadau tynnach i reoli perfformiad.*

*Mae pedair o'r ysgolion uwchradd wedi penodi pennaeth newydd ers y gynhadledd gyntaf, ac mae'r awdurdod wedi sicrhau bod cymorth ar gael i'r penaethiaid newydd hyn, er nad oes modd gwerthuso hyn fel rhan o'r broses gynadledol. Dim ond dwy ysgol uwchradd sydd ag arweinwyr canol sy'n cymryd rhan yn y rhaglen dysgu proffesiynol ar gyfer arweinwyr canol trwy ERW, ac mae'r nifer isel sy'n manteisio ar hyn yn fater o bryder. Rydw i'n argymhell bod yr awdurdod yn gweithio gydag ERW i sicrhau bod arweinwyr canol mewn ysgolion eraill yn dilyn rhaglen dysgu proffesiynol sy'n briodol i ddiwallu eu hanghenion ac i gryfhau ansawdd arweinyddiaeth a rheolaeth mewn ysgolion lle bo hyn yn faes i'w wella."*

#### Effeithiolrwydd cymorth ariannol canolog wrth oruchwylio cyllidebau ysgolion

*"Mae'r awdurdod lleol yn gwybod bod ei sefyllfa gyllidol bresennol yn annerbyniol ac mae'n deall yn dda y rhesymau sydd wedi achosi hyn. Mae gan yr awdurdod ddata ariannol manwl ar sefyllfa pob ysgol yn ogystal â'i feysydd gwasanaeth mewnol. Mae arweinwyr ysgolion a llywodraethwyr yn ogystal ag uwch swyddogion ac aelodau etholedig oll yn ymwybodol o'r wybodaeth ariannol*

*berthnasol i'w galluogi i gyflawni eu cyfrifoldebau. Dros y 12 mis diwethaf, mae'r awdurdod wedi cyhoeddi hysbysiad rhybuddio i chwe ysgol uwchradd a dwy ysgol gynradd, yn ei gwneud hi'n ofynnol i'r ysgolion hyn gymryd camau gweithredu i fynd i'r afael â'u cyllidebau diffygiol. Mae'r awdurdod lleol yn ddiweddar wedi sicrhau bod Ysgol Uwchradd Aberhonddu, sydd â diffyg difrifol iawn, wedi cytuno ar gynllun i fynd i'r afael â'u cyllideb. Nodaf, o ganlyniad, nad yw'r awdurdod lleol wedi defnyddio'i bŵer i atal hawl y corff llywodraethu i gyllideb ddirprwyedig."*

Ni ofynnwyd am unrhyw welliannau ychwanegol, ond mae yna orchymyn clir bellach i barhau ar y siwrnai wella y mae'r gwasanaeth wedi dechrau arni ac i ddangos tystiolaeth glir o effaith. Dechreuodd cylch newydd o arolygiadau gwasanaethau addysg llywodraeth leol ym mis Medi 2018.

### Swyddfa Archwilio Cymru - Llesiant Cenedlaethau'r Dyfodol: Archwiliad o 'Gwella'r Seilwaith Ysgolion'

- Daeth ein harchwiliad i'r casgliad bod: Y Cyngor wedi gweithredu'n unol â'r egwyddor datblygu cynaliadwy wrth osod 'cam' Gwella'r Seilwaith Ysgolion a'i fod yn ystyried y pum dull o weithio yn y pethau y mae'n eu gwneud i'w gyflawni.
- Y Cyngor wedi ystyried sut y bydd y cam yn datrys problemau allweddol fel cyflwr adeiladau, cyllidebau ysgol diffygiol, cynnig gwael i fyfyrwyr o ran chweched dosbarth a darpariaeth cyfrwng Cymraeg gyfyngedig, cydnabod problem lleoedd dros ben, ond mae angen i'r Cyngor fod yn gliriach ynglŷn â sut y bydd y cam yn atal y broblem hon rhag gwaethygu.



#### Gwneud iddo ddigwydd:

#### Trosolwg a chraffu – addas i'r dyfodol? Swyddfa Archwilio Cymru

- C1 Nodi'n glir yn yr adroddiadau i'r pwyllgor trosolwg a'r pwyllgor craffu pam mae'r pwyllgor yn cael y wybodaeth a sut mae hyn yn ymwneud â rôl y pwyllgor craffu.
- C2 Darparu mwy o hyfforddiant yn benodol i Gadeiryddion ac Is-gadeiryddion y pwyllgor trosolwg a'r pwyllgor craffu er mwyn iddynt allu cyflawni eu rôl yn fwy effeithiol.
- C3 Gwneud trefniadau ar gyfer darparu hyfforddiant pellach i aelodau'r pwyllgor craffu ar Ddeddf Llesiant Cenedlaethau'r Dyfodol er mwyn helpu i ymgorffori ystyriaethau'r ddeddf honno ym mhrosesau gwneud penderfyniadau'r Cyngor.
- C4 Atgyfnerthu'r trefniadau ar gyfer cynnwys y cyhoedd a rhanddeiliaid eraill mewn prosesau trosolwg a chraffu.
- C5 Egluro'r trefniadau i gyfleu barn y pwyllgor trosolwg a'r pwyllgor craffu i'r Cabinet ac i'r Cabinet ymateb i argymhellion wneir.
- C6 Rhoi trefniadau ar waith ar gyfer asesu effeithiolrwydd ac effaith prosesau trosolwg a chraffu.

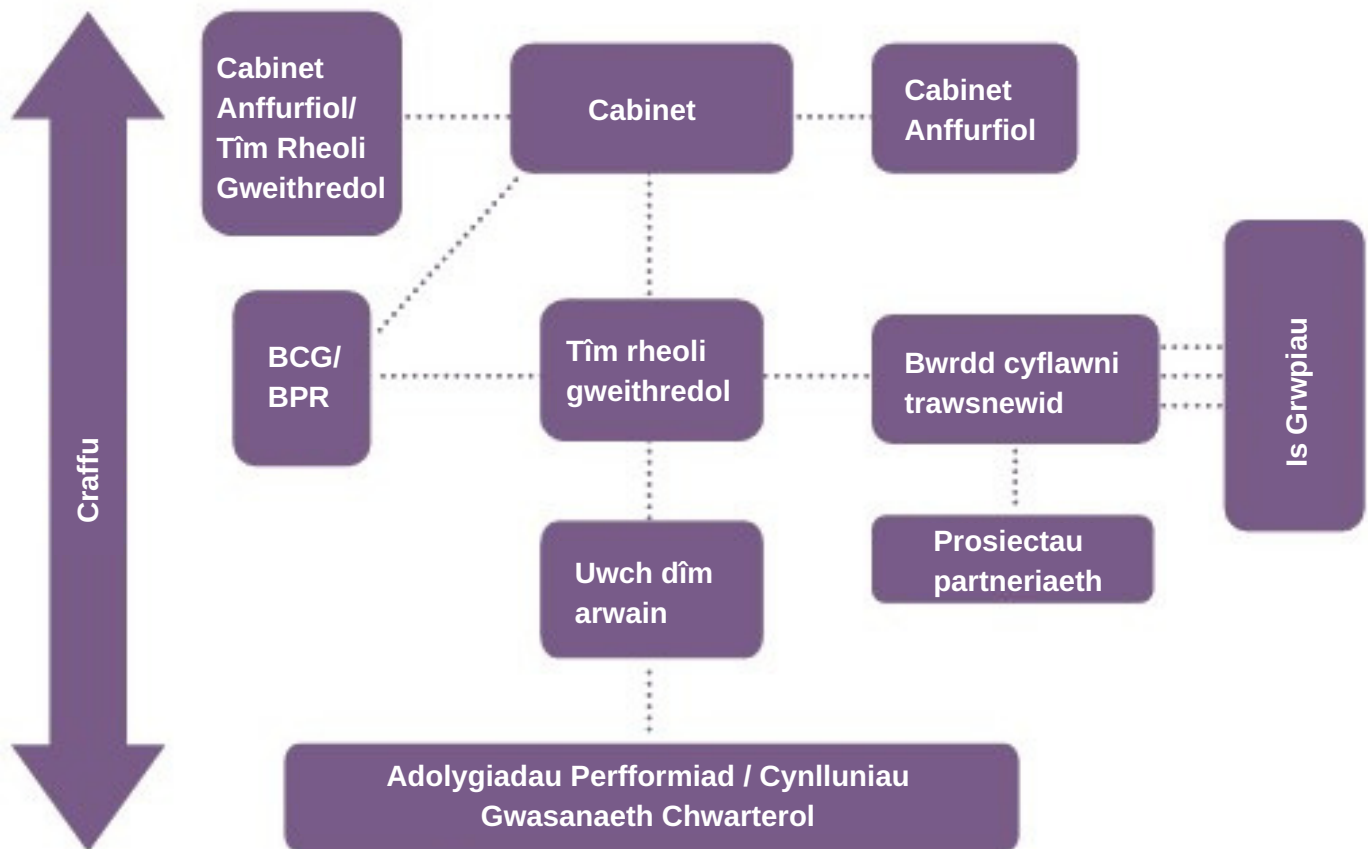
#### Swyddfa Archwilio Cymru – Adolygiad o Raglen Trawsnewid ac Arbedion Effeithlonrwydd CSP (Hydref 2018)

- Mae angen cynyddu graddau'r newid o wella gwasanaeth i newid trawsnewidiol mwy
- Mae angen mynd i'r afael â hanes y sefydliad o fethu targedau arbedion
- Mae angen mynd i'r afael â bylchau mewn cynlluniau arbedion wrth symud ymlaen
- Mae angen sefydlu deilliannau clir ar gyfer pob agwedd ar y rhaglen drawsnewid
- Mae angen sicrhau eich bod yn defnyddio'r mesurau perfformiad iawn i helpu i hyrwyddo'r trawsnewid



### 3.4 Trefniadau llywodraethu

Yn unol â chymeradwyaeth o'r ddogfen Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol ym mis Ebrill 2018, rhoddwyd strwythur llywodraethu ar waith i fwrw ymlaen i'w chyflawni. Roedd hyn yn cynnwys cyfres o Fyrddau Rhaglenni a oedd yn gyfrifol am gyflawni'r nodau llesiant. Yn ystod haf 2018, daeth yn amlwg bod y strwythur llywodraethu hwn yn creu dyblygiad ac nad oedd yna unrhyw linellau atebolrwydd eglur. Felly gwnaethom ddiffinio a symleiddio ein dull o gyflawni Gweledigaeth 2025 er mwyn sicrhau gwell atebolrwydd a ffocws mwy ar ganlyniadau. Bellach mae yna un Rhaglen Drawsnewid sy'n canolbwyntio ar brosiectau trawsnewidiol sylweddol y mae angen i fwy nag un gwasanaeth eu cyflawni. Mae gwaith arall gwella gwasanaethau a fydd yn ein helpu i gyflawni Gweledigaeth 2025 nawr yn cael ei reoli a'i lywodraethu ar wahân ar lefel gwasanaeth, gyda Phenathiaid y Gwasanaethau Unigol yn gweithredu fel y swyddogion sy'n atebol.



#### Cabinet:

Mae'r Cabinet yn derbyn trosolwg o wybodaeth am berfformiad bob chwarter i roi sicrwydd bod Gweledigaeth 2025: Ein Cynllun Gwella Corfforaethol yn cael ei gyflawni. Mae hefyd yn darparu penderfyniadau Strategol i reoli cyflawni deilliannau cytunedig.

#### Tîm Rheoli Gweithredol / Tîm Uwch Arweinwyr:

Dyma'r uwch dimau o fewn y cyngor sy'n atebol am werthuso a herio perfformiad wrth gyflawni ei ddeilliannau strategol.

**Bwrdd Gwasanaethau Cyhoeddus Powys (BGC):**

Dyma'r corff partneriaeth statudol sy'n ofynnol dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015. Mae'r BGC yn gyfrifol am ddatblygu cynllun llesiant ar gyfer Powys mewn ymateb i'r asesiad llesiant.

**Bwrdd Partneriaeth Rhanbarthol:**

Y bartneriaeth statudol sy'n ofynnol dan Ddeddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 â rôl i reoli a datblygu gwasanaethau er mwyn sicrhau cynllunio strategol a gweithio mewn partneriaeth rhwng awdurdodau lleol a byrddau iechyd lleol, ac er mwyn sicrhau bod gwasanaethau, gofal a chymorth effeithiol ar gael i ddiwallu anghenion eu poblogaeth eu hunain orau.

**Bwrdd Cyflawni Trawsnewid:**

Bydd y bwrdd hwn yn rheoli gwaith cyflawni prosiectau trawsbynciol o fewn Gweledigaeth 2025 er mwyn sicrhau bod y deilliannau a nodwyd yn cael eu gwireddu.

**Adolygiadau Perfformiad Chwarterol o Wasanaethau:**

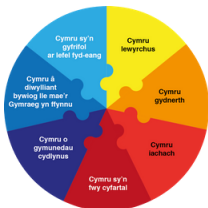
Mae Cyfarwyddwyr Corfforaethol, Penaethiaid Gwasanaeth a Deiliaid Portffolio'n gwerthuso perfformiad a sicrwydd ansawdd yn erbyn safonau ac amcanion cytunedig i wneud yn siŵr bod gweithgareddau a gwaith gwella perfformiad ar y trywydd iawn.



### 3.5 Cymharu ein perfformiad â pherfformiad Cynghorau eraill yng Nghymru

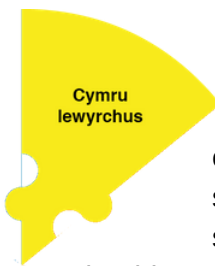
Yn ogystal â monitro perfformiad yn erbyn y gweithgareddau a'r a mesurau llwyddiant yn ein Cynllun Gwella Corfforaethol, mae yna gyfres o ddangosyddion perfformiad cenedlaethol y mae Llywodraeth Cymru'n disgwyl i ni eu monitro ac adrodd arnynt i'r cyhoedd. Mesurau Atebolwydd Cyhoeddus yw'r enw ar y rhain. Gyda'r rhain gallwn gymharu ein perfformiad â'r 21 o gynghorau eraill ledled Cymru o ran darparu gwasanaethau statudol allweddol. Yn ystod 2018-19, bu'r cyngor yn monitro'i gynnydd yn erbyn 35 o Fesurau Atebolwydd Cyhoeddus. Bydd gwybodaeth gymharol ar gyfer Cymru gyfan ar gael ddiwedd yr haf 2019.

#### Atodiad A



#### Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015

Saith nod Llesiant:

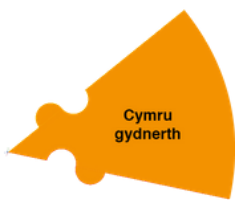


**Cymru lewyrchus**

#### Cymru lewyrchus

Cymdeithas arloesol, gynhyrchiol, carbon isel sy'n cydnabod y terfynau sydd ar yr amgylchedd byd-eang ac sydd, o ganlyniad, yn defnyddio

adnoddau mewn modd effeithlon a chymesur (gan gynnwys gweithredu ar newid yn yr hinsawdd); ac sy'n datblygu poblogaeth fedrus ac addysgedig mewn economi sy'n cynhyrchu cyfoeth ac yn cynnig cyfleoedd cyflogaeth, gan ganiatáu i bobl fanteisio ar y cyfoeth a gynhyrchir drwy gael gafael ar waith addas.



**Cymru gydnherth**

#### Cymru gydnherth

Cenedl sy'n cynnal ac yn gwella amgylchedd naturiol bioamrywiol gydag ecosystemau iach gweithredol sy'n cynnal cydnherthedd

cymdeithasol, economaidd ac ecolegol ynghyd â'r gallu i addasu i newid.



**Cymru iachach**

#### Cymru iachach

Cymdeithas lle mae llesiant corfforol a meddyliol pobl cystal â phosibl a lle deallir dewisiadau ac ymddygiadau sydd o fudd i iechyd yn y dyfodol.



**Cymru sy'n fwy cyfartal**

#### Cymru sy'n fwy cyfartal

Cymdeithas sy'n galluogi pobl i gyflawni eu potensial ni waeth beth fo'u cefndir neu eu hamgylchiadau (gan gynnwys eu cefndir a'u hamgylchiadau economaidd-gymdeithasol).



**Cymru o gymunedau cydlynus**

#### Cymru o gymunedau cydlynus

Cymunedau atyniadol, hyfyw a diogel sydd â chysylltiadau da.



**Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu**

#### Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu

Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.



**Cymru sy'n gyfrifol ar lefel byd-eang**

#### Cymru sy'n gyfrifol ar lefel byd-eang

Cenedl sydd, wrth iddi wneud unrhyw beth i wella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol Cymru, yn ystyried a allai gwneud peth o'r fath gyfrannu'n gadarnhaol at lesiant byd-eang.

## 5 Dull o Weithio



(seiliedig ar egwyddorion datblygu cynaliadwy Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015):  
**Hirymor:** Yn pwysu anghenion tymor byr gyda'r angen i ddiogelu'r gallu hefyd i ddiwallu anghenion tymor hir

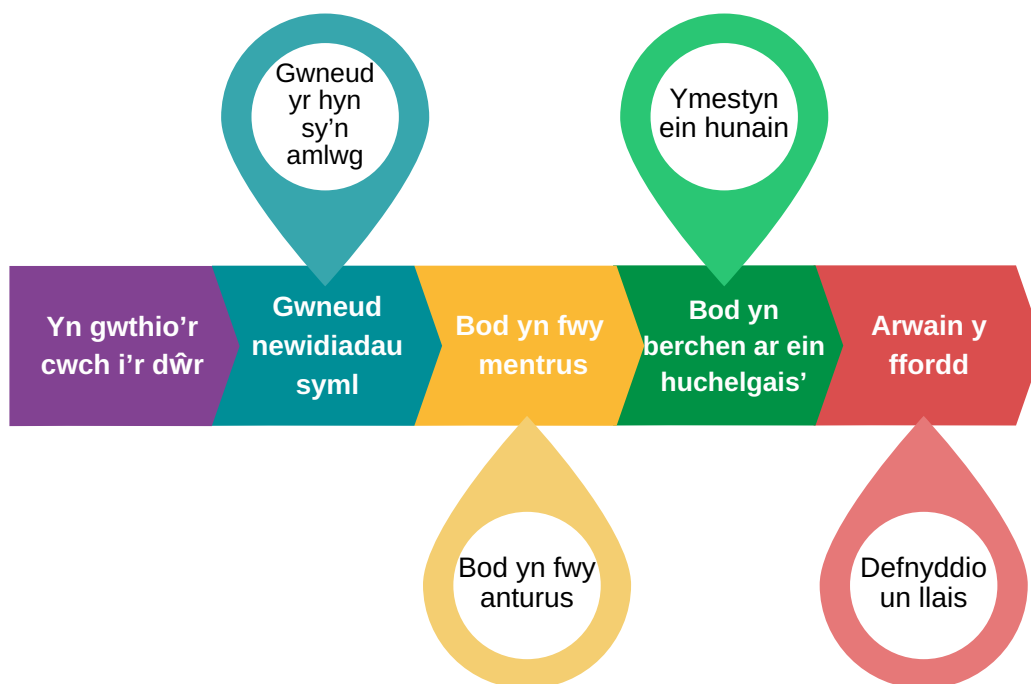
**Atal:** Defnyddio adnoddau er mwyn atal problemau rhag digwydd neu rhag gwaethygu

**Integreiddio (trawsbynciol):** Ystyried sut gall ein blaenoriaethau effeithio ar ei gilydd, ar y nodau llesiant, ac ar flaenoriaethau cyrff cyhoeddus eraill

**Cydweithredu:** Cydweithio gyda phartneriaid eraill i gyflawni ein blaenoriaethau

**Cyfraniad (cyfathrebu ac ymgysylltu):** Cynnwys pawb sydd â diddordeb mewn gwreiddu'r nodau llesiant, a sicrhau bod y bobl hynny'n adlewyrchu amrywiaeth yr ardal

## Y Diogelwr Taith –Ble ydym ni nawr?



- **'Gwneud newidiadau syml'** - dylid gallu gwneud y rhain yn gyflym ac yn rhwydd. Maent yn aml yn gamau sy'n hawdd eu cyflawni, sydd wedi'u rhoi ar brawf gan eraill ac nad ydynt yn debygol o fethu. Maent yn rhoi pobl ar waith ac yn eu cynnwys, gan alinio agendâu gwahanol adrannau. Lansiodd y Comisiynydd rai enghreifftiau'n ddiweddar o'r 'newidiadau syml' y mae rhai cyrff cyhoeddus eisoes yn eu gwneud wrth gymryd camau i gyflawni eu hamcanion llesiant a sicrhau eu bod yn cyfrannu cymaint â phosibl at y nodau llesiant cenedlaethol:  
<https://futuregenerations.wales/the-art-of-the-possible/>



- **'Bod yn fwy mentrus'** - mae hyn yn galw am symud i ffwrdd o'r meddylfryd 'busnes fel arfer' a gweithredu i newid y ffordd o wneud pethau ar hyn o bryd. Gan fod yn arwydd o gynnydd cynnar i newid ehangach, galli hyn alw am newid strategaeth neu ddull tîm o fynd ati i wneud rhywbeth, a gallai gynnwys mwy o adrannau a sefydliadau na 'newid syml'.
- **'Bod yn berchen ar ein uchelgais'** - gall hyn fod yn gam tebyg i 'bod yn fwy mentrus' gyda mentrau'n datblygu a mwy o bobl yn dod i chwarae rhan. Bydd y sefydliad yn cymryd mwy o risgiau a reolir yn dda, gan annog sectorau eraill i wneud cynnydd a chydweithio o ran ariannu neu staffio. Mae'r sefydliad yn diffinio'i ddull o weithredu fel dull uchelgeisiol ac mae staff yn teimlo wedi'u grymuso i weithio ar draws sectorau a dylanwadu ar newid.
- Gallai'r rheini sy'n **'Arwain y ffordd'** fod y bobl neu'r sefydliad cyntaf sy'n cymryd y camau hyn ac maent yn torri cwys newydd i eraill ddilyn. Newid systemig, trawsnewidiol yw hwn i'r ffordd y mae pethau wastad wedi'u gwneud a bydd yn galw am ailddyrrannu adnoddau, amser i roi'r newidiadau ar waith a chydweithio â chyrrff eraill. Mae camau gweithredu'n arloesol, yn ysbrydoledig ac yn gydweithredol, gan roi'r Ddeddf ar waith ar draws portffolios mwy i gyflawni'r Gymru rydym eisiau ei chael. Daw'r dull hwn o weithio i fod wedi ymwreiddio yn y sefydliad a rhennir arfer da ag eraill.

### Diffiniadau o statws GCAG (Glas, Coch, Ambr a Gwyrdd)

#### Cyflawni yn erbyn gweithgareddau



##### Glas

Gweithredu wedi'i gwblhau



##### Coch

Gweithredu ddim ar y trywydd iawn gyda phroblemau mawr



##### Ambr

Gweithredu ar y trywydd iawn ar y cyfan, gyda rhai mân broblemau



##### Gwyrdd

Gweithredu ar y trywydd iawn

#### Perfformiad mesurau



##### Coch

Perfformiad yn methu'r targed



##### Ambr

Perfformiad yn methu'r targed ond gydag amrywiant o 10%



##### Gwyrdd

Perfformiad yn cyrraedd y targed



Dim data wedi'u cyflenwi





# 8.1

## CYNGOR SIR POWYS COUNTY COUNCIL

10 October 2019

**REPORT AUTHOR:** Aled Davies  
Portfolio Holder for Finance

**SUBJECT:** Virements for Highways, Transport and Recycling

---

**REPORT FOR:** Decision

---

### 1 **Summary**

1.1 This report is to request a capital virement in respect of the core highways allocation and the Highways Asset Management Plan (HAMP) allocation.

### 2 **Proposal**

The core highways allocation of £1,500,000 and £3,271,908 of the HAMP allocation of £3,950,000 are recommended to be allocated as per the table 1 below. Approval for the allocation of the remaining HAMP budget of £678,092 will be requested in a future report.

**Table 1 Core and HAMP Virements**

	CORE	HAMP
<b>Original Allocation</b>	<b>1,500,000</b>	<b>3,950,000</b>
<b>Allocated to:</b>		
Integrated Transport	-	350,000
Major Remedial Earthworks	-	154,717
Structural Drainage Improvements	-	263,000
Highway Strengthening (Resurfacing)	1,170,466	284,191
Structural Repair of Town Centre Footways	194,000	-
Structures Strengthening and Renewals (eg. Bridges)	-	420,000
Surface Dressing	-	1,800,000
Estates Enhancement	28,034	-
Road Safety & Traffic Management	57,500	-
Flood Alleviation	50,000	-
<b>Allocation Remaining</b>	<b>-</b>	<b>678,092</b>

### 3 **Options Considered / Available**

3.1 No alternative options are considered appropriate as a result of this report.

### 4. **Preferred Choice and Reasons**

4.1 None to consider.

**5. Impact Assessment**

5.1 Is an impact assessment required? Yes/No

5.2 If yes is it attached? Yes/No

**6. Corporate Improvement Plan**

6.1 To achieve the Corporate Improvement Plan (CIP) objectives the Council undertakes forward planning with its medium term financial strategy (MTFS). This sets out the financial requirements to deliver the short and longer term council vision. These capital and revenue monitoring reports, are used to ensure the funding identified to deliver the council priorities is spent appropriately and remains within a cash limited budget.

**7. Local Member(s)**

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

**8. Other Front Line Services**

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

**9. Communications**

9.1 This report has no specific communication considerations. Detailed finance reports are presented to Heads of Service, Cabinet and the Audit Committee. These reports are public and are part of a range of statutory and non-statutory financial information documents including the Statement of Accounts.

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

10.1 This report has no specific impact on support services other than reporting on those service areas with capital programmes. Financial Services work closely with all service areas in monitoring financial performance on capital programmes against budgets.

The Capital and Financial Planning Accountant confirms this project is included in the Capital Programme.

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

**11. Scrutiny**

11.1 This report presents financial information which will help inform the future capital strategy and therefore has implications for any related organisation.

12. **Statutory Officers**

The Head of Finance (Section 151 Officer) notes the comment of Capital and Financial Planning Accountant.

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

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<b>To approve the virement for the Highways Core Allocation and the Highways Asset Management Plan as set out in Table 1 of the report</b>	<b>To ensure appropriate virements are carried out that reflect the forecasted capital spend.</b>

Contact Officer: Jane Thomas Tel: 01597-827789 Email: <a href="mailto:jane.thomas@powyscc.gov.uk">jane.thomas@powyscc.gov.uk</a>
--

<b>Relevant Local Member(s):</b>	
<b>Person(s) To Implement Decision:</b>	<b>Jane Thomas</b>
<b>Date By When Decision To Be Implemented:</b>	<b>ongoing</b>
<b>Is a review of the impact of the decision required?</b>	<b>N</b>
<b>If yes, date of review</b>	<b>n/a</b>

**Background Papers used to prepare Report:**

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# 8.2

## CYNGOR SIR POWYS COUNTY COUNCIL

10 October 2019

**REPORT AUTHOR:** Aled Davies  
Portfolio Holder for Finance

**SUBJECT:** Virement for Gwernyfed High School

---

**REPORT FOR:** Decision

---

**1** **Summary**

1.1 This report is to request a capital virement in respect of the Gwernyfed High School.

**2** **Proposal**

2.1 This project has been delayed while the options to deliver the project within the agreed budget are resolved. The project will now take place during the next two years. It is therefore proposed to move the 2019-20 budget of £4.88 million into 2020-21 and 2021-22. The overall approved budget remains at £7.2m.

**3** **Options Considered / Available**

3.1 No alternative options are considered appropriate as a result of this report.

**4.** **Preferred Choice and Reasons**

4.1 None to consider.

**5.** **Impact Assessment**

5.1 Is an impact assessment required? Yes/No

5.2 If yes is it attached? Yes/No

**6.** **Corporate Improvement Plan**

6.1 To achieve the Corporate Improvement Plan (CIP) objectives the Council undertakes forward planning with its medium term financial strategy (MTFS). This sets out the financial requirements to deliver the short and longer term council vision.

**7.** **Local Member(s)**

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

**8. Other Front Line Services**

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

**9. Communications**

9.1 This report has no specific communication considerations. Detailed finance reports are presented to Heads of Service, Cabinet and the Audit Committee. These reports are public and are part of a range of statutory and non-statutory financial information documents including the Statement of Accounts.

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

10.1 This report has no specific impact on support services other than reporting on those service areas with capital programmes. Financial Services work closely with all service areas in monitoring financial performance on capital programmes against budgets.

The Capital and Financial Planning Accountant confirms this project is included in the Capital Programme.

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

**11. Scrutiny**

11.1 This report presents financial information which will help inform the future capital strategy and therefore has implications for any related organisation.

**12. Statutory Officers**

The Head of Finance (Section 151 Officer) notes the comment of the Capital and Financial Planning Accountant.

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

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<b>To approve the virement for Gwernyfed High School as set out in paragraph 2.1 of the report.</b>	<b>To ensure appropriate virements are carried out that reflect the forecasted capital spend.</b>

Contact Officer: Jane Thomas Tel: 01597-827789 Email: <a href="mailto:jane.thomas@powyscc.gov.uk">jane.thomas@powyscc.gov.uk</a>
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<b>Relevant Local Member(s):</b>	
<b>Person(s) To Implement Decision:</b>	<b>Jane Thomas</b>
<b>Date By When Decision To Be Implemented:</b>	<b>ongoing</b>
<b>Is a review of the impact of the decision required?</b>	<b>N</b>
<b>If yes, date of review</b>	<b>n/a</b>

**Background Papers used to prepare Report:**

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# 8.3

## CYNGOR SIR POWYS COUNTY COUNCIL

10 October 2019

**REPORT AUTHOR:** County Councillor Aled Davies  
Portfolio Holder for Finance

**SUBJECT:** Virements for 21<sup>st</sup> Century School Projects

---

**REPORT FOR:** Decision

---

### 1 **Summary**

1.1 This report is to request a capital virement in respect of the 21<sup>st</sup> Century School Projects.

### 2 **Proposal**

2.1 A number of Band B projects have been affected by the delays following Dawnus going into administration. At the same time the programme has been extended by two years and funding has been updated to take account of the additional grant funding made available for Special Schools, which reduces the authority's contribution by £2.47m and in turn reduces the revenue cost of servicing the debt. The overall budget is now £113,924k and the project covers the period to 2026.

2.2 The overall funding envelope for Band B has been approved. However, the individual project budgets are still at an estimate stage and will be subject to approval, both by Welsh Government, and Cabinet at the Strategic Outline Case stage. The authority's contribution may again change as the programme is updated.

2.3 The Table at Appendix A shows the original plan to spend £25,261k in this financial year, made up of the original budget of £21,563k and 2018/19 roll forward of £3,698k. The proposal is to now spend £4,029 in this financial year with a request for a virement of £21,232k into next financial year.

### 3 **Options Considered / Available**

3.1 No alternative options are considered appropriate as a result of this report.

### 4. **Preferred Choice and Reasons**

4.1 None to consider.

### 5. **Impact Assessment**

5.1 Is an impact assessment required? Yes/No

5.2 If yes is it attached? Yes/No

**6. Corporate Improvement Plan**

- 6.1 To achieve the Corporate Improvement Plan (CIP) objectives the Council undertakes forward planning with its medium term financial strategy (MTFS). This sets out the financial requirements to deliver the short and longer term council vision. These capital and revenue monitoring reports, are used to ensure the funding identified to deliver the council priorities is spent appropriately and remains within a cash limited budget.

**7. Local Member(s)**

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

**8. Other Front Line Services**

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

**9. Communications**

- 9.1 This report has no specific communication considerations. Detailed finance reports are presented to Heads of Service, Cabinet and the Audit Committee. These reports are public and are part of a range of statutory and non-statutory financial information documents including the Statement of Accounts.

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

- 10.1 This report has no specific impact on support services other than reporting on those service areas with capital programmes. Financial Services work closely with all service areas in monitoring financial performance on capital programmes against budgets.

The Capital and Financial Planning Accountant confirms this project is included in the Capital Programme.

- 10.2 Legal : The recommendations can be supported from a legal point of view.

**11. Scrutiny**

- 11.1 This report presents financial information which will help inform the future capital strategy and therefore has implications for any related organisation.

**12. Statutory Officers**

The Head of Finance (Section 151 Officer) notes the comment of the Capital and Financial Planning Accountant.

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

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<p>To approve the virement for £21,232k as set out in Appendix A for the following schools;</p> <ul style="list-style-type: none"> <li>• Ysgol Bro Hyddgen</li> <li>• Ysgol Brynllwarch</li> <li>• Cedewain School</li> <li>• Welshpool HS Remodelling</li> <li>• Ysgol Gymraeg y Trallwng</li> </ul>	<p>To ensure appropriate virements are carried out that reflect the forecasted capital spend.</p>

<p>Contact Officer: Jane Thomas          Tel: 01597-827789          Email: <a href="mailto:jane.thomas@powyscc.gov.uk">jane.thomas@powyscc.gov.uk</a></p>
---

<b>Relevant Local Member(s):</b>	
<b>Person(s) To Implement Decision:</b>	<b>Jane Thomas</b>
<b>Date By When Decision To Be Implemented:</b>	<b>ongoing</b>
<b>Is a review of the impact of the decision required?</b>	<b>N</b>
<b>If yes, date of review</b>	<b>n/a</b>

## Appendix A: 21<sup>st</sup> Century Schools Band B Projects

	19-20 Original Budget	18-19 Year End Rolled fwd to 2019/20	Council Virement	2019-20 Revised Budget
	£'000	£'000	£'000	£'000
Ysgol Bro Hyddgen	12,684	1,017	-13,450	250
Ysgol Brynllwarch	1,347	2,681	-3,828	200
Newtown Development			0	
Cedewain	750	0	-650	100
New WM Secondary School	1,400	0	0	1,400
EM Primary School	250		0	250
Remodelling of Schools			0	
Welshpool HS Remodelling	0	0	1,624	1,624
School A				
School B				
School C				
Brecon Primary Review	0		0	
Mid Powys WM Review	0		0	
Ysgol Gymraeg y Trallwng (Welsh-medium school Welshpool)	5,133		-4,929	204
Calon Cymru				
	<b>21,563</b>	<b>3,698</b>	<b>-21,232</b>	<b>4,029</b>



## CYNGOR SIR POWYS COUNTY COUNCIL

10 October 2019

**REPORT AUTHOR:** Jane Thomas  
Head of Finance

**SUBJECT:** Changes to the Financial Regulations for Virements

---

**REPORT FOR:** Decision

---

**1** **Summary**

- 1.1 This report will set out the proposal to change the Financial Regulations for the authority. The change relates predominately to the virement rules regarding projects that span more than one financial year.

**2** **Proposal**

- 2.1 The proposal is to change the Financial Regulations. The changes are to add paragraph 16.89.2 below:

16.89.1 The scheme of virement applies to the revenue budget and the capital programme.

16.89.2 For the avoidance of doubt, the re-profiling of capital budgets between financial years (provided always that the overall project budget remains the same) is not a Virement to which Rules 16.92 to 16.100 below apply. Such re-profiling of budgets will be subject of approval of the section 151 officer and will be reported to Cabinet within the budget monitoring reports.

**3** **Options Considered / Available**

- 3.1 The options considered are no change and continue with the current arrangements.
- 3.2 Change the regulations as outlined above.

**4** **Preferred Choice and Reasons**

- 4.1 The preferred choice is to change the financial regulations.
- 4.2 The reason for the change is to make the monitoring of capital projects easier. The budgets will be up to date. This will enable project managers to monitor against a reprofiled budget. Capital projects by their very nature are complex with unexpected delays occurring.
- 4.3 A second benefit is that Cabinet will only need to be concerned about projects that are over or under spending.

4.4 A third benefit is that capital accounting staff can spend more time assisting project managers and budget holders rather than updating monthly reports with the same information, particularly for projects over £500,000 where a Council virement is required.

**5 Impact Assessment**

5.1 Is an impact assessment required? Yes/No

**6 Corporate Improvement Plan**

6.1 To achieve the Corporate Improvement Plan (CIP) objectives the Council undertakes forward planning with its medium term financial strategy (MTFS) - this sets out the financial requirements to deliver the short and longer term council vision. These capital and revenue monitoring reports are used to ensure the funding identified to deliver the council priorities is spent appropriately and remains within a cash limited budget.

**16. Statutory Officers**

The Deputy Head of Finance (Deputy Section 151 Officer) supports the recommendation.

The Monitoring Officer comments that the recommendation can be supported from a legal point of view.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<b>That the changes to the Financial Regulations are approved.</b>	<b>To allow the roll forward of capital budgets and finding to a future year providing the overall budget remains the same.</b>

Contact Officer: Jane Thomas Tel: 01597-827789 Email: <a href="mailto:jane.thomas@powyscc.gov.uk">jane.thomas@powyscc.gov.uk</a>
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<b>Relevant Local Member(s):</b>	
<b>Person(s) To Implement Decision:</b>	<b>Jane Thomas</b>
<b>Date By When Decision To Be Implemented:</b>	<b>ongoing</b>
<b>Is a review of the impact of the decision required?</b>	<b>N</b>
<b>If yes, date of review</b>	<b>n/a</b>

**Background Papers used to prepare Report:**

Financial Regulations

## CYNGOR SIR POWYS COUNTY COUNCIL

10<sup>th</sup> October 2019**REPORT AUTHOR:** County Councillor Aled Davies, Portfolio Holder for Finance**SUBJECT:** Efficiency Savings Report as at 31<sup>st</sup> August 2019

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**REPORT FOR:** Information

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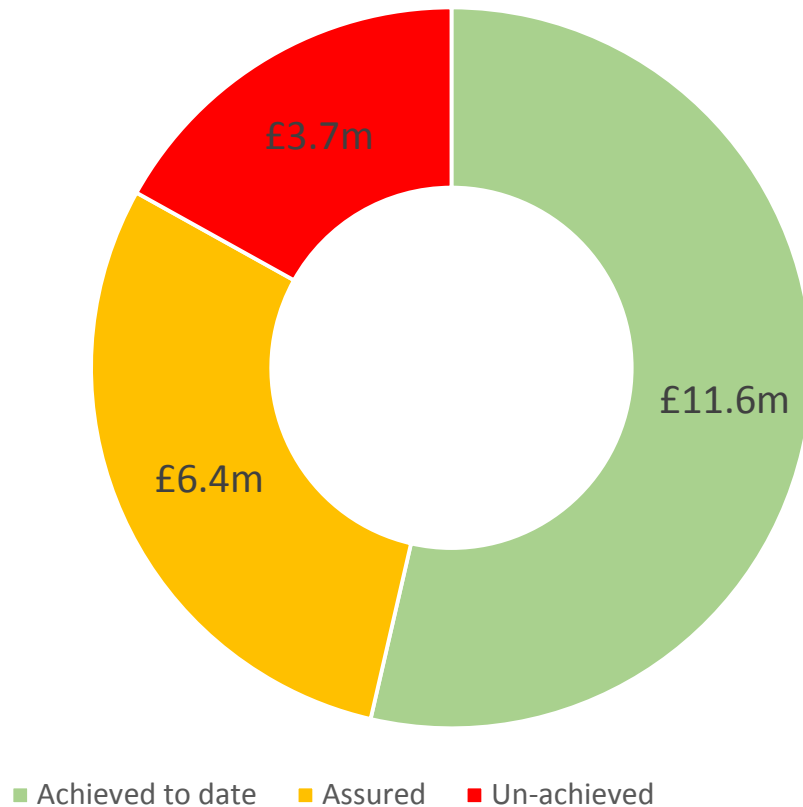
**1. Summary**

- 1.1 The 2019/20 budget required efficiency savings of £12.989m. This total includes outstanding savings carried forward from previous financial years that need to be delivered in financial year 2019/20.
- 1.2 In addition, both Adults and Children Services had identified savings of £8.703m required to mitigate, in part, the estimated rising cost and demand pressures facing these services in 2019/20.
- 1.3 At the end of August (month 5) the total savings delivered stands at £11.628m, 54% of the full £21.692m required.
- 1.4 This position is reflected in the Revenue Outturn Forecast reported to Cabinet in October 2019.
- 1.5 The delivery of a balanced budget for 2019/20 is reliant on the achievement of these savings. This report provides the detail around the delivery of savings to date, assurance around the further delivery by the year end, identifies any savings that are now considered to be at risk of being unachieved and what action is being taken to manage the shortfall.

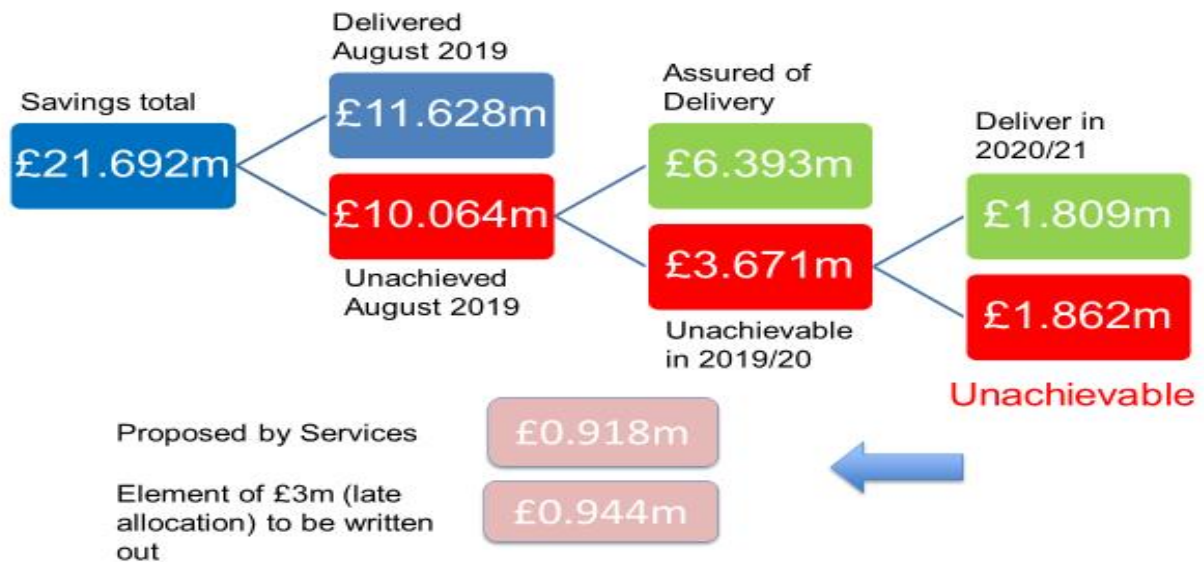
**2. Delivery of Savings and Proposed action**

- 2.1 Savings of £11.628m (54%) have been delivered to date. The delivery of the remaining savings has been challenged with Heads of Service and they have provided assurance that a further £6.393m (29%) can be delivered by year end, there is confidence that these will be achieved as the year progresses. The assured savings have been allocated an Amber RAG status. The remaining £3.672m (17%) are currently considered to be unachievable and are therefore recorded as Red. Appendix A provides a detailed breakdown of the savings by service.
- 2.2 The overall position is summarised in the graph below

### All Services



- 2.3 Some mitigating action has been taken by services, and alternative means of covering the savings shortfall in the current financial year has been put in place, whilst this resolves the gap for the current financial year it does not remove the requirement to permanently resolve the base budget.
- 2.4 At budget setting last year some savings were targeted late in the process, these were identified corporately without direct input from services. It is now apparent that some of these savings are not sustainable.
- 2.5 Of the £3.672m undelivered savings, £1.809m of these are expected to be achieved in full next year, but there remains a further £2.156m of savings that are considered unachievable on a permanent basis. £944k relate to the late allocation of savings and £918k to service proposals.
- 2.6 The diagram below summarises the position.



2.7 This creates a gap in our budget plan which needs to be resolved. The Senior Leadership Team are collectively developing a recovery plan to identify alternative means of bridging this gap and proposals will be submitted to Cabinet for consideration.

**3. Options Considered/ Available**

3.1 N/A

**4. Preferred Choice and Reasons**

4.1 N/A

**5. Impact Assessment**

5.1 Is an impact assessment required? Impact Assessments were completed as part of the budget setting process for all savings proposals. Any new savings proposals will require an impact assessment before it can be approved.

**6. Corporate Improvement Plan**

6.1 N/A

**7. Local Member(s)**

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

**8. Other Front Line Services**

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

**9. Communications**

9.1 N/A

**10. Support Services (Legal, Finance, HR, ICT, BPU)**

10.1 The Deputy Head of Finance comments: Finance will continue to work closely with each of the service areas to monitor, challenge and support the timely delivery of outstanding savings as they form part of the Council’s Benefit Realisation Plan, underpinned by Transformation Funding which provides resources to support the service change.

**11. Scrutiny**

11.1 Has this report been scrutinised? No

**12. Statutory Officers**

12.1 The Head of Finance (Section 151 Officer) comments: The budget plan for the financial year 2019/20 is dependent on the achievement of savings to maintain a balanced budget. Over the last few years delivery of savings remains consistently below 80% with corrective actions taken in year to mitigate this impact. A collective response by the Senior Leadership Team must ensure that the gap in the budget can be bridged. The proposal must be supported by clear delivery plans.

12.2 It is important that the projected outturn position reported monthly, includes the savings forecasts and narrative from Service Heads to evidence their commitment to delivering the plan and where necessary remedial and mitigating action is taken.

12.3 The Monitoring Officer has no specific concerns with this report.

**13. Members’ Interests**

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

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
The contents of this report are noted by Council.	To understand the impact of savings delivery on the 2019/20 Budget and glean assurance that action is being taken to address the shortfall in the 2019/20 budget.

<b>Relevant Policy (ies):</b>		<b>Financial Regulations</b>	
<b>Within Policy:</b>	Yes	<b>Within Budget:</b>	Y
<b>Relevant Local Member(s):</b>			
<b>Person(s) To Implement Decision:</b>		Jane Thomas	
<b>Date By When Decision To Be Implemented:</b>			
<b>Contact Officer Name</b>	<b>Tel</b>	<b>Fax</b>	<b>E mail</b>

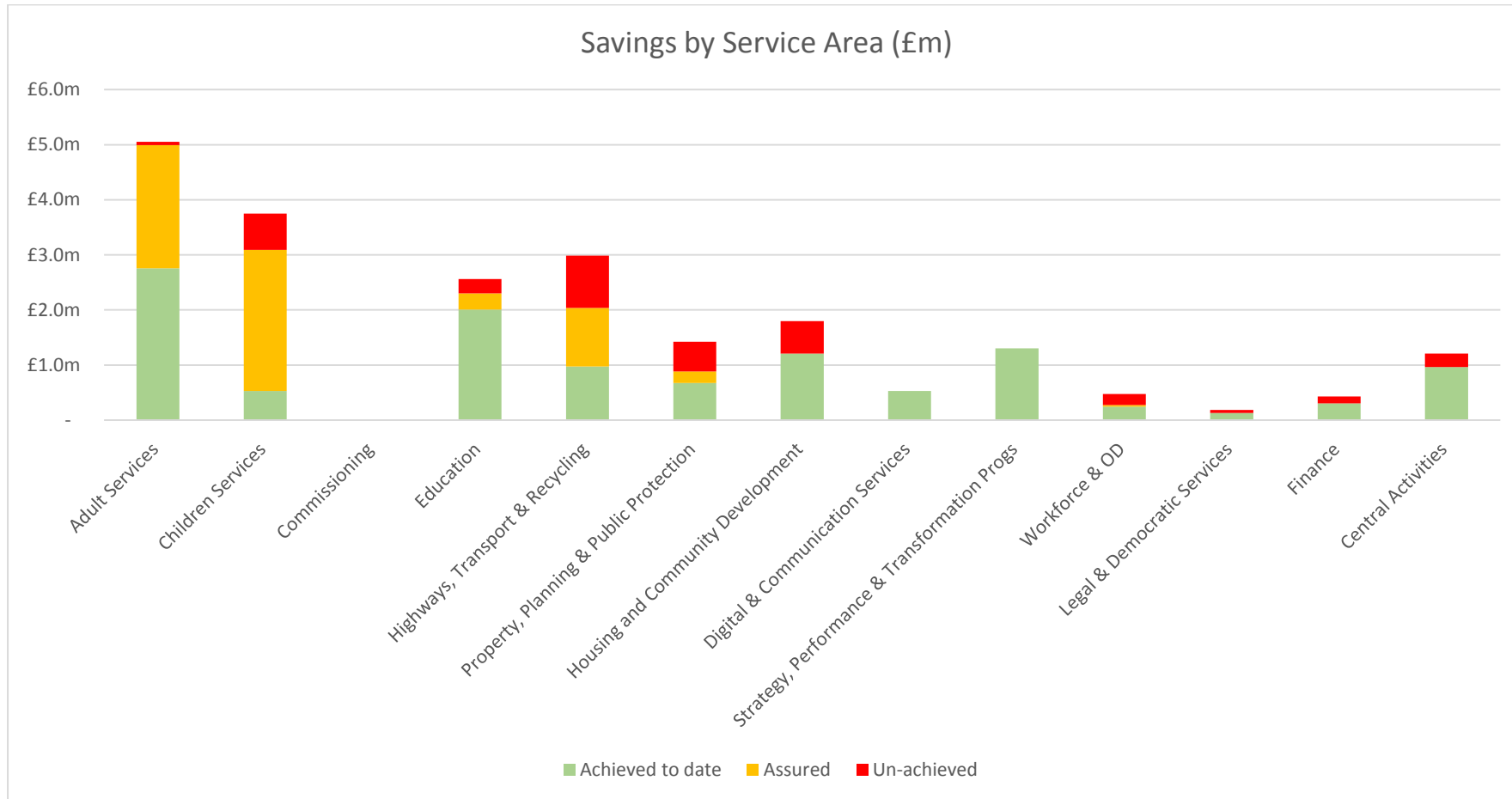


Jane Thomas	01597-826341	01597-826290	jane.thomas@powys.gov.uk
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Appendix A – Table Showing Savings Delivery 2019/20 (as at 31st August 2019)

Service	Total To Be Achieved £'000	Actually Achieved £'000	Assured £'000	Un-achieved £'000	Achieved %
Education	2,561	2,006	295	260	78%
Highways, Transport & Recycling	2,986	974	1,065	947	33%
Property, Planning & Public Protection	1,421	675	210	537	47%
Housing and Community Development	1,798	1,209	-	589	67%
Digital & Communication Services	530	530	-	-	100%
Strategy, Performance & Transformation	1,302	1,302	-	-	100%
Workforce & OD	473	247	26	200	52%
Legal & Democratic Services	183	131	-	52	72%
Finance	430	307	-	123	71%
Central Activities	1,207	962	-	245	80%
<b>Total</b>	<b>12,989</b>	<b>8,343</b>	<b>1,596</b>	<b>3,050</b>	<b>64%</b>
<b>Memo Items</b>					
Adult Efficiencies	5,052	2,755	2,238	59	55%
Children's Efficiencies	3,651	530	2,559	562	15%
<b>Total</b>	<b>8,703</b>	<b>3,285</b>	<b>4,797</b>	<b>621</b>	<b>38%</b>
<b>Overall Total</b>	<b>21,692</b>	<b>11,628</b>	<b>6,393</b>	<b>3,672</b>	<b>54%</b>

**Appendix A – Summarised Through Graph**





## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10 October, 2019

**REPORT BY:** Head of Legal and Democratic Services  
**SUBJECT:** Recommendations from the Democratic Services Committee

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**REPORT FOR:** Decision

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**1. Questions by Members at Council and Speaking at Council Meetings.**

- 1.1 At the meeting of the Democratic Services Committee on 29<sup>th</sup> July 2019, the following decisions / recommendations were made:

**Questions by Members at Council.**

<b>RECOMMENDATION TO COUNCIL</b>
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<p><b>That in addition to Members being able to ask questions to Council [as permitted under the Constitution] the Newport County Council system of "Formal Questions at Any Other Time" be trialled for a period of 12 months and that the trial be reviewed, with a report being made to Council.</b></p>
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**Speaking at Council Meetings.**

<b>RESOLVED THAT</b>
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<p><b>a Group leaders meeting be held, to discuss the proposal of the having nominated speakers to items on Council agendas, before the next Council meeting.</b></p>
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- 1.2 A Group Leader's Meeting was held on 30<sup>th</sup> August which considered both these matters and the views of the Group Leaders is set out below.

1.3 Speaking at Council Meetings.

Group Leaders were supportive of having nominated speakers by the political groups on any matter at Council as well as allowing individual Members to make different / additional points. It was suggested that if approved by Council that a workshop be held for Members prior to its introduction.

1.4 Questions by Members at Council.

Group Leaders were also supportive of a trial of the implementation of a "Formal Questions at Any Other Time" being introduced. It was queried whether questions relating to operational matters be made to Heads of Service for consideration, as operational matters were within the remit of Heads of Service with Portfolio Holders responsible for policy direction. The

same process for questions to Portfolio Holders could be utilised for questions to Heads of Service.

Group Leaders also considered that the trial period should be for 3 months and then reviewed by the Democratic Services Committee. It was further considered that a workshop be held for Members to clarify how the new system would operate prior to its introduction.

- 1.5 The views of the Group Leaders were considered by the Democratic Services committee at its meeting on 30 September, 2019. The Committee noted that in order to implement a revised process for questions would require the suspension of Rule 4.29 for the period of the trial and replacement with Rules 4.29 A to C, and for changes to speaking at meetings it would require amending Rule 4.47 as set out in Section 4 of the Constitution attached as **Appendix 1**.

<b>RECOMMENDATION TO THE COUNTY COUNCIL:</b>	<b>Reason for Recommendation:</b>
<p>(i) <b>That Rule 4.29 of the Constitution is suspended for an initial period of 3 months to allow a trial of a "Formal Questions at Any Other Time" process,</b></p> <p>(ii) <b>That the trial be reviewed by the Democratic Services Committee at the end of that period with delegated power to the Chair of the Democratic Services committee in consultation with the Committee to extend the trial period.</b></p> <p>(iii) <b>During the trial period referred to in (i) and (ii) above a new Rule 4.29A to 4.29C as set out in Appendix 1 is adopted.</b></p> <p>(iv) <b>That the Council implements a process of having nominated speakers to items on Council agendas (in addition to other Members making different / additional points), in accordance with amended Rule 4.47 as set out in Appendix 1.</b></p> <p>(v) <b>That a workshop for Members be held to explain the new processes prior to their implementation.</b></p>	<p>(i) To allow Members to ask formal questions of Portfolio Holders at any time rather than waiting for meetings of the Council.</p> <p>(ii) To allow nominated speakers to speak on Council agenda items.</p> <p>(iii) To explain the new processes to Members before implementation.</p>



**2. Constitution.**

**2.1 Section 4 – Full Council**

Attached is an amended version of Section 4 (**Appendix 1**). The items for consideration by the Council are as follows:

Rule 4.49	Amendments to Motions	There has been comment following recent Council meetings as to the way amendments were dealt with at Council meetings. A review of the process has been undertaken and the revisions provide that simple amendments must be received by the Monitoring Officer in writing by 10 a.m. on the morning of the meeting. Substantial amendments to motions must be received in writing by the Monitoring Officer by 5 p.m. the day prior to the meeting.
Rule 4.66	Recorded Vote	This is a simple amendment as to when a recorded vote can be used at which meetings.

**2.2 Section 16 – Financial Procedure Rules**

Attached is a copy of the amended version of Section 16 (extract only – **Appendix 2**) relating to Rule 16.89.

**2.3 Section 25 – Local Resolution Protocol**

Attached is a copy of the amended version of Section 25 (**Appendix 3**) relating to Rule 25.6.3. The Committee received a request to review the protocol, specifically whether there was a need for a Chair for the resolution meetings and whether notes of the meeting should be prepared. The Committee accepted that the Monitoring Officer should facilitate the meetings which was already included in the protocol. With regard to notes, the Committee decided that a record of the outcome only should be kept rather than notes of the meeting.

<b>RECOMMENDATION TO THE COUNTY COUNCIL:</b>	<b>Reason for Recommendation:</b>
<b>That the amendments to Sections 4, 16 and 25 of the Constitution be approved.</b>	To review and update the Constitution.

Contact Officer:	Wyn Richards, Scrutiny Manager and Head of Democratic Services.
Tel:	01597-826375
Email:	<a href="mailto:wyn.richards@powys.gov.uk">wyn.richards@powys.gov.uk</a>

## SECTION 4 – FULL COUNCIL

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### Introduction

4.1 The Full Council is a formal meeting of all Councillors. The Full Council is required by law to take certain important decisions including setting the Council's Budget and Council Tax and approving a number of key plans and strategies, which together form the Policy Framework (listed below). It is responsible for all of the functions not the responsibility of the Cabinet. It will carry out some functions itself, but others will be delegated to Committees or named Officers.

### The Policy Framework

4.2 The Policy Framework means the following plans and strategies:

Plan, Scheme and Strategy	Reference
• Children and Young People's Plan;	• <b>Regulations made under Section 26 of the Children Act 2004 (c.31)</b>
• Best Value Performance Plan;	• <b>Section 6(1) of the Local Government Act 1999 9c.27)</b>
• Community Strategy;	• <b>Section 4 of the Local Government Act 2000 (c.22)</b>
• Crime and Disorder Reduction Strategy;	• <b>Sections 5 and 6 of the Crime and Disorder Act 1998 9c.37)</b>
• Health and Well-Being Strategy;	• <b>Section 24 of the National Health Service Reform and Health Care professions Act 2002 9c.17)</b>
• Local Transport Plan;	• <b>Section 108 of the Transport Act 2000 (c.38)</b>
• Plans and alterations which together comprise the Development Plan;	• <b>Section 10A of the Town and Country Planning Act 1990 (c.8)</b>
• Welsh Language Scheme;	• <b>Section 5 of the Welsh Language Act 1993 (c.38)</b>
• Youth Justice Plan;	• <b>Section 40 of the Crime and Disorder Act 1998 (c.37)</b>
• Powers to approve a Young People's Partnership Strategic Plan and a Children and Young Peoples Framework Partnership	• <b>Section 123, 124 and 125 of the Learning and Skills Act 2000 (c.21)</b>
• Housing Strategy;	• <b>Section 87 of the Local Government Act 2003 (c.26)</b>
• Rights of Way Improvement Plan;	• <b>Section 60 of the Countryside and Rights of Way Act 2000 (c.37)</b>
• Pay Policy	• <b>Section 38(1) of the Localism Act 2011</b>

## SECTION 4 – FULL COUNCIL

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• Single Integrated Plan

• **Part 2 – Local Government (Wales) Measure 2009<sup>1</sup>**

### **The Single Integrated Plan (The One Powys Plan)**

4.3 This replaces four of the existing plans and strategies which formed part of the Policy Framework, namely the Community Strategy, the Children and Young People's Plan, the Health, Social Care and Wellbeing Strategy and the Community Safety Partnership Plan.

### **The Budget**

4.4 The Budget includes the allocation of financial resources to different services and projects, proposed contingency funds, the Council Tax base, setting the Council Tax and decisions relating to the control of the Council's borrowing requirement, the control of its capital expenditure and the setting of virement limits. The Full Council will decide the Council's overall revenue budget and overall capital budget and any changes to these. (See Section 15 for how the Council can change the Policy Framework or Budget referred to it for approval by the Cabinet.)

### **Housing Land Transfer**

4.5 Housing Land Transfer means the approval or adoption of applications (whether in draft form or not) to the National Assembly for Wales for a programme either:

4.5.1 by Full Council to dispose of 500 or more properties to a person under the Leasehold Reform, Housing and Urban Development Act 1993: or

4.5.2 to dispose of land used for residential purposes where approval is required under section 32 or 43 of the Housing Act 1985.

### **Functions of the Full Council**

4.6 Only the Full Council will exercise the following functions:

4.6.1 adopting and changing the Constitution;

4.6.2 approving or adopting the Single Integrated Plan (The One Powys Plan), Policy Framework, the Budget and any application to the National Assembly for Wales in respect of any Housing Land Transfer;

4.6.3 subject to the urgency procedure contained in the Access to Information Procedure Rules in Section 14 of this Constitution, making decisions about any matter in the discharge of an Executive Function which is covered by the Policy Framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the Policy Framework or contrary to/or not wholly in accordance with the budget;

4.6.4 appointing and removing the Leader;

4.6.5 making appointments to the committees of the Council

4.6.6 making appointments of Chairs of the Scrutiny and Democratic Services committees of the Council. The Chair of a Scrutiny Committee and the Democratic Services Committee may be removed from office by a motion to

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<sup>1</sup> Welsh Government Guidance "Shared Purpose – Shared Delivery" to Part 2 of the Local Government (Wales) Measure 2009 Rules 37 to 46.

## SECTION 4 – FULL COUNCIL

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- remove to Council which is put on the agenda pursuant to Rule 4.38.1.
- 4.6.7 agreeing and/or amending the terms of reference for Committees, deciding on their composition and making appointments to them (in accordance with the Local Government and Housing Act 1989) unless the appointments have been delegated by the Council;
  - 4.6.8 changing the name of the area or conferring the title of freedom of the County;
  - 4.6.9 making or confirming the appointment of the Head of Paid Services and other Chief Officers<sup>2</sup>;
  - 4.6.10 making, amending, revoking re-enacting or adopting bylaws and promoting or opposing the making of local legislation or Private Bills;
  - 4.6.11 all Local Choice Functions set out in Section 13 of this Constitution which the Council decides should be undertaken by itself rather than the Cabinet; and
  - 4.6.12 all matters which by law must be reserved to the Council. For example, appointing the Chair of the Democratic Services Committee and the pay policy statement;
  - 4.6.13 appointing representatives to outside bodies unless the appointment has been delegated by the Council.
  - 4.6.14 to determine the level, and any change in the level, of the remuneration to be paid to a Chief Officer.

### Membership

- 4.7 All Councillors shall be members of Full Council.
- 4.8 Substitution is not possible at meetings of the Council.

### Chairing the Council

### Appointment And Term Of Office Of Chair, Vice-Chair And Assistant Vice-Chair Of Council

- 4.9 The County Council will at every Annual Meeting elect from amongst its Councillors:
  - 4.9.1 The Chair of the County Council;
  - 4.9.2 The Vice-Chair of the County Council;
  - 4.9.3 The Assistant Vice-Chair of the County Council.

and the Councillors so elected will hold office until the following Annual Meeting; they resign; are dismissed by a vote of Full Council upon a Motion on Notice; cease to be a member of the Council; or are unable to act as a member of the Council due to he/she being suspended or disqualified from being a Councillor under Part 3 of Local Government Act 2000.

- 4.10 The post of Chair, Vice Chair and Assistant Vice Chair will be nominated by Councillors in Montgomeryshire, Radnorshire and Brecknockshire in rotation.
- 4.11 In the event of a vacancy occurring between Annual Meetings the County Council will appoint a new Chair, Vice-Chair or Assistant Vice-Chair (as the case may be) at an ordinary meeting following the occurrence of the vacancy.

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<sup>2</sup> Defined in Section 2.2.2

## SECTION 4 – FULL COUNCIL

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### **Role and Function of the Chair**

4.12 The Chair of the Council and in his/her absence, the Vice Chair or Assistant Vice Chair will have the following roles and functions:

#### ***Ceremonial Role***

4.12.1 The Chair of the Council:

- 4.12.1.1 is the civic leader of Powys County Council ;
- 4.12.1.2 promotes the interests and reputation of the Council and the geographic area of Powys as a whole and acts as an ambassador for both; and
- 4.12.1.3 undertakes civic, community and ceremonial activities and fosters community identity and pride.

#### ***Responsibilities of the Chair***

4.12.2 The Chair of the Council will:

- 4.12.2.1 uphold and promote the purpose of the Constitution, and to interpret the Constitution with advice from the Monitoring Officer when necessary;
- 4.12.2.2 preside over meetings of the Council so that its business can be carried out fairly and efficiently and with regard to the rights of Councillors with regards to their (a) participation in the affairs of Council; (b) access to documentation and information in accordance with Section 14; and (c) the interests of the Community;
- 4.12.2.3 ensure that the Council meeting is a forum for the debate of matters of concern to the local community and the place at which Councillors who are not on the Cabinet are able to hold the Cabinet and Committee chairs to account;
- 4.12.2.4 ensure public involvement in the Council's activities;
- 4.12.2.5 be the conscience of the Council; and

#### ***Political Neutrality***

4.12.3 The Chair, Vice-Chair and Assistant Vice-Chair of the Council during their periods of office will not be actively involved with any political group to which they belong.

4.12.4 The Chair, the Vice-Chair, the Assistant Vice-Chair of the Council, cannot be a member of the Cabinet .

### **Council Meetings**

4.13 There are three types of Council meeting:

- 4.13.1 the Annual Meeting;
- 4.13.2 ordinary meetings; and
- 4.13.3 extraordinary meetings



## SECTION 4 – FULL COUNCIL

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### Rules of Procedure and Debate

4.14 The Council Procedure Rules contained in Rules 4.15 onwards will apply to meetings of the Full Council. Unless otherwise indicated, those rules marked:

♣	will apply to Cabinet and Cabinet Committees
▲	will apply to committee and sub-committee meetings (with the exception of Area (Shire) Committees, and the Planning, Taxi Licensing and Rights of Way Committee when performing the functions of a planning authority as defined in Section 319ZD of the Town and Country Planning Act 1990)
◆	will apply to Area (Shire) Committees meetings
■	will apply to the Planning, Taxi Licensing and Rights of Way Committee when performing the functions of a planning authority as defined in Section 319ZD of the Town and Country Planning Act 1990

### Council Procedure Rules - Annual Meeting of the Council

#### Timing and Business

4.15 In a year when there is an ordinary election of Councillors, the annual meeting will take place within 21 days of the retirement of the outgoing Councillors. In any other year, the annual meeting will take place in March, April or May. Every Annual Meeting will:

- 4.15.1 elect a person to preside if the Chair of the Council is not present. A member of the Cabinet cannot preside over a meeting of Council<sup>3</sup>;
- 4.15.2 elect the Chair of the Council (subject to 4.10 above);
- 4.15.3 elect the Vice Chair of the Council (subject to 4.10 above);
- 4.15.4 elect the Assistant Vice-Chair of the Council (subject to 4.10 above);
- 4.15.5 receive declarations of interest
- 4.15.6 receive apologies for absence
- 4.15.7 decide on any amendments to the Constitution<sup>4</sup> recommended by the Democratic Services Committee
- 4.15.8 receive any announcements from the Chair, Leader and/or the Head of Paid Service;
- 4.15.9 elect the Leader of the Council, except where the Leader was appointed for a period of four years or the term of the Council at the initial annual meeting of the Council;
- 4.15.10 be informed by the Leader of the number of Councillors to be appointed to the Cabinet;
- 4.15.11 decide on the allocation of seats on political balanced committees to political

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<sup>3</sup> Schedule 12, Local Government Act 1972 (as amended)

<sup>4</sup> Any amendment to the committees of the Council including their size and terms of reference as set out in the Council's Constitution are subject to any statutory constraints or limitations and provided that the Council shall appoint at least one scrutiny committee, a Standards Committee and such other committees as the Council considers appropriate to deal with matters which are neither reserved to the Council nor are executive functions under this Constitution;

## SECTION 4 – FULL COUNCIL

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- groups in accordance with the requirements of the Local Government and Housing Act 1989
- 4.15.12 receive from political groups nominations of Councillors to serve on each of the politically balanced committees in accordance with the seats allocated to the respective political groups and to make appointments accordingly
- 4.15.13 appoint the Scrutiny Committees , Democratic Services Committee, Planning, Taxi-Licensing and Rights of Way Committee, Licensing Act 2003 Committee, Employment and Appeals Committee, Pensions and Investment Committee a Standards Committee and such other committees and sub-committees as the Council considers appropriate to deal with matters which are neither reserved to the Council nor are Executive Functions (as set out in Section 13 of this Constitution);
- 4.15.14 allocate the Chairs of Scrutiny Committees to the relevant political groups and to note the appointments to those Chairs made by the political groups
- 4.15.15 appoint the Chair of the Democratic Services Committee<sup>5</sup>
- 4.15.16 elect or appoint Members where vacancies occur in respect of:
- Independent Member of Standards Committee; and
  - Lay Member of the Audit Committee; and
  - Co-Opted Members of the Scrutiny Committee;
- 4.15.17 receive from the Leader any changes to the scheme of delegations (as set out in Section 13 of this Constitution);
- 4.15.18 to approve a Schedule of Members' Remuneration for the next ensuing financial year
- 4.15.19 consider any business set out in the notice convening the meeting.
- 4.15.20 other business, not specified in the summons as the Chair considers urgent, subject to the nature of the urgency being specified in the minutes PROVIDED ALWAYS that in allowing such urgent business the Chair shall have regard to the fact that the Annual Meeting of the Council is normally a civic / ceremonial occasion;
- 4.15.21 receive from political groups nominations of Councillors to serve on the Brecon Beacons National Park Authority and to make appointments accordingly
- 4.15.22 appoint 3 Councillors to the Welsh Local Government Association.
- 4.15.23 appoint 1 Councillor to the Welsh Local Government Association Co-Ordinating Committee
- 4.15.24 approve the Council's Pay Policy. Full Council has granted a dispensation for an officer nominated by the Section 151 Officer to be present during the course of the debate to answer any matters raised by members in the debate. Dispensation is also given for an officer to be present during the course of the debate to run the congress system.
- 4.16 The order of business, with the exception of Rule 4.15.1 may be altered by the Chair or decision of Council
- 4.17 Additional agenda items for the Annual Meeting next following the ordinary election of Councillors:
- 4.17.1 Receive a report from the Returning Officer as to the Councillors

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<sup>5</sup> Regulation 14(1) of Local Government Measure (Wales) 2011

## SECTION 4 – FULL COUNCIL

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elected;

4.17.2 Elect the Leader \*\*;

4.17.3 Appoint Councillors to the Standards Committee \*\*;

4.17.4 Appoint Councillors to the Area (Shire) Committees \*\*;

4.17.5 Make appointments of Councillors in accordance with the political balance requirements to:

- Police and Crime Panel \*\*;
- Mid and West Wales Fire and Rescue Authority \*\*;

\*\* Unless terminated earlier in accordance with this Constitution, this election / appointment will be for a term expiring at the next ordinary council elections.

### Ordinary Meetings

4.18 Ordinary meetings of the Council will take place in accordance with a programme decided by the Council provided that the Chief Executive and Monitoring Officer shall have authority, subject to consultation with the Chair of Council, to change the date or time of any meeting, if such change is necessary in the interest of the convenient or efficient dispatch of the Council's business. The order of business at ordinary meetings will be as follows:

4.18.1 elect a person to preside if the Chair, Vice Chair and Assistant Vice-Chair are not present. A member of the Cabinet cannot preside at a meeting of the Council<sup>6</sup>;

4.18.2 receive any declarations of interest from Councillors;

4.18.3 receive apologies for absence;

4.18.4 approve as a correct record the minutes of the last meeting;

4.18.5 receive any announcements from the Chair, Leader or Chief Executive

4.18.6 decide on any amendments to the Constitution recommended by the Democratic Services Committee<sup>7</sup>

4.18.7 where required to elect, appoint, or note the appointment, or remove Members to / from the following positions:

4.18.7.1 Chair, Vice-Chair, Assistant Vice-Chair of Council;

4.18.7.2 Leader;

4.18.7.3 Independent Member of Standards Committee;

4.18.7.4 Appoint Lay Member of the Audit Committee and Co-Opted Members of the Scrutiny Committee;

4.18.7.5 Chair of a Scrutiny Committee (excluding Chair of Audit) or Democratic Services Committee.

4.18.8 (if required due to the formation of a new political group or due to a Councillor joining a political group):

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<sup>6</sup> Schedule 12, Local Government Act 1972 (as amended)

<sup>7</sup> Any amendment to the committees of the Council including their size and terms of reference as set out in the Council's Constitution subject to any statutory constraints or limitations and provided that the Council shall appoint at least one scrutiny committee, a Standards Committee and such other committees as the Council considers appropriate to deal with matters which are neither reserved to the Council nor are executive functions under this Constitution

## SECTION 4 – FULL COUNCIL

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- 4.18.8.1 decide on the allocation of seats on politically balanced committees to political groups in accordance with the requirements of the Local Government and Housing Act 1989; and
  - 4.18.8.2 receive from political groups nominations of Councillors to serve on each of the politically balanced committees in accordance with the seats allocated to the respective political groups and make appointments accordingly; and
  - 4.18.8.3 allocate the Chairs of scrutiny committees to the relevant political groups and to note the appointments to those Chairs made by the political groups in accordance with the Local Government (Wales) Measure 2011;
- 4.18.9 (if required due to vacancy) note appointment of chair(s) of scrutiny committee(s) by the political group(s) in accordance with the Local Government (Wales) Measure 2011
- 4.18.10 to receive the report of the Monitoring Officer setting out appointments to fill vacancies on committees and outside bodies s/he has made in accordance with the authority delegated to him / her to make such appointments which accords with the wishes of a political group to whom the committee seat or position on the outside body has been allocated
- 4.18.11 receive written statements from the Leader and / or members of the Cabinet (which statements shall be taken as read) and any questions and answers on any of the statements;
- 4.18.12 receive reports from the Cabinet, Leader, Cabinet member, and any questions, answers and observations on any of those reports;
- 4.18.13 receive reports from any of the Council's Committees introduced by the relevant Committee Chair, and any questions, answers and observations on any of those reports;
- 4.18.14 receive reports from any of the Council's statutory officers, or Chief Officers and any questions, answers and observations on any of those reports
- 4.18.15 receive any other report that the Chief Executive considers is required to be placed before the Council and any questions, answers and observations on any of those reports
- 4.18.16 receive reports about and receive questions and answers on the business of joint arrangements and external organisations;
- 4.18.17 consider any other business specified in the summons to the meeting, including consideration of proposals from the Cabinet in relation to the Council's Budget and Policy Framework;
- 4.18.18 receive any petitions
- 4.18.19 deal with any outstanding business from the last Council meeting
- 4.18.20 receive and consider recommendations from the Cabinet and the Council's committees
- 4.18.21 consider motions of which appropriate notice has been given;
- 4.18.22 receive questions submitted in accordance with Rule 4.30 (Questions on Notice), and answers in response to those questions.
- 4.18.23 consider and debate any major issue which is relevant to the Council and its functions, for example a "state of the county" debate
- 4.18.24 to receive the report of the Monitoring Officer setting out any changes by the

## SECTION 4 – FULL COUNCIL

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- Leader in the scheme of delegation and executive functions
- 4.18.25 consider any business set out in the notice convening the meeting
- 4.18.26 other business, not specified in the summons as the Chair considers urgent, subject to the nature of the urgency being specified in the minutes
- 4.18.27 to exclude the public for the consideration of any item in accordance with the Access to Information Procedure Rules in Section 14.
- 4.18.28 The order of business, with the exception of Rule 4.18.1 may be altered by the Chair or decision of Council
- 4.18.29 No meetings of the Council, or its committees (other than Committees, Sub-Committees or Panels dealing with planning, licensing and employment matters), shall be held in the month of August, unless circumstances so require.

### Extraordinary Meetings

#### Calling Extraordinary Meetings

- 4.19 The Chief Executive may call Council meetings in addition to ordinary meetings. Those listed below may request the Chief Executive to call additional Council meetings:
- 4.19.1 the Council by resolution;
- 4.19.2 the Chair of the Council;
- 4.19.3 The Leader;
- 4.19.4 The Head of Paid Service;
- 4.19.5 The Monitoring Officer or the Section 151 Officer;
- 4.19.6 any five Councillors if they have signed a requisition presented to the Chair of the Council and s/he has refused to call a meeting or has failed to call a meeting within seven days of the presentation of the requisition.

#### Business

- 4.20 The business to be conducted at an extraordinary meeting shall be restricted to the item or items of business contained in the request for the extraordinary meeting and there shall be no consideration of previous minutes or reports from committees etc, except that the Chair may at his/her absolute discretion permit other items of business to be conducted for the efficient discharge of the Council's business.

### Time, Place and Duration of Meetings

#### Time and Place of Meetings

- ♣ ▲ ◆ ■<sup>8</sup>4.21 The time and place of meetings will be determined by the Chief Executive in consultation with the Chair and notified in the summons.

#### Duration of Meetings

- ♣ ▲ ◆ ■<sup>9</sup>4.22 At ordinary meetings, when 8 hours have elapsed after the commencement of the meeting, the Chair shall adjourn immediately after the

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<sup>8</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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disposal of the item of business being considered at the time. Remaining business will be considered at a time and date fixed by the Chair. If he/she does not fix a date, the remaining business will be considered at the next ordinary meeting.

### Notice of and Summons to Meetings

♣ ▲ ◆ ■<sup>10</sup>4.23 The Chief Executive will give notice to the public of the time and place of any meeting in accordance with the Access to Information Procedure Rules in Section 14. At least 3 clear days before a meeting, the Chief Executive will send a summons signed by him/her to every Councillor by post and / or by leaving it at their usual place of residence and / or by electronic means including a link to the Members' website. The summons will give the date, time and place of each meeting and specify the business to be transacted, and will be accompanied by such reports and other documents as are available.

### Chair of Meeting

4.24.1 Whenever present the Chair of Council will chair meetings of the Council. In his / her absence the Vice-Chair of Council, or in his / her absence the Assistant Vice-Chair of Council or in his/her absence the Councillor elected to preside over the meeting in accordance with Rule 4.18.1, will take the chair. The person presiding at the meeting may exercise any power or duty of the Chair. A member of the Cabinet cannot preside at a meeting of the Council

▲ ◆ ■<sup>11</sup>4.24.2 At the first meeting of Committees or Sub-Committees (save the Standards Committee) in each municipal year the Committee / Sub-Committee will elect a Chair and Vice-Chair for the forthcoming 12 month period save where the Chair of Committee has been appointed by Council by the Full Council in accordance with Rules 4.15.14, 4.15.15 or Rule 4.18.7.5.

▲ ◆ ■<sup>12</sup>4.23.3 Whenever present the Chair of a Committee / Sub-Committee elected in accordance with Rule 4.24.2 above will chair meetings. In his / her absence the Vice-Chair of the Committee / Sub-Committee will take the chair. In the absence of the Chair and Vice-Chair the Committee / Sub-Committee will elect a Councillor to preside over the meeting. The person presiding at the meeting may exercise any power or duty of the Chair.

### Conduct of Meeting

♣ ▲ ◆ ■<sup>13</sup>4.25 The Chair shall conduct the meeting to secure a proper, full and effective debate of business items where a decision is required and a committee or sub-committee has not previously considered the matter. The steps the Chair may take include:

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<sup>9</sup> See Rule 4.14

<sup>10</sup> See Rule 4.14

<sup>11</sup> See Rule 4.14

<sup>12</sup> See Rule 4.14

<sup>13</sup> See Rule 4.14



## SECTION 4 – FULL COUNCIL

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- ♣ ▲ ◆ ■<sup>14</sup>4.25.1 calling for more time to allow the speaker to properly explain the matter;
- ♣ ▲ ◆ ■<sup>15</sup>4.25.2 permitting a Member to speak more than once;
- ♣ ▲ ◆ ■<sup>16</sup>4.25.3 allowing employees of the Council to advise the meeting as appropriate, having regard to the provisions of Rules 4.94 and 4.95 below;
- ♣ ▲ ◆ ■<sup>17</sup>4.25.4 allowing a full discussion of reports and matters for decision;

### Quorum

- ♣ ▲ ◆ ■<sup>18</sup> <sup>19</sup>4.26 The quorum of a meeting will be one quarter of the whole number of Members. During any meeting if the Chair counts the number of Members present and declares there is not a quorum present, then the meeting will adjourn immediately. Remaining business will be considered at a time and date fixed by the Chair. If he/she does not fix a date, the remaining business will be considered at the next ordinary meeting.

### Remote Attendance

- ♣ ▲ ◆ ■<sup>20</sup>4.27 Pursuant to Section 4 of the Local Government (Wales) Measure 2011, the County Council on 22<sup>nd</sup> October, 2014 decided not to allow any Council meetings to be held in accordance with the provisions of Section 4.

### Questions by Councillors

#### On Minutes, Reports or Statements of the Cabinet or Committees

- 4.28 A Member of the Council may ask the Leader, Cabinet member or the Chair of a Committee / Sub-Committee any question without notice directly **arising from an item in the minutes** (whether or not that minute has been approved as a true record at a subsequent meeting of the Cabinet or Committee / Sub-Committee), report or statements of the Cabinet / Cabinet member or a Committee / Sub-Committee, when that item is being received or is under consideration by the Council.

#### Questions ~~on Notice at Full Council~~ from Members

- 4.29A Subject to Rule 4.30, a Councillor may ask on Notice at Full Council:

- 4.29.1 the Chair;
- 4.29.2 a member of the Cabinet;
- 4.29.3 the chair of any committee or sub-committee;
- 4.29.4 nominated Councillors of the Fire and Rescue Authority or the Brecon Beacons National Park Authority or the Police and Crime Panel

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<sup>14</sup> See Rule 4.14

<sup>15</sup> See Rule 4.14

<sup>16</sup> See Rule 4.14

<sup>17</sup> See Rule 4.14

<sup>18</sup> See Rule 4.14

<sup>19</sup> For the quorum of the Planning, Taxi Licensing and Rights of Way Committee acting as a Planning Authority see Rule 19.92

<sup>20</sup> See Rule 4.14

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a question on any matter in relation to which the Council has powers or duties or which affects the Council other than operational matters which must be addressed as set out in Rule 4.29C:-

4.29B In addition to questions put under Rule 4.29A above a Councillor may ask the Leader or a Portfolio Holder a written question on any matter in relation to which the Council has powers or duties or which affects the Council other than operational matters which must be addressed as set out in Rule 4.29C at any time which must be responded to within 10 working days. All such questions and responses will be published on the council's website.

4.29C In addition to questions put under Rules 4.29A and 4.29B above a Councillor may ask the relevant Head of Service a written question on any operational matter at any time which must be responded to within 10 working days. All such questions and responses will be published on the council's website.

### **Notice of Questions**

4.30 A Councillor may ask a question under Rule 4.29 if either:

- 4.30.1 written notice of the question has been delivered to the Monitoring Officer not later than 5.00 p.m. 10 Clear Days before the date of the Council meeting at which it is to be considered; or
- 4.30.2 the question relates to urgent matters, they have the consent of the Chair and the Councillor to whom the question is to be put and the content of the question is given to the Monitoring Officer by 5 p.m. on the day prior to the meeting.

### **Maximum Number of Questions**

4.31 A Councillor may ask only two questions (including any urgent question(s)) under Rule 4.29 except with the consent of the Chair of the Council. With the consent of the Chair of Council a Member may substitute an urgent question for a question that has already been raised provided that the urgent question complies with Rule 4.30.2.

### **Order of Questions**

4.32 Questions of which notice has been given under Rule 4.29 will be listed on the agenda in the order determined by the Chair of the Council.

### **Rejection of Questions**

4.33 Questions under Rule 4.29 may be rejected if, in the opinion of the Monitoring Officer and the Chair they:

- 4.33.1 are not about a matter for which the Council has a responsibility and which affects the administrative area of the Council;
- 4.33.2 are defamatory, frivolous or offensive;
- 4.33.3 are substantially the same as a question which has been put at a meeting of the Council in the past six months and there has been no material change in the answer which would be given;
- 4.33.4 concern an item of business which is the subject of a report to the meeting;
- 4.33.5 disclose confidential or exempt information where there is no demonstrable

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need to know;

- 4.33.6 are based on opinion where the factual basis for the opinion is not detailed in the question
- 4.33.7 relate to personal and confidential information of an employee (or former employee) in the view of the Monitoring Officer and / or the Section 151 Officer.

### **Withdrawal of Questions**

- 4.34.1 A question of which notice has been given can only be withdrawn with the consent of the person asking the question;
- 4.34.2 If the Monitoring Officer considers that a response to a submitted question could be provided by a senior officer prior to the relevant Council meeting, then the Monitoring Officer may contact the Councillor concerned to ascertain whether the Councillor agrees that the question could be withdrawn.
- 4.34.3 A question which has been withdrawn under Rule 4.34.1 may only be reinstated provided that Rule 4.30 has been adhered to.

### **Responses**

- 4.35 A response to a question or supplementary question may take the form of:
  - 4.35.1 a direct oral answer at the meeting or if it is more appropriate to supply the answer in written form, a written answer should be circulated at the meeting or later to the questioner and other Councillors (if requested). Where an oral answer is given the response shall last for no longer than 5 minutes.
  - 4.35.2 where the desired information is in a publication of the Council or other published work, by reference to that publication,

### **Supplementary Question**

- 4.36 A Councillor asking a question under Rule 4.29 may ask one supplementary question without notice of the Councillor to whom the first question was asked. The supplementary question must arise directly out of the original question or the reply. The Councillor asking the supplementary question may speak for no longer than 1 minute. The speech must not amount to a response or comment upon the response provided under Rule 4.35 above.

### **Motions on Notice**

#### **Notice**

- 4.37.1 Except for motions which can be moved without notice under Rule 4.42 and in cases of urgency under Rule 4.43, written notice of every motion, must be delivered to the Monitoring Officer not later than 5.00 p.m. 10 Clear Days before the date of the Council meeting at which it is to be considered.
- 4.37.2 Each motion must have one Member to propose and another Member to second the motion and the proposer and seconder must either sign the motion or otherwise confirm by email or in writing to the Monitoring Officer that they are proposing or seconding the motion.

### **Motion Set Out in Agenda**

## SECTION 4 – FULL COUNCIL

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- 4.38.1 Motions for which notice has been given will be listed on the agenda in the order determined by the Chair.
- 4.38.2 If an issue arises at a meeting of a committee as to the appointment, promotion, dismissal, salary, superannuation or Conditions of Service, or as to the conduct of any person employed by the Council, such matter shall not be the subject of discussion until the Council has decided on the exercise of the power of exclusion of the public under the terms of the Access to Information Rules set out in Section 14.

### Scope

- 4.39 Motions may be rejected if, in the opinion of the Monitoring Officer and the Chair they:
- 4.39.1 are not about a matter for which the Council has a responsibility and which affects the wellbeing of the administrative area of the Council;
  - 4.39.2 are defamatory, frivolous or offensive;
  - 4.39.3 are substantially the same as a motion which has been put at a meeting of the Full Council in the past six months;
  - 4.39.4 concern an item of business which is the subject of a report to the meeting;
  - 4.39.5 disclose confidential or exempt information where there is no demonstrable need to know;
  - 4.39.6 are based upon a legally inaccurate premise;
  - 4.39.7 relate to personal and confidential information of an employee (or former employee) in the view of the Monitoring Officer and / or the Section 151 Officer;
  - 4.39.8 would amount to an attempt to “Call-In” a decision of Cabinet or a delegated decision made by a Portfolio Holder which would not be allowed due to application of the Call-In rules set out in Section 7.

### Appointment and Removal of the Leader

- 4.40.1 The following process will be followed for the appointment of the Leader:
- 4.40.1.1 The Chair will ask for written nominations;
  - 4.40.1.2 The Chair will declare the number of nominations for each candidate and where a candidate has been nominated by more than 1 Councillor they will be deemed to have had their nomination seconded. For candidates with a single nomination, the Chair will ask for a seconder from the floor of Council;
  - 4.40.1.3 Those nominated will be asked whether they accept or refuse the nomination;
  - 4.40.1.4 In the event of there being a single candidate, there will be a secret ballot and the Chair will have a casting vote.
  - 4.40.1.5 In the event of there being more than 1 candidate, all candidates will be asked to leave the Chamber and each candidate will be invited, in alphabetical / surname order to separately make a presentation of up to 5 minutes to Council.
  - 4.40.1.6 After all presentations have been made there will be a vote by secret ballot. Where no candidate receives a majority on the first

## SECTION 4 – FULL COUNCIL

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vote, the candidate with the least number of votes will be eliminated and a further vote will be taken. This procedure will be repeated until a candidate receives a majority. If the bottom 2 candidates have the same number of votes, a vote will be taken to decide the candidate to be eliminated from future votes. In the event of an equal number of votes being cast at this stage, the Chair will have a casting vote as to the candidate to be eliminated.

4.40.1.7 For the avoidance of doubt in the event of the last 2 candidates having the same number of votes, the Chair will have a casting vote as to which candidate is appointed as Leader.

4.40.2 The Leader may be removed by a Notice on Motion which has a simple majority of those Councillors voting and present in the room at the time the question was put.

4.40.3 A motion to remove the Leader cannot be moved more than once in any rolling 6 month period.

### Two Motions per Councillor

4.41 No Councillor may give notice of more than 2 motions for any Council meeting, except with the consent of the Chair. Following debate and / or amendments a motion will be taken as a single motion.

### Motions without Notice

4.42 The following motions may be moved without notice:

- ♣ ▲ ◆ ■<sup>21</sup>4.42.1 to appoint a Chair of the meeting at which the motion is moved;
- ♣ ▲ ◆ ■<sup>22</sup>4.42.2 in relation to the accuracy of the minutes;
- ♣ ▲ ◆ ■<sup>23</sup>4.42.3 to change the order of business in the agenda;
- ♣ ▲ ◆ ■<sup>24</sup>4.42.4 to refer something to an appropriate committee, body or individual for consideration or reconsideration;
- ♣ ▲ ◆ ■<sup>25</sup>4.42.5 to appoint a committee or Member to perform a function or duty arising from an item on the summons for the meeting;
- ♣ ▲ ◆ ■<sup>26</sup>4.42.6 to receive reports and / or adopt and / or amend recommendations of the Cabinet, committees or Officers and any resolutions following from them;
- ♣ ▲ ◆ ■<sup>27</sup>4.42.7 to withdraw a motion;
- ♣ ▲ ◆ ■<sup>28</sup>4.42.8 to amend a motion;
- ♣ ▲ ◆ ■<sup>29</sup>4.42.9 a closure motion under Rule 4.54
- 4.42.10 to suspend a particular Council Procedure Rule (provided that at least one half of the whole number of Members are present)<sup>30</sup>;

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<sup>21</sup> See Rule 4.14

<sup>22</sup> See Rule 4.14

<sup>23</sup> See Rule 4.14

<sup>24</sup> See Rule 4.14

<sup>25</sup> See Rule 4.14

<sup>26</sup> See Rule 4.14

<sup>27</sup> See Rule 4.14

<sup>28</sup> See Rule 4.14

<sup>29</sup> See Rule 4.14

<sup>30</sup> See Rule 2.10

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- ♣ ▲ ◆ ■<sup>31</sup>4.42.11 to exclude the public and press in accordance with the Access to Information Procedure Rules;
- ♣ ▲ ◆ ■<sup>32</sup>4.42.12 to not hear further a Member named under Rule 4.86 or to exclude them from the meeting under Rule 4.87; and
- 4.42.13 to give the consent of the Council where its consent is required by this Constitution.
- ♣ ▲ ◆ ■<sup>33</sup>4.42.14 urgent motions, provided the requirements of Rule 4.43 is satisfied.

### Urgent Motions

- 4.43.1 An urgent motion complying with Rule 4.37.2 may be presented, with the permission of the Chair, provided it has been notified to the Monitoring Officer by 5.00 p.m. on the day prior to the Council meeting
- 4.43.2 Subject to Rule 4.43.3 below, the Chair has general authority to agree to take an urgent motion which is not on the agenda, and the discretion is entirely that of the Chair who alone needs to be satisfied as to the need for urgency;
- 4.43.3 The general authority referred to above is qualified in that an urgent motion should not be taken unless:
- 4.43.3.1 the matter dealt with in the motion has arisen between the deadline for the submission of motions and the date of the meeting; and
  - 4.43.3.2 the motion requires an urgent decision in the public interest which cannot be dealt with by other means (including referring the motion for consideration and decision to the Cabinet or a committee), or left to be decided at a subsequent meeting.
- 4.43.4 In all cases, the reason for the urgency shall be clearly stated on the motion, and the Chair will explain to the Council the reason why he or she has accepted a motion not listed on the agenda as urgent

### Rules of Debate

#### No Speeches until Motion Seconded

- ♣ ▲ ◆ ■<sup>34</sup>4.44 No speeches may be made after the mover has moved a proposal and explained the purpose of it until the motion has been seconded. The proposer of the motion shall have the right to make the first speech in relation to the motion which s/he has moved by notice.

#### Right to Require Motion in Writing

- ♣ ▲ ◆ ■<sup>35</sup>4.45 Unless notice of the motion has already been given, the Chair may require it to be written down and handed to him before it is discussed.

#### Secunder's Speech

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<sup>31</sup> See Rule 4.14

<sup>32</sup> See Rule 4.14

<sup>33</sup> See Rule 4.14

<sup>34</sup> See Rule 4.14

<sup>35</sup> See Rule 4.14



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- ♣ ▲ ◆ ■<sup>36</sup>4.46 When seconding a motion or amendment, a Member may reserve their speech until later in the debate.

### Content and Length of Other Speeches

4.47.1 Non aligned Members and a nominated principal speaker from each Political Group will be able to speak on each motion with all Members having a right to speak to raise additional or different issues in the debate.

- ▲ ◆ ■<sup>37</sup>4.47.2 Speeches in accordance with 4.47.1 above must be directed to the ~~question~~ motions under discussion or to a personal explanation, ~~or~~ point of order or right of reply. The proposer of a motion may speak for no more than 10 minutes; otherwise no speech may exceed 5 minutes without the consent of the Chair.

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<sup>36</sup> See Rule 4.14

<sup>37</sup> See Rule 4.14

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### When a Member may Speak Again

- ♣ ▲ ◆ ■<sup>38</sup>4.48 A Member who has spoken on a motion may not speak again whilst it is the subject of debate, except:
- ▲ ◆ ■<sup>39</sup>4.48.1 to speak once on an amendment moved by another Member;
  - ▲ ◆ ■<sup>40</sup>4.48.2 to move a further amendment if the motion has been amended since he last spoke;
  - ▲ ◆ ■<sup>41</sup>4.48.3 if his first speech was on an amendment moved by another Member, to speak on the main issue (whether or not the amendment on which he spoke was carried);
  - ▲ ◆ ■<sup>42</sup>4.48.4 in exercise of a right of reply;
  - ▲ ◆ ■<sup>43</sup>4.48.5 on a point of order; and
  - ▲ ◆ ■<sup>44</sup>4.48.6 by way of personal explanation.

### Amendments to Motions

- ♣ ▲ ◆ ■<sup>45</sup>4.49.1 Subject to Rules 4.49.2 to 4.49.7 below An amendment to a motion must be relevant to the motion and will either be:
- ♣ ▲ ◆ ■<sup>46</sup>4.49.1.1 to refer the matter to an appropriate committee, body or individual for consideration or reconsideration;
  - ♣ ▲ ◆ ■<sup>47</sup>4.49.1.2 to leave out words;
  - ♣ ▲ ◆ ■<sup>48</sup>4.49.1.3 to leave out words and insert or add others; or
  - ♣ ▲ ◆ ■<sup>49</sup>4.49.1.4 to insert or add words or additional recommendations;
  - ♣ ▲ ◆ ■<sup>50</sup>4.49.1.5 to substitute another proposition which is committed to writing and sent to the Head of Legal and Democratic Services and / or the Head of Democratic Services no later than 5 p.m. on the day prior to the meeting.

as long as the effect of Rules 4.49.1.2 to 4.49.1.4 is not to negate or would otherwise change the material substance of the original motion.

4.49.7 Amendments in accordance with Rule 4.49.1.2 to 4.49.1.4 (adding, removing or substituting words), will only be allowed if committed to writing and sent to the Head of

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<sup>38</sup> See Rule 4.14

<sup>39</sup> See Rule 4.14

<sup>40</sup> See Rule 4.14

<sup>41</sup> See Rule 4.14

<sup>42</sup> See Rule 4.14

<sup>43</sup> See Rule 4.14

<sup>44</sup> See Rule 4.14

<sup>45</sup> See Rule 4.14

<sup>46</sup> See Rule 4.14

<sup>47</sup> See Rule 4.14

<sup>48</sup> See Rule 4.14

<sup>49</sup> See Rule 4.14

<sup>50</sup> See Rule 4.14

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Legal and Democratic Services and / or the Head of Democratic Services no later than 10 a.m. on the day of the meeting

4.49.8 Any amendments received in accordance with these rules will be automatically circulated to all Members as soon as reasonably practicable.

4.49.9 The Chair will have a general discretion to allow any amendments which do not have the effect of negating or would otherwise change the material substance of the original motion~~the original motion~~, in circumstances where the Chair in his / her absolute discretion considers the amendment has arisen out of the debate.

- ▲ ◆ ■<sup>51</sup>4.49.2 Each amendment will be proposed, seconded, committed to writing and handed to the Chair;
- ♣ ▲ ◆ ■<sup>52</sup>4.49.3 Only one amendment may be moved and discussed at any one time~~;~~ and strictly in the order of receipt. No further amendment may be moved until the amendment under discussion has been decided.
- ♣ ▲ ◆ ■<sup>53</sup>4.49.4 If an amendment is not carried, other amendments to the original motion may be moved.
- ♣ ▲ ◆ ■<sup>54</sup>4.49.5 If an amendment is carried, the motion as amended takes the place of the original motion. This becomes the substantive motion to which any further amendments are moved.
- ♣ ▲ ◆ ■<sup>55</sup>4.49.6 After an amendment has been carried, the Chair will read out the amended motion before accepting any further amendments, or if there are none, put it to the vote.

### Alteration of Motion

- ♣ ▲ ◆ ■<sup>56</sup>4.50.1 A Member may alter a motion which he has moved without notice with the consent of both the meeting and the seconder. The meeting's consent will be signified without discussion.
- ♣ ▲ ◆ ■<sup>57</sup>4.50.2 Only alterations which could be made as an amendment pursuant to Rule 4.49. may be made.

### Withdrawal of Motion

- ♣ ▲ ◆ ■<sup>58</sup>4.51 A Member may withdraw a motion which he has moved with the consent of both the meeting and the seconder. The meeting's consent will be signified without discussion. No Member may speak on the motion after the mover has asked permission to withdraw it unless permission is refused.

### Right of Reply

- ♣ ▲ ◆ ■<sup>59</sup>4.52.1 If an amendment is moved, the mover of the original motion has the right of reply at the close of the debate on the amendment, but may not

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<sup>51</sup> See Rule 4.14

<sup>52</sup> See Rule 4.14

<sup>53</sup> See Rule 4.14

<sup>54</sup> See Rule 4.14

<sup>55</sup> See Rule 4.14

<sup>56</sup> See Rule 4.14

<sup>57</sup> See Rule 4.14

<sup>58</sup> See Rule 4.14

<sup>59</sup> See Rule 4.14

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otherwise speak on it.

- ♣ ▲ ◆ ■<sup>60</sup>4.52.2 The mover of the amendment has no right of reply to the debate on his amendment.
- ♣ ▲ ◆ ■<sup>61</sup>4.52.3 A Member exercising a right of reply will not introduce any new matter and after the reply, a vote shall be taken without further discussion. Members may not speak after the owner of a motion has exercised a right of reply, except to seek clarification of a particular matter before the owner of the motion concludes his or her speech. A Member may not speak after a proposition has been voted on except on a point of order relating to it.

### Procedural Motions which may be Moved During Debate

- ♣ ▲ ◆ ■<sup>62</sup>4.53 When a motion is under debate, no other motion may be moved except the following procedural motions:
  - ♣ ▲ ◆ ■<sup>63</sup>4.53.1 to withdraw a motion;
  - ♣ ▲ ◆ ■<sup>64</sup>4.53.2 to amend a motion;
  - ♣ ▲ ◆ ■<sup>65</sup>4.53.3 a closure motion under Rule 4.54.5
  - ♣ ▲ ◆ ■<sup>66</sup>4.53.4 to exclude the public and press in accordance with the Access to Information Procedure Rules; and
  - ♣ ▲ ◆ ■<sup>67</sup>4.53.5 to not hear further a Member named under Rule 4.86 or to exclude them from the meeting under Rule 4.87.
  - ♣ ▲ ◆ ■<sup>68</sup>4.53.6 to suspend a particular council procedure rule (provided that at least one half of the whole number of Members are present).

### Closure Motions

- ♣ ▲ ◆ ■<sup>69</sup>4.54.1 to proceed to the next business;
- ♣ ▲ ◆ ■<sup>70</sup>4.54.2 to ask that the question be now put;
- ♣ ▲ ◆ ■<sup>71</sup>4.54.3 to adjourn a debate; or
- ♣ ▲ ◆ ■<sup>72</sup>4.54.4 to adjourn a meeting.
- ♣ ▲ ◆ ■<sup>73</sup>4.54.5 subject to Rule 4.54.8 below, if a motion to proceed to next business under Rule 4.54.1 is seconded and only if the Chair thinks the item has been sufficiently discussed, he will give the mover of the original motion a right of reply and then put the procedural motion to the vote.
- ♣ ▲ ◆ ■<sup>74</sup>4.54.6 subject to Rule 4.54.8 below, if a motion that the question be now put

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<sup>60</sup> See Rule 4.14

<sup>61</sup> See Rule 4.14

<sup>62</sup> See Rule 4.14

<sup>63</sup> See Rule 4.14

<sup>64</sup> See Rule 4.14

<sup>65</sup> See Rule 4.14

<sup>66</sup> See Rule 4.14

<sup>67</sup> See Rule 4.14

<sup>68</sup> See Rule 4.14

<sup>69</sup> See Rule 4.14

<sup>70</sup> See Rule 4.14

<sup>71</sup> See Rule 4.14

<sup>72</sup> See Rule 4.14

<sup>73</sup> See Rule 4.14

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under Rule 4.54.2 is seconded and only if the Chair thinks the item has been sufficiently discussed, he will put the procedural motion to the vote. If it is passed he will give the mover of the original motion a right of reply before putting his motion to the vote.

♣ ▲ ◆ ■<sup>75</sup>4.54.7

subject to Rule 4.54.8 below, if a motion to adjourn the debate or to adjourn the meeting under Rules 4.54.3 and 4.54.4 is seconded and only if the Chair thinks the item has been sufficiently discussed and cannot reasonably be so discussed on that occasion, he will put the procedural motion to the vote without giving the mover of the original motion the right of reply.

♣ ▲ ◆ ■<sup>76</sup>4.54.8

in the event that a closure motion under Rule 4.54.1 to 4.54.4 is moved and seconded, the following procedure will apply in the order set out below:

4.54.8.1 the closure motion will be voted upon without further debate;

4.54.8.2 if an amendment has been moved and seconded before a closure motion has been passed by Full Council, that amendment must be discussed immediately but will be subject to the following restrictions:

- The debate on the amendment cannot exceed a maximum of 30 minutes in total, save for the exercising of the Chair's discretion.
- the proposer will have a maximum of 5 minutes to speak on the amendment;
- the relevant Portfolio Holder(s) will have a maximum of 5 minutes to speak on the amendment;
- the seconder and all other speakers will have a maximum of 3 minutes to speak on the amendment;

4.54.8.3 Full Council will vote on the proposed amendment debated under Rule 4.54.8.2 above.

4.54.8.4 a single new amendment to the substantive motion (as amended if appropriate) will be allowed if properly seconded, but will be subject to the following restrictions:

- the first new amendment proposed and seconded will be considered and no further proposed amendments will be considered;
- The debate on the new amendment cannot exceed a maximum of 30 minutes in total, save for the exercising of the Chair's discretion.
- the proposer will have a maximum of 5 minutes to speak on the new amendment;
- the relevant Portfolio Holder will have a maximum of 5 minutes to speak on the new amendment;

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<sup>74</sup> See Rule 4.14

<sup>75</sup> See Rule 4.14

<sup>76</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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- the seconder and all other speakers will have a maximum of 3 minutes to speak on the new amendment;

- 4.54.8.5 the new amendment proposed in accordance with Rule 5.54.8.4 will be voted upon.
- 4.54.8.6 the substantive motion (as amended under Rule 4.54.8.2 or Rule 4.54.8.4) will be voted upon.

### Point of Order

- ♣ ▲ ◆ ■<sup>77</sup>4.55 A point of order is a request from a Member to the Chair to rule on an alleged irregularity in the procedure of the meeting. A Member may raise a point of order at any time by indicating to the Chair by standing that they wish to raise a point of order and waiting for the Chair to call them to speak at a convenient point at the discretion of the Chair. A point of order may only relate to an alleged breach of these Council Rules of Procedure or the law. The Member must indicate the rule or law and the way in which s/he considers it has been broken. The ruling of the Chair on the matter will be final.

### Personal Explanation

- ♣ ▲ ◆ ■<sup>78</sup>4.56 A Member may make a personal explanation at any time. A personal explanation may only relate to one of the following:

- ♣ ▲ ◆ ■<sup>79</sup>4.56.1 some material part of an earlier speech by the Member in the present debate which may appear to have been misunderstood;

- ♣ ▲ ◆ ■<sup>80</sup>4.56.2 to reply to an allegation of misconduct made against the Member giving the explanation; or

- ♣ ▲ ◆ ■<sup>81</sup>4.56.3 to make an apology to the Council.

- ♣ ▲ ◆ ■<sup>82</sup>4.57 The ruling of the Chair on the admissibility of a personal explanation will be final.

- ♣ ▲ ◆ ■<sup>83</sup>4.58 Points of personal explanation will only be recorded in the minutes if the Monitoring Officer considered that such an inclusion would provide greater clarity to the minutes.

### Declarations of Interest

- ♣ ▲ ◆ ■<sup>84</sup>4.59 A Member may at any time declare a personal interest under the

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<sup>77</sup> See Rule 4.14

<sup>78</sup> See Rule 4.14

<sup>79</sup> See Rule 4.14

<sup>80</sup> See Rule 4.14

<sup>81</sup> See Rule 4.14

<sup>82</sup> See Rule 4.14

<sup>83</sup> See Rule 4.14

<sup>84</sup> See Rule 4.14



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Members' Code of Conduct and when a Member makes a declaration s/he shall be heard immediately and shall be allowed to make the declaration without interruption.

### Previous Decisions and Motions

#### Motion to Rescind a Previous Decision

- ▲ ◆ ■<sup>85</sup>4.60.1 A motion or amendment to rescind a decision made at a meeting within the past six months cannot be moved unless the notice of motion is signed by at least 10 Members.
- ▲ ◆ ■<sup>86</sup>4.60.2 Rule 4.37.2 does not apply to a motion under Rule 4.60.1.
- ▲ ◆ ■<sup>87</sup>4.60.3 For the sake of clarity rule 4.60.1 does not apply to decisions taken by the Cabinet.

#### Motion Similar to One Previously Rejected

- ▲ ◆ ■<sup>88</sup>4.61.1 A motion or amendment in similar terms to one that has been rejected at a meeting in the past six months cannot be moved unless the notice of motion or amendment is signed by at least 10 Members. Once the motion or amendment is dealt with, no one can propose a similar motion or amendment for six months.
- ▲ ◆ ■<sup>89</sup>4.61.2 Rule 4.37.2 does not apply to a motion under Rule 4.61.1.

### Voting

#### Majority

- ♣ ▲ ◆ ■<sup>90</sup>4.62 Unless this Constitution provides otherwise, any matter will be decided by a simple majority of those Members voting and present in the room at the time the question was put.

#### Chair's Casting Vote

- ♣ ▲ ◆ ■<sup>91</sup>.63 If there are equal numbers of votes for and against, the Chair will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote.

#### Method of Voting

- ♣ ▲ ◆ ■<sup>92</sup>4.64 Unless a recorded vote is demanded under Rule 4.66 the Chair will take the vote by show of hands, or by use of the Council's electronic voting system if any, or if there is no dissent, by the affirmation of the meeting.

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<sup>85</sup> See Rule 4.14

<sup>86</sup> See Rule 4.14

<sup>87</sup> See Rule 4.14

<sup>88</sup> See Rule 4.14

<sup>89</sup> See Rule 4.14

<sup>90</sup> See Rule 4.14

<sup>91</sup> See Rule 4.14

<sup>92</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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### Ballots

4.65.1 In respect of Full Council the vote will take place by ballot if 10 Councillors present at the meeting demand it. The Chair will announce the numerical result of the ballot immediately the result is known.

♣ ▲ ◆ ■<sup>93</sup>4.65.2 In respect of committees the vote will take place by ballot if a majority of the Members present at the meeting demand it. The Chair will announce the numerical result of the ballot immediately the result is known.

### Recorded Vote

4.66.1 Subject to 4.66.2 below, whenever an electronic voting system is available voting at Full Council ~~and Cabinet~~ meetings shall take place by means of that electronic voting system and the votes cast by each Councillor will be made available on the Council's website upon publication of the draft minutes for that meeting.

4.66.2 In respect of Full Council if 10 Councillors present at the meeting demand it, before a vote is taken, the details of the votes cast by each Councillor will be made available to the meeting.

♣ ▲ ◆ ■<sup>94</sup>4.66.3 In respect of committees and the Cabinet if a majority of Members present at the meeting demand it, the names for and against the motion or amendment or abstaining from voting will be taken down in writing and entered into the minutes. A demand for a recorded vote together with a demand for a ballot will be voted upon by the committee.

### Right to Require Individual Vote to be Recorded

♣ ▲ ◆ ■<sup>95</sup>4.67 Where any Member requests it immediately after the vote is taken, their vote will be so recorded in the minutes to show whether they voted for or against the motion or abstained from voting.

### Voting on Appointments

#### Voting on appointments to external bodies and organisations

♣ ▲ ◆ ■<sup>96</sup>4.68.1 If there is one position (in an external body or organisation) to be filled by a nominee or representative of the Council and more than one person is nominated for that position then the position will be filled by the person with the greatest number of votes. If there are equal numbers of votes for and against, the Chair will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote.

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<sup>93</sup> See Rule 4.14

<sup>94</sup> See Rule 4.14

<sup>95</sup> See Rule 4.14

<sup>96</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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- ♣ ▲ ◆ ■<sup>97</sup>4.68.2 If there are two or more positions (in an external body or organisation) to be filled by nominees or representatives of the Council and the number of nominations exceeds the number of such positions, each Councillor of the Council will be able to exercise one vote for each such position (but may vote only once for each nominee) and the persons to whom more votes have been given than other persons up to the number of positions to be filled, shall be appointed. If there are equal numbers of votes for and against, the Chair will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote.

### Voting on employee appointments

- ♣ ▲ ◆ ■<sup>98</sup>4.69 In the event of there being more than two candidates for an appointment and no candidate receives the required majority on the first vote, the candidate with the least number of votes will be eliminated and a further vote will be taken. This procedure will be repeated until a candidate receives the required majority. If more than one candidate has the same number of votes and that is the lowest number of votes cast, a vote will be taken to decide the candidate to be eliminated from future votes. In the event of an equal number of votes being cast at this stage, the Chair will have a casting vote.

### Voting on Internal Councillor Appointments

- ♣ ▲ ◆ ■<sup>99</sup>4.70 This Rule applies to the appointment of Councillors to positions within the Local Authority or to joint committees with other authorities including:

4.70.1 the Chair / Vice-Chair / Assistant Vice-Chair of Council;

4.70.2 Leader;

♣ ▲ ◆ ■<sup>100</sup>4.70.3 the Chair or Vice-Chair of a Committee or Sub-Committee;

♣ ▲ ◆ ■<sup>101</sup>4.70.4 Member of a Committee or Sub-Committee or Panel;

♣ ▲ ◆ ■<sup>102</sup>4.70.5 Member of any other internal Council board, panel or group with or without officers;

♣ ▲ ◆ ■<sup>103</sup>4.70.6 Member of any joint committee, board, panel or group involving the Council and one or more local authorities, and / or other public bodies.

- ♣ ▲ ◆ ■<sup>104</sup>4.71 If there are more than two Councillors nominated for any position to be filled and there is not a clear majority of votes in favour of one person, then the name of the person with the least number of votes will be taken off the list and a new vote taken. The process will continue until there is a

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<sup>97</sup> See Rule 4.14

<sup>98</sup> See Rule 4.14

<sup>99</sup> See Rule 4.14

<sup>100</sup> See Rule 4.14

<sup>101</sup> See Rule 4.14

<sup>102</sup> See Rule 4.14

<sup>103</sup> See Rule 4.14

<sup>104</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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majority of votes for one person. Voting under this paragraph will normally be conducted by ballot paper.

♣ ▲ ◆ ■<sup>105</sup>4.72 Where there is a tie with two or more candidates receiving the least number of votes they both be eliminated from the voting where the addition of all the votes cast for the tied candidates would not equal or exceed the candidate with the next number of lowest votes. If the total number of votes cast for the candidates who tied would equal or exceed the next candidate, then only one of those candidates be eliminated and that decision be determined by ballot between the two.

♣ ▲ ◆ ■<sup>106</sup>4.73 Where there is a tie, at the end of the voting process between two candidates the Chairman shall either use his / her second or casting vote, or require the appointment to be determined by the drawing of lots.

♣ ▲ ◆ ■<sup>107</sup>4.74 This procedure may be varied by agreement of the meeting.

### Minutes

#### Signing the Minutes

♣ ▲ ◆ ■<sup>108</sup>4.75 The Chair will sign the minutes of the proceedings at the next suitable meeting. The Chair will move that the minutes of the previous meeting be signed as a correct record. The only part of the minutes that can be discussed is their accuracy.

#### No Requirement to Sign Minutes of Previous Meeting at Extraordinary Meeting

♣ ▲ ◆ ■<sup>109</sup>4.76 Where in relation to any meeting, the next meeting for the purpose of signing the minutes is an extraordinary meeting<sup>110</sup>, then the next following meeting will be treated as a suitable meeting for the purposes of signing of minutes<sup>111</sup>.

#### Form of Minutes

♣ ▲ ◆ ■<sup>112</sup>4.77 Save as provided below the form of the minutes will be a matter for the Chief Executive:

♣ ▲ ◆ ■<sup>113</sup>4.77.1 Minutes will contain all motions and amendments in the exact form and order the Chair put them.

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<sup>105</sup> See Rule 4.14

<sup>106</sup> See Rule 4.14

<sup>107</sup> See Rule 4.14

<sup>108</sup> See Rule 4.14

<sup>109</sup> See Rule 4.14

<sup>110</sup> a meeting called under paragraph 3 of Schedule 12 to the Local Government Act 1972

<sup>111</sup> paragraph 41(1) and (2) of Schedule 12 to the Local Government Act 1972

<sup>112</sup> See Rule 4.14

<sup>113</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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- ♣ ▲ ◆ ■<sup>114</sup>4.77.2 Replies given to questions of which notice has been given under Rule 4.30 will be recorded in the minutes.

### Record of Attendance

- ♣ ▲ ◆ ■<sup>115</sup>4.78 All Members present during the whole or part of a meeting must sign their names on the attendance sheets before the conclusion of every meeting to assist with the record of attendance.

- ♣ ▲ ◆ ■<sup>116</sup>4.79 Members permanently leaving a meeting shall advise the Chair or the clerk of their departure so that this can be formally recorded in the minutes, including the time of departure and the committee clerk shall so record in the minutes of that meeting.

- ♣ ▲ ◆ ■<sup>117</sup>4.80 Before Members leave a meeting room before the conclusion of business the Chair shall advise that Member of the above requirement.

### Exclusion of Public

- ♣ ▲ ◆ ■<sup>118</sup>4.81.1 Members of the public and press may only be excluded either in accordance with the Access to Information Procedure Rules in Section 14 of this Constitution or Rules 4.89 and 4.90 (Disturbance by the Public).

- ♣ ▲ ◆ ■<sup>119</sup>4.81.2 Where members of the public have been excluded pursuant to Rule 4.81.1, Members may nevertheless remain in the meeting (with the exception of confidential meetings of the Standards Committee) unless they have a personal and prejudicial interest.

### Members' Conduct

#### Declarations of Interest

- ♣ ▲ ◆ ■<sup>120</sup>4.82 Members must in all matters consider whether they have a personal interest (within the meaning within the Members' Code of Conduct) in a matter to be discussed at a meeting, and whether that Code of Conduct requires them to disclose that interest and if they conclude that it does, must disclose the existence and nature of the interest at the commencement of the discussion or when the interest becomes apparent and decide whether they should withdraw from consideration of the matter as required by the Code.

- ♣ ▲ ◆ ■<sup>121</sup>4.83 A Member who is under the Members' Code of Conduct required

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<sup>114</sup> See Rule 4.14

<sup>115</sup> See Rule 4.14

<sup>116</sup> See Rule 4.14

<sup>117</sup> See Rule 4.14

<sup>118</sup> See Rule 4.14

<sup>119</sup> See Rule 4.14

<sup>120</sup> See Rule 4.14

<sup>121</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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to disclose the existence and nature of such an interest must complete the requisite form provided for that purpose at meetings.

### Speaking at Meetings

♣ ▲ ◆ ■<sup>122</sup>4.84 When a Member speaks at a meeting he/she must address the meeting through the Chair. If more than one Member signifies their intention to speak, the Chair will ask one to speak. Other Members must remain silent whilst a Member is speaking unless they wish to make a point of order or a point of personal explanation.

### Chair Standing

♣ ▲ ◆ ■<sup>123</sup>4.85 When the Chair stands during a debate, or otherwise indicates that the meeting must be silent, any Member speaking at the time must stop and all Members must be seated.

### Member not to be Heard Further

♣ ▲ ◆ ■<sup>124</sup>4.86 If a Member persistently disregards the ruling of the Chair by behaving improperly or offensively or deliberately obstructs business, the Chair may move that the Member be not heard further. If seconded, the motion will be voted on without discussion. If the motion is passed the named Member may not discuss or debate any further business whilst it is transacted at the meeting.

### Member to Leave the Meeting

♣ ▲ ◆ ■<sup>125</sup>4.87 If the Member continues to behave improperly after a motion under Rule 4.86 is carried, the Chair may move that either the Member leaves the meeting or that the meeting is adjourned for a specified period. If seconded, the motion will be voted on without discussion. If the motion is passed the named Member must leave the room forthwith.

### General Disturbance

♣ ▲ ◆ ■<sup>126</sup>4.88 If there is a general disturbance making orderly business impossible, the Chair may adjourn the meeting for as long as he thinks necessary.

### Disturbance by Public

### Removal of Member of the Public

♣ ▲ ◆ ■<sup>127</sup>4.89 If a member of the public interrupts proceedings, the Chair will warn the person concerned. If they continue to interrupt, the Chair will order their removal from the meeting room.

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<sup>122</sup> See Rule 4.14

<sup>123</sup> See Rule 4.14

<sup>124</sup> See Rule 4.14

<sup>125</sup> See Rule 4.14

<sup>126</sup> See Rule 4.14

<sup>127</sup> See Rule 4.14



## SECTION 4 – FULL COUNCIL

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### Clearance of Part of Meeting Room

♣ ▲ ◆ ■<sup>128</sup>4.90 If there is a general disturbance in any part of the meeting room open to the public, the Chair may call for that part to be cleared.

### Filming, Audio Recording and Use of Social Media During Meetings

♣ ▲ ◆ ■<sup>129</sup>4.91 Filming, audio recording and use of social media is permitted during meetings except (a) where children and / or vulnerable adults are participating in the debate by way of a presentation, or (b) where meetings or parts of meetings which are held in confidential session pursuant to Section 14, or (c) where a meeting is being webcast.

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<sup>128</sup> See Rule 4.14

<sup>129</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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### Suspension and Amendment of Council Procedure Rules (Rules 4.15 to 4.95)

#### Suspension

4.92 The Council Rules of Procedure may be suspended in accordance with Rules 2.9 and 2.10.

#### Amendment

♣ ▲ ◆ ■<sup>130</sup>4.93 Any motion to add to, vary or revoke these Council Rules of Procedure will, stand adjourned without discussion and be automatically referred to the Democratic Services Committee which will make a recommendation to Council PROVIDED ALWAYS that this Rule will not apply to any recommendations or report by the Democratic Services Committee concerning the variation, revocation or amendment of these Council Rules of Procedure.

#### Officer Advice

♣ ▲ ◆ ■<sup>131</sup>4.94 Any report placed for decision before Council should contain all necessary advice to enable Councillors to take a decision. Reports will be circulated in advance of the meeting and if a Councillor requires clarification on an issue related to the report, this should be sought prior to the meeting.

♣ ▲ ◆ ■<sup>132</sup>4.95 Further officer advice will only be available at the meeting of Council with the consent of the Chair, in consultation with the Chief Executive. If there is a need for further detailed legal or financial advice to be provided, the meeting should be adjourned.

#### Attendance of Cabinet Members at Council Meetings

4.96 The Leader and Cabinet members in attendance at meetings of Full Council will not sit with the other Councillors but shall sit alongside the Chair, Vice-Chair and Assistant Vice-Chair of the County Council. The only officers to sit alongside the Chair shall be the Chief Executive, Monitoring Officer and Clerk unless otherwise authorised to do so by the Chief Executive.

#### Petitions

4.97 Where a Councillor delivers a petition to the Council in accordance with Rule 4.18.18 the Councillor may outline the request by the petitioners, the reason for the request and the number of the signatories **PROVIDED THAT** in any event the Councillor may not speak under this Rule for more than 5 minutes.

4.98 Where a member of the public delivers a petition to the Council the procedure for the receipt of that petition will be determined by the Chair of the Council.

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<sup>130</sup> See Rule 4.14

<sup>131</sup> See Rule 4.14

<sup>132</sup> See Rule 4.14

## SECTION 4 – FULL COUNCIL

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### **All Council Seminars / Member Development Sessions**

- 4.99 The Chair, Vice-Chair or Assistant Vice-Chair of the Council will preside at all Council Seminars or Member Development Sessions. Cabinet members with responsibility for portfolios which are the subject of the Council Seminar / Member Development Session may assist the Chair / Vice-Chair or Assistant Vice-Chair in facilitating the seminar / development session but may not preside over such a seminar / development session unless authorised by the Chair of the Council.

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## SECTION 16 – FINANCIAL PROCEDURE RULES

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### MANAGING EXPENDITURE

#### Scheme of virement

##### Why is this important?

16.87 The scheme of virement (that is, switching resources between approved estimates or heads of expenditure) is intended to enable the Cabinet, Strategic Directors / Director / Heads of Service and their staff to manage budgets with flexibility within the overall policy framework determined by the Full Council, and therefore to optimise the use of resources. Any income or expenditure at variance from the approved budget and without virement authorisation shall be regarded as over or under spending for which the Head of Service of the service is responsible.

16.88 Where expenditure or income not in the approved budget is introduced it will be covered by the same rules.

16.89.1 The scheme of virement applies to the revenue budget and the capital programme.

16.89.2 For the avoidance of doubt, the re-profiling of capital budgets between financial years (provided always that the overall project budget remains the same) is not a Virement to which Rules 16.92 to 16.100 below apply. Such re-profiling of budgets will be subject of approval of the Section 151 Officer and will be reported to Cabinet within the budget monitoring reports.

##### Key controls

16.90 Key controls for the scheme of virement are:

16.90.1 it is administered by the Section 151 Officer within guidelines set by Full Council. Any variation from this scheme requires the approval of the Full Council

16.90.2 the overall budget is proposed by the Cabinet and approved by Full Council. Strategic Directors / Director / Heads of Service and budget managers are therefore authorised to incur expenditure in accordance with the estimates that make up the budget. The rules below cover virement. For the purposes of this scheme, a budget head is considered to be a line in the approved Budget Book.

16.90.3 the overall budget must stay in balance and virement does not create additional overall budget liability. Strategic Directors / Director / Heads of Service are expected to exercise their discretion in managing their budgets responsibly and prudently. For example, they should aim to avoid supporting recurring expenditure from one-off sources of savings or additional income, or creating future commitments, including full-year effects of decisions made part way through a year, for which they have not identified future resources. Heads of Service must plan to fund such commitments from within their own budgets.

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## SECTION 25 – LOCAL RESOLUTION PROTOCOL

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### **Background.**

25.1 The Public Service Ombudsman has made representations that Councils institute Local Resolution (LR) Processes to reduce the numbers of complaints sent to the Ombudsman. If there is no progress with setting up these processes there is a risk that Welsh Government will bring forward legislation to make this compulsory.

25.2 Set out below is the Powys County Council's Local Resolution Process.

### **The Local Resolution Process.**

#### **Issues which will be considered under this process**

25.3 Low level complaints about Members e.g.

25.3.1 Minor complaints from Members about Members

25.3.2 Minor complaints from Officers about Members

22.3.3 Members alleged to have not shown respect and consideration for others – either verbally or in writing.

#### **Issues which will not be considered under this process**

25.4.1 Complaints which must be directed to the Public Services Ombudsman for Wales:

25.4.1.1 Complaints from the Public.

25.4.1.2 Serious complaints – breaches of the Code of Conduct / Failure to Disclose Interests / bullying.

25.4.2 Vexatious, malicious or frivolous complaints

25.4.3 Members' complaints about officers which should be dealt with using the Council's internal complaints process.

25.4.4 Repetitive low level complaints.

### **The Process**

#### **The complaint**

25.5 The complaint would need to be sent to the Monitoring Officer of Powys County Council to undertake a first sift to ensure that the complaint is at a low level and should not be dealt with by way of a complaint to the Ombudsman.

#### **Resolution Process.**

25.6.1 The involvement of Group Leaders/ Chair of Council in the following process is not to adjudicate on the complaint, but to attempt to get the members / officers involved to come to an agreement as to how the issue(s) could be resolved on an amicable basis.

25.6.2 The Monitoring Officer or Deputy Monitoring Officer will act as a facilitator for the resolution process below.

25.6.2.1 If the complaint is between Members of the same political group – the Monitoring Officer and the relevant Group Leader will meet with the

## SECTION 25 – LOCAL RESOLUTION PROTOCOL

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complainant and Member subject of the complaint to seek an agreed resolution.

- 25.6.2.2 If the complaint is between Members of different political groups - the Monitoring Officer and the relevant Group Leaders will meet with the complainant and Member subject of the complaint to seek an agreed resolution.
- 25.6.2.3 If the complaint is between a Member of a political group and a non-aligned Member (i.e. not belonging to any political groups) - the Monitoring Officer and the relevant Group Leader together with the Chair of the Council (who will act as the “Group Leader” for any non-aligned Member) will meet with the complainant and Member subject of the complaint to seek an agreed resolution.
- 25.6.2.4 If the complaint is between non-aligned Members (i.e. not belonging to any political groups) - the Monitoring Officer and the Chair of the Council (who will act as the “Group Leader” for any non-aligned Member) will meet with the complainant and Member subject of the complaint to seek an agreed resolution.
- 25.6.2.5 If the complaint has been made by an officer against a Member the Monitoring Officer and the Group Leader / Chair of Council (for any non-aligned Member) will meet with the officer and the Member subject of the complaint to seek an agreed resolution
- 25.6.2.6 Where a Group Leader is involved in such a dispute, the Monitoring Officer and the relevant Deputy Group Leaders will meet with the complainant and Member subject of the complaint to seek an agreed resolution.

25.6.3 The Monitoring Officer or Deputy Monitoring Officer will not take a note of the meeting on the basis that the meeting is informal and what is said in the meeting cannot be used in any subsequent complaint to the Ombudsman. However, the Monitoring Officer or Deputy Monitoring Officer will note the outcome of the meeting and -send a copy of the note to all participants on a private and confidential -basis.

### **Possible results of the process**

- 25.7.1 If an agreement is reached by Members and/or officers during this Stage then no further action is required.
- 25.7.2 If agreement cannot be reached the aggrieved Member / officer would always have the opportunity of referring the matter to the Ombudsman.

### **Time for the process.**

- 25.8 It is the intention that all of the processes can be completed as quickly as possible to resolve the issue. However exact timing will depend on the availability of individuals to attend the meetings.

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10<sup>th</sup> October 2019

**REPORT AUTHOR:** County Councillor Myfanwy Alexander, Portfolio Holder for Learning at the time of the appeal hearing referred to in the question

**SUBJECT:** Question from County Councillor James Gibson-Watt

The Portfolio Holder has recently dismissed appeals by parents from the Brecon High School catchment area applying for school transport for their children to Ysgol Calon Cymru Builth Wells campus to study through the medium of Welsh, on the grounds that the Welsh medium provision at Brecon High School is comparable to the provision at Ysgol Calon Cymru, despite the fact that Welsh medium provision at Brecon High School is demonstrably not as extensive as at Ysgol Calon Cymru, especially in Years 10 and 11.

Given the above how does the Portfolio Holder justify her decision to dismiss the appeals in circumstances in which Powys County Council is still providing school transport to some learners from the Brecon High School catchment area to Welsh medium provision at Ysgol Calon Cymru Builth Wells campus; and can she confirm that her decision to dismiss these appeals is compliant with current Equalities legislation and the provisions in Powys County Council's Welsh Education Strategic Plan?

### Response

You will be aware that the Authority's Home-to-School Transport Policy states clearly that free transport is provided for eligible pupils to their nearest suitable or catchment school that provides education through the medium of English or Welsh. In the case of learners from the Brecon area, Brecon High School is the nearest provider of Welsh-medium secondary education.

A few years ago, a number of parents from the Brecon area were refused transport to Builth Wells High School for Welsh-medium provision due to Brecon High School being their closest provider. The parents took this decision to a transport appeal and were granted free transport on the basis that the provision at Builth Wells High School was deemed, by the Portfolio Holder for Education at the time, to be more suitable than the provision at Brecon High School.

Upon hearing parental appeals this year, I was provided with information which shows that the difference in terms of number of subjects available in Welsh at Ysgol Calon Cymru and Brecon High School is now of a similar level. There are a similar number of Welsh medium subjects being provided at both school in years 7-9, although there is a greater difference in years 10 and 11.

It was my decision, therefore, not to grant free transport as the provision is comparable in both schools and therefore does not contradict equalities legislation or the aspirations of the authority's WESP.

# 17.2

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10<sup>th</sup> October 2019

**REPORT AUTHOR:** County Councillor Rosemarie Harris, Leader

**SUBJECT:** Question from County Councillor William Powell

**Given the likelihood of either a General Election or a Confirmatory Vote on Brexit in the coming weeks – and concerns around anomalies in the recent General Election - what is the Leader doing, in liaison with the Returning Officer to review guidance on Purdah, as it affects Powys County Council Officers, Members and County Council assets, to ensure that it is consistent, lawful and proportionate?**

### **Response**

Thank you for the question. As you are aware, the running of elections is not an issue for the Leader of Council, but is solely the responsibility of the Returning Officer and her staff. However, I confirm that the Head of Legal and Democratic Services will review any purdah guidance that may be required going forward.

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# 17.3

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10<sup>th</sup> October 2019

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

**SUBJECT:** Question from County Councillor Elwyn Vaughan

**What is the portfolio holder's proposed action following the independent report obtained by Abermule residents which suggest that the ecology survey undertaken by PCC was both sub-standard and not in accordance with good practice or the legislation and that consequently the presence of great crested newts on site cannot be properly discounted? Specifically, will the portfolio holder offer categoric assurance that no works will commence on site until the legislation in this respect has been fully complied with?**

### **Response**

The ecology mitigation scheme is being undertaken in line with 2001 best practice and in full compliance with the development licence issued for the site by Natural Resources Wales (NRW). The initial great crested newt trapping exercise was undertaken in October and November 2018, which was subsequently approved and signed off by NRW. This is an ongoing process, the next phase of which is the supervised search and clearance of habitat within the site immediately prior to commencement of works to ensure that the site is clear of newts.

The independent report provided by the community group was a desktop exercise with no site visits undertaken by the ecologist and based on information submitted by the group, which does raise the issue of impartiality. The consultant used by the Council is recognised as a professional company and undertakes ecological and biodiversity projects throughout the UK. They have certified environmental and quality management systems and use qualified, experienced ecologists. NRW have since met the community group and have confirmed to us that they (NRW) are happy with our approach.

We can therefore confirm that all legislation has been, and will be, fully complied with both prior to and during construction.



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# 17.4

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10<sup>th</sup> October 2019

**REPORT AUTHOR:** County Councillor James Evans, Portfolio Holder for Economic Development, Housing and Regulatory Services

**SUBJECT:** Question from County Councillor James Gibson-Watt

**Could the Portfolio Holder outline the efforts made by Powys County Council to promote Welsh Government's 'Targeted Regeneration Investment' grants to town centre retail shop owners and long-term tenants in Powys's market towns?**

### **Response**

A press release announcing the funding was circulated in the spring, which initiated enquiries.

Follow up promotion has been centred locally on the specific towns highlighted (for Powys, these are Newtown, Llandrindod Wells and Brecon). Local Officers are working with a number of applicants to develop applications for the grant, as well as speaking with relevant business network groups to promote the opportunity.

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## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10<sup>th</sup> October 2019

**REPORT AUTHOR:** County Councillor Phyl Davies, Portfolio Holder for Education

**SUBJECT:** Question from County Councillor Jon Williams

When Tesco built their new store in Llandrindod, they gave £700,000 to build a new Scout hut. This was built with extra money added from PCC to add a youth centre on the side. For many years the scouts have had to deal with other users of the building using their space and causing damage. There was an agreement over the use of the building and the formulation of a management committee to run the building. These have not been honoured even though the scouts have tried over many years to get PCC to deal with the issues. A few weeks ago, PCC called a meeting with the users of the building to tell them they had applied for grant funding to make part of the building an office and drop in centre. This is obviously a safeguarding issue for the youth groups who use the building. There are still many unresolved issues over ownership and management of the building, which the scouts have had no reply from PCC since January 2019 when it was stated “we will get back to you shortly”. Can the portfolio holder please tell me, why they have not received a reply, why PCC have not honoured the agreement to form a management committee and why they have gone against the original agreement which states “ It is proposed that use of the new facility by other organisations shall be restricted to youth groups, only. Any future proposal to allow use by non-youth groups will be subject to agreement by the management committee and ultimate approval by the Council's Board following consultation with existing user groups including the Scouts.”?

### Response

The Llandrindod Scout Hut and Youth Centre has been used by a number of organisations over the years since it was built – these include the Scouts, Youth Service, and Credu. The building also housed the Pupil Referral Unit until July of this year, which means that the building is now not being fully utilised.

In order to explore opportunities to fully utilise the building, the authority is currently exploring the possibility of developing an Integrated Family Centre to be housed in the building, which will be able to provide valuable support to families in the area. Following the recent departure of the Pupil Referral Unit from the building known as the Llandrindod Youth Centre. Although an application to the Welsh Government for grant support has been made, the outcome of this is not yet known.

Officers called a meeting of all current and potential users at the beginning of September. This was the first meeting to discuss potential future use, and it was very important that all users were round the table from the beginning.

If the grant application is successful and the authority decides to proceed with establishing an Integrated Family Centre on the site, then it will be a fantastic opportunity for all organisations to work together to meet the needs of families and young people in Llandrindod. However, the authority will ensure that it consults with all users to discuss the operational implications of this.

In order to ensure full compliance with any agreement regarding the Centre and its use, I will be recommending that a Centre Management Committee is established as soon as possible.

# 17.6

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10<sup>th</sup> October 2019

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

**SUBJECT:** Question from County Councillor Gareth Ratcliffe

Over the last couple of years Powys County Council has looked to remove services and place them in control of the communities. Hay Swimming pool was taken over by a dedicated group of volunteers and presently provide the service to over 450 people. This service would have been lost and is vital to the community as without it the local school would not be able to support the level of provision and would result in a minimum of lessons each year just to meet the national curriculum. This comes at a cost to the local community who are working hard to keep the service going but at times there are large maintenance bills or development that are needed to bring them to a legal and safe standard. For example Hay swimming pool is having to renew its pool lining at a cost in the region of £18k inc VAT. The community have raised with support from residents and local community organisations just over £11k.

With this in light will the portfolio holder look at forming a budget to allow community groups that have taken over service to apply for loans to support the service within their community that have been adopted?

### **Response**

The Council is under significant financial pressure, we are having to prioritise our limited resources on core council services. To introduce a loans scheme would require additional resource that we do not have. Community groups are able to access other sources of funding and we can assist in signposting groups to potential funding streams.

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## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
10<sup>th</sup> October 2019

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

**SUBJECT:** Question from County Councillor Karen Laurie-Parry

**Powys County Council being such a large rural area, has a large expenditure on Contracted Coach costs, be it public transport or school transport.**

**I understand that a former Director did ask Cabinet, for All Coach Transport Costs, be it public or school, to be reviewed to ascertain where any savings could be made and I too, did highlight concerns I had, regarding empty coaches operating at certain times of the day. There are probably logical reasons, but as we are expecting a further squeeze on budgets, do you consider that the former Director's professional request should be undertaken?**

**Whilst realising that again this is a sensitive area, could the Portfolio Holder explain and confirm, whether or not such a Full Public and School Transportation Cost Review has taken place or will be undertaken?**

### **Response**

The Council undertook a review of transport in July 2018 when we tendered new home to school and local bus service contracts. The review saw a total of 33 dedicated school transport vehicles being withdrawn. Learners who travelled on those vehicles which were withdrawn have been redistributed to other contracted school or local bus services.

We continue to monitor transport spend on a month by month basis, but we have to continue to meet our statutory obligations by transporting nearly 5500 learners to school on a daily basis and ensure that the 1.1m passengers that use our public transport network of buses annually receive a value for money service.

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